

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of Eunice Hafemeister
<mailagent@thesoftedge.com>
Sent: Friday, October 16, 2015 9:01 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

I support the Working Families Agenda and guaranteeing all workers earned sick & safe time and protection from wage theft.

Sincerely,

Eunice Hafemeister
3845 17th Ave S
Minneapolis, MN 55407-2830

Maze, Haila R.

From: Randy Hagemeyer <randy@birchwoodcare.com>
Sent: Monday, October 12, 2015 10:45 AM
To: Working Families
Cc: Reich, Kevin A.; betsey.hodges@minneapolisismn.gov
Subject: Mpls Works Proposal

Hello:

My name is Randy Hagemeyer. I am the owner/administrator of Birchwood Care Home in Minneapolis. I have worked at and owned Birchwood Care Home for 28+ years

While I embrace the concept of the Minneapolis Works Proposal it simply would be impossible for my nursing facility to comply with.

The amount that Birchwood Care Home charges each resident is regulated and controlled by the Federal and State Governments. Therefore, any increase in costs may or may not be recognized by the State Legislature. We had been without a reimbursement rule for over 10 years and while Nursing Facility Payment Reform did pass last year there is no guarantee that costs associated with the proposal would be covered.

To comply just with just the wage component of the proposal would cost Birchwood Care Home over \$62,000 plus increases in contributions to the retirement plan, 401K, FUTA, MUTA, FICA, Medicare and worker's compensation. This pushes the total to over \$71,000. These are costs that my business simply cannot absorb.

Birchwood Care Home cares for 60 individual clients 24 hours per day. I have a two week schedule for each department and employee it is not realistic to have schedule changes requiring a 28 day notice to change the schedule. I have both Federal and State staffing regulations mandating "necessary staffing". Our staffing needs can change due to admissions, discharges, acuity level. I need the flexibility to staff according to client needs.

If you would like further information please do not hesitate to contact me at this email address; randy@birchwoodcare.com or call me at 612-823-7286

Thank you for time and consideration of my comments.

Randy

Randal L. Hagemeyer
Administrator

Maze, Haila R.

From: Joanne Hager <joannehager@yahoo.com>
Sent: Friday, October 16, 2015 4:28 PM
To: Working Families
Subject: I support the Working Families Agenda

Don't back down now. Too many who have too little need our city's support that their lives are important and that as a community we can support changes that will have a large impact on these families' lives.

Be bold. Be brave. Stay the course. This is a good policy for our city to support and be a leader for our region to follow.

Respectfully,

Joanne Hager
1419 49th Avenue North
Minneapolis, MN 55412
612-529-9261

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of SusanHagler13@gmail.com
Sent: Wednesday, October 07, 2015 7:01 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

Minneapolis can do better.

No one working in Minneapolis should be forced to make impossible choices -- like whether to stay home with a sick child or lose a paycheck. Or rearranging your childcare, transportation, and sleep schedule to take a shift that starts just hours after the last one ended.

And when you do work, no one should have their wages stolen by their employer.

That's why it's time to ensure all workers in Minneapolis can earn paid sick & safe time, have a fair workweek, and are protected from wage theft.

Thank you for your work to pass the Working Families Agenda. I'm counting on you to make the city a better place for all of us.

Sincerely,

Susan Hagler
3249 Colfax Ave S
Minneapolis, MN 55408-3555

Maze, Haila R.

From: Lucy Hahn <LUCYJHAHN@comcast.net>
Sent: Tuesday, September 15, 2015 3:57 PM
To: Working Families
Subject: Pass the Working Families Agenda

As a recently laid-off professional, I have it easy. My husband is an employed middle school teacher. We still have health coverage through his employer. Even though we're now struggling to figure out how to make college tuition payments while I have no job, we know we still have it easy compared to low-income worker families.

Corporations should not control families. They should not control the ability of a parent to be with their child when they need to be. Corporations do not own people and should not put workers at their mercy with unspoken threats of unemployment or demotion. Corporate culture should not simply tolerate the inherent, occasional demands of working families that might cost a few hours of paid leave; it should accommodate and encourage working families. The health and safety of a sick child alone at home *should* be the concern of an employer! Is there no place for a little compassion in the workplace?

Speaking of corporate culture, let's go back to Headquarters:

It is just as disturbing how corporations "accommodate" (literally, with room and board) young professionals who dedicate their lives to the bottom line. Hey, they've got to pay off those ridiculous college loans anyway, right? Why would you want to have a relationship, buy a home, or start a family when you can be having fun here at work? Increasingly, young professionals are bribed--with free lunches, unlimited vacation time (as long as they take their phones with them and are on-call 24/7), club memberships, dry cleaning coupons, and Twins tickets--into thinking they will be "successful" and "happy" if they "voluntarily" extend their work week to 60-80 hours. Isn't this the very mentality that condones wage theft from low-wage hourly earners?

We need some common sense. PASS the Working Families Agenda.

Lucy Hahn
5636 Emerson Ave South
Minneapolis, MN 55419

Maze, Haila R.

From: John Haka <johnh@midwesthardware.com>
Sent: Friday, October 16, 2015 8:33 AM
To: Working Families
Subject: Letter From Midwest Hardware Association On Mandatory Paid Sick Leave Proposal
Attachments: Comments on Paid Sick Leave For Minneapolis City Council.pdf

Attached please find a letter from the *Midwest Hardware Association* regarding the mandatory paid sick leave proposal. Thank you for allowing our organization the opportunity to submit these comments.

John Haka
Managing Director
Midwest Hardware Association



MIDWEST HARDWARE ASSOCIATION

Serving Hardware Retailers in the Midwest Since 1896

October 16, 2015

City of Minneapolis
350 S. 5th Street, Room 307
Minneapolis, MN 55415

Dear Minneapolis City Council Members,

The Midwest Hardware Association is a regional trade association representing family-owned and operated retail hardware stores. Our members include hardware stores located in the City of Minneapolis, as well as throughout Minnesota and the entire Midwest.

Hardware stores share a unique culture and history. Many go back three or four generations. They serve their communities. They support local causes. They provide jobs ranging from high school-aged students working after school or on the weekends in their first ever "real job", all the way to senior citizens looking to stay engaged and active while earning a few extra dollars to help with their retirement.

I can tell you that my members are greatly concerned about the new paid sick leave mandate being considered by the City of Minneapolis.

Generally, my members tend to be small retail businesses with a modest number of employees. For them, an employee calling in sick has a big impact. They can't run their store and properly take care of their customers being "down" one person. So, on very short notice, they must try to find a replacement from the pool of their other employees who are not already scheduled to work that day. If they do find someone, they must pay that replacement and, if by filling that unexpected shift the replacement goes beyond 40 hours worked for the week, they must pay the individual time and one-half. This is ***in addition to*** the sick leave the store would now be required to pay under the proposal you are considering.

Fringe benefit offerings such as paid sick leave need to be left between the business (employer) and the individual (employee) to decide. While some small businesses may not offer paid sick leave, they are able to offer a variety of other employee perks such as profit sharing, bonuses, flexible scheduling, employee discounts on products, employee gifts, holiday parties, special occasion lunches, etc. For a large number of Main Street hardware stores, benefits like these will become unaffordable once paid sick leave is mandated. When that happens, the many employees who prefer these other types of benefits that I've mentioned will lose out.

Hardware stores understand what it means to take care of people. This includes taking care of their employees. Please don't place onerous, one-size-fits-all mandates upon them that make it more difficult to stay in business, create jobs, and to also keep offering a variety of perks and benefits to their employees. Rather, allow them to continue to provide a great work environment and to determine, along with the people they employ, which benefits are most important, most valued, and best-appreciated by those working in their stores.

Thank you for the opportunity to share my thoughts with you on this issue.

Sincerely,

A handwritten signature in black ink that reads "John J. Haka".

John J. Haka
Managing Director

Maze, Haila R.

From: Anna Hall <campaigns@good.do>
Sent: Friday, September 18, 2015 12:59 PM
To: Working Families
Subject: Support for Working Families Agenda

To Whom It May Concern:

I'm writing to convey my strong support for the advancement of workers' rights in Minneapolis. The United States, as a nation, is far behind other developed nations in terms of workers' access to things like paid sick leave or parenting leave and a strong minimum wage. At this time, it is not possible to work a minimum wage job at 40 hours per week with a family and live above the federal poverty line. That is abhorrent and must stop. I look forward to seeing the Minneapolis City Council use its authority to protect and enhance workers' rights in this city.

Yours sincerely,
Anna Hall

This email was sent via do^gooder, a campaign platform that enables people to contact you regarding issues they care about. The FROM field of this email is campaigns@good.do however the email was sent by Anna Hall who provided this email address: annanhall@gmail.com

In accordance with web protocol FC 3834 (<http://www.rfc-base.org/rfc-3834.html>) we have included this address in the REPLY-TO field and you should respond to Anna Hall at that email address.

To learn more about do^gooder visit www.good.do

Maze, Haila R.

From: Anna Hall <campaigns@good.do>
Sent: Wednesday, October 07, 2015 8:49 PM
To: Bender, Lisa
Cc: Working Families
Subject: Support for Working Families Agenda

To Whom It May Concern:

These changes to our local workplace policies are a critical step to making sure that every worker in Minneapolis is treated fairly and that every worker has the same ability to support their family, no matter what job they are working. Please express your support for workers' rights now.

Yours sincerely,
Anna Hall

This email was sent via do^gooder, a campaign platform that enables people to contact you regarding issues they care about. The FROM field of this email is campaigns@good.do however the email was sent by Anna Hall who provided this email address: annanhall@gmail.com

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Maze, Haila R.

From: Tatiyana Hall <campaigns@good.do>
Sent: Thursday, October 15, 2015 1:25 PM
To: Working Families
Subject: Support for Working Families Agenda

Yours Sincelry

This email was sent via do^gooder, a campaign platform that enables people to contact you regarding issues they care about. The FROM field of this email is campaigns@good.do however the email was sent by Tatiyana Hall who provided this email address: halltatiyana116@yahoo.com

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Maze, Haila R.

From: Matt Halley <mhalley@cookiecart.org>
Sent: Wednesday, October 14, 2015 1:28 PM
To: Working Families
Subject: Working Families Agenda Comments from Cookie Cart, A North Minneapolis Youth Serving Organization

To Whom It May Concern,

I write today to alert policy makers of the negative consequences that implementation of the Working Family Agenda, as currently proposed, would have on Cookie Cart and urge revisions to the proposal.

Cookie Cart is a North Minneapolis-based, non-profit organization with a mission to “provide teens with meaningful work, life and leadership skills through experience and training in a non-profit bakery”. This year Cookie Cart will employ 200 part-time 15-17 year old teens who are enrolled in school. Combined they will work and be paid for 30,000 hours. Youth employees are paid for their work in the bakery, time in our classroom, and to practice their interpersonal skills by representing Cookie Cart in the community. Given our youth development mission, Cookie Cart does not strive to offer full-time or career-track employment. Youth employees work an average of 10 hours per week during the school year and 25 hours per week during the summer.

The proposed ordinance would place an undue burden on Cookie Cart’s budget and force detrimental changes to our proven youth program model.

Budget

The PTO requirement would add approximately \$10,000 to our budget. While it is difficult to estimate the cost of implementing the fair scheduling rules but it would likely exceed \$10,000. In a time that donors and funders are less and less willing to give money for operational costs, including salaries, it would be very challenging for us to raise +\$20,000.

Youth Programming

The opportunity to “pick up” unscheduled hours is a powerful an incentive for youth employees. Offered to teens who are doing well at school and at Cookie Cart, there is no expectations of accepting these offers or repercussion for turning down extra hours.

One of the lessons learned in the first months of employment at Cookie Cart the importance of being accountable for your work schedule. School commitments must come before work and we actively encourage youth employees to prioritize school. The only caveat is that they must call their manager to communicate the change in schedule. The scheduling flexibility we offer benefits youth employees and Cookie Cart alike. We are able to manage the unique challenges of operating a bakery under these conditions because we have a pool of on-call teens who are eager to work. Paying predictability pay to schedule teens who want to work would result in fewer open shifts being filled.

Classroom and community-based programming is highly dependent on the schedules of our partner companies, individuals and organizations. We cannot control adjustments that they make to their Cookie Cart commitments. Given the additional costs associated with scheduling flexibility, the net effect of required compensation for schedule changes would be a reduction in interactions with community partners and the opportunities that accompany those interactions.

The Bottom Line

Ironically, the Working Family Agenda rules, as proposed, would undermine Cookie Cart’s ability to deliver on its mission and ultimate goal of eliminating generational poverty. The immediate impact would include:

- A reduction in the number of young people served
- A reduction in number of paid training hours available to youth employees
- An increased fundraising burden to a non-profit organization that does not receive any government cash grants
- An increase in the costs associated with having an on-call pool of employees would pressure Cookie Cart to terminate the employment of young people who are not reliable. This undermines our commitments to “take them where they are at”, treat mistakes as learning opportunities and to celebrate the successful completion of their first paid job experience.

Proposed Solutions

Cookie Cart stands with the Minnesota Council of Nonprofits and its recommendation for Minneapolis to adopt San Francisco’s model for implementing the Working Families Agenda.

Alternatively, Cookie Cart urges officials to develop exemption criteria that includes organizations, like Cookie Cart, that hire teens and have a teaching mission.

As a last resort, Cookie Cart would ask Minneapolis to cover the cost of increased expenses of implementation of the new rules with an annual cash grant.

Matt Halley
Executive Director
612.843.1946

Cookie Cart | *Baking Bright Futures*
1119 W Broadway Ave Minneapolis, MN 55411
Cookiecart.org | facebook.com/Cookie.Cart

Maze, Haila R.

From: Jessi <halloran@gmail.com>
Sent: Monday, October 12, 2015 6:42 AM
To: Working Families
Subject: Working Families

I'm hearing a lot of discussion on this proposal from my friends in the service industry, but I'm unclear on exactly who would be affected by the changes?

I work as a veterinary technician, unsalaried, only a few dollars above minimum wage. Would the provisions for hours worked in a day and scheduling changes also apply to someone like me? Or would wording narrow who can rely on the changes if passed?

Thank you for the clarification.

Jessica Halloran
NE Mpls
612-584-3661

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of Louise2h@usiwireless.com
Sent: Thursday, October 15, 2015 8:46 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

I support the Working Families Agenda and guaranteeing all workers earned sick & safe time and protection from wage theft. All workers deserve to be able to earn sick pay. Customers do not want to risk catching an illness from people who have to work sick. Of course, the latest concept is called PTO, where holidays and sick days are combined, to accommodate for those of different religions or nationalities. Scheduling is also an important issue. Hospitals have often paid certain employees to be on call. You are paid a partial wage to not report to work unless called, at which time you need to report within the hour. Penalizing employers for changing schedules at the last minute or even within the last 2 weeks evens out the risks taken. Now, when employees can be told to not report or to go home, the financial burden is entirely on the back of the workers. This is not fair. Working people will keep on educating and agitating on these issues.

Sincerely,

Louise Halverson
3657 17th Ave S
Minneapolis, MN 55407

Maze, Haila R.

From: Barbara Hamerlind <bounce@list.momsrising.org>
Sent: Wednesday, September 30, 2015 7:13 PM
To: Working Families
Subject: Please pass the Working Families Agenda!

Dear Minneapolis City Council Members,

I'm writing to urge you to act quickly to pass the Working Families Agenda. Earned sick time is important to my family and all Minneapolis workers because it boosts public health, family economic security, and our city's economy.

I'm counting on you!

Sincerely,

Barbara Hamerlind
Minneapolis, MN

Maze, Haila R.

From: Ziring, Emily
Sent: Monday, October 05, 2015 8:58 AM
To: Working Families
Cc: Palmisano, Linea
Subject: FW: Ward 13 Contact Form (Working Families)

From: no-reply@minneapolismn.gov [<mailto:no-reply@minneapolismn.gov>]
Sent: Sunday, October 04, 2015 9:12 PM
To: Dahler, Ken; Ziring, Emily
Subject: Ward 13 Contact Form

City of Minneapolis

Name * Ann Hanek

Email * annmh122@aol.com

Phone (612) 920-5486

Phone Type Home

Address 5316 Drew Ave S

City Minneapolis

State MN

Zip 55410

Question/Comment * I do not support the new proposed rules that all businesses must schedule workers 28 days in advance and provide sick pay. I understand the rules are in reaction to "just in time" scheduling by large corporations, but they seem onerous for small businesses and restaurants. I am afraid these rules may drive some of the wonderful restaurants we have in SW Mpls out of business. Please vote no unless the proposed rules are significantly modified to be realistic for small businesses & restaurants. I am pro-union, and lean democrat, but these proposed rules are too much.

This is an email generated from the City of Minneapolis website. * Required fields are indicated with an asterisk.

Maze, Haila R.

From: Dahler, Ken
Sent: Friday, October 09, 2015 2:45 PM
To: Dahler, Ken
Cc: Working Families
Subject: FW: Voice mail: 26 sec.
Attachments: 018260abd6d.17d0_0.wav

Vocicemail to the 13th Ward office:

Brian Hannah
4312 Xerxes Ave. S.
612.929.4348
Supports Worker Family Agenda bill
Supports notice of schedule & sick time off—it would help the working family

Ken Dahler | Policy Aide | City of Minneapolis – Office of Council Member Linea Palmisano | 350 S. Fifth St. – Room 307
612-673-2213 | ken.dahler@minneapolismn.gov

Subscribe to 13th ward newsletters & updates [here](#).

From: ["VOICE/+16122463132"@xpressions1.ci.minneapolis.mn.us](mailto:VOICE/+16122463132@xpressions1.ci.minneapolis.mn.us)
[mailto:"VOICE/+16122463132"@xpressions1.ci.minneapolis.mn.us]
Sent: Thursday, October 08, 2015 7:22 PM
To: Dahler, Ken
Subject: Voice mail: 26 sec.

Maze, Haila R.

From: Klair Hans <campaigns@good.do>
Sent: Tuesday, September 15, 2015 4:40 PM
To: Working Families
Subject: Support for Working Families Agenda

Dear City Council member,

Hello and thank you for taking the time to read my email. I appreciate the care you take in ensuring Minneapolis' workers get fair wages and scheduling. My students appreciate it, too.

I am a local Elementary Art Teacher. This means I see every single student in the school throughout the course of a week. In my 5 years of teaching, I've taught nearly 800 students in our community. It breaks my heart when a little one has to come to school when they're sick, simply because mom or dad couldn't get off work to take care of them. Not only does this make life really uncomfortable for these children, but it spreads sickness amongst others, creating a domino effect of sick students who are unable to stay home. Creating an environment like this is unfair and dangerous to families. Thank you so much for contributing to a solution. Your work is very much appreciated.

Yours sincerely,
Klair Hans

This email was sent via do^gooder, a campaign platform that enables people to contact you regarding issues they care about. The FROM field of this email is campaigns@good.do however the email was sent by Klair Hans who provided this email address: klair.hans2@gmail.com

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Maze, Haila R.

From: Peter Hansen <peter@libertytaxtc.com>
Sent: Wednesday, September 30, 2015 2:28 PM
To: Working Families; Reich, Kevin A.; Frey, Jacob
Subject: Comments Regarding Working Families

Hi Working Families,

My name is Peter Hansen and my wife and I are franchise owners of the local Liberty Tax Service office in Northeast Minneapolis. I wanted to express my concern for how the Working Families proposal would negatively impact our business.

The goal of the proposals is to alleviate unfair working conditions for low-income wage earners. The tax business is very seasonal. We have to onboard 5-20 employees each year prior to the start of tax season (around early January) and our busiest time is just a few weeks later (around late January). It is unclear how the proposals would address new-hires and their scheduling. Additionally, most of our employees are not low-income wage-earners, or tax preparation or costumed waving is a second job for them that allows them to earn a little extra money to buy something special for themselves or their families. As a result, if we have to cut someone early because the weather conditions are too poor to be outside or if there are not enough tax returns to prepare due to a blizzard my employees are happy to go home - I want them to go home and spend quality time with their families that they may not otherwise get.

