

Workplace Policies Data Sources - draft list as of 10/5/15

Name	Source	Notes
Sick Time		
White Paper on Paid Leave and Health - MN Department of Health	http://www.health.state.mn.us/news/2015paidleave.pdf	Report highlights the links between socio-economic factors and health, and underscores how a lack of access to paid sick and family leave contributes to health disparities.
Institute for Women's Policy Research reporting on sick time	http://www.iwpr.org/publications/pubs/paid-sick-days-access-in-minnesota-varies-by-county-of-residence	County-level assessment of sick time availability in Minnesota. Based on health survey data. Difficult to get at smaller geographic levels. Health Dept. could be partner in accessing this and other similar sources of health data.
Overview of Paid Sick Time Laws in the United States	http://www.abetterbalance.org/web/images/stories/Documents/sickdays/factsheet/PSDchart.pdf	Four states, 19 cities, and one county across the United States have paid sick time laws on the books. This document provides an overview and comparison of these laws. (as of August 2015)
The Need for Paid Sick Days - EPI report	http://www.epi.org/publications/on/the_need_for_paid_sick_days/	Briefing paper on need for paid sick time, and general national level statistics on availability
Paid Sick Days Attitudes and Experiences - National Partnership for Women and Families report	http://www.nationalpartnership.org/research-library/work-family/psd/paid-sick-days-attitudes-and-experiences-presentation.pdf	Overview of need for paid sick time, with survey on public opinion on the issue
Paid Sick Leave Task Force Report - Philadelphia report (recently adopted policy)	http://www.phila.gov/mayor/pdfs/Paid%20Sick%20Leave%20Task%20Force%20Report.pdf	Report on current state of paid sick leave issue, and outcomes in other communities that have implemented
Everyone Gets Sick. Not Everyone Has Time to Get Better - NPWF	http://go.nationalpartnership.org/site/DocServer/PSD_Briefing_Book.pdf	Briefing book on establishing a paid sick days standard
Inequities in Paid Sick Days Access - CLASP report	http://www.clasp.org/issues/work-life-and-job-quality/in-focus/inequities-in-paid-sick-days-access-no-fault-attendance-policies-show-need-for-public-policy	Report on access to sick days, particularly for workers with companies that have sick days policies, but exclude certain workers

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State and Local Action on Paid Sick Days	http://paysickdays.nationalpartnership.org/site/DocServer/NP_PSD_Tracking_Doc.pdf?docID=1922	Report on state and local action on paid sick days, as of 2013
Implementing Earned Sick Days Laws	http://www.clasp.org/resources-and-publications/files/Implementation-top-tips-earned-sick-days.pdf	Case study reports and implementation tips from Connecticut, San Francisco, Seattle, and New York City
Implementing Earned Sick Days Laws: Learning from Seattle's Experience	http://www.clasp.org/resources-and-publications/files/Seattle-Sick-Days-Implementation-CLASP.pdf	Report on the implementation of Seattle's 2011 sick days law, including enforcement actions
BLS Employee Benefit Survey	http://www.bls.gov/ncs/ebs/	National level survey of employees regarding access to benefits; part of National Compensation Survey
Seattle Paid Sick and Safe Time Ordinance	http://www.seattle.gov/civilrights/labor-standards/paid-sick-and-safe-time	Potential model ordinance for addressing this issue
Portland Protected Sick Time Ordinance	https://www.portlandoregon.gov/sicktime/63898?	Potential model ordinance for addressing this issue
Washington DC Earned Sick and Safe Leave Prevention Act	http://does.dc.gov/service/wage-and-hour-compliance	Potential model ordinance for addressing this issue
Good for Business? Connecticut's Paid Sick Leave Law	http://www.cepr.net/publications/reports/good-for-business-connecticuts-paid-leave-law	Evaluation of business impacts of sick leave law in Connecticut - the first state to adopt this statewide
Implementation and Early Outcomes of the City of Seattle Paid Sick and Safe Time Ordinance	http://www.seattle.gov/Documents/Departments/CityAuditor/auditreports/PSSTOUWReportwAppendices.pdf	Evaluation of impacts of recently adopted Seattle sick and safe time ordinance.
Other cities with required sick leave policies	still need to investigate	San Francisco, CA; Oakland, CA; the District of Columbia; Jersey City, NJ; Newark, NJ; Passaic, NJ; East Orange, NJ; Paterson, NJ; Irvington, NJ; Trenton, NJ; Montclair, NJ; New York City, NY; Eugene, OR; Philadelphia, PA; Portland, OR; Seattle, WA; and Tacoma, WA; in addition to the states of California, Connecticut, and Massachusetts
Scheduling		
Data on employment by industry disproportionately impacted by scheduling	http://mn.gov/deed/data/	Some industries have more shift scheduling issues, particularly restaurant and hospitality. Can estimate the number/proportion in the city.

