CITY OF MINNEAPOLIS

Labor Standards Enforcement
Annual Report

Presented by:
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Supervisor, Labor Standards
Department of Civil Rights

May 24th, 2018
Roadmap

- Background
- Outreach
- Enforcement
Background: Ordinance Passage

- § 40- Workplace Regulations
  Sick and Safe Time and Minimum Wage Ordinances

- §§ 40.90 & 40.390
  Effective July 1, 2017 and January 1, 2018

- §§ 40.120 & 40.410
  Creates enforcement mechanism and assigns operation to Civil Rights Department

- §§ 40.50 & 40.450
  Requires Annual Report
Background: Key Requirements

<table>
<thead>
<tr>
<th>Date</th>
<th>Small Business</th>
<th>Large Business</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jan. 1, 2018</td>
<td>$10.00</td>
<td>$10.00</td>
</tr>
<tr>
<td>July 1, 2018</td>
<td>$10.25</td>
<td>$11.25</td>
</tr>
<tr>
<td>July 1, 2019</td>
<td>$11.00</td>
<td>$12.25</td>
</tr>
<tr>
<td>July 1, 2020</td>
<td>$11.75</td>
<td>$13.25</td>
</tr>
<tr>
<td>July 1, 2021</td>
<td>$12.50</td>
<td>$14.25</td>
</tr>
<tr>
<td>July 1, 2022</td>
<td>$13.50</td>
<td>$15.00*</td>
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<tr>
<td>July 1, 2023</td>
<td>$14.50</td>
<td></td>
</tr>
<tr>
<td>July 1, 2024</td>
<td>Equal to Large Business</td>
<td></td>
</tr>
</tbody>
</table>

*Increases to account for inflation, every subsequent January 1st.
Outreach: Tools and Rules

Download Center

View or Print Sick and Safe Time (click below to download):
  - FAQs
  - Rules
  - Employer Checklist

Required Notice Posters (click below to download):
  - English
  - Spanish
  - Somali

City of Minneapolis Notice to Employees

Minimum Wage Scheduled Increases

| Nov 1, 2018 | $10.25 | $10.00 |
| Nov 1, 2019 | $11.00 | $11.25 |
| Nov 1, 2020 | $11.75 | $12.25 |
| Nov 1, 2021 | $12.50 | $13.50 |
| Nov 1, 2022 | $13.25 | $14.25 |

*Increases to account for inflation, every subsequent January 1.

Sick and Safe Time
- Sick and Safe Time is to be used for the following reasons:
  - Illness or injury
  - Medical or mental health care
  - Child or family member care
  - Domestic violence prevention

Working, Thriving, Together.
Help make Minneapolis a healthier, more secure, and more productive community.

Report Violations
Please report information about violations of workers' rights in Minneapolis.
Visit the city website at minneapolis.gov or call 311.

Retaliation Prohibited
It is unlawful for an employer to dismiss, demote, or discipline, or to otherwise deny any right or privileges to an employee that an employee has under the Minneapolis Minimum Wage or Sick and Safe Time Ordinance.


This poster must be displayed where employees can easily read it.

Support our local community!

City of Minneapolis

For more information about Minneapolis labor laws, visit the Minneapolis City of Minneapolis website at minneapolis.gov or call 311.

Working, Thriving, Together.

Outreach: Technical Assistance

- **Sick and Safe Time**
  - Employer: 737
  - Employee: 222

- **Minimum Wage**
  - Employer: 44
  - Employee: 4
Outreach: Events

Color Legend:
- Orange: Canvassing
- Grey: Engagement/Learning
- Blue: Tabling
- Red: Training Presentation

Outreach Reach

Number of Participants

- July 2017: 1K
- August 2017: 1K
- September 2017: 0K
- October 2017: 0K
- November 2017: 3K
- December 2017: 2K
- January 2018: 1K
- February 2018: 2K
- March 2018: 3K
Outreach: Impact

• Sick and Safe Time Website:
  (May 2017-present)
  32,547 Unique users
  87,338 Page views

• Minimum Wage Website:
  (October 2017-present)
  10,698 Unique users
  19,359 Page views
Enforcement: First Year

• § 40.90(a)- Sick and Safe Time Ordinance

First violations until July 1, 2018 not punishable by fine (except in cases of retaliation).

Most cases settled with warnings thus far.
Enforcement: Total Complaints

126 (Total Complaints to date)
Enforcement: Active Investigations

- Sick and Safe Time: 34
- Minimum Wage: 10
Enforcement: Active Investigations

- Restaurants: 16
- Transportation and Warehousing: 11
- Utilities: 6
- Retail, Health Care, and Manufacturing: 4
- Other: 7
Enforcement: Closed Investigations

Outcomes

- Dismissal/Withdrawal: 12
- Education/Warning: 10
- No Jurisdiction: 5
- Settlement: 43
- Unsubstantiated: 8
- Violation: 5
Enforcement: Monitoring (Active)

- Settlement: 14
- Violation: 3
Enforcement: Remedies

Dollars vs. # Workers Affected

- Dollars: 12,000
- # Workers Affected: 4,000
Looking Forward

• July 1, 2018
• Health Department Inspections
• Memoranda of Agreement with Federal and Minnesota Departments of Labor
• Tableau
• Minneapolis Workplace Advisory Committee