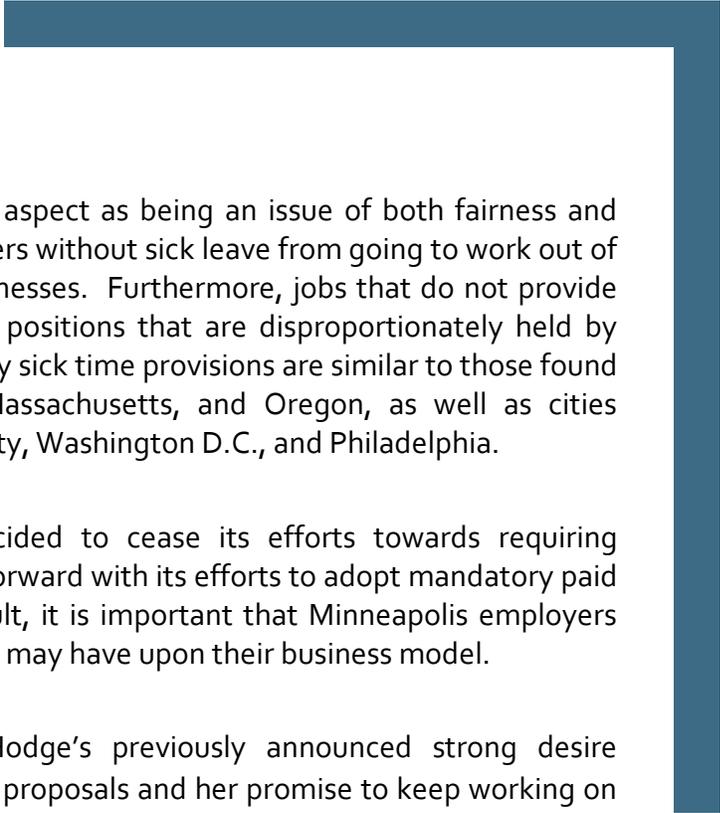


City of Minneapolis Considers Significant Changes to Municipal Employment Laws.

Businesses located within the City of Minneapolis may soon have additional requirements to follow as they relate to employee's rights. The Minneapolis City Council has recently been considering significant modifications to the advanced time in which employers are required to schedule employee's shifts, as well as requiring paid sick leave for all employees. Although efforts concerning advanced shift notifications have stalled, such efforts may be pursued again in the near future, and it is important that Minneapolis employers begin to consider how such a requirement may impact their current business.

Specifically, the ordinance concerning scheduling would have created local rules for how far in advance workers would know their schedules, would have allowed employees to refuse shifts not included in that advance schedule, would have required employees be paid extra "predictability pay" for hours worked outside the advance schedule, and would have given employees protection against retaliation for exercising the rights in the proposal. Employers would also have been required to have pay time and a half for employees who get less than 11 hours off between shifts, work more than 55 hours per week, or more than six days in a row. The original draft proposal would have required worker schedules to be posted 28 days in advance. After significant pushback from local community business members, this requirement was scaled back to 14 days before the planned ordinance was abandoned entirely.

The City is moving forward with efforts to pass the ordinance concerning mandatory paid sick time. Such an ordinance would create local rules that would cover employers with as few as one employee (unless a collective bargaining agreement states an exception) and would require that workers earn one hour of paid sick leave for every 30 hours worked. Employees of workplaces of 21 workers or more could accrue 72 hours of leave per year. Employees of smaller workplaces could accrue 40 hours per year. In either workplace, unused leave could be carried over to the next year. Permitted uses would include taking time off related to illness, preventive care, domestic abuse, sexual assault, and stalking.



The City has described the sick time aspect as being an issue of both fairness and public health: it is important to prevent workers without sick leave from going to work out of necessity and spreading viruses and other illnesses. Furthermore, jobs that do not provide mandatory sick time tend to be lower-paid positions that are disproportionately held by women and minority groups. Such mandatory sick time provisions are similar to those found in the states of Connecticut, California, Massachusetts, and Oregon, as well as cities including San Francisco, Seattle, New York City, Washington D.C., and Philadelphia.

While the City has temporarily decided to cease its efforts towards requiring significant shift scheduling, it is still moving forward with its efforts to adopt mandatory paid sick leave by the end of the year. As a result, it is important that Minneapolis employers consider the changes that such a requirement may have upon their business model.

Furthermore, given Mayor Betsy Hodge's previously announced strong desire towards implementing workplace scheduling proposals and her promise to keep working on the issue, it is likely that such a proposal may be raised in the near future. Regardless, employers within Minneapolis may want to consider modifying the way in which they schedule their employees in an effort to prepare for such potential changes.