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Recently Introduced and Enacted Fair Scheduling Legislation - National Women's Law Center publication	http://www.nwlc.org/resource/recently-introduced-and-enacted-state-and-local-fair-scheduling-legislation	Summary of recent local legislation enacted in San Francisco; also proposed statewide legislation in California, Connecticut, Illinois, Indiana, Maryland, Massachusetts, Michigan, Minnesota, New York, and Oregon (as of Sept. 2015)
Collateral Damage: Scheduling Challenges for Workers in Low-wage Jobs and Their Consequences - NWLC	http://www.nwlc.org/resource/collateral-damage-scheduling-challenges-workers-low-wage-jobs-and-their-consequences	Prevalence of scheduling issues in low-wage jobs, impacts on women and families, and how to address
Scheduling Hourly Workers - Demos report	http://www.demos.org/sites/default/files/publications/Scheduling_Hourly_Workers_Demos.pdf	Trends in scheduling, statistics on prevalence, ideas for reform
Nonstandard Work Schedules and the Wellbeing of Low Income Families - Urban Institute	http://www.urban.org/research/publication/nonstandard-work-schedules-and-well-being-low-income-families	Statistics on nonstandard work schedules, and what can be done to address challenges
Fair scheduling research by Susan Lambert	http://ssascholars.uchicago.edu/s-lambert/	Lead researcher on issue of fair scheduling
Have We Seen the End of the 8-Hour Day?	http://www.thenation.com/article/205145/have-we-seen-end-8-hour-day	Nation article on fair scheduling issue
Flexible Scheduling is Stretching Retail Workers to the Breaking Point	http://www.thenation.com/blog/201073/flexible-scheduling-stretching-retail-workers-breaking-point	Nation article on fair scheduling issue
Precarious Work Schedules Among Early Career Employees in the US: A National Snapshot	https://ssascholars.uchicago.edu/sites/default/files/work-scheduling-study/files/lambert.fugiel.henly_precarious_work_schedules.august2014_0.pdf	Research on the impacts of variable and unpredictable work schedules on employees
Work Scheduling Study: Manager Survey Results	https://ssascholars.uchicago.edu/einet/working-papers	Research and experimentation around scheduling predictability with national multi-unit retailer
San Francisco fair scheduling - San Francisco Labor Council	http://sflaborcouncil.org/2014/11/19/board-of-supervisors-unanimously-passes-retail-workers-bill-of-rights/	Potential model ordinance for addressing this issue
San Francisco Office of Labor Standards	http://sfgsa.org/index.aspx?page=391	Potential model ordinance for addressing this issue

Name	Source	Notes
San Francisco Predictable Scheduling Ordinance	http://thenextgeneration.org/publications/san-francisco-predictable-scheduling-and-fair-treatment-for-formula-retail-employees-ordinance	Potential model ordinance for addressing this issue

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Wage Theft		
National-level article on wage theft by Economic Policy Institute	http://www.epi.org/publications/epidemic-wage-theft-costing-workers-hundreds/	Based in part on statistics from state departments of labor and attorneys general in terms of total funds recovered from wage theft cases. Included numbers from Minnesota (not called out specifically in report though). Also includes federal and private sources.
Data on employment by industry disproportionately impacted by wage theft	http://mn.gov/deed/data/	Research has suggested patterns of wage theft in food service, construction/day labor/landscaping, caregiving/domestic workers, and low-wage service workers. Can estimate number of potentially impacted employees in Minneapolis.
Iowa wage theft report	http://www.iowapolicyproject.org/2012docs/120827-wagetheft.pdf	Uses methodology based on amount and proportion of claims submitted to state and federal labor entities. Could reproduce some of that for Minnesota.
Broken Laws Unprotected Workers national report	http://www.unprotectedworkers.org/index.php/broken_laws/index	Landmark report, based on extensive survey data in NYC, Chicago, and LA. Found range of violations, including wages, hours, etc. Identifies range and frequency of violations, plus those most likely to be victimized by them (race, nationality, industry, etc.).
Check, Please! Health and Working Conditions in San Francisco Chinatown Restaurants	http://www.cpasf.org/content/check-please-1-out-2-workers-making-below-minimum-wage	Report on wage theft and other worker rights violations in San Francisco
Minnesota proposed Wage Theft Protection Act	https://trackbill.com/bill/MN/89/SF1328/wage-theft-protection-act	Text of bill with variety of proposed changes and reforms
San Francisco Wage Theft Task Force Final Report	http://sfgsa.org/modules/showdocument.aspx?documentid=11224	Background on wage theft problem, and recommendations for addressing
Washington DC Wage Theft Prevention Act	http://does.dc.gov/service/wage-and-hour-compliance	Potential model ordinance for addressing this issue
Seattle Wage Theft Ordinance	http://www.seattle.gov/civilrights/labor-standards/wage-theft	Potential model ordinance for addressing this issue
Miami Dade Wage Theft Ordinance	http://www.miamidade.gov/business/wage-theft.asp	Potential model ordinance for addressing this issue
Houston Wage Theft Ordinance	http://www.houstontx.gov/council/h/committee/20130723/wagetheft-ordtext.pdf	Potential model ordinance for addressing this issue
Minimum Wage and Overall Compensation		

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White Paper on Income and Health - MN Department of Health	http://www.health.state.mn.us/divs/opa/2014incomeandhealth.pdf	Presents research and data on income and poverty in Minnesota and documents the relationship between total household income (or proxy measures of income) and indicators of health.
Berkeley Labor Center research	http://laborcenter.berkeley.edu/	Research on minimum wage; also research on food industry - including how to define fast food via "formula retail"
When Mandates Work: Raising Labor Standards at the Local Level - BLC	http://laborcenter.berkeley.edu/when-mandates-work-raising-labor-standards-at-the-local-level/	Analyzes and evaluates the impact of local labor standards policies on pay, employment, and benefits.
Formula Retail Labor Protections	http://sfgsa.org/index.aspx?page=6828	Protections for workers in formula retail (like fast food)
Local Minimum Wage Laws: Impacts of Workers, Families, and Businesses	http://murray.seattle.gov/wp-content/uploads/2014/03/UC-Berkeley-IIAC-Report-3-20-2014.pdf	Report on impacts of local minimum wage laws. Includes information on all localities (as of 2014) that have such laws in place: Albuquerque, NM; Bernalillo County, NM; Montgomery County, MD; Prince George's County, MD; San Francisco, CA; San Jose, CA; Santa Fe, NM; Santa Fe County, NM; and Washington DC
Raise the Wage	https://www.whitehouse.gov/raise-the-wage	White House led effort to raise the minimum wage; includes some state-specific information
The Future of Minimum Wage Will Be Decided in Cities	http://www.newrepublic.com/article/118912/city-specific-minimum-wage-policies-are-increasing	New Republic article on the efforts to raise the minimum wage at the local level
Cities That Raise the Minimum Wage May Have to Pay Their Workers More	http://www.governing.com/topics/mgmt/gov-cities-that-raise-the-minimum-wage-would-have-to-pay-some-public-employees-more.html	State and local governments that look to raise minimum wage may have to boost their own workers' pay first
State of New Jersey evaluation of fiscal impact of minimum wage	http://www.njleg.state.nj.us/2012/Bills/ACR/168_E1.PDF	Fiscal analysis of impact of increase of minimum wage on state and local government
Washington DC evaluation of fiscal impact of minimum wage	http://app.cfo.dc.gov/services/fiscal_impact/pdf/spring09/FIS%20Minimum%20Wage%20Amendment%20Act%20of%202013.pdf	Fiscal analysis of impact of increase of minimum wage on state and local government

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Designing Thoughtful Minimum Wage Policy at the State and Local Levels	http://www.hamiltonproject.org/papers/designing_minimum_wage_policy_at_state_and_local_levels/	Report on how state and local governments can set minimum wages, as adjusted for local cost of living and median hourly wage
Minimum Wage Effects Across State Borders	http://www.irle.berkeley.edu/workingpapers/157-07.pdf	Research on variations in minimum wages across county and state lines does not show adverse employment effects
Minnesota minimum wage law	http://www.dli.mn.gov/LS/MinWage.asp	Summary of current minimum wages in Minnesota, including information about recent increase
The "Ripple Effect" of a Minimum Wage Increase on American Workers	http://www.hamiltonproject.org/papers/the_ripple_effect_of_the_minimum_wage_on_american_workers/	Analysis of potential economic impacts of an increase in minimum wage, both nationally and at the state level
The Economic Impact of Local Living Wages - Economic Policy Institute	http://www.epi.org/publication/bp170/	Evaluation of impacts of local living wage laws on municipalities, households, and businesses