On a more philosophical note, I seriously question if the increased costs to the city (and thus taxpayers) for the creation of these proposals and their enforcement are worth the proposed benefits, which have not been conclusively proven in any peer-reviewed study.

Sincerely,

Peter Hansen
Liberty Tax Service, Franchisee
Cell - (612) 524-9932

We are always looking for enthusiastic people to join our team!
[To Learn More, Register for an Open House by clicking here.](#)

Maze, Haila R.

From: Petition Received from {{response->firstname}} <no-reply@voicehive.com>
Sent: Wednesday, October 14, 2015 7:01 PM
To: Working Families
Subject: Petition Received

Array

voicehiveTransactionId: none

voicehiveFormId: petition

voicehiveDestPageId: qaThankyou

voicehiveLocalOffset: 0

voicehivePageId: petitionpage

voicehiveParam1:

voicehiveParam2:

firstname:

Lastname: Hanson

zip: 55102

email:

comments: I'm Minneapolis PROUD because...(this is my story to share!)

submit: SUBMIT

Maze, Haila R.

From: Harvey Zuckman - MetroIBA <harvey@metroiba.org>
Sent: Monday, October 12, 2015 10:57 AM
Subject: Metro Independent Business Alliance statement on the Working Families Agenda
Attachments: WorkingFamiliesAgendaLetter-MetroIBA.pdf; ATT00001.htm

Dear Mayor Hodges and City Council Members,

In the short time available since the announcement of the Working Families Agenda, our Board of Directors have considered carefully the impact this might have on our member businesses, and in fact, all locally owned independent businesses.

We are very concerned that the impact of this agenda and the unknown consequences it may have on our locally owned businesses is unknown and needs further study before any implementation.

Please review our attached letter on this subject.

Roughly half of the businesses in Minneapolis are locally owned businesses with owners who are very in touch and connected to their employees.

We would encourage you to consider delaying any implementation of the Working Families Agenda on our locally owned businesses until further research can adequately assess the impact and carefully consider the consequences of this proposal.

Chris Hanson President

Mary Hamel Executive Director

Harvey Zuckman Membership Development

MetroIBA - Your source for everything local & independent in the Twin Cities

buylocaltwincities.com

Maze, Haila R.

From: Amber Hardimon <glahardimon@gmail.com>
Sent: Tuesday, September 29, 2015 1:26 AM
To: Working Families
Subject: I support the Minneapolis Working Families Agenda

City of Minneapolis Working Families,

I support the Working Families Agenda with strong rules for paid sick and safe leave, fair scheduling protection and enforcement to prevent wage theft. I also would like retail to understand that their are single mothers/ single fathers who need home time with their kids. There are no retail companies who feel that families have sick days. Sometimes their are kids who get sick and only have one parent in the home to leave work and go take them out of school or daycare because of being sick then that parent loses those hours. Please help us.

Amber Hardimon
519 Lyndale Pl. N.
Minneapolis, Minnesota 55405

Maze, Haila R.

From: Kathleen Harrell-Latham <kharrell-latham@towerls.com>
Sent: Friday, September 18, 2015 10:39 AM
To: Working Families
Subject: Working Families Status

Hi-

I understand that these proposals have opened up for public comment and that they are due by 10/16. Are there dates set yet for a public hearing? Also, which committee will be considering the proposals or has a date for vote by the City Council been set yet? I appreciate any insights that you can share on the timing and status of these proposals.

Thank you.
Kathy

L. Kathleen Harrell-Latham

Managing Director

TOWER LEGAL SOLUTIONS

330 South Second Avenue, Suite 500 | Minneapolis, MN 55401

Main: 612-223-6810 | Fax: 612-223-6819

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Maze, Haila R.

From: Kevin Harriman <kevin.harriman@gmail.com>
Sent: Wednesday, September 23, 2015 4:18 PM
To: Working Families
Subject: I support the Minneapolis Working Families Agenda

City of Minneapolis Working Families,

I am a retail worker and I support the Working Families Agenda with strong rules for paid sick and safe leave, fair scheduling protection and enforcement to prevent wage theft. I strongly encourage you to stand up for the working people of Minneapolis against the powerful corporations who, while making billions of dollars in profit, raising dividends, and buying back their own stock, refuse to invest money in their workers.

Kevin Harriman
1828 Park Ave. #B2
Minneapolis, Minnesota 55404

Maze, Haila R.

From: Kevin Harriman <kevin.harriman@gmail.com>
Sent: Monday, September 28, 2015 8:57 PM
To: Working Families
Subject: I support the Minneapolis Working Families Agenda

City of Minneapolis Working Families,

I support the Working Families Agenda with strong rules for paid sick and safe leave, fair scheduling protection and enforcement to prevent wage theft.

Please stand up for Minneapolis workers - we need your help, the corporations are doing just fine. You have the power to make a big difference in our lives - please do so.

Kevin Harriman
1828 Park Ave. #B2
Minneapolis, Minnesota 55404

Maze, Haila R.

From: Katherine Harrison <campaigns@good.do>
Sent: Saturday, October 03, 2015 5:36 PM
To: Working Families
Subject: Support for Working Families Agenda

Please preserve our state's reputation as a safe place for working families!

Yours sincerely,
Katherine Harrison

This email was sent via do^gooder, a campaign platform that enables people to contact you regarding issues they care about. The FROM field of this email is campaigns@good.do however the email was sent by Katherine Harrison who provided this email address: kharriso@umn.edu

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Maze, Haila R.

From: Katherine Harrison <campaigns@good.do>
Sent: Tuesday, October 13, 2015 12:31 PM
To: Johnson, Andrew
Cc: Working Families
Subject: Support for Working Families Agenda

I'll make this short, because I think you already know this is the right thing to do. Please help us make this a community with fair working practices!

This email was sent via do^gooder, a campaign platform that enables people to contact you regarding issues they care about. The FROM field of this email is campaigns@good.do however the email was sent by Katherine Harrison who provided this email address: kharriso@umn.edu

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Maze, Haila R.

From: Colleen Harris-Severns <campaigns@good.do>
Sent: Friday, October 16, 2015 5:21 PM
To: Working Families
Subject: Support for Working Families Agenda

Please support a strong policy that allows all workers to have earned basic rights and protections in place.

Unpredictable scheduling is the most critical issue facing our city. Many hourly workers are struggling to balance second jobs, education, and childcare because they don't get enough notice. This hurts individual workers and by extension the larger city economy. I am disappointed by the city's decision to back away from strong policies protecting all workers. I hope that you will move forward with a fair scheduling proposal in the near future.

Yours sincerely,
Colleen Harris-Severns

This email was sent via do^gooder, a campaign platform that enables people to contact you regarding issues they care about. The FROM field of this email is campaigns@good.do however the email was sent by Colleen Harris-Severns who provided this email address: collkharris@gmail.com

In accordance with web protocol FC 3834 (<http://www.rfc-base.org/rfc-3834.html>) we have included this address in the REPLY-TO field and you should respond to Colleen Harris-Severns at that email address.

To learn more about do^gooder visit www.good.do

Maze, Haila R.

From: hhatchsurisook@gmail.com on behalf of Holly Hatch-Surisook <holly@senyai-senlek.com>
Sent: Thursday, September 24, 2015 4:50 PM
To: Working Families
Cc: Brock, Lisa A; Reich, Kevin A.; asharkey@lakestreetcouncil.org; Christine Levens; Amy Fields
Subject: Impact on Small, Independently Owned Businesses; Impact on Restaurant Industry Businesses

Dear Working Families Agenda Stakeholders:

I am writing as a small business (Sen Yai Sen Lek) co-owner in NE Minneapolis, which is located on a significant commercial corridor (Central Avenue & Lowry Avenue). Over the past 7 years, our restaurant has been instrumental in helping to shift the tide of this business district. As a business and as people, we care very much about our employees and our community. We believe in providing a positive, supportive, respectful and safe work environment for our staff. I am sure those beliefs are in alignment with the motivation behind the Working Families Agenda. However, if passed as is, these Working Families requirements **would prove unworkable and financially devastating** for some small businesses, **including ours**.

In stating this, I am not attempting to create a battle between "workers" and their supporters on the one hand, and "businesses" on the other. Though business owners, my husband and I, too, are a working family in the City of Minneapolis, who own a home and have kids in Minneapolis Public Schools. The **financial cost of these proposals is too great** for small businesses. Data from our business can illustrate that, without emotional outrages that set up an unnecessary and hurtful dichotomy between workers and business.

Restaurants run on very slim margins (in the realm of 4-6%). They can be large revenue generators within the local economy, contributing significantly to the fabric of a community, but without substantial profits for the restaurant owner.

A Quick Illustration (not actual numbers, but using standard percentages for the industry):

\$750,000 revenue

32% Cost of Goods (food, beverage, restaurant supplies) \$240,000

37% Labor (hourly pay plus payroll taxes, unemployment insurance, etc.) \$277,500

26% Overhead (Rent, utilities, insurance, credit card fees, repairs & maintenance of all equipment, menus, small equipment, etc.) \$195,000

5% profits: \$37,500

My estimate is that **implementing the required sick policy alone** would **reduce** Sen Yai Sen Lek **profits by 30%** based upon our 2014 numbers. Implementing the predictability pay rules -- related to scheduling -- would compound this financial impact. Keep in mind, too, that 2014 was a year of lower minimum wages (it is only our servers who earn this wage, because they earn tips as well): \$7.25 (Jan - July 2014) and then \$8 (Aug - Dec 2014). Now minimum wage is \$9. So these proposals are coming at a financially challenging time for small businesses impacted by the MN minimum wage increase. It is difficult, therefore, to estimate the full impact of these multiple requirements on our business' viability.

Could we continue in business? I'm not sure if we could, financially, and I'm not sure that we would want to -- given the effort required day in and day out, and the resulting financial picture for our labors if these policies come to pass.

In addition to the financial impact is the impact the **Scheduling** requirements would have on business operations.

Given the slim profit margins, the reason that restaurants have profits at all is due to the industry standard of flexible scheduling. Since I began working in restaurants when I was a teen, and in positions with both corporate and independently owned restaurants across the country, **flexibility in scheduling** has always been the standard practice -- **without exception**. Restaurants need to adapt to the level of business that walks in the door each shift in order to be viable at all. Fixed schedules, with financial penalties if staff are asked to leave early, would be completely untenable to the restaurant industry. Schedules 28 days out is unreasonable for both employer and staff (who often choose to swap shifts in the moment).

Requiring employers to accommodate requests for a flexible schedule would also be impossible. As an example, a restaurant would be required to retain an employee who requested not to work on Saturday nights, as long as the request related to a second job or child care. Taken to the extreme, what if every restaurant employee requested Saturday nights off, while keeping every other more desirable shift? Would we have to find a separate Saturday night crew? Would our city be a place where restaurants were simply closed on Saturdays?

The nature of the business requires that restaurants find a sub for any employee who is absent from a shift. Thus, this industry -- along with others, I'm sure -- is more negatively impacted by the proposed scheduling policies than industries where a sick employee simply stays home and catches up on work electronically or upon return to work. Predictability pay would not have an equal impact across industries.

Analysis?

Finally, I am wondering what study/analysis has been undertaken to predict the impact these policies will have across businesses in various industries, of various sizes, etc. On the heels of what I view as a partially failed minimum wage increase at the state level (at least in the restaurant industry where it benefits only those with the highest earnings, i.e., servers, and further disadvantages non-tipped employees by reducing restaurants' flexibility to increase their pay), I cannot get behind any part of an agenda until its potential impact -- on workers, businesses, citizens and government administration -- has been carefully evaluated. Is there a report based upon an analysis of the proposals' prospective effects you could share with me? Data from other municipalities where such policies have been adopted? Evidence for why the particular employer size was selected, based upon impact data? Surveys from workers in particular industries who are experiencing unfair working conditions? **Moving ahead without such collection of data is sure to lead to wide-ranging unintended consequences -- all with the best of intentions.**

I realize that this note is dense; thank you for your attention. I am in favor of supporting working families. But we must be sure that new policies are workable in our city's context, and that they will truly support the working families they are targeting. It would be a shame to implement these policies as they are currently written -- intended to support families -- only to have the unintended consequence of **losing the very citizen-owned businesses** that make our city the vibrant and unique place we love.

My best,

Holly Hatch-Surisook, Co-Owner
Sen Yai Sen Lek
2422 Central Avenue NE
Minneapolis, MN 55418

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of vantheman7@hotmail.com
Sent: Thursday, October 01, 2015 10:41 AM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

Minneapolis can do better.

No one working in Minneapolis should be forced to make impossible choices -- like whether to stay home with a sick child or lose a paycheck. Or rearranging your childcare, transportation, and sleep schedule to take a shift that starts just hours after the last one ended.

And when you do work, no one should have their wages stolen by their employer.

That's why it's time to ensure all workers in Minneapolis can earn paid sick & safe time, have a fair workweek, and are protected from wage theft.

Thank you for your work to pass the Working Families Agenda. I'm counting on you to make the city a better place for all of us.

Sincerely,

Erik Haugen
3540 SUMTER AVE S
Minneapolis, MN 55426-4006

Maze, Haila R.

From: Mark Haugen <Mark@cuisineconcepts.com>
Sent: Wednesday, October 07, 2015 10:15 AM
To: Working Families
Subject: Anti-business agenda

Dear Councilmembers,

I am co-owner of the Franklin Street Bakery. I'm writing in opposition of the working families agenda. The proposed agenda for working families is severely flawed in many ways.

The bakery offers a competitive starting wage, well above minimum wage for very menial entry level positions. We offer personal(sick pay) time off and a set schedule. The biggest problem for the bakery is that we have difficulty getting employees to show up regularly for their shifts. We have documentation that on virtually every shift one or more employees show up late or don't show up at all. Obviously we only schedule as many employees as we need to get the baked goods produced for our customers. So if an employee is late or fails to show up for their shift, we are forced to ask another employee to **VOLUNTARILY** stay late or come in on an unscheduled shift in order to fill our customer's requests. We have never forced or coerced an employee to work late or come in for an unscheduled shift. They do this **WILLINGLY** and **VOLUNTARILY**. Often earning overtime as a result. As a matter of fact, the marketplace for workers is much too competitive for us not to treat our employees well. I fail to understand why the bakery should have to pay a penalty compensation to an employee who has voluntarily come in to cover a shift of a co-worker who has called in? Often at the last minute. If we are forced to pay employees a penalty compensation for coming in **VOLUNTARILY** for an unscheduled shift, we would be forced to include this cost in our prices. **Thereby making us less competitive with bakeries outside of Minneapolis who are not penalized for employee absenteeism.** How does the bakery get compensated by rampant employee absenteeism and tardiness?

I urge you to tell anyone that is complaining about their job, because of an unpredictable schedule or wage theft, that they immediately apply for work at the Franklin Street Bakery. I've heard through the media that the mayor and several council members are speaking, one-on-one with businesses. We would welcome any opportunity to meet with you.

This ordinance reminds me of my 3rd grade teacher who punished the whole class because one or two kids did not follow the rules.

Thank You,

Mark Haugen

Co-Owner Cuisine Concepts
Franklin Street Bakery, Tejas Express at the Minnesota State Fair
952-926-7478 main

952-926-7540 direct

952-926-8444 fax

mark@cuisineconcepts.com

www.FranklinStreetBakery.com

Chef Director, Taste of the NFL

www.tasteofthenfl.com

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of vantheman7@hotmail.com
Sent: Friday, October 16, 2015 9:56 AM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

I support the Working Families Agenda and guaranteeing all workers earned sick & safe time and protection from wage theft.

Sincerely,

Erik Haugen
3540 SUMTER AVE S
Minneapolis, MN 55426-4006

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of jhayssen@mnaflcio.org
Sent: Wednesday, October 07, 2015 10:11 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

Minneapolis can do better.

No one working in Minneapolis should be forced to make impossible choices -- like whether to stay home with a sick child or lose a paycheck. Or rearranging your childcare, transportation, and sleep schedule to take a shift that starts just hours after the last one ended.

And when you do work, no one should have their wages stolen by their employer.

That's why it's time to ensure all workers in Minneapolis can earn paid sick & safe time, have a fair workweek, and are protected from wage theft.

Thank you for your work to pass the Working Families Agenda. I'm counting on you to make the city a better place for all of us.

Sincerely,

Jessica Hayssen
3825 26th Ave S
Minneapolis, MN 55406-3013

Thank you for the opportunity to share our perspective on the City of Minneapolis' draft proposal: Working Family Agenda - Earned Sick Time & Scheduling. Fairview is a large, non-profit health care organization with deep roots in Minneapolis, the Twin Cities and greater Minnesota. As a major employer in Minneapolis (directly employing more than 10,000 people), we care deeply about the physical, emotional and economic well-being of our employees and their families.

Our hospitals and clinics strive for exceptional, safe patient care every hour, every day, 365 days a year. Patient safety is among our highest priorities. We must be able to ensure our patients always have access to the highest quality care, delivered by the most appropriately staffed hospitals and clinics, when and where they seek care. We believe the proposed legislation will negatively impact our ability to ensure our patients' safety and access to quality care and will reduce the quality of patient experience in a variety of ways. It will also impact our ability to recruit and retain staff for our facilities and services within the city of Minneapolis.

Earned Sick Time

Scope of Law

- With the exception being bargaining unit employees it is viewed to negatively impact our noncontract employees.

Permitted Uses of Earned Sick Time

- We are especially concerned about the impact the proposed legislation will have on scheduling as it relates to our most vulnerable patients in homecare settings, patients needing highly skilled or specially skilled staff and patients who seek care from us during inclement weather events, nights or weekends.

Notification

- The limited 7-day notice for foreseeable sick time usage, this would not allow us to properly staff for our patient needs. If an employee knows he or she needs time off 30 days in advance, we would prefer they announce that as soon as possible and not wait until 7 days before their shift.

Accrual/Maximum Accrual

- This legislation will impede our ability to:
 - meet the unpredictable needs of patient care volume
 - meet the community's needs for adequate staffing in times of patient surge (e.g. influenza), community emergencies and pandemics
 - meet the needs of a 24/7 health care organization
 - honor the contracts we have with collective bargaining units
 - schedule appropriately so all staff can plan for, and use scheduled time off

Fair Scheduling

Scope of Law

- With the exception being bargaining unit employees it is viewed to negatively impact our noncontract employees.

Notice of Initial Schedule and Changes

- We are especially concerned about the impact the proposed legislation will have on scheduling as it relates to our most vulnerable patients in homecare settings, patients needing highly skilled or specially skilled staff and patients who seek care from us during inclement weather events, patient surges or nights and weekends.
- The 28-day in advance schedule would require us to hold start dates for 28 days to meet this expectation.

Mutual Consent for Hours Added after the Schedule is posted

- *Written consent is not practical in a health care setting at the last minute. If a caregiver is asked to stay in a surgery longer than expected we are unable to pull this provider out of surgery to sign a piece of paper and often times these agreements are made on the phone with a centralized scheduling department.*
- *Concerns regarding unexpected absences and inability to staff impact our patients greatly.*

Compensation for Schedule Changes/ Protection from Last-Minute Schedule Changes

- This legislation will impede our ability to:
 - meet the community's needs for adequate staffing in times of patient surge (e.g. influenza), community emergencies and pandemics
 - provide flexibility in scheduling for employees who wish to take time off within the 14 day window.
 - provide flexibility in scheduling and successfully recruiting and retaining staff at Fairview facilities within Minneapolis.

Right to Adequate Rest

- This legislation will create undue administrative and financial burdens; will create an unfair playing field for businesses outside of Minneapolis; and will harm our ability to recruit, hire and retain skilled employees.
- This would impact our ED doctors who prefer 24-hour back-to-back shifts and other caregivers who desire current 12-hour shifts.

No Discrimination Based on Hours of Work

- *As written this would cause hardship in harder to fill positions such as evening, overnight and weekends which are compensated at a higher rate of pay. This would cause unsafe scheduling for patients and staff.*

Right to Request Scheduling Accommodation

- *The right to grant the request could severely impact our ability to meet patient needs. We hire to fulfill specific shift requirements and weekend requirements. This would prevent us from having the predictability our staff and patients need and deserve.*

Access to Full Time Work

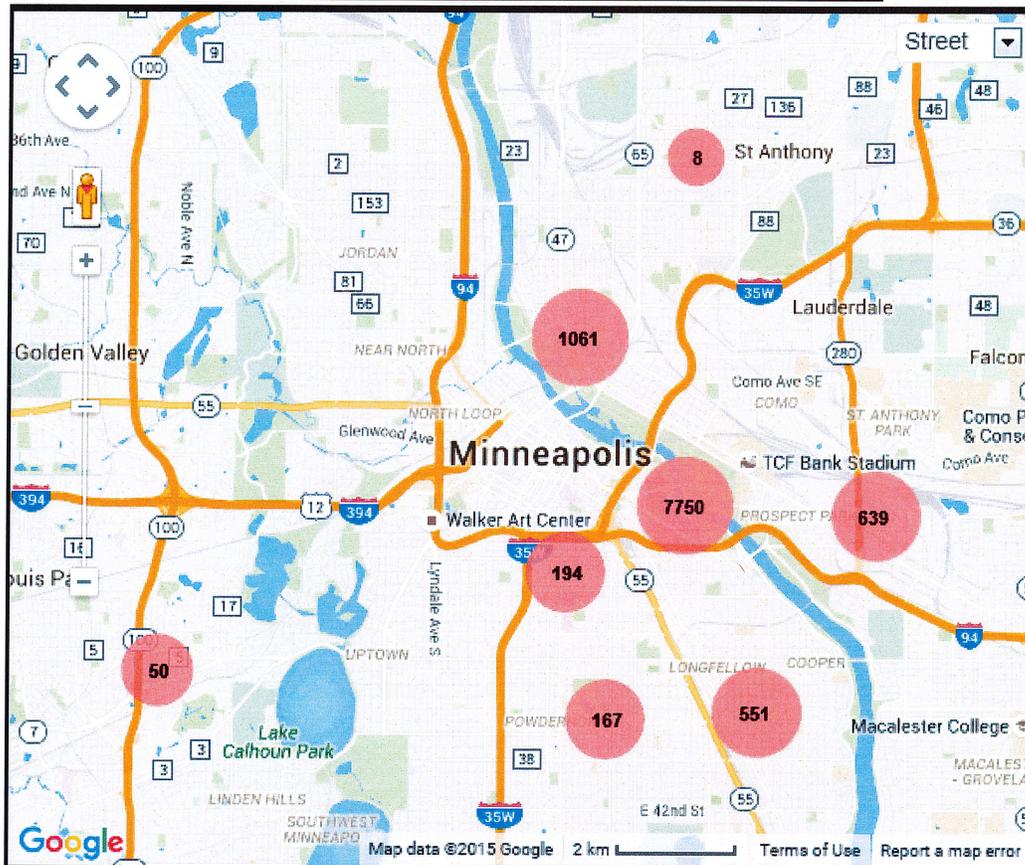
- This legislation will impede our ability to:
 - meet the community's needs for adequate staffing in times of patient surge (e.g. influenza), community emergencies and pandemics
 - provide flexibility in scheduling for employees who wish to take time off within the 14 day window.
 - provide flexibility in scheduling and successfully recruiting and retaining staff at Fairview facilities within Minneapolis
 - o provide every third weekend schedules for staff as we have a delicate balance for FTE and weekend requirements associated with the FTE's offerings, which would require every other weekend scheduling.

The proposal conflicts with our current benefits structure, legal requirements and staffing processes, will reduce patient safety and increase our cost of providing healthcare in Minneapolis. We ask that you reject, or at the minimum, exclude healthcare in this proposal for these and the other reasons stated.

Fairview Employees

Work Location in the City of Minneapolis

	Employee Count	FTE Total
Staff	9,209	7,871.17
Casual	1211	
Grand Total	10,420	



Counts By Zip Codes in the City of Minneapolis

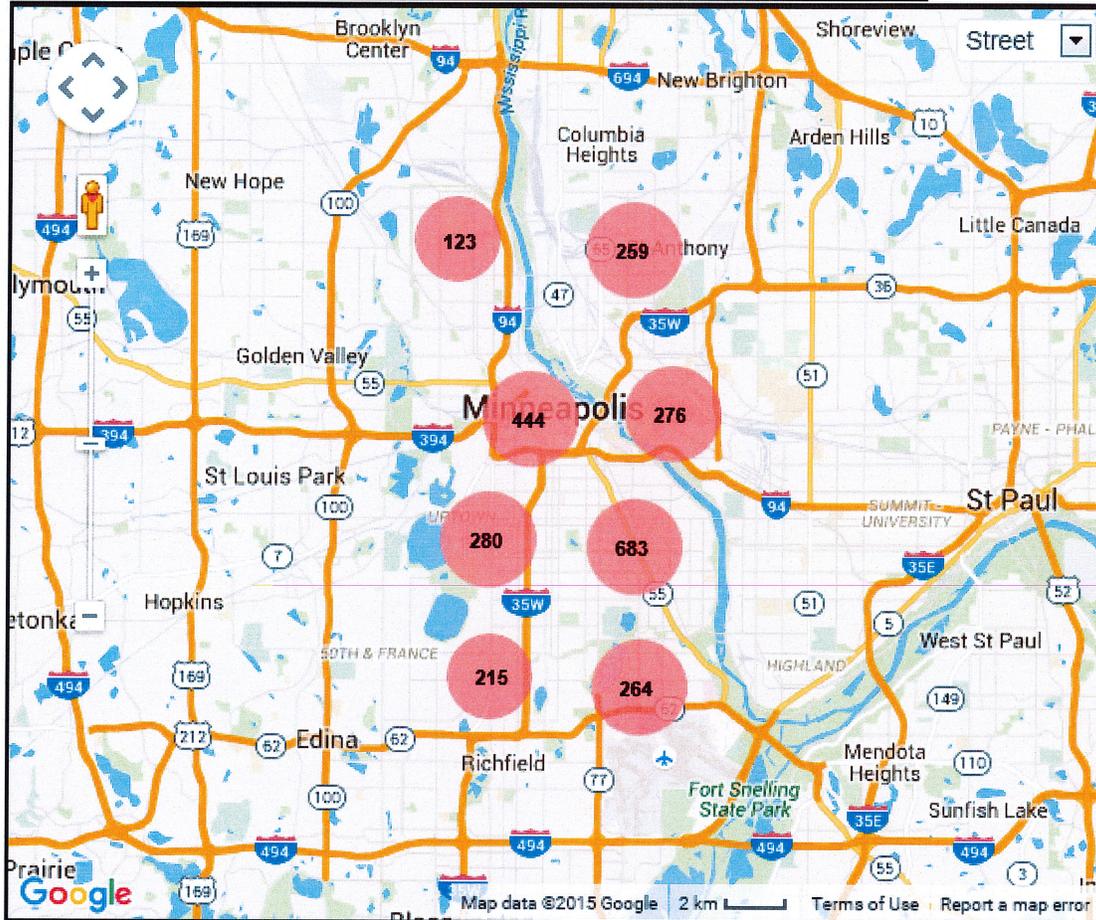
Zip Code	Location Name	# Employees
55114	FV Retail Pharm & Rehab Admin	555
55401	Wilder Building	147
55404	EB Care Center, Tower Apts and the 2020 office building	194
55406	Preschool, Hiawatha Clinic, Office building, Homecare and Hospice, Smiley	551
55407	EB Loren on the Park AL, Park Apts, Office Building, Bloomington Lake Clinic	167
55413	Office Buildings (2)	914

Zip Code	Location Name	# Employees
55141	Clinics and Office Space	84
55416	FV Uptown Clinic, IAM	50
55418	Office Space	8
55454	Clinics, Office Buildings (4), Day Care, Assisted Living, MHealth, Masonic Childrens,	4313
55455	U of M Hospital, Office Building (4), Clinics	2861
	Grand Total	10,420

Fairview Employees

Home Address in Minneapolis Zip Codes

	Employee Count	FTE Total
Staff	2,185	1,816.52
Casual	359	
Grand Total	2,544	



Counts by Zip Code

Zip Code	# of Employees
55401	67
55402	2
55403	87
55404	114
55405	72
55406	414
55407	268
55408	194
55409	86

Zip Code	# of Employees
55412	123
55413	88
55414	219
55415	15
55417	264
55418	259
55419	215
55454	54
55455	3

Thank you for the opportunity to share our perspective on the City of Minneapolis' draft proposal: Working Family Agenda - Earned Sick Time & Scheduling. Fairview is a large, non-profit health care organization with deep roots in Minneapolis, the Twin Cities and greater Minnesota.

Our hospitals and clinics strive for exceptional, safe patient care every hour, every day, 365 days a year. Patient safety is among our highest priorities. We must be able to ensure our patients always have access to the highest quality care, delivered by the most appropriately staffed hospitals and clinics, when and where they seek care.

- We believe the proposed legislation will negatively impact our ability to ensure our patients' safety and access to quality care and will reduce the quality of patient experience.
- We are especially concerned about the impact the proposed legislation will have on scheduling as it relates to our most vulnerable patients in homecare settings, patients needing highly skilled or specially skilled staff and patients who seek care from us during inclement weather events, nights or weekends.
- This legislation will impede our ability to:
 - meet the unpredictable needs of patient care volume
 - meet the community's needs for adequate staffing in times of patient surge (e.g. influenza), community emergencies and pandemics
 - meet the needs of a 24/7 business
 - honor the contracts we have with collective bargaining units
 - schedule appropriately so all staff can plan for, and use scheduled time off
- This legislation will create undue administrative and financial burdens; will create an unfair playing field for businesses outside of Minneapolis; and will harm our ability to recruit, hire and retain skilled employees.
- As a major employer in Minneapolis (directly employing more than 6,000 people), we care deeply about the physical, emotional and economic well-being of our employees and their families.
- Full-time and part-time employees are offered a comprehensive benefits program with the flexibility to select the plans that best fit their and their family's needs. Paid time off, health insurance, tuition assistance, continuing education, and for many employees, flexibility in scheduling are what makes Fairview an attractive employer.
- The proposal conflicts with our current benefits structure, legal requirements and staffing processes, will reduce patient safety and increase our cost of providing healthcare in Minneapolis. We ask that you reject the proposal for these and the other reasons stated.

City of Minneapolis Working Families Proposal: Understanding the Impact on Healthcare

Patient care is a 24 hours a day, 7 days a week dynamic operation. Health care employers need tools that allow flexibility to provide the best possible care with the appropriate staff. Health care facilities operate in a different world from other employers – they are responsible for lives.

Minneapolis health care providers are proud to offer high-quality jobs to tens of thousands of employees in Minneapolis as well as provide over \$160 million in community engagement initiatives. We consistently strive to be an employer of choice, while also prioritizing the needs of the patients we serve.

Primary concerns for health care providers

Restrictions to the flexibility needed to serve constantly-changing patient needs

Diminished predictability and flexibility for the organization and employees around schedules/shift changes

Impact to patient safety with interrupted and unpredictable shift changes that lead to more hand-offs of care and disruptions in transitions between providers such as hospitals and long term care

Confusion and challenges for addressing a diverse workforce of contract and non-contract employees

Additional administrative costs in a time of expectations around lower health care costs

Specific Issues of Concern and Potential Impacts

The specifics of the current proposal raises a number of concerns from health care providers that we believe could negatively impact not only patients but employees, including, but not limited to:

Policies apply to all employees.

Impact: Decreased flexibility and access for patients. Our service area is metro-wide. We have many employees who travel to our locations outside of Minneapolis at all hours of the day including surgeons and physicians.

Impact: We have thousands of employees who are non-hourly, exempt staff who could lose flexibility in their time-off benefits and casual employees would lose flexibility to work shifts on an as needed basis.

Prescriptive guidelines for advance scheduling and corresponding “predictability pay.”

Impact: Plan for only base-level staffing, which could lead to fewer employees and less predictability and flexibility for current employees. Recruitment and retention concerns if “shift trading” not available.

Impact: We cannot precisely predict patient census every day and are subject to unforeseeable circumstances, such as severe weather, seasonal flu severity, health crises or disasters. All of these circumstances need an element of flexibility to provide the best level of care.

Scheduling accommodations.

Impact: Unreliability in shift planning, more “hand-offs” which can compromise patient safety.

Portability of earned sick time.

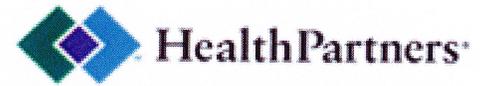
Impact: Increased, unexpected financial liability for hiring organizations and tracking burden.

Additional Administrative Costs.

Impact: Large number of resources diverted to accommodate operational changes such as payroll.

Lack of clarity on "clear and unambiguous waiver," how this impacts existing labor contracts and/or how policies will be enforced.

Impact: Confusion for employers who employ contract and non-contract employees.



Minneapolis Healthcare Providers at a Glance

	Number of Facilities in Minneapolis	Admissions & Patient Encounters	Number of Employees	Number of Minneapolis Employee Constituents
Allina Health Minneapolis Facilities	9	443,046 ^{^^}	9,293	2,588
Children's Hospitals and Clinics	3	140,710 ^{***}	1,252	802
HealthPartners/Park Nicollet Clinics	3	356,784	360	1956
Total	15	940,540 Patients	10,905 Employees	5,346 Constituents

*** Total Patient Encounters ^^Abbott Northwestern Data

Highlights

Community Benefit

- We collectively provide over \$200 million in community benefit initiatives in Minnesota
- In partnership with HealthPartners and Pillsbury United Communities' Waite House, Children's supports a healthy lifestyle program with Minneapolis Latino families, called Vida Sana.
- Allina Health partners with a variety of organizations with expertise to help meet identified community health needs such as Second Harvest Heartland, Metro Meals on Wheels, CommonBond Communities, and St. Mary's Health Clinics.

Quality Health Care

- Children's Hospitals & Clinics awarded Leapfrog's Top Children's Hospital in 2012
- 2015 U.S. News & World Report ranks Abbott Northwestern Hospital #1 in Twin Cities
- Allina Health hospitals earns 2013 "Top Performer on Key Quality Measures" recognition from Joint Commission.
- In 2015 HealthPartners expanded Reach Out and Read, a national program in its primary care clinics as well as expanded its fruit and vegetable "prescription" program.

Innovative Care Delivery

- Children's is partnering with DHS on its innovative Health Care Delivery Systems Demonstration project by coordinating care for 18,000 of their general pediatrics patients. These patients account for \$40 million in Medicaid payments annually.
- Abbott Northwestern's program to prevent alarm fatigue is a national model
- HealthPartners received 2015 "System for Change" Award from Practice Greenhealth, for demonstrating environmental excellence in health care practices across the health care system.

Great Places to Work

- 2014 Minneapolis/St. Paul Business Journal ranked HealthPartners the No. 1 'Best Place to Work' among large companies in Minnesota
- Allina Health recognized as one of 2015 top five large U.S. health systems

Maze, Haila R.

From: Frey, Jacob
Sent: Monday, October 12, 2015 11:15 AM
To: Working Families
Subject: FW: A server/bartenders opinion on Working Families

Jacob Frey
City Council Member, Ward 3
612-673-2203
[Jacob's Facebook](#)

From: Brittany Heathcote [<mailto:brittany.heathcote@yahoo.com>]
Sent: Friday, October 09, 2015 4:52 PM
To: Frey, Jacob
Subject: A server/bartenders opinion on Working Families

I have worked in the industry for 10 years and have been very happy with the flexibility and rewards of working as a server. I have been able to travel, go to school, study and spend time with loved ones while being able to make it enough money to pay for almost everything on my own since the young age of 17. I love being able to pick up shifts when I need extra cash but also having the ability to trade, switch or give up shifts when needed. I know that I represent every server and bartender when I say this, the flexibility of this job allows students and families to make ends meet while knowing that they can request time off when needed.

The Working Families proposal will very negatively affect restaurants. The scheduling 28 days in advance is ridiculous and no one who has any concept of how restaurants work -especially in MN would ever allow this. Every restaurant has it's slow days or slow seasons. Paying employees to come in -especially with the raised min. wage, to stand around waiting for a table will force employers to raise food and drink prices. In a very competitive world of the industry, this will not only affect business but also the amount of money servers and bartenders in tips if angry customers are outraged with prices, regardless of the great service they receive by their server/bartender.

Thank you for reading this and please forward this to anyone who is involved in this proposal!

-Brittany Heathcote

Maze, Haila R.

From: redstar1953@aol.com
Sent: Wednesday, September 23, 2015 3:16 PM
To: Working Families
Subject: Paid sick and safe days and fair scheduling

I am contacting you to let you know I support the measures being proposed by the MPLS Works coalition and considered by the City Council - fair scheduling and paid sick days. Just in time scheduling has effected many of my neighbors in a very adverse way. In addition my next door neighbor was recently beaten by her boyfriend and had to go to work even though she was injured because she had no sick time at work.

Kip Hedges
4114 40th Ave S.
Mpls. Mn. 55406

Maze, Haila R.

From: Dee Dee Heffernan <ddheffernan@mnhospitals.org>
Sent: Wednesday, October 14, 2015 2:59 PM
To: Working Families
Subject: Minnesota Hospital Association's Comments on the Minneapolis Working Families Agenda
Attachments: Ltr to Minneapolis City Councilmembers 10-14-15.pdf
Importance: High

Attached are Minnesota Hospital Association's comments on the Minneapolis Working Families Agenda.

Thank you.

Dee Dee

Dee Dee Heffernan, CAP-OM

Executive Assistant | Minnesota Hospital Association
2550 University Ave. W., Ste. 350-S | St. Paul, MN 55114-1900
(651) 603-3533 - Direct | (651) 659-1433 - Fax
www.mnhospitals.org | on Twitter @mnhospitals
[Facebook.com/MinnesotaHospitalAssociation](https://www.facebook.com/MinnesotaHospitalAssociation)



Minnesota Hospital Association

2550 University Ave. W., Suite 350-S
St. Paul, MN 55114-1900

phone: (651) 641-1121; fax: (651) 659-1477
toll-free: (800) 462-5393; www.mnhospitals.org

October 14, 2015

The Honorable Betsy Hodges, Mayor of Minneapolis
Minneapolis City Council
Minneapolis City Hall
350 S. 5th St.
Minneapolis, MN 55415

Submitted to: workingfamilies@minneapolismn.gov

Dear Mayor Hodges and Minneapolis City Council members:

The Minnesota Hospital Association (MHA) represents 143 hospitals and health systems that provide health care to residents in communities throughout Minnesota. Our membership from Minneapolis includes Allina Health, Children's Minnesota, Fairview Health Services, HealthPartners Inc., Hennepin County Medical Center, Mayo Clinic, and Shriners Hospitals for Children. Every day, these mission-driven public and non-profit organizations deliver the health care services that Minneapolis residents depend on, including everything from primary care and ambulance services, to mental health, trauma care, and pediatric services, to some of the most complex and cutting edge procedures available in modern medicine. They are also regional health care centers drawing patients and families from across the state and across state lines contributing to the economic vitality of Minneapolis.

Our members have expressed significant concerns about new ordinances under consideration by the City Council related to mandates that would potentially dictate employment terms and conditions. MHA is writing to urge Councilmembers and staff to refrain from adopting any new ordinance or regulatory structure that would impede the ability of hospitals and health systems to deliver the highest quality care as efficiently as possible.

Every hospital and health system strives to ensure that individuals and families receive the very best care possible. Achieving this goal is neither simple nor easy. To deliver nation-leading care, our members must adjust and adapt constantly to the changing needs of each individual patient. In addition to changes to medications and care protocols, caregivers must have flexibility to change staffing levels on very short notice.

In the most dramatic situations, such as the tragic collapse of the Interstate 35W bridge, this need to adjust staffing on a moment's notice occurs not only in one ambulance service, emergency department or operating room, but rather requires multiple organizations across the entire Twin Cities region coming together to coordinate care for the patients directly impacted by the disaster or event, as well as those who cannot be treated by their usual or closest caregiver and need to be rerouted to other hospitals or clinics.

The Honorable Betsy Hodges, Mayor of Minneapolis
Minneapolis City Council
October 14, 2015
Page 2

The unpredictable nature of health care and the need for flexibility in our staffing decisions extend to almost every person working and volunteering in hospitals and health systems. For example, during the heightened preparation for a patient with a possible Ebola infection, hospitals needed to be ready to adjust virtually every area of staffing from doctors and nurses to cafeteria, infection control, security and housekeeping employees.

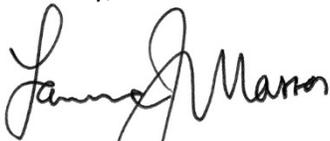
Every day in health care settings across Minneapolis, there are less high-profile examples of patients and families whose lives are saved and whose health is restored because of moment-by-moment adjustments made in their care team and supporting services. The ability of hospitals and health systems, as well as an array of other health care organizations, to make these adjustments in real time based on the needs of our patients should not be impeded by ordinances or other government actions.

While the ability of hospitals to deliver patient centered quality of care is our paramount concern, we hope that council members recognize that our hospitals and health systems are great places to work, with excellent salaries and benefits that reflect the value that we place on attracting and keeping a dedicated workforce.

In fact, in many cases our members try to accommodate employees' requests for work schedules that would be prohibited under the ordinance concepts being discussed. For many employees, especially younger employees and those with families, the opportunity to work non-traditional shifts allows them to maintain their career while meeting the needs of their family. Some employees are even given the flexibility to set their own schedules and adjust them as needed so they can complete their work. Our members do not want to lose the ability to attract and retain employees that are looking for non-traditional or flexible schedules.

If draft language of any proposed ordinance becomes available, MHA and our members look forward to the opportunity to provide more specific comments and feedback for your thoughtful consideration. In the meantime, we urge you to carefully consider the impact and ramifications of such an ordinance on the community, and to take the steps necessary to ensure that our health care providers have the flexibility necessary to continue delivering the best patient care possible.

Sincerely,

A handwritten signature in black ink, appearing to read "Lawrence J. Massa". The signature is fluid and cursive, with the first name being the most prominent.

Lawrence J. Massa, M.S., FACHE
President & CEO

Maze, Haila R.

From: Joanne Heider <heiderinc@gmail.com>
Sent: Friday, October 02, 2015 1:46 AM
To: Working Families; Goodman, Lisa R.
Cc: JAMES HEIDER
Subject: Questions regarding "Working Families Agenda"

Dear Ms. Glidden, and all other city council members, as well as Mayor Hodges,

Hello our names are Jim and Joanne Heider we are the owners of Royal Grounds Coffeehouse, a small coffee shop at the corner of 42nd and Grand Ave. in So Mpls. We are very concerned about the new ordinances the city is proposing and had some questions about how the language and content of the proposal.

- 1) In the "workgroup" that the city created to develop this proposal were there any small businesses included to brainstorm these ideas? If so what types of businesses were represented and on average how many people do they employ?
- 2) Has any of the people on the council ever owned a small business? If so how many and what kind of business with how many employees?
- 3) If these proposals were enacted what will the city provide to small businesses owners to assist them to comply with the ordinance? If there is assistance how will it be paid for? (i.e. business consultants, financial specialist to show us how to comply, still be competitive, be profitable, family counseling to help balance all of the responsibilities of small business ownership and a healthy family life, small business subsidies in order to finance the proposed bill.)
- 4) How will the bill be enforced and by whom, and who will pay for the oversight?

In our overview of this proposal we would find it virtually impossible to implement these statutes into our business as it is, in terms of scheduling, sick pay, all the language regarding hours etc. We would therefore have to lay off some of our employees in order to stay afloat and comply with what you are asking. Because we would have to increase our own hours to cover the shifts we would most likely have to reduce our actual store hours adding yet another disservice to our community as we serve as a neighborhood gathering place. The shorter hours would accommodate the time necessary to juggle all the other responsibilities of business ownership, such as supply runs, book keeping, marketing, etc., in addition to now having to work the extra shifts. Shorter business hours would also likely cut into our revenue, which would in turn cut into our tax base. Like many small service businesses we run on very tight margins, and as it is we struggle to get by. The added financial burden this bill proposes would make it very hard if not impossible to survive.

We feel we are very generous with all our employees giving them a significant amount over the state and federal minimum wage. We do this because we believe in a fair living wage. We did not wait for the city to mandate this. We took a cut in our own pay to make it affordable to do this because it's what we believe in. We also diligently work around our employees schedules and are very accommodating to them in their times of need.

We are offended by the language of this bill from its title onward. After all, as business owners that have a family we are also "Working Families". The way the proposal is written it sets up the owners and our employees as adversaries, and we take offense to that. We do not agree that that is a good way to build a successful team for a growing or established business.

Having said all that, we are committed to our business, to our employees and to our community, but if we have to we would strongly consider moving our location to another city that better meets our needs.

We understand the fight for injustice to low income workers but we feel that the fight is being waged against the wrong people. Responsible and fair employers should not be to blame. We are not the problem. Perhaps the city would better serve these individuals by providing free or affordable child care, health care and good job training programs and/or job placement programs.

In closing we would ask you to please be mindful of what you are doing. This wonderful city is made up of so many small businesses that would not be able to absorb the cost of these mandates on their own. Look around at why you like this city so much, great local restaurants, the corner hardware store, the neighborhood coffee shops, wonderful bakeries, candy stores, gift shops, shoe stores, boutiques, flower shops, repair shops, you name it, your are all asking them to add yet another mountain to their load and figure out how to pay for it. How many can survive that? Large corporate entities that can absorb the cost of these mandates and have the lawyers to fight whatever rules they break can quickly fill the vacancies these shops leave behind. Is that the Minneapolis you are intending to serve?

Thank you in advance for your time and attention to this matter. We look forward to hearing from you regarding the questions listed above.

Sincerely,

Joanne Heider
Royal Grounds Coffee Mpls.

Maze, Haila R.

From: Michael E Heinsohn <bounce@list.momsrising.org>
Sent: Wednesday, September 30, 2015 6:59 PM
To: Working Families
Subject: Please pass the Working Families Agenda!

Dear Minneapolis City Council Members,

I'm writing to urge you to act quickly to pass the Working Families Agenda. Earned sick time is important to my family and all Minneapolis workers because it boosts public health, family economic security, and our city's economy.

I'm counting on you!

Sincerely,

Michael E Heinsohn
Minneapolis, MN

Maze, Haila R.

From: Todd Heintz Heintz <campaigns@good.do>
Sent: Wednesday, September 16, 2015 8:41 AM
To: Working Families
Subject: Support for Working Families Agenda

I fully support the Working Families Agenda and I ask you to do the same

Yours sincerely,
Todd Heintz Heintz

This email was sent via do^gooder, a campaign platform that enables people to contact you regarding issues they care about. The FROM field of this email is campaigns@good.do however the email was sent by Todd Heintz Heintz who provided this email address: toddinmpls@gmail.com

In accordance with web protocol FC 3834 (<http://www.rfc-base.org/rfc-3834.html>) we have included this address in the REPLY-TO field and you should respond to Todd Heintz Heintz at that email address.

To learn more about do^gooder visit www.good.do

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of arun.hejmadi@comcast.net
Sent: Thursday, October 08, 2015 9:56 AM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

Minneapolis can do better.

No one working in Minneapolis should be forced to make impossible choices -- like whether to stay home with a sick child or lose a paycheck. Or rearranging your childcare, transportation, and sleep schedule to take a shift that starts just hours after the last one ended.

And when you do work, no one should have their wages stolen by their employer.

That's why it's time to ensure all workers in Minneapolis can earn paid sick & safe time, have a fair workweek, and are protected from wage theft.

Thank you for your work to pass the Working Families Agenda. I'm counting on you to make the city a better place for all of us.

Sincerely,

Arun Hejmadi
5030 40TH AVE S
Minneapolis, MN 55417-1654

Maze, Haila R.

From: Nora Helf <campaigns@good.do>
Sent: Monday, October 05, 2015 7:25 PM
To: Reich, Kevin A.
Cc: Working Families
Subject: Support for Working Families Agenda

Hello Representative Reich,

I am a part-time teacher in Minneapolis who receives earned sick time and has a predictable schedule. In the past I've worked in the service industry and as a special education assistant. This is the first job I've had that includes paid time off.

I'm writing to ask you to support the Working Families Agenda. Without solid legislature around fair scheduling and paid sick time, people are struggling to make ends meet. Specifically, people of color are disproportionately affected by a lack of fair scheduling and paid sick time. I think white people often like to think of Minnesota as being a haven for equality, but when you look at data sets and hear personal experiences, you find out that there are huge racial disparities in our state and city. Supporting the Working Families Agenda is a step in the right direction for creating a city that is a leader in reducing racial disparities.

To put it in perspective, I have a few questions and thoughts. Can you imagine if you had to have multiple jobs to try and support your family? Now imagine if both of your supervisors gave you your work schedule only a week in advance. How would you plan your life with childcare and with trying to work two jobs?

What if you had no paid sick time? Picture waking up on Monday morning feeling awful. You have a fever but you know you need the money from the day's work to help pay your rent. You also know that if you don't come in to work, your hours will get cut by your boss or you might even be fired.

I currently have an okay set up as a part time teacher, but I know that hundreds if not thousands of my fellow Minneapolitans do not have access to this type of job.

Please support the Working Families Agenda to help Minneapolis become part of the solution instead of part of the problem.

Yours sincerely,
Nora Helf

This email was sent via do^gooder, a campaign platform that enables people to contact you regarding issues they care about. The FROM field of this email is campaigns@good.do however the email was sent by Nora Helf who provided this email address: nora.helf@gmail.com

In accordance with web protocol FC 3834 (<http://www.rfc-base.org/rfc-3834.html>) we have included this address in the REPLY-TO field and you should respond to Nora Helf at that email address.

To learn more about do^gooder visit www.good.do

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of nlhelfrich@icloud.com
Sent: Wednesday, September 30, 2015 9:56 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

Minneapolis can do better.

No one working in Minneapolis should be forced to make impossible choices -- like whether to stay home with a sick child or lose a paycheck. Or rearranging your childcare, transportation, and sleep schedule to take a shift that starts just hours after the last one ended.

And when you do work, no one should have their wages stolen by their employer.

That's why it's time to ensure all workers in Minneapolis can earn paid sick & safe time, have a fair workweek, and are protected from wage theft.

Thank you for your work to pass the Working Families Agenda. I'm counting on you to make the city a better place for all of us.

Sincerely,

Nancy Helfrich
5626 Blaisdell Ave
Minneapolis, MN 55419-1921

Maze, Haila R.

From: Reich, Kevin A.
Sent: Tuesday, October 13, 2015 7:53 AM
To: Working Families
Subject: FW: Working families agenda

Kevin Reich
Council Member, Ward One
City of Minneapolis
350 S. 5th Street, Room 307
Minneapolis, MN 55415-1383
Kevin.reich@minneapolismn.gov
612-673-2201

Subscribe to Ward 1 E-Mail Updates [HERE](#)

-----Original Message-----

From: Helfrichdoug@gmail.com [<mailto:helfrichdoug@gmail.com>]
Sent: Sunday, October 11, 2015 7:00 PM
To: Reich, Kevin A.
Subject: Re: Working families agenda

Kevin, I hit the send button by mistake so here is how the email should've read:
Doug

> On Oct 11, 2015, at 6:53 PM, Helfrichdoug@gmail.com <helfrichdoug@gmail.com> wrote:

>

> Thanks for taking the time to read this email, Kevin. I live at 1511 Adams St. NE, and had a very satisfying meeting with you a few years ago about the unfair mortgage practices in North Minneapolis and especially how they discriminate against minorities.

> As a volunteer I do workshops on conflict resolution in Minnesota State Prisons with the Alternatives to Violence Project. I see first hand the results of living in a state and city with some of the worst racial economic divides in the country, where too many low-income people and people of color must work two to three jobs with unpredictable schedules. As you may know, Minnesota also has one of the most disproportionate rates of incarceration for African-Americans in the country, which perpetuates a cycle of job discrimination and poverty. While I was not able to attend the hearing on October 7, I would like to see Minneapolis be a leader in improving workers rights for minorities. I am proud to live in Minneapolis for many reasons, but I am ashamed of our city's and our state's Record on discrimination and would like you and all of our citizens to work to change our discrimination record.

> Thanks for hearing me out,

> Doug Helf612-703-0427

>

>

> Doug

> The only telephone I have is my cell: 612-703-0427

Maze, Haila R.

From: John Helgeson <jlhelgeson@gmail.com>
Sent: Friday, September 25, 2015 9:51 AM
To: Working Families
Subject: I support the Minneapolis Working Families Agenda

City of Minneapolis Working Families,

I worked for a large retail corporation here in Minnesota, and I never knew what my schedule would be week to week. It made planning anything else in my life very difficult. Please support the new rules for stable, or at least more predictable, schedules.

John Helgeson
2810 Taylor St NE
Minneapolis, Minnesota 55418

Maze, Haila R.

From: Molly Henderson <campaigns@good.do>
Sent: Friday, October 16, 2015 7:49 PM
To: Working Families
Subject: Support for Working Families Agenda

Workers should not have to choose between going to work or caring for their sick children. Also, they should be allowed to have a fair schedule that they are aware of well in advance in order to plan their lives!

Please support a strong policy that allows all workers to have earned sick time this year. No one should have to choose between caring for a sick child and earning a paycheck. No one should worry about being \$100 short on rent because they couldn't work that day. In a city with some of the worst racial economic disparities in the country, this is a key step that would provide important relief.

Unpredictable scheduling is another critical issue facing our city. Many hourly workers are struggling to balance second jobs, education, and childcare because they don't get enough notice of their schedule. Some people never even see a schedule. I am disappointed by the city's decision to back away from a scheduling ordinance. I hope that you will move forward with a fair scheduling proposal in the near future.

Yours sincerely,
Molly Henderson

This email was sent via do^gooder, a campaign platform that enables people to contact you regarding issues they care about. The FROM field of this email is campaigns@good.do however the email was sent by Molly Henderson who provided this email address: kittycat_1231@yahoo.com

In accordance with web protocol FC 3834 (<http://www.rfc-base.org/rfc-3834.html>) we have included this address in the REPLY-TO field and you should respond to Molly Henderson at that email address.

To learn more about do^gooder visit www.good.do

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of cassie@takeactionminnesota.org
Sent: Tuesday, September 22, 2015 6:46 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

Minneapolis can do better.

No one working in Minneapolis should be forced to make impossible choices -- like whether to stay home with a sick child or lose a paycheck. Or rearranging your childcare, transportation, and sleep schedule to take a shift that starts just hours after the last one ended.

And when you do work, no one should have their wages stolen by their employer.

That's why it's time to ensure all workers in Minneapolis can earn paid sick & safe time, have a fair workweek, and are protected from wage theft.

Thank you for your work to pass the Working Families Agenda. I'm counting on you to make the city a better place for all of us.

Sincerely,

Cassandra Hendricks
2512 Pierce St NE
Minneapolis, MN 55418-3840

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of Roberta Hendrickson
<mailagent@thesoftedge.com>
Sent: Wednesday, October 07, 2015 5:26 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

Minneapolis can do better.

No one working in Minneapolis should be forced to make impossible choices -- like whether to stay home with a sick child or lose a paycheck. Or rearranging your childcare, transportation, and sleep schedule to take a shift that starts just hours after the last one ended.

And when you do work, no one should have their wages stolen by their employer.

That's why it's time to ensure all workers in Minneapolis can earn paid sick & safe time, have a fair workweek, and are protected from wage theft.

Thank you for your work to pass the Working Families Agenda. I'm counting on you to make the city a better place for all of us.

Sincerely,

Roberta Hendrickson
5551 Grand Ave S
Minneapolis, MN 55419-1823

Maze, Haila R.

From: Anne Hendrickson <Anne@ManagingHearts.com>
Sent: Thursday, October 15, 2015 8:52 AM
To: Working Families
Subject: Fair Scheduling Comment from Business Owner

Hi there,

My name is Anne and I owned Downtown Dogs Dog Daycare and Boarding at 821 2nd Ave North. I sold Downtown Dogs a year ago and semi-retired.

I am currently in the process for a new business and considering locations in St. Paul and Minneapolis.

We were the first dog daycare in Minneapolis and employed hundreds of employees over the years. We have about 600-800 scheduled hours per week 16 hours a day. 7 days a week. We contribute to the city's tax base, vitality, and significantly to the neighborhood development in that once abandoned corner of the city. I serve on the MACC advisory board as well as a non-profit that helped establish wonderful off leash dog parks downtown.

In short, I created employment and a service that improved people and dogs quality of life, and contributed in a significant, sustained, and positive way to the city's vitality and development. I am also a passionate and obsessively dedicated single mother to two young children. I know the realities of providing for your children financially and otherwise. And I loved (and still love) my employees like my own children. Over the years many said they felt like I was their 2nd mom. Most of the time they meant this in a mostly good way. I was their protector, provider, advocate, and cheerleader.

Like many small business owners I was very in touch with the day-to-day operations and the employees emotional lives inside and outside of work. And because our general manager went on a maternity leave and I fulfilled her role, I know the scheduling needs, constraints, considerations, and factors intimately. Both from the standpoint of the employees needs in relation to their personal life as well as their needs to have a good shift. One that is staffed adequately and with the right skill set (being miserable at work ripples greatly to personal life for most people. Hence the reason for the ordinance so it is unfortunate parts of this mandate would do the opposite).

Most of the ordinance I think is good and things I always did or would have been happy to do for my employees.

And if some aspects of this ordinance were passed, specifically the "Fair Scheduling" I would absolutely NOT open my new business in Minneapolis. They would be impossible to follow and would not be fair to the employees or in the best interest of business growth.

It would be prohibitively expensive, decrease schedule stability, and could motivate employers to run short which is a real hardship to the employees.

Implications of the requirement to have the schedule done 28 days in advance, yet mandating granting time off requests for certain things after the schedule is posted means:

Granting Time Off Requests after the schedule has been posted:

1. The employer has two options. Cover the shift or not. If they don't cover it and the people are working short this is often very grueling on the employees but doesn't necessarily adversely impact the business because the

employees work hard to absorb the work so as not to adversely affect the customers, residents, animals, or children they are serving.

If the employer does the right thing and covers the shift it would be less than 28 days notice to the person who then has to cover their shift. Additionally they usually have to be pulled off other shifts if they were already at capacity so there is a lot of moving around to backfill the shifts they got moved to cover. So that's a lot of predictability pay and does not make for a stable schedule experience for the employee. That much additional payroll burden (let alone work and communicating when you look at all the written consents you would need) would be enough to drive some employers out of business and/or out of the city. And it would surely impact raise and bonus potential an employee has. NOT employee friendly. It also, as I think about it would motivate employers to keep employees below capacity to decrease the amount of shifting around to cover time off requests. So people would lose out on hours they could have had and usually really need.

Employee Notice of Resignation:

2. Employees typically don't give 28 days notice when they resign. It is customary to give two weeks but it is often less and sometimes none. If it is a senior employee they could not necessarily be backfilled by a new recruit in the rest of their scheduled shifts, even if someone could be found that fast. (These jobs are often very highly skilled. These employees are not just "cogs in the machine" that can be pulled out and plugged in wherever). The cycle time of posting, hiring, and training an employee for basic tasks for us was about 4-6 weeks and could occasionally be done in three if things fell into place and the employee had previous experience and didn't need to give notice at their other job. But typically not. So in a case like this where the person is leaving at least two weeks and probably more like 28 days (actually probably a lot more because it would be a literal impossibility to do the schedule on a rolling basis) of shifts to cover, each one cascading a number of other changes from the person you moved to cover them, that is A LOT of predictability pay.

In some cases employees do give a lot of notice if they are planning a move or shifting to a new career direction. But often their plans don't work out or the timelines changed. A good employer will work to keep them on the schedule as long as they want. This would discourage employees from telling the employer of plans to leave in a few months if it meant they for sure would not have their job if things didn't work out. And yet again, it would not be a stable schedule because of all the moving that would have to be done to cover the open shifts after the employee leaves.

3. A business can forecast some volumes but not others. Volumes can be dependent on things like weather that you don't know 28 days in advance or other unforeseen occurrences.

Thank you for hearing me and trying to do the very best thing for working families in a way that builds solidarity with the employer (in the end, all interests are aligned) rather than in a divisive, punitive way that will have significant ramifications on the employees work experience, bonus and raise potential, and business health.

Anne Hendrickson
Managing Hearts – Employee & Customer Service Consulting

Neuroscience combined with practical experience!
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Dealing with "People Stress"? CHECK OUT OUR UPCOMING SEMINAR
<http://managinghearts.com/what-we-do/leadership-workshop/>
We'd love to help you create a better performing organization without the stress!

(612) 770-2520
ManagingHearts.com

Maze, Haila R.

From: Richard Henke <rshenke@yahoo.com>
Sent: Wednesday, October 07, 2015 4:01 PM
To: Working Families; Palmisano, Linea
Subject: Working Families Proposal

To whom it may concern:

i have read the working families proposal and the revisions on 10/7. As a small business owner in the city for over 40 yrs, I must say that this is the most offensive proposal from the city I have ever seen.

Small businesses only succeed if we can employ people committed to help our businesses succeed. If we do not take care of our people, they do not stay with us and we do not succeed. The ways we support our people vary from business to business depending on our financial condition and our financial condition. Through thick and thin, good times and bad, we do what is necessary to take care of our people.

Having been in the restaurant business for over 40 yrs, I can tell you that there have been very good times when there was more to share and there have been tough times when I have had to borrow money to make sure my folks pay checks would not bounce(never once have they). I need this kind of flexibility since there are many factors completely out of my control which affect the success of my business.

This working families proposal treats small business owners as villians who are out to takew advantage of their people. This is far from the truth.

These proposals are just so far out in left field that they will drive some businesses out of business and cause others considering to take the plunge into small business to look elsewhere than Minneapolis to do this. and, because of the cost increases that will result, many businesses will see a loss of business and therefore cut their staffing levels to adjust.

For these and other reasons, this proposal will do more to hurt the working families supported by small business, not help them.

I strongly urge you to drop this proposal completely to send a message to all of the small businesses in the city that the city of Minneapolis appreciates our contributions to the vibrancy of the city and consider proposals that reach out to truly help small businesses succeed.

Thanks for listening and I hope you do the right thing,

Dick Henke
Thye Malt Shop
809 West 50th Street
612-872-1326

Maze, Haila R.

From: Richard Henke <rshenke@yahoo.com>
Sent: Wednesday, October 14, 2015 12:38 PM
To: Council Members; Working Families
Subject: Earned Sick Time

To all of you:

I am writing today regarding my concerns with the Earned Sick Time proposal included in the Working Families Agenda.

I am a small business restaurant in South Minneapolis that has been in business in the city for over 40 years. We employ from 25-35 people depending on the season. Over 1/2 of our employees are part time including a number of high school and college students.

This proposal would require us to pay all of these folks sick pay from their first day of work no matter how long they work for us or how many hours they work each week. If this proposal were to be adopted as it is, the cost to my business would be in the range of \$12-15,000/yr. This is more than the average profit my business earns, so I would have to increase my prices by a lot to increase my earnings enough to absorb this additional cost.

When I increase my prices, I lose customers who can no longer afford to dine in my restaurant. So I increase my prices, but my revenue stays about the same because I have fewer customers. To adjust to the decrease in business, I cut the hours of my workers. The net effect is fewer people employed so that the remaining workers can receive a benefit they are not currently asking for.

We already pay vacation/ comp time pay to our full time folks who work over 30 hrs/wk. They can use this pay for time off for any purpose they choose including sick time without any reporting requirement on our side. They are satisfied with this arrangement and many of these folks have worked for us for 10-20+ years.

I have previously written with my concerns about the negative effects of the scheduling piece of this Working families agenda which I am also very deeply concerned about and opposed to.

Also, the fact that employers with collective bargaining agreements are exempted from these requirements makes this appear to be a proposal that has been initiated by or in concert with unions who do not want to be affected by it. This looks very suspicious.

Please reconsider this entire proposal and cancel this effort that appears to be on a fast track until you have seriously considered the negative consequences it will have on all businesses, but especially small businesses, in Minneapolis.

Thanks for you time,
Dick Henke
The Malt shop
809 West 50th Street
612-872-1326

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of Michael Henley
<mailagent@thesoftedge.com>
Sent: Saturday, October 10, 2015 12:21 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

Minneapolis can do better.

No one working in Minneapolis should be forced to make impossible choices -- like whether to stay home with a sick child or lose a paycheck. Or rearranging your childcare, transportation, and sleep schedule to take a shift that starts just hours after the last one ended.

And when you do work, no one should have their wages stolen by their employer.

That's why it's time to ensure all workers in Minneapolis can earn paid sick & safe time, have a fair workweek, and are protected from wage theft.

Thank you for your work to pass the Working Families Agenda. I'm counting on you to make the city a better place for all of us.

Sincerely,

Michael Henley
5320 Hampshire Drive
Minneapolis, MN 55419-1433

Maze, Haila R.

From: Brian Henning <bhenning2200@gmail.com>
Sent: Wednesday, September 23, 2015 11:20 PM
To: Working Families
Subject: I support the Minneapolis Working Families Agenda

City of Minneapolis Working Families,

I support the Working Families Agenda with strong rules for paid sick and safe leave, fair scheduling protection and enforcement to prevent wage theft.

Brian Henning
2200 Dixon Drive
MINNEAPOLIS, Minnesota 55431

Maze, Haila R.

From: Michelle Hensley <campaigns@good.do>
Sent: Tuesday, September 15, 2015 3:35 PM
To: Working Families
Subject: Support for Working Families Agenda

It is time to stop serving corporate interests and those of the 1%. They have reaped enough of our nation's wealth! It is time to focus on the rest of Americans, who deserve to make enough so they do not have to live in poverty even though they are working full time! Pass a \$15 minimum wage, guaranteed sick time, fair scheduling, and end wage theft! Basic human decency for all working Americans!

This email was sent via do^gooder, a campaign platform that enables people to contact you regarding issues they care about. The FROM field of this email is campaigns@good.do however the email was sent by Michelle Hensley who provided this email address: mhensley@usfamily.net

In accordance with web protocol FC 3834 (<http://www.rfc-base.org/rfc-3834.html>) we have included this address in the REPLY-TO field and you should respond to Michelle Hensley at that email address.

To learn more about do^gooder visit www.good.do

Maze, Haila R.

From: Michelle Hensley <campaigns@good.do>
Sent: Friday, October 16, 2015 10:34 PM
To: Working Families
Subject: Support for Working Families Agenda

Why are you caving in at the first show of business resistance? This is supposed to be a government for the PEOPLE not corporations!

Please support a strong policy that allows all workers to have earned sick time this year. No one should have to choose between caring for a sick child and earning a paycheck. No one should worry about being \$100 short on rent because they couldn't work that day. In a city with some of the worst racial economic disparities in the country, this is a key step that would provide important relief.

Unpredictable scheduling is another critical issue facing our city. Many hourly workers are struggling to balance second jobs, education, and childcare because they don't get enough notice of their schedule. Some people never even see a schedule. I am disappointed by the city's decision to back away from a scheduling ordinance. I hope that you will move forward with a fair scheduling proposal in the near future.

This email was sent via do^gooder, a campaign platform that enables people to contact you regarding issues they care about. The FROM field of this email is campaigns@good.do however the email was sent by Michelle Hensley who provided this email address: mhensley@usfamily.net

In accordance with web protocol FC 3834 (<http://www.rfc-base.org/rfc-3834.html>) we have included this address in the REPLY-TO field and you should respond to Michelle Hensley at that email address.

To learn more about do^gooder visit www.good.do

Maze, Haila R.

From: Brock, Lisa A on behalf of Reich, Kevin A.
Sent: Friday, September 25, 2015 9:40 AM
To: Working Families
Subject: FW: Proposed ordinance related to employee schedule changes

Comment from Ward 1 business owner

Lisa Brock
Council Associate
Minneapolis City Council – First Ward
612-673-2201
Lisa.brock@minneapolismn.gov

Subscribe to Ward 1 E-Mail Updates [HERE](#)

From: Greg Herrick [<mailto:gherrick@historicsales.net>]
Sent: Thursday, September 24, 2015 4:35 PM
To: Reich, Kevin A.
Subject: Proposed ordinance related to employee schedule changes

Dear Kevin:

The reason for this note is an NPR story I heard that you are considering an ordinance related to employee schedule changes at Minneapolis businesses. This proposed ordinance is ill advised and will, without question, results in the loss of jobs in Minneapolis.

By way of establishing some credibility, prior to the small business I have now, I started a company on my lunch hour which I built from one employee (myself) to 1,600 employees, all in the city of Minneapolis. In 1991 *Fortune* magazine named us “The Fastest Growing Public Company In America.” I was awarded Minnesota *Entrepreneur of the Year* in Technology, and have been recognized in *Who’s Who In The World; In America; In Business and Finance*; and *In Science and Engineering*.

Today I am the owner of a small and growing Minneapolis based direct marketing company which I operate because I enjoy being in business. We have a stable and long term workforce of around 50 wonderful people; half are women, 30% are African American, Hispanic or Asian, three are veterans, one person is 70 years old and another 80. Our payroll is well into the millions of dollars. From our Minneapolis headquarters we serve retail and wholesale customers around the world. However, there is no compelling reason for us to be in Minneapolis.

This proposed ordinance is simply one more issue I will have to worry about in an already competitive and now even more hostile business environment. If you pass it I will

move my business from Minneapolis. While it may not be a lot, 50 good Minneapolis jobs and millions of dollars of related economic activity will be gone.

I have not spoken to any other Minneapolis business owners and I am not part of any organized effort against this. However, I am certain I am not alone in my thinking. This proposal not only sets an onerous tone for existing employers, it will certainly be harmful to job creation in the city as well.

We all want what is good for Minneapolis and its people – unfortunately this is a step in the wrong direction.

Sincerely,
Gregory E. Herrick, Owner



Greg Herrick
Chairman, President & CEO
GHerrick@HistoricSales.net
Phone: 651-638-8400 Fax: 612-877-3160

Maze, Haila R.

From: Glidden, Elizabeth A.
Sent: Friday, October 02, 2015 10:00 PM
To: Greg Herrick; Working Families
Subject: Re: Proposed ordinance related to employee schedule changes

Dear Greg

Thank you for taking the time to contact me and share your thoughts. I've copied here the working families e-mail so that your letter is recorded as public comment and shared with all council members.

Elizabeth

Elizabeth Glidden
Council Vice President
(612) 673-2208

From: Greg Herrick <gherrick@historicsales.net>
Sent: Thursday, September 24, 2015 4:39 PM
To: Glidden, Elizabeth A.
Subject: Proposed ordinance related to employee schedule changes

Dear Elizabeth:

The reason for this note is an NPR story I heard that you are considering an ordinance related to employee schedule changes at Minneapolis businesses. This proposed ordinance is ill advised and will, without question, results in the loss of jobs in Minneapolis.

By way of establishing some credibility, prior to the small business I have now, I started a company on my lunch hour which I built from one employee (myself) to 1,600 employees, all in the city of Minneapolis. In 1991 *Fortune* magazine named us "The Fastest Growing Public Company In America." I was awarded Minnesota *Entrepreneur of the Year* in Technology, and have been recognized in *Who's Who In The World; In America; In Business and Finance; and In Science and Engineering*.

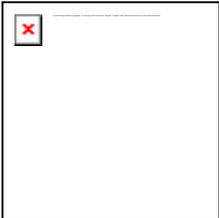
Today I am the owner of a small and growing Minneapolis based direct marketing company which I operate because I enjoy being in business. We have a stable and long term workforce of around 50 wonderful people; half are women, 30% are African American, Hispanic or Asian, three are veterans, one person is 70 years old and another 80. Our payroll is well into the millions of dollars. From our Minneapolis headquarters we serve retail and wholesale customers around the world. However, there is no compelling reason for us to be in Minneapolis.

This proposed ordinance is simply one more issue I will have to worry about in an already competitive and now even more hostile business environment. If you pass it I will move my business from Minneapolis. While it may not be a lot, 50 good Minneapolis jobs and millions of dollars of related economic activity will be gone.

I have not spoken to any other Minneapolis business owners and I am not part of any organized effort against this. However, I am certain I am not alone in my thinking. This proposal not only sets an onerous tone for existing employers, it will certainly be harmful to job creation in the city as well.

We all want what is good for Minneapolis and its people – unfortunately this is a step in the wrong direction.

Sincerely,
Gregory E. Herrick, Owner



Maze, Haila R.

From: Suzanne Herrick <suzanne@fedorukinc.com>
Sent: Thursday, October 08, 2015 11:28 PM
To: Working Families
Subject: WFA Comments

RE: Comments to the Working Families Agenda (WFA)

When we create environments that are hostile to business, we create environments that are hostile to citizens. The WFA creates a hostile business environment potentially pitting employees against employers and businesses in Minneapolis against those in surrounding communities.

As a Minneapolis-based business owner, **I am writing in opposition to the draft proposal of the WFA** for reasons including:

The WFA will increase the cost of doing business in Minneapolis which will then be passed along to consumers – making prices higher in Minneapolis than surrounding communities. Paying a fine for schedule changes (many of which are unpredictable) makes it more costly to do business in Minneapolis.

The WFA is a disincentive for employers to locate in Minneapolis. Rather than being a progressive ordinance it's a step backwards for employees and employers. It makes hiring and scheduling hourly employees a paperwork nightmare and financial detriment for changes. Businesses are running lean and on low-margins to stay competitive and require reasonable flexibility which this ordinance does not accommodate.

The WFA is an incentive for businesses to leave Minneapolis, and perhaps more importantly, not to locate in Minneapolis all together. Yes, there are businesses that have a choice whether to stay or leave – or simply to locate in the City at all. While many restaurants and other service industries may be tied to their locations, many others impacted have the option to simply leave Minneapolis. While this effect may not appear instantly, as leases expire, businesses will leave. I personally know of a business consisting of 50+ employees made up of a diverse population that would be forced to leave Minneapolis should the WFA ordinance be passed by the City Council. That's 50, great-paying jobs.

The WFA will harm commercial real estate. With businesses leaving or selecting to do business in other communities, commercial real estate sales and leases will drop.

The WFA will result in reduced tax revenue for the City as businesses leave or choose not to locate within the Minneapolis boundary. With a reduced tax revenue, the burden will shift to the homeowners in Minneapolis who already pay some of the highest property taxes in the nation.

The WFA is unfair to employees who need flexible schedules. An employer would be fined to accommodate an employee's last-minute request for schedule changes. In addition, the WFA is unclear on what it considers an employee's second job which the first job employer would need to accommodate.

The WFA destroys business growth. It makes employers think twice before hiring. It threatens employers with lawsuits should they need to lay off employees due to economic or business downturn.

I have read the bios of the Council Members for the City of Minneapolis. With all respect, it isn't clear in the bios if any of the Council Members are current, private business owners (such as those employers who would be affected by the WFA) who are or have been responsible for scheduling, employing and signing paychecks for a significant number of Minneapolis citizens. I would advise the Council Members who do not have such experience to spend more time with

employers and employees, on-site, understanding the issue from the perspective of an employer and employee – understanding how scheduling occurs across a diverse range of Minneapolis businesses.

In the end, this proposal is a rather insulting to the Minneapolis employer community, telling employers they don't know what they're doing and are not listening to their employees. The Council has raised many eyebrows in the business community who voted for its members with the trust that Minneapolis would continue to grow. Just as it seemed the City was in great stride, it now appears it's thinking is anti-growth and counter-productive.

With regards,

Suzanne

Suzanne Herrick
President, Fedoruk & Associates, Inc.
PR, Social & Speakers
O: 612-861-7807
C: 612-247-3079
suzanne@fedorukinc.com
www.FedorukInc.com, @sfedinc

Maze, Haila R.

From: Ed Heskett <eheskett@borderfoods.com>
Sent: Sunday, October 11, 2015 3:09 PM
To: Working Families
Subject: Minneapolis Employment Mandate Proposal
Attachments: Handout from 9-30 Meeting.pdf

Good afternoon,

My name is Ed Heskett, I am a Senior District Manager / LP Manager with Border Foods, located with New Hope Minnesota. We have several locations in Minneapolis, additionally, I have four adult children that have worked in the service industry, in Minneapolis, while going to school. And, I have a son currently working at Zelo's as a bartender / server.

QSR and restaurant employees in general enjoy the flexibility in scheduling, and appreciate the ability to change on the fly...the entire reason why web-based solutions like Hot Schedules were developed and employees and employers love it!

As an employer, a businessman, and a father of working adults I have several concerns with the Working Families Agenda. While I like the sick time proposals, in its current form it is much too generous. 72 hours of paid sick time is essentially 9 sick days, too many for an hourly employee, and much too cost prohibitive for an employer. As a salaried employee for my entire career, I have 6 paid sick days available to me each year, and find that to be plenty. And I know from personal experience, the lower in the ranks a benefit like this is offered, the more it will be taken advantage of, is this fair to an employer?

In full service, with three of my adult children currently working, , I know for certain they work there voluntarily, each a minimum of five years tenured, they agree on their (general) availability with their employer, however, are open to picking up shifts, working double shifts, staying longer, coming in earlier, to help the team, to earn more money, and knowing full well somewhere down the line, they too will need support from their team.

In the hospitality industry writing a schedule 28 days in advance, and employees notified of changes 24 hours in advance is not practical, and quite frankly, not doable, and will create hardships on ownership and management, the employee, and by extension the paying customers. I can give you several examples I have experienced where this will not work, but will spare you those details, trusting, deep down, you know this is unreasonable.

Compensation for schedule changes and protection from last-minute schedule changes is unreasonable as well, many changes are initiated / necessitated by the employees, in fact, most are, and you want to punish the employer for these, this doesn't even make sense. Additionally, business demands due to unforeseen circumstances, bad and good weather conditions (can we forecast weather 28 days in advance?), family emergencies, illness, impacts our schedule and our business, daily. Teamwork within the restaurant is what makes it all work as employees willingly cover for each other, in my view anything other than that is not acceptable. No one is ever forced to work, they are asked, or they volunteer; they are after-all compensated at their hourly rate, which often times includes overtime pay.

Right to Adequate Rest is certainly reasonable, but many (and my son does) willingly work double shifts because it is lucrative, making several hundred dollars each day. Employers will not be willing to pay overtime which will then reduce the hours worked for the employees creating a hardship for them. Or, the employer will be forced to pay overtime creating a hardship on their business and their livelihood. Who wins in this scenario? No one, absolutely no one.

Shared with friends and family, they all agree, this is not a good thing for them, as employees, nor, is it good for their employer.

Thank you for your considerations.

Sincerely,

Ed Heskett

*Loss Prevention Manager
5425 Boone Avenue North
New Hope, MN 55428*

Email: ed.heskett@delaget.com

Office: (763) 489-2950

Office: (763) 489-3079

Cell: (612) 387-2808

Fax: (763) 489-2967

Maze, Haila R.

From: joe hesla <campaigns@good.do>
Sent: Thursday, September 17, 2015 7:53 AM
To: Working Families
Subject: Support for Working Families Agenda

Dear City Council members,

Minneapolis is city that prides itself on our quality of life. But this quality is not extended to our lower paid workers. We have the worst equity gap in the country.

Workers should have the right to fair scheduling with enough notice to plan their lives and take care of their children.

None of our residents in Minneapolis should be forced to close their pace of employment late at night and then open it in the morning, with very little sleep in between.

All workers need paid sick time.

Minneapolis residents need you to take this action to enforce these basic worker and human rights.

Sincerely,

Joe Hesla

This email was sent via do^gooder, a campaign platform that enables people to contact you regarding issues they care about. The FROM field of this email is campaigns@good.do however the email was sent by joe hesla who provided this email address: jhesla@juno.com

In accordance with web protocol FC 3834 (<http://www.rfc-base.org/rfc-3834.html>) we have included this address in the REPLY-TO field and you should respond to joe hesla at that email address.

To learn more about do^gooder visit www.good.do

Maze, Haila R.

From: M Hess <mikehess30@yahoo.com>
Sent: Friday, October 02, 2015 9:58 PM
To: Working Families
Subject: "Working Families" proposed law

I would like to voice concern over the proposed working family regulations. I am not an employer or employee that would be impacted directly but as a resident I think it puts at risk many of the small businesses that make our neighborhoods somewhere we want to live and spend money.

The proposal has several unworkable aspects, the 28 day scheduling issue, as well as the totally lopsided rules that favor the employee. For example, the employee is entitled to extra pay if they come in to work on an unscheduled shift, but the employer has no recourse against employees who are no-shows, who maybe necessitate the calling in of someone else to cover for them.

There is an entire class of companies mostly small that will struggle to make these rules work, they will make mistakes, get fined, and many I fear will fail. I also fear that people who want to setup that next trendy restaurant will do it in st paul or richfield or edina, because who would try to start something up with these onerous rules holding you down. Restaurants in particular as is well know do not have large profit margins, minimum wage increases are already pressing on them and now these rules will add new pressures.

I don't want to see Minneapolis and what makes it such a popular place to live suffer due to a misguided city hall mandate passed by ivory tower well intentioned but off the mark government.

Mike Hess
Lynnhurst

Maze, Haila R.

From: Ziring, Emily
Sent: Tuesday, October 06, 2015 1:44 PM
To: Working Families
Cc: Palmisano, Linea
Subject: FW: Ward 13 Contact Form (Working Families)

From: no-reply@minneapolismn.gov [<mailto:no-reply@minneapolismn.gov>]
Sent: Tuesday, October 06, 2015 1:44 PM
To: Dahler, Ken; Ziring, Emily
Subject: Ward 13 Contact Form

City of Minneapolis

Name * Jean Heyer
Email * heyerjeanmarie@gmail.com
Phone (612) 827-4640
Phone Type Home
Address 4729 Bryant Avenue South
City Minneapolis
State MN
Zip 55419

Question/Comment * Dear Council Member Palmisano, I support workers' right in Minneapolis and want your support. My son is 20 years. He works full time, but does not have paid sick leave. He has also had jobs where he has not been guaranteed hours, which makes it impossible to be self-supporting. I want him to have the opportunity to earn a living wage so that he can support himself and eventually a family. Yours sincerely, Jean Heyer

This is an email generated from the City of Minneapolis website. * Required fields are indicated with an asterisk.

Maze, Haila R.

From: Cathy Heying <cathyheyng@hotmail.com>
Sent: Friday, October 02, 2015 3:14 PM
To: Working Families
Subject: comments

Hello,

I run a small nonprofit in south Minneapolis that employs 5 people. I am presuming that the working families agenda applies to all businesses, including nonprofits.

I am a huge supporter of worker just campaigns and having worked jobs in my life where I was scheduled last minute or my schedule changed weekly, I totally understand and support the need to provide worker protection.

However, I am concerned about a few things that I see in the proposal:

1) Any employee working over 8 hour days will be required to be paid time and a half. Our business is open 4 days a week one week and 5 the next. I have employees who have asked to work 4 10 hour days. On our 4 day weeks we all work 10 hour days. On the weeks where anyone goes over 40 hours they are paid time and a half. Plus the nature of our work (auto repair) is such that if we have to get a car out the door we stay until it is done. Then we maybe cut off earlier the next day. We are a small nonprofit and this part of the proposal would wreak havoc on our budget.

2) The 28 day advance scheduling notice is totally unrealistic for any business, especially those that are weather dependent or things like that.

Thank you.

Cathy Heying
The Lift Garage

Maze, Haila R.

From: Fitzie Heimdahl <campaigns@good.do>
Sent: Friday, October 16, 2015 5:35 PM
To: Working Families
Subject: Support for Working Families Agenda

Hello,

My name is Fitzie Heimdahl. I am a Minneapolis resident and a concerned citizen. I am very concerned by the Mayor's recent reversal of the fair scheduling and paid sick time from the city's workers' rights agenda. Minneapolis is a very progressive city, yet we face some of the worst racial and economic discrepancies in the nation. This is not a number one stat we as a city should be proud of! It's a shame the mayor and council are being held hostage by corporate business interests.

Please support a strong policy that allows all workers to have earned sick time this year. No one should have to choose between caring for a sick child and earning a paycheck. No one should worry about being \$100 short on rent because they couldn't work that day. In a city with some of the worst racial economic disparities in the country, this is a key step that would provide important relief.

Unpredictable scheduling is another critical issue facing our city. Many hourly workers are struggling to balance second jobs, education, and childcare because they don't get enough notice of their schedule. Some people never even see a schedule. I am disappointed by the city's decision to back away from a scheduling ordinance.

Minneapolis truly has a chance to be a leader in workers rights and economic equality in the nation. I ask you to have the courage and fight for those who can't afford to have their voice heard.

I hope that you will move forward with a fair scheduling proposal in the near future.

Lets make history!

This email was sent via do^gooder, a campaign platform that enables people to contact you regarding issues they care about. The FROM field of this email is campaigns@good.do however the email was sent by Fitzie Heimdahl who provided this email address: heimdahlf@yahoo.com

In accordance with web protocol FC 3834 (<http://www.rfc-base.org/rfc-3834.html>) we have included this address in the REPLY-TO field and you should respond to Fitzie Heimdahl at that email address.

To learn more about do^gooder visit www.good.do

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of David Higgins
<mailagent@thesoftedge.com>
Sent: Wednesday, October 07, 2015 4:56 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

Minneapolis can do better.

No one working in Minneapolis should be forced to make impossible choices -- like whether to stay home with a sick child or lose a paycheck. Or rearranging your childcare, transportation, and sleep schedule to take a shift that starts just hours after the last one ended.

And when you do work, no one should have their wages stolen by their employer.

That's why it's time to ensure all workers in Minneapolis can earn paid sick & safe time, have a fair workweek, and are protected from wage theft.

Thank you for your work to pass the Working Families Agenda. I'm counting on you to make the city a better place for all of us.

Sincerely,

David Higgins
4509 Dupont Ave S
Minneapolis, MN 55419-4740

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of Davytrain9@gmail.com
Sent: Thursday, October 08, 2015 1:21 AM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

Minneapolis can do better.

No one working in Minneapolis should be forced to make impossible choices -- like whether to stay home with a sick child or lose a paycheck. Or rearranging your childcare, transportation, and sleep schedule to take a shift that starts just hours after the last one ended.

And when you do work, no one should have their wages stolen by their employer.

That's why it's time to ensure all workers in Minneapolis can earn paid sick & safe time, have a fair workweek, and are protected from wage theft.

Thank you for your work to pass the Working Families Agenda. I'm counting on you to make the city a better place for all of us.

Sincerely,

David Higgins
2700 W. 44th St.
Minneapolis , MN 55410

Maze, Haila R.

From: Eric Highers <campaigns@good.do>
Sent: Saturday, October 03, 2015 5:36 PM
To: Working Families
Subject: Support for Working Families Agenda

I Eric Highers stand in support of hourly workers and in support of the Minneapolis City Council passing the "Working Families Agenda" this year because workers of Minneapolis Deserve better and equitable conditions that works for them and their families!

Yours sincerely,
Eric Highers

This email was sent via do^gooder, a campaign platform that enables people to contact you regarding issues they care about. The FROM field of this email is campaigns@good.do however the email was sent by Eric Highers who provided this email address: ericmichaelhighers@gmail.com

In accordance with web protocol FC 3834 (<http://www.rfc-base.org/rfc-3834.html>) we have included this address in the REPLY-TO field and you should respond to Eric Highers at that email address.

To learn more about do^gooder visit www.good.do

Maze, Haila R.

From: Glidden, Elizabeth A.
Sent: Monday, October 05, 2015 9:50 PM
To: Working Families
Subject: Fw: Ward 8 Feedback Form

From: no-reply@minneapolismn.gov <no-reply@minneapolismn.gov>
Sent: Thursday, October 1, 2015 11:20 AM
To: Lopez Lara, Sara; Sirdar, Deebaa; Glidden, Elizabeth A.
Subject: Ward 8 Feedback Form

City of Minneapolis

Name * Eric Highers
Email * ericmichaehighers@gmail.com
Phone (734) 770-3600
Phone Type
Address 3229 Pillsbury Ave. S.
City Minneapolis
State MN
Zip 55408

Question/Comment * Hello City Council Representative Elizabeth Glidden, I am aware that City Council will be voting on a proposal regarding fair scheduling and sick-time for employees which would directly address many of the unfair practices that have historically placed vulnerable workers in precarious situations. All employees deserve predictable and fair scheduling as well as paid sick-time. As a resident of your ward, please consider voting in favor of the proposal and also working with small and large businesses to support them in implementing these policies. Sincerely, Eric Highers

This is an email generated from the City of Minneapolis website. * Required fields are indicated with an asterisk.

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of C. John Hildebrand
<mailagent@thesoftedge.com>
Sent: Wednesday, September 30, 2015 10:16 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

Minneapolis can do better.

No one working in Minneapolis should be forced to make impossible choices -- like whether to stay home with a sick child or lose a paycheck. Or rearranging your childcare, transportation, and sleep schedule to take a shift that starts just hours after the last one ended.

And when you do work, no one should have their wages stolen by their employer.

That's why it's time to ensure all workers in Minneapolis can earn paid sick & safe time, have a fair workweek, and are protected from wage theft.

Thank you for your work to pass the Working Families Agenda. I'm counting on you to make the city a better place for all of us.

Sincerely,

C. John Hildebrand
1212 Powderhorn Ter
Minneapolis, MN 55407-1690

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of C. John Hildebrand
<mailagent@thesoftedge.com>
Sent: Wednesday, October 07, 2015 4:01 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

Hey Alondra, I imagine you support this, right? --John, your neighbor on Powderhorn Terrace. :)

Minneapolis can do better.

No one working in Minneapolis should be forced to make impossible choices -- like whether to stay home with a sick child or lose a paycheck. Or rearranging your childcare, transportation, and sleep schedule to take a shift that starts just hours after the last one ended.

And when you do work, no one should have their wages stolen by their employer.

That's why it's time to ensure all workers in Minneapolis can earn paid sick & safe time, have a fair workweek, and are protected from wage theft.

Thank you for your work to pass the Working Families Agenda. I'm counting on you to make the city a better place for all of us.

Sincerely,

C. John Hildebrand
1212 Powderhorn Ter
Minneapolis, MN 55407-1690

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of C. John Hildebrand
<mailagent@thesoftedge.com>
Sent: Friday, October 16, 2015 1:11 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

I support the Working Families Agenda and guaranteeing all workers earned sick & safe time and protection from wage theft.

Sincerely,

C. John Hildebrand
1212 Powderhorn Ter
Minneapolis, MN 55407-1690

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of rhine@sailcanoe.com
Sent: Friday, October 16, 2015 12:26 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

I have been a wage slave in Minneapolis & St. Paul for over 35 years. Working in Printing Companies, Advertising Agencies, Software Development, and Educational Software Development. I have always worked more hours than I have been paid for. I have been exposed to a variety of hazardous chemicals, worked a sedentary lifestyle. I have been bought and sold while the business owners are getting rich. I have watched families break up as their bread winners work long hours with no choice or alternative except to be fired. Sexual discrimination and wage inequality is the norm. People of color need not apply. Then these so called community business leaders sold our jobs to India or Mexico or some other lower wage state or country. I am ashamed to live and work in this so called free country. From state to state in various degrees we workers get played off against each other. It's disgusting. Good luck fixing the work environment but even the Mayor has already sold us out.

I support the Working Families Agenda and guaranteeing all workers earned sick & safe time and protection from wage theft.

Sincerely,

Ronald Hine
5731 Colfax Ave S
Minneapolis, MN 55419-1705

Maze, Haila R.

From: Jacob Hoeben <campaigns@good.do>
Sent: Tuesday, September 15, 2015 2:28 PM
To: Working Families
Subject: Support for Working Families Agenda

Listen to the actual people that need this stuff, not the businesses that are only concerned about their bottom line.

This email was sent via do^gooder, a campaign platform that enables people to contact you regarding issues they care about. The FROM field of this email is campaigns@good.do however the email was sent by Jacob Hoeben who provided this email address: Xalder1@hotmail.com

In accordance with web protocol FC 3834 (<http://www.rfc-base.org/rfc-3834.html>) we have included this address in the REPLY-TO field and you should respond to Jacob Hoeben at that email address.

To learn more about do^gooder visit www.good.do

Maze, Haila R.

From: Jaime Hokanson <campaigns@good.do>
Sent: Tuesday, September 15, 2015 3:59 PM
To: Working Families
Subject: Support for Working Families Agenda

Hello,

I live in Minneapolis and have worked about eight different jobs here over the last 10 years, and my current job is the only one of them to offer paid sick days.

Previously, I worked at a startup juice company which billed itself as progressive and promoting good health. No paid sick days were allowed, which resulted in many workers coming to work sick - as the pay topped out at \$11, and nobody worked full time, people could rarely afford to miss a day. This company selling healthy products did not give their employees a wage and benefits that allowed them to live a healthy life, and as such the turnover was extremely high.

Now, for the first time, I have a job with health insurance and paid sick days. The employer wanted to pay me only \$10.50/hr, and I had to fight to get to my current rate of \$13. After taxes and costly insurance premiums necessary to pay for my many medications and medical expenses, I still can only afford a small apartment rented from a friend. A \$15 minimum wage in the city of Minneapolis is sorely needed - especially for those who, unlike me, have children, elders needing care, or who have a disability. I count myself as thankful that I only have to pay for me and my own care at this point in my life.

Please act quickly to enact strong policies with robust enforcement that can ensure fair scheduling, sick days and wages for all workers in this city. It's about time we become a leader.

Yours sincerely,
Jaime Hokanson

This email was sent via do^gooder, a campaign platform that enables people to contact you regarding issues they care about. The FROM field of this email is campaigns@good.do however the email was sent by Jaime Hokanson who provided this email address: jaimehokanson@gmail.com

In accordance with web protocol FC 3834 (<http://www.rfc-base.org/rfc-3834.html>) we have included this address in the REPLY-TO field and you should respond to Jaime Hokanson at that email address.

To learn more about do^gooder visit www.good.do

Maze, Haila R.

From: AJ Hokland <campaigns@good.do>
Sent: Monday, October 05, 2015 4:39 PM
To: Frey, Jacob
Cc: Working Families
Subject: Support for Working Families Agenda

Mr Reich and Mr Frey,

I live and work in NE Minneapolis. My employment history has many ups and downs and detours. I'm am mostly self-employed, but also have worked at a wide variety of part-time jobs over the past several decades. I am currently working for a very small company in NE Mpls and contracting with a few others. I still make less than \$20,000/year. But I feel fortunate because I have only had brief run-ins with wage theft and being constantly on-call. I know many who deal with it regularly. It is an unnecessary stress on the well-being of our community.

Please work to pass ordinances for workers' rights this year. People need fair scheduling, earned sick and safe time, fair payment for hours on site/ending wage theft, and a \$15 minimum wage.

Yours sincerely,
AJ Hokland

Mr Frey - please forward this to Mr Reich. This webpage didn't show Mr Reich in the available contacts list.

This email was sent via do^gooder, a campaign platform that enables people to contact you regarding issues they care about. The FROM field of this email is campaigns@good.do however the email was sent by AJ Hokland who provided this email address: ajhmpls@yahoo.com

In accordance with web protocol FC 3834 (<http://www.rfc-base.org/rfc-3834.html>) we have included this address in the REPLY-TO field and you should respond to AJ Hokland at that email address.

To learn more about do^gooder visit www.good.do

Maze, Haila R.

From: Lance Holbrook <campaigns@good.do>
Sent: Thursday, October 15, 2015 1:25 PM
To: Working Families
Subject: Support for Working Families Agenda

i suppose this because i think its unfair for us to not get all our work hours and not show us our check stubs.

Yours sincerely,
Lance Holbrook

This email was sent via do^gooder, a campaign platform that enables people to contact you regarding issues they care about. The FROM field of this email is campaigns@good.do however the email was sent by Lance Holbrook who provided this email address: kouplegrand@yahoo.com

In accordance with web protocol FC 3834 (<http://www.rfc-base.org/rfc-3834.html>) we have included this address in the REPLY-TO field and you should respond to Lance Holbrook at that email address.

To learn more about do^gooder visit www.good.do

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of James Holdman
<mailagent@thesoftedge.com>
Sent: Wednesday, October 07, 2015 5:36 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

Minneapolis can do better.

No one working in Minneapolis should be forced to make impossible choices -- like whether to stay home with a sick child or lose a paycheck. Or rearranging your childcare, transportation, and sleep schedule to take a shift that starts just hours after the last one ended.

And when you do work, no one should have their wages stolen by their employer.

That's why it's time to ensure all workers in Minneapolis can earn paid sick & safe time, have a fair workweek, and are protected from wage theft.

Thank you for your work to pass the Working Families Agenda. I'm counting on you to make the city a better place for all of us.

Sincerely,

James Holdman
3545 Elliot Ave
Minneapolis, MN 55407-2128

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of austin.holm@hotmail.com
Sent: Friday, October 16, 2015 1:51 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

I support the Working Families Agenda and guaranteeing all workers earned sick & safe time and protection from wage theft.

Sincerely,

Austin Holm
3847 28th Ave S
Minneapolis, MN 55406

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of ae.holt80@gmail.com
Sent: Friday, October 16, 2015 10:06 AM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

I support the Working Families Agenda and guaranteeing all workers earned sick & safe time and protection from wage theft.

Sincerely,

Alison Holt
1022 E 36TH ST
Minneapolis, MN 55407-2632

Maze, Haila R.

From: Don Hon <bounce@list.momsrising.org>
Sent: Wednesday, September 30, 2015 6:56 PM
To: Working Families
Subject: Please pass the Working Families Agenda!

Dear Minneapolis City Council Members,

I'm writing to urge you to act quickly to pass the Working Families Agenda. Earned sick time is important to my family and all Minneapolis workers because it boosts public health, family economic security, and our city's economy.

I'm counting on you!

Sincerely,

Don Hon
Minneapolis, MN

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of Donald Hon <mailagent@thesoftedge.com>
Sent: Wednesday, October 07, 2015 7:21 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

Minneapolis can do better.

No one working in Minneapolis should be forced to make impossible choices -- like whether to stay home with a sick child or lose a paycheck. Or rearranging your childcare, transportation, and sleep schedule to take a shift that starts just hours after the last one ended.

And when you do work, no one should have their wages stolen by their employer.

That's why it's time to ensure all workers in Minneapolis can earn paid sick & safe time, have a fair workweek, and are protected from wage theft.

Thank you for your work to pass the Working Families Agenda. I'm counting on you to make the city a better place for all of us.

Sincerely,

Donald Hon
3135 Arthur St NE
Minneapolis, MN 55418-2210

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of Don Hon <mailagent@thesoftedge.com>
Sent: Thursday, October 15, 2015 9:06 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

I support the Working Families Agenda and guaranteeing all workers earned sick & safe time and protection from wage theft.

Sincerely,

Don Hon
3135 Arthur St NE
Minneapolis, MN 55418-2210

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of Don Hon <mailagent@thesoftedge.com>
Sent: Friday, October 16, 2015 10:46 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

I support the Working Families Agenda and guaranteeing all workers earned sick & safe time and protection from wage theft.

Sincerely,

Don Hon
3135 Arthur St NE
Minneapolis, MN 55418-2210

Maze, Haila R.

From: Farley, Zachary
Sent: Tuesday, October 13, 2015 9:39 AM
To: Working Families
Subject: FW: Proposed Ordinance

From: Edward Hopkins [<mailto:minneapolis eagle@hotmail.com>]

Sent: Monday, October 12, 2015 9:27 PM

To: Frey, Jacob

Subject: Proposed Ordinance

Council Members-

I am very discouraged to hear that the Minneapolis City Council wants to get so far into managing our businesses by passing scheduling laws. It is unfortunate that the necessary decisions to keep our business viable our being stolen from us yet we are left with the financial risk. If you wish to micromanage our businesses, then you should be responsible for our mortgages, equipment loans, leases, contracts and other responsibilities which we will be unable to continue meeting after you have stolen our ability to operate our businesses in the best manners.

The Minneapolis City Council has decided there is a problem when we feel and our employees feel there is not a problem. The ability to change schedules is an operating necessity in the bar and restaurant industry. Do you have any idea how many things change the flow of business on a day to day basis? Here are just a few items from the top of my head: nice weather, bad weather, State Fair, concerts, Twin's game, Vikings games, breweries, lunch trucks, road closings, construction, events at the former Metrodome taking all the nearby parking, events at the future Vikings stadium taking all the nearby parking, health inspectors in white lab coats who look like mad scientists, 10 cops "inspecting" the bar at 11 pm on a Saturday night, liquor inspectors conducting countless inspections based on "anonymous" complaints, holidays, sewer pipes breaking across town and so on.

Do you know how much time we have to staff for this? Not much. Not four weeks. Not two weeks. Usually hours.

When people apply for jobs in a bar or restaurant, they understand the nature of scheduling. They understand that they will work until they are “cut” which means when business slows down to a level that can’t support all of the people who are currently working or when we are infrequently surprised by an unusually busy night. I don’t believe that I have ever had an employee ask to stay longer than what is needed by the level of business. They are more than happy to stay when we are busy and continue making tips and be cut when the business slows. To penalize a business by passing a law requiring them to pay the employee for up to four hours to cut them and send them home is absurd when businesses already deal with low profit margins. Payroll is a necessary variable expense which must be managed by business owners who are operating there business from inside on a day to day basis and not by politicians. We take care of our employees because good employees make us competitive and provide good customer service. I can’t believe that you are even considering passing this law.

I hope that you also understand that paying an employee does not only result in increased payroll but also increased social security taxes, increased unemployment taxes and increased worker’s compensation insurance. These taxes and insurance are all based on total payroll.

I see more and more money taken from us by such ideas as the Downtown Improvement District, higher and higher minimum wages, higher and higher property taxes, special assessments for sidewalks repairs which look terrible and are uneven, for special assessments for streets not even near my business (Nicollet Mall) and so on. Now we are not even able to operate our business in the best manner which provides us an ability to pay our bills and employ as many people as we feel best. It seems that it won’t stop until we are bled dry and driven into the ground.

In the best interest of small businesses, do not pass these proposed scheduling laws.

Edward Hopkins
eagleBOLTbar

Maze, Haila R.

From: Farley, Zachary
Sent: Thursday, October 15, 2015 10:56 AM
To: Working Families
Subject: FW: Ward 3 Contact Form

From: no-reply@minneapolismn.gov [mailto:no-reply@minneapolismn.gov]
Sent: Thursday, October 15, 2015 7:47 AM
To: Frey, Jacob
Subject: Ward 3 Contact Form

City of Minneapolis

Name * Ryan Hopkins
Email * rhopkins@teksystems.com
Phone (952) 563-2822
Phone Type Work
Address 8500 Normandale Lake Blvd #1130
City Bloomington
State MN
Zip

Question/Comment * October 15, 2015 Dear Councilmember Frey: I am the Director of Business Operations of TEKsystems, Inc. (“TEKsystems”) in Minneapolis and I urge you to oppose the fair scheduling proposal currently being considered by the city council. Staffing firms such as mine play in integral role in sustaining and improving Minneapolis’s economy by providing workers with jobs; training; choice of assignments and work; flexibility; and a bridge to permanent employment. Staffing firms such as mine also help businesses in virtually every sector grow and remain competitive by affording them the flexibility to access talent when they need it. TEKsystems is a national staffing company with over 100 offices worldwide. TEKsystems is a leader in providing qualified IT professionals, IT services, and talent management to our clients and has been operating in the Minneapolis area for more than sixteen years. We provide IT staffing and services to our clients in a variety of industries, including, healthcare, financial services, communications, energy, government, and information technology. There are currently 58 fulltime internal TEKsystems employees working in our Minneapolis office. Moreover, since January 2011, TEKsystems has placed almost 3,000 IT professionals on assignments at various clients throughout the Minneapolis and surrounding areas. The fair scheduling proposal would unnecessarily and unwisely impede flexibility for temporary workers, staffing firms, and clients by requiring temporary workers to be provided with 28 days’ advance notice of assignments and work schedules; notice of schedule changes within 24 hours of such changes being made; at least 24 hours’ advance notice of the effective date of schedule changes; and, in the absence of the

foregoing notices, additional wages. In the vast majority of cases, staffing firms such as mine could not practically comply with these notice requirements. Staffing clients often schedule or change temporary assignments or work hours on short notice due to the exigent nature of temporary work—for example, members of a client’s permanent staff may become sick or unexpectedly return from absences, or demand for the client’s services may suddenly wax or wane, thus requiring scheduling of a temporary worker’s assignment on short notice. In this regard, it is common for clients to request temporary workers for the same or the next day, and alter or end their assignments just as quickly. Such fluidity is the hallmark of the staffing arrangement and, should clients be impeded from making such changes, they will forego using temporary workers altogether, resulting in the loss of jobs for thousands of workers. The proposal also would require employers to offer temporary workers the same wages, access to time off, and promotions to workers with similar skills and responsibilities, regardless of hours they are scheduled to work. However, it is unclear how this requirement would apply to temporary and contract workers. For example, it is unclear whether such workers have to be paid the same as the employees of clients to which such the temporary and contract workers are assigned, regardless of the length of the temporary workers’ assignments; or whether a staffing firm’s temporary workers with similar skills have to be paid the same amount regardless of the length of their assignments and the fact that they may be assigned to work for different clients. Either requirement would be devastating. Any employer or business faced with the prospect of paying wages so completely unconnected with the actual value of labor in the marketplace will simply stop using such labor, and those jobs will disappear. If the proposal were enacted, the vast majority of temporary and contract jobs, and therefore my staffing firm, would be destroyed. The result would be thousands of new workers on the state’s unemployment and welfare rolls, with devastating implications to the Minneapolis and state economy. Finally, the proposal also would prohibit clients from contracting with staffing firms for temporary workers unless such clients first offered additional work to their own employees. By restricting clients’ use of staffing firms, the proposal would deny jobs to temporary and contract workers—most of whom work full-time workweeks, enjoy the flexibility that temporary work offers, and otherwise would be assigned to work at peak seasons or to fill in for employee absences. Because businesses would be required to offer additional work to their internal staff rather than use staffing firm’s services, these workers would be denied both the opportunity to work and a pathway that often leads to permanent employment. To sacrifice the work opportunities for one group of workers, who generally work full-time workweeks, for the benefit of another group, some of whom may work part time, makes no sense. For all of the above reasons, I urge you to OPPOSE the proposal, which would only serve to destroy jobs and drive staffing firms such as mine out of business. Very truly yours, Ryan Hopkins Director of Business Operations TEKsystems, Inc.

This is an email generated from the City of Minneapolis website. * Required fields are indicated with an asterisk.

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of lex.horan@gmail.com
Sent: Thursday, October 15, 2015 11:31 AM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

I support the Working Families Agenda and guaranteeing all workers earned sick & safe time and protection from wage theft. I have a good job at a local non-profit where I am able to take time off when I'm sick, plan around doctor's appointments for a recent knee surgery I had, and help take care of my nieces and aging parents when they need my help. But too many of my neighbors can't expect the same respectful treatment in the workplace. I expect Minneapolis to be a leader on this issue - please don't back down under pressure from corporations.

Sincerely,

Lex Horan
3346 17th Ave S apt 2
Minneapolis, MN 55407-2693

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of jphorejsi@hotmail.com
Sent: Friday, October 16, 2015 2:26 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

I support the Working Families Agenda and guaranteeing all workers earned sick & safe time and protection from wage theft.

Sincerely,

Jeff Horejsi
PO Box C
Fairfax, MN 55332-0903

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of bdhorowitz@gmail.com
Sent: Thursday, October 08, 2015 10:06 AM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

Hi Councilmember Gordon:

I really enjoyed your speech at the opening of the Friendship Store the other night. It was cool to hear how much the Seward Co-op has grown over the years. My hope is that in twenty years, I'll be able to tell a similar story to my kids -- how Minneapolis took a stand and led the nation in making sure that workers get a fair shake when they put in a hard day's work. I'm glad to have heard that you support the Working Families' Agenda and hope that you will continue to do so.

Sincerely,

Benjamin Horowitz
2440 35th Ave South
Minneapolis, MN 55406-1429

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of lydiahowell@comcast.net
Sent: Friday, October 16, 2015 11:26 AM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

I STRONGLY SUPPORT the Working Families Agenda and guaranteeing all workers earned sick & safe time and protection from wage theft.

HOW can low-wage workers---many of whom cobble together income with TWO or more Part-Time jobs--coordinate WITHOUT Regular Schedules? HOW do you arrange CHILD CARE unless you know WHEN you're gong to work???

It does NOT serve PUBLIC HEALTH to have ILL workers SERVE FOOD or CARE FOR VULNERABLE PEOPLE. As a CNA/Home Care Worker, I NEED to have SICK DAYS.

WAGE THEFT is a CRIME--just because a COMPANY is the THIEF does not change this fact. WHY would ELECTED OFFICIALS PROTECT STEALING WAGES FROM WORKERS?

THERE IS NO CREDIBLE REASON for the Chamber of Commerce to OPPOSE these BASIC workers' rights. If the Democratic Party still stands for anything and has the SLIGHTEST ETHICS (& isn't bought off by Corporations), you will PASS these without further delay. Otherwise, members of the City Council and Mayor Hodges are NO T worthy of working people's votes.

Sincerely,

Lydia Howell
2121 Minnehaha Ave
Minneapolis, MN 55404-3164

Maze, Haila R.

From: hudsons statements <hudsonsstatements@gmail.com>
Sent: Wednesday, October 14, 2015 12:07 PM
To: Working Families
Subject: Workforce Fairness

I am the owner of Hudson Hardware at 2900 East 42nd street and I am responding to your so called workforce fairness plan. After the worse recession in my lifetime, my hardware store is just starting to recover from the financial losses. I am stunned that the city council would be considering this in a weak recovery that we are in. Even if this were a stable recovery how is it for me to pay someone to stay home when I can't pay myself to stay home when I get sick. A couple of years ago I had a problem with the Sciatic nerve in my back. I Couldn't get out of bed for almost 2 weeks and my wife had to work for me because I don't have lots of money to may someone else to work for me. Unlike what you think about business owners, most of the ones I know do not have lots and lots of money. We are also the working class.

Sincerely,

Jim Hudson
Hudson Hardware
2900 East 42nd Street
Minneapolis, MN 55406
612.722.8602

Maze, Haila R.

From: Doug Huemoeller <dhuemoeller@kitchenwindow.com>
Sent: Friday, October 09, 2015 12:05 PM
To: Working Families
Subject: One of the ABSOLUTE WORST ideas ever!

I ABSOLUTELY feel this is the worst potential policy Minneapolis has proposed. As a retailer and cooking school owner that has had my business in the city of Minneapolis for over 30 years, this proposed policy would put me out of business. I am completely against the idea that CITY policy dictate how a business runs its internal operations. The free market and stiff competition for business and labor do a fantastic job of providing a balance. Business needs to be able to adapt to all conditions. Our customers expect us to offer a competitive product at a fair price while meeting their service expectations. We absolutely cannot staff as though every day is going to our best day ever. You staff for normal/expected business levels. The weather, special events, bus tours, etc all affect our daily business. Many of these things cannot be predicted. When it is a gorgeous 80 degree October day and no one is shopping, we ask if anyone wants to go home. We always get a volunteer that would be happy to have the afternoon or evening off. And if over the long run, IF we constantly cut staff's hours, we would have no workers because they would go work someplace else. Likewise, when the weather shifts and we get busy, we put out a call to see if anyone wants to pick up an extra shift. Many times they do. In every case, if we could have predicted the scenario, we would have scheduled it to begin with. As a company, based on employee feedback, we generate our work schedule ONE WEEK in advance, giving our employees great flexibility with their schedule. Two-thirds of our labor force is part-time and has chosen to work with us as their part time employer. They want and like the flexibility. This is only the retail component of our business. We also run a cooking school that allows people to sign up for a cooking classes up to 24 hours in advance. Nearly 50% of our class registration comes less than 2 weeks before a class. People generally do not want to commit to a paid obligation weeks or months in advance. Class counts change continuously. Five days for the class is scheduled to execute we are making our decision whether to run or cancel class and how much staffing we need, still knowing that 2 days before class, 10 more guests may register. In addition, we host private team building cooking events. Nearly 30% of our clients book LESS than 2 weeks before their event date. Do we have to charge them more now? The problem is we are NO LONGER competitive with the other cooking schools in the market. My list of issues with this proposal is endless and I could add dozens of other examples of how this policy will destroy my business. However, I need to spend time working on my business and assisting my staff, not defending our operating decisions to the city. If any variation of this proposal is passed, it will severely negatively impact my business. We employ over 40 people on a regular basis and have over 30 part time event staff. If I am able to make it through the remaining 3 years on my lease. I will move my business out of Minneapolis!

Best wishes,
Doug

Kitchen Window[®]
for the passionate cook . . . and those who aspire to be

Doug Huemoeller, President

3001 Hennepin Ave, Minneapolis MN 55408 | Direct 612.964.7530
Store Phone 612.824.4417 | Toll Free 888.824.4417 | Fax 612.824.9225
Web www.kitchenwindow.com | E-mail dhuemoeller@kitchenwindow.com

Store Hours: Mon-Sat 10 a.m.-9:30 p.m., Sun 11 a.m.-6 p.m.

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of hughe038@umn.edu
Sent: Wednesday, October 07, 2015 3:36 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

Minneapolis can do better.

No one working in Minneapolis should be forced to make impossible choices -- like whether to stay home with a sick child or lose a paycheck. Or rearranging your childcare, transportation, and sleep schedule to take a shift that starts just hours after the last one ended.

And when you do work, no one should have their wages stolen by their employer.

That's why it's time to ensure all workers in Minneapolis can earn paid sick & safe time, have a fair workweek, and are protected from wage theft.

Thank you for your work to pass the Working Families Agenda. I'm counting on you to make the city a better place for all of us.

Sincerely,

Gail Hughes
141 Warwick St. S.E.
Minneapolis, MN 55414

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of Bob Hulteen
<mailagent@thesoftedge.com>
Sent: Wednesday, October 07, 2015 3:51 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

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No one working in Minneapolis should be forced to make impossible choices -- like whether to stay home with a sick child or lose a paycheck. Or rearranging your childcare, transportation, and sleep schedule to take a shift that starts just hours after the last one ended.

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Thank you for your work to pass the Working Families Agenda. I'm counting on you to make the city a better place for all of us.

Sincerely,

Bob Hulteen
2604 E 22nd St
Minneapolis, MN 55406-1203

Maze, Haila R.

From: mary@grandcafempls.com
Sent: Monday, October 12, 2015 5:03 PM
To: Working Families
Subject: Grand Cafe

Dear Working Families Agenda

Am I wrong that this proposal is based on a similar one implemented in San Francisco. That ordinance only applies to businesses with 40 or more locations world wide. Forty! Cut that in half, and apply it to the Minneapolis proposal, and it would still be the most progressive ordinance of its kind in the country (and would still help the people who need it), while at the same time not attacking small businesses.

Have you considered this??? The small business owner of Minneapolis is not being represented in this proposal.

Dan and Mary Hunter
owners Grand Cafe
3804 Grand Ave S
Minneapolis, MN
55409

Maze, Haila R.

From: mary@grandcafempls.com
Sent: Tuesday, October 13, 2015 2:57 PM
To: Working Families; Reich, Kevin A.; Gordon, Cam A.; Frey, Jacob; Johnson, Barbara A. - City Council; Yang, Blong; Warsame, Abdi; Goodman, Lisa R.; Glidden, Elizabeth A.; Cano, Alondra; Bender, Lisa; Quincy, John; Johnson, Andrew; Palmisano, Linea
Subject: WFA

We are OPPOSED to the Working Families Agenda. It is clear that when the proposal was written, on our "behalf", no one consulted with the small business and restaurant owners and staff. We are ASKING/DEMANDING to put the brakes on this proposal and for it to be re-written, with the consultation of actual, real, live staff.

Mary Hunter

Grand Cafe
3804 Grand Ave S
Minneapolis, MN 55409

Maze, Haila R.

From: mike@sunnysidegarden.com
Sent: Thursday, October 15, 2015 11:06 AM
To: Working Families
Subject: Business owner response

Hello:

I have attended local meetings and wanted to give my input. I hear the scheduling is for now, out of the discussion. I agree with that decision. I feel those scheduling ideas would make it worse and less flexible for working families.

I am also against the sick time ideas. I feel it is up to the employer to decide what they can afford to offer for benefits. I have a real problem with the perception of the "sick" time and earned sick time. I understand that there are family emergencies and people get sick. That can be very difficult to lose a day on a paycheck. I get that, however earning these days and calling them sick days gives people the license to call in at the last minute and lie to their employer. Then the scheduling rules put the employer in a difficult situation. This proposal is calling for forcing employers to allow employees to earn paid time off without pre planning it. Just call in sick the morning of your shift and you get the day off, paid.

Again I understand that there are emergencies and its hard to lose planned income however I don't see any benefit to building a workforce of a benefit to urban families. I have never had an employee take 9 sick days in a year. maybe that's just luck but I don't think that level of benefit is where we should be in making policy.

Many of us small business owners like myself offer sick time and vacation. we are very flexible and schedule working families the best we can. Many business owners have also expressed that they too work to be flexible.

Another issue that was brought up that I had a hard time with was the immigrant population. They have no idea that this is even being talked about. That is very irresponsible of the city to be doing that.

this needs to be presented in their languages and presented clearly to them.

Again I am against all of the proposed ideas. I am for flexible employers working to accommodate staff members. I don't think this is the cities place to interfere with. There are many other ways to help unemployment and get low income people working. Keep them working and working towards higher paid jobs with better benefits.

Thank you,
Mike Hurley
Sunnyside Gardens
3723 W 44th St

Minneapolis, MN 55410

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of monikhhc@gmail.com
Sent: Friday, October 16, 2015 12:51 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

I support the Working Families Agenda and guaranteeing all workers earned sick & safe time and protection from wage theft.

Sincerely,

Monica Hurtado
747 E 60th St
Minneapolis, MN 55417-3163

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of Jason Husby
<mailagent@thesoftedge.com>
Sent: Thursday, October 01, 2015 8:36 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

Minneapolis can do better.

No one working in Minneapolis should be forced to make impossible choices -- like whether to stay home with a sick child or lose a paycheck. Or rearranging your childcare, transportation, and sleep schedule to take a shift that starts just hours after the last one ended.

And when you do work, no one should have their wages stolen by their employer.

That's why it's time to ensure all workers in Minneapolis can earn paid sick & safe time, have a fair workweek, and are protected from wage theft.

Thank you for your work to pass the Working Families Agenda. I'm counting on you to make the city a better place for all of us.

Sincerely,

Jason Husby
3531
Minneapolis, MN 55412

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of Jason Husby
<mailagent@thesoftedge.com>
Sent: Wednesday, October 07, 2015 11:21 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

Minneapolis can do better.

No one working in Minneapolis should be forced to make impossible choices -- like whether to stay home with a sick child or lose a paycheck. Or rearranging your childcare, transportation, and sleep schedule to take a shift that starts just hours after the last one ended.

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Thank you for your work to pass the Working Families Agenda. I'm counting on you to make the city a better place for all of us.

Sincerely,

Jason Husby
3531
Minneapolis, MN 55412

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of Jason Husby
<mailagent@thesoftedge.com>
Sent: Thursday, October 15, 2015 8:46 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

I support the Working Families Agenda and guaranteeing all workers earned sick & safe time and protection from wage theft.

Sincerely,

Jason Husby
3531
Minneapolis, MN 55412

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of Jason Husby
<mailagent@thesoftedge.com>
Sent: Friday, October 16, 2015 11:56 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

I support the Working Families Agenda and guaranteeing all workers earned sick & safe time and protection from wage theft.

Sincerely,

Jason Husby
3531
Minneapolis, MN 55412

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of millhutt88@gmail.com
Sent: Thursday, October 01, 2015 8:21 AM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

Minneapolis can do better.

No one working in Minneapolis should be forced to make impossible choices -- like whether to stay home with a sick child or lose a paycheck. Or rearranging your childcare, transportation, and sleep schedule to take a shift that starts just hours after the last one ended.

And when you do work, no one should have their wages stolen by their employer.

That's why it's time to ensure all workers in Minneapolis can earn paid sick & safe time, have a fair workweek, and are protected from wage theft.

Thank you for your work to pass the Working Families Agenda. I'm counting on you to make the city a better place for all of us.

Sincerely,

Mildred Huttenmaier
3863 Brookview Dr
Minneapolis, MN 55426-4301

Maze, Haila R.

From: Erica Ikeda <erica@lakeandirving.com>
Sent: Sunday, October 04, 2015 1:54 PM
To: Working Families; Reich, Kevin A.; Gordon, Cam A.; Frey, Jacob; Johnson, Barbara A. - City Council; Yang, Blong; Warsame, Abdi; Goodman, Lisa R.; Glidden, Elizabeth A.; Cano, Alondra; Bender, Lisa; Quincy, John; Johnson, Andrew; Palmisano, Linea
Subject: We Want Changes in the Working Families Agenda

To whom it may concern,

Though I am in support of some of the ideas set forth in the Working Families Agenda, I DO NOT agree with the proposal passing as it is written.

As a service industry professional, I do not agree with the Fair Scheduling proposal portion of this agenda because I enjoy scheduling flexibility and don't believe the City should dictate how small businesses and employees choose to create their schedule.

- A schedule that would be posted 28 days in advance would not be beneficial to me because I don't know all of my obligations that far in advance and would not want to be forced to submit my availability a month in advance. I enjoy the flexibility that my restaurant job offers me.

- I do not believe that having a schedule 28 days in advance is feasible in the restaurant industry due to weather and unpredictability of business. Penalizing the restaurant for scheduling changes will not only hurt the employers but also the employees and the customers.

- I believe that my employer works with me in the scheduling process and that if I was scheduled for a shift that I did not want to work, that they would work with me to get the shift covered or changed.

- It should be my choice to figure out a schedule that works for me. I enjoy having the choice to be able to work a double shift or a shift longer than 8 hours if I choose to or to condense my scheduled shifts in order to have more consecutive days off in a row and still be able to meet my financial needs.

- I believe that due to the penalties & increased costs that my employers would incur for scheduling doubles, shifts longer than 8 hours, or scheduling shifts with less than 11 hours between them, they would not allow for that kind of scheduling even if I requested it and preferred it.

- I believe that this proposal would not only hurt the restaurant industry and small businesses (its owners, staff and customers), but it also has the possibility to put many of the restaurants and independent businesses that we love and work for and that make Minneapolis so vibrant out of business.

Maze, Haila R.

From: Deepak Nath <dnath@nathcompanies.com>
Sent: Wednesday, September 30, 2015 10:40 PM
To: Working Families
Subject: Note from a minority VOTING member of Mpls

As a small business owner, resident of Minneapolis, a first generation Mexican woman, and a single mother...I am beyond offended and mesmerized by the disingenuous actions of our Mayor and Council Members. They are not representing what is in the best interest of their constituents and in fact, creating damage.

I do not believe any of us wish harm on our employees. I consider my staff members my family. The thought of being forced into unionizing brings me back to the days of growing up in Mexico City when we were forced into government mandate and made to believe that having an educated opinion is that of a "pain in the ass" and simply inappropriate.

The success of the City of Minneapolis depends on the success of it's businesses - regardless of size. The diversity of the City of Minneapolis depends on all of us 1st and 2nd generations that are contributing to putting us on the map as a true "foodie" city that is hip, vibrant, and just cool. Do they realize how our ethnic communities up and down Lake Street will be impacted??

Since when does Minneapolis need our politicians to define us? This will raise unemployment and force businesses to either move or close. I realize this is very thought provoking but to be candid, we need to hear opinions. To fear having a voice is to fear progressive change. Rebecca Illingworth, Tinto Cocina + Cantina.

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of tanner_molly59@hotmail.com
Sent: Friday, October 16, 2015 3:51 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

I support the Working Families Agenda and guaranteeing all workers earned sick & safe time and protection from wage theft.

Sincerely,

Rachel Imholte
5825 Park Ave
Minneapolis, MN 55417-3119

Maze, Haila R.

From: Katherine Ingersoll <katelingersoll@gmail.com>
Sent: Friday, September 18, 2015 2:32 PM
To: Working Families
Subject: Working Families Agenda-- comments from a community member

Dear Members of the Minneapolis City Council,

I wanted to share with you my personal experiences working in Minneapolis, which demonstrate for me the real, urgent importance of the Working Families Agenda.

I am a young, single person who recently moved to the city. I have a job that pays \$11/hour, which many would consider a good wage for retail work. I live off of about \$930 a month, which covers my basic expenses for food, rent, utilities, phone bill, and a small student loan payment. This \$930 doesn't include any transportation costs (as I'm currently able to bike to work), or any medical expenses.

Currently I work part time, and make enough to cover my basic needs. If I was working full time (40 hours a week) at my current salary, I would earn \$1760 a month, which would leave me an \$830 for transportation, medical expenses, and savings.

I'm sharing my budgeting with you because I cannot imagine supporting a family with my income. The money I make is enough to pay for my day-to-day needs, plus a little left over for savings. I need to plan ahead & save for any purchases I make beyond basic food & toiletries. I don't know how two people (let alone one person) making \$11 an hour could afford to support themselves, in addition to paying for childcare, food, school fees & supplies, and all the other things that go into raising a child.

My personal experiences lead me to believe that working families need a higher minimum wage to support & sustain themselves. And, as someone who is myself living paycheck-to-paycheck, I cannot say how important it is that people be able to take leave to care for their health, or the health of their children, without fearing for the loss of their job.

Therefore, I thank you for the research your workgroup has done so far on these issues, and I strongly urge you to pass the Working Families Agenda, support higher minimum wage, provide for earned sick & safe leave for all workers, and protect Minneapolis workers against wage theft.

Best,

Kate Ingersoll
Ward 10

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of beholdenjohanna@gmail.com
Sent: Thursday, October 15, 2015 4:46 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

I support the Working Families Agenda and guaranteeing all workers earned sick & safe time and protection from wage theft.

Sincerely,

Mary Iqbal
3460 Golfview Dr
Eagan, MN 55123

Maze, Haila R.

From: Petition Received from {{response->firstname}} <no-reply@voicehive.com>
Sent: Thursday, October 15, 2015 8:23 AM
To: Working Families
Subject: Petition Received

Array

voicehiveTransactionId: none

voicehiveFormId: petition

voicehiveDestPageId: qaThankyou

voicehiveLocalOffset: 0

voicehivePageId: petitionpage

voicehiveParam1:

voicehiveParam2:

firstname: Tracy

Lastname: Isackson

zip: 55116

email: naneusmaxine@ail.com

comments: I'm Minneapolis PROUD because...(this is my story to share!)

submit: SUBMIT

Maze, Haila R.

From: Rainer Isle <rainer.isle@adventiumlabs.com>
Sent: Wednesday, October 07, 2015 2:48 PM
To: Working Families
Subject: Information Request

To whom this may concern,

I am the Human Resource Generalist for a small Minneapolis business. I have read the information provided on the Working Families Agenda website and would like more information about the draft proposals. Specifically, I was curious if the actual draft proposals were available for review and how I may go about obtaining them?

Thank you for your time.

--
Rainer Isle
Human Resource Generalist
Adventium Labs
(612)558-0752

Maze, Haila R.

From: Reich, Kevin A.
Sent: Tuesday, October 13, 2015 7:48 AM
To: Working Families
Subject: FW: Working Families Agenda

Kevin Reich
Council Member, Ward One
City of Minneapolis
350 S. 5th Street, Room 307
Minneapolis, MN 55415-1383
Kevin.reich@minneapolismn.gov
612-673-2201

Subscribe to Ward 1 E-Mail Updates [HERE](#)

From: William Jackson [<mailto:wpjackson1976@gmail.com>]
Sent: Monday, October 12, 2015 1:43 PM
To: Reich, Kevin A.
Subject: Working Families Agenda

Kevin,

As a resident in your ward I want you to know that I'm against the Working Families Agenda. I own and operate a bar & grill in downtown Minneapolis and this agenda does not make sense for the restaurant industry. I have a small staff of 13 people. The reason I have only 13 individuals on my staff is so they can get the amount of hours they want. Schedules need to be flexible due to weather, events & parties. These are just three reasons that can effect the amount of business our restaurant gets at any given time and in turn effect schedule changes.

I think there are some good ideas that should be explored in this bill, but as it currently stands I hope you vote NO.

Thank You,

--
Billy Jackson
Jackson's Hole
612-343-5930

Maze, Haila R.

From: Farley, Zachary
Sent: Thursday, September 24, 2015 11:07 AM
To: Working Families
Subject: FW: laws governing small businesses

From: jacl@waseca.k12.mn.us [<mailto:jacl@waseca.k12.mn.us>]

Sent: Wednesday, September 23, 2015 4:33 PM

To: Reich, Kevin A.; Gordon, Cam A.; Farley, Zachary; Salah, Abdi; Frey, Jacob; Johnson, Barbara A. - City Council; Yang, Blong; Warsame, Abdi; Goodman, Lisa R.; Glidden, Elizabeth A.; Cano, Alondra; Bender, Lisa; Quincy, John; Johnson, Andrew; Palmisano, Linea

Subject: laws governing small businesses

My son started a restaurant business a year and a half ago. The co-owners have been doing all the work to this date. The business needs to expand and hire employees in the near future. The biggest block to their business succeeding has been Minneapolis regulations that do not make sense. For example the building they lease has a hood for a deep fryer. They do not have a fryer but because they have a hood they have to spend hundreds of dollars each year to have it cleaned and inspected.

Now you are talking about unrealistic regulations concerning when employee work schedules need to be completed and forcing them to have full time employees. In a small restaurant work the scheduling and staffing is very dynamic and employers need more freedom in their hiring and scheduling than your new proposal will allow.

The owners do not have an issue with the city making business regulations but are asking you to remember it is difficult to get a new business going and not to over regulate which can cause roadblocks to their success.

Thanks,

Larry Jacobson

"I want to know God's thoughts; the rest are details"
Einstein

Maze, Haila R.

From: Amanda Jacobson <amander007@gmail.com>
Sent: Thursday, October 01, 2015 10:58 PM
To: Working Families
Subject: Fair Scheduling Proposal Concerns

Ladies and Gentleman of Minneapolis City Council,

I am writing you today to thank you for your hard work and commitment to improving the working lives of Minneapolis residents. It is truly comforting to know that our city government has our best interests at heart. That being said, I do have concerns regarding some details of this proposal. As I want nothing more than to see this successfully benefit the hard working people of Minneapolis, I am hoping we'll be able to reach a few compromises.

I'm certain that you have heard many questions, concerns, and frustrations, primarily from members of the food service industry. I manage a small restaurant here in Minneapolis and do not think the Fair Scheduling draft of the proposal will benefit my staff or the restaurant as a whole. I have many colleagues in this industry who share the same concerns.

Notice of Initial Schedule Changes: This portion of the proposal requires that employee schedules be set 28 days in advance. Employees of the restaurant industry typically choose this line of work for its flexibility. My staff is made up of artists, actors, students, musicians, and people who work multiple jobs. We rely heavily on a weekly flexible schedule that I create with care, taking the time to check in with each employee to make sure their schedule suits their needs. On more than one occasion a last minute show, audition, paper, or shift conflict has arisen and an employee has contacted me asking to be called off of a shift if they are unable to get it covered. 99% of the time we are able to do this simply by running with a leaner staff and picking up the tables in the missing staff member's section. One of the only benefits of being short-staffed in this situation is saving on labor costs. It is unreasonable for us to produce a 28 day schedule, as last minute amendments to the schedule happen on a regular basis. But this only affects the restaurant's labor budget, correct? Incorrect. In order to pay for that labor we have to raise menu costs. We also book many last minute private events in our restaurant that require last minute additional staff. The proposal states that these shifts added without more than 24 hours notice, even with consent from the employee, will require "predictability pay" be made to the employee in addition to the hours they have consented to pick up. The only way for us to off-set the cost of this pay is to charge the guest much more for their private event. This threatens to drastically decrease private event bookings, which are a huge source of income for our employees as well as the restaurant.

Protection from Last Minute Schedule Changes: This portion of the proposal requires that employees receive "predictability pay" when an employer changes, cancels, or shortens a shift with less than 24 hours notice. This idea is flawed for the food service industry for a multitude of reasons. We are all at the mercy of the flow of business. We have a solid start time, but the end time fluctuates with the flow of business. If a server's section is

incredibly busy we may need to keep that server longer than anticipated. If a server's section is very slow we send a server home. If an evening is slow, the restaurant is not making money and neither is the server. This proposal inflicts additional cost to the restaurant by requiring us to pay employees for shortened shifts, on top of the lost income of a slower night of business. We are also at the mercy of the weather. If a server is scheduled for the patio and it rains, that shift is cut. As a manager who understands how this unpredictability affects the income of my staff, I take the time to reach out to every employee working in these situations and first ask if someone would prefer to have the night off or prefer to work. This gives the employees who want/need the shift the opportunity to keep it, and gives other employees the opportunity to have a night off/go home early if they'd like. Referring back to 28 day advanced scheduling, how can a manager possibly know when making the schedule for October when the weather is still lovely enough for patio that by the end of the month it won't be too cold for folks to sit outside? Why should the restaurant be penalized by weather-related shift changes that we cannot control?

Right to Adequate Rest: This portion of the proposal requires that compensation of time-and-a-half must be provided for employees scheduled with less than 11 hours of time off between work shifts, and overtime pay for shifts lasting longer than 8 hours. Many of my employees request to work double shifts so that they can consolidate their hours into fewer days in order to maintain commitments outside of work. Typically these shifts are 10-12 total hours with a 2-3 hour break in between. So many of my employees work doubles that I would have no choice than to not allow these double shifts at all because the restaurant would not be able to afford the additional labor costs. This would cut employee shifts in half, which would be crippling to their financial situation, and truly a shame as these are scheduling preferences that we arrived at as a team to make sure my staff had room in the work week for any outside commitments.

Access to Full Time Work: This portion of the proposal requires employers to pay a “retention premium” to discourage “zero hours” schedules. If I am understanding this correctly, we as a business would pay a premium if there is an employee on payroll who is not working. Again, an idea that I understand and seems fine in theory, but as I mentioned above we employ artists and musicians who may take a weeks-long hiatus in order to tour with their band or perform in a production. Is it fair to penalize a business that values these employees and wants to allow for them to take that time off for outside endeavors of equal importance, and then return to work when they're ready?

I look forward to discussing these issues further next week at the 13th Ward Business Forum and truly appreciate the time and care being taken to address all of our concerns. We certainly hope to draft a proposal that benefits the people of Minneapolis!

Regards,

Amanda Jacobson

Front of House Manager

The Harriet Brasserie

Maze, Haila R.

From: Maria James <bounce@list.momsrising.org>
Sent: Wednesday, September 30, 2015 7:19 PM
To: Working Families
Subject: Please pass the Working Families Agenda!

Dear Minneapolis City Council Members,

I'm writing to urge you to act quickly to pass the Working Families Agenda. Earned sick time is important to my family and all Minneapolis workers because it boosts public health, family economic security, and our city's economy.

I'm counting on you!

Sincerely,

Maria James
Minneapolis, MN

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of giftedsean@gmail.com
Sent: Wednesday, October 07, 2015 3:11 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

Minneapolis can do better.

No one working in Minneapolis should be forced to make impossible choices -- like whether to stay home with a sick child or lose a paycheck. Or rearranging your childcare, transportation, and sleep schedule to take a shift that starts just hours after the last one ended.

And when you do work, no one should have their wages stolen by their employer.

That's why it's time to ensure all workers in Minneapolis can earn paid sick & safe time, have a fair workweek, and are protected from wage theft.

Thank you for your work to pass the Working Families Agenda. I'm counting on you to make the city a better place for all of us.

Sincerely,

Sean James
4242 Sheridan Ave N
Minneapolis, MN 55412-1556

Maze, Haila R.

From: Tamara Miller <tamaramiller012@yahoo.com>
Sent: Tuesday, October 13, 2015 3:59 PM
To: Working Families
Subject: Working families agenda in the city of Minneapolis

To Whom it may concern,

I am writing in regards to the ordinances that are being proposed for the city of Minneapolis and my concerns with them. I am a bartender and have been doing it for 20 years in the city of Minneapolis. I love my career. Yes it is a career path that I have chosen and am very passionate about it. I am a mother and wife as well. I am able to work 3 days a week and make enough to provide for me and my family. With my three day work week I work a couple doubles adding up to be 30 hours a week. At my work that is enough hours to be eligible for health care. With the proposed ordinance of 8 hours a max a day I would have to work extra days to be eligible for health care and miss out on those days with my family. I carry health care for my husband, daughter and me through work. I love the flexibility of my career. I am able to cover a shift if I want to go enjoy the day with my family without worrying about any penalties to me or my employer. With these proposed ordinances I feel my quality of life would be worse and not better. I know I am only one individual but I feel like there are many mothers and fathers out there in the restaurant business whom enjoy the flexibility. I understand that these ordinances are supposed to help families and I appreciate what is trying to be done. Unfortunately I feel it would hurt the restaurant industry more that it would help. I do love my career and I would hate to have to leave Minneapolis to bartend in a different city due to these ordinances. I appreciate you taking the time to read this. If you have any questions feel free to contact me. Thank you and have a wonderful day.

Employee of Minneapolis,
Tamara Janzen
612-387-6194

Maze, Haila R.

From: Joe D <jdsomethingsomething@gmail.com>
Sent: Wednesday, September 30, 2015 7:11 PM
To: Working Families
Subject: Are you really looking out for the worker?

Hey, I disagree with this bill entirely.

I've worked at Galactic Pizza for about 4 months, I love this city, and I love the business model of the place I work at. I've covered so many shifts of people who do a no-call-no-show.

So, obviously, I've been given leniency within the business to go and spend the weekend with my grandparents or go to the family cabin (thank you flexible scheduling! My summer was incredible). That's the exact reason this isn't okay, subjectively speaking. This is for a specific business to decide. Free market and such. True capitalism.

Objectively speaking, you should know that the fibers of this amazing city are about the local businesses. Starbucks could deal with this bill, Can uptown? We all want to keep our city as inclusive, friendly, raw, local, and as beautiful as it is.

Thanks, I hope you read this.

-JD

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of jenne002@umn.edu
Sent: Wednesday, October 07, 2015 3:06 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

Minneapolis can do better.

No one working in Minneapolis should be forced to make impossible choices -- like whether to stay home with a sick child or lose a paycheck. Or rearranging your childcare, transportation, and sleep schedule to take a shift that starts just hours after the last one ended.

And when you do work, no one should have their wages stolen by their employer.

That's why it's time to ensure all workers in Minneapolis can earn paid sick & safe time, have a fair workweek, and are protected from wage theft.

Thank you for your work to pass the Working Families Agenda. I'm counting on you to make the city a better place for all of us.

Sincerely,

Rhonda Jennen
88 7th Ave NE
Minneapolis, MN 55413

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of jenne002@umn.edu
Sent: Monday, October 19, 2015 10:26 AM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

I support the Working Families Agenda and guaranteeing all workers earned sick & safe time and protection from wage theft.

Sincerely,

Rhonda Jennen
88 7th Ave NE
Minneapolis, MN 55413-1846

Maze, Haila R.

From: Farley, Zachary
Sent: Wednesday, October 14, 2015 9:52 AM
To: Working Families
Subject: FW: Workign Families Agenda

From: JenningsMJ@aol.com [<mailto:JenningsMJ@aol.com>]

Sent: Wednesday, October 14, 2015 8:59 AM

To: Frey, Jacob

Subject: Workign Families Agenda

Dear Council Member Frey,

I am a restaurant/bar owner and I want to express my opposition to the proposed changes to the Working Families Agenda Proposal. Not only is a 14 day or 28 day advance scheduling impossible to work for both staff and management of restaurant/bars, the proposed sick leave proposal will cause problems and financial hardship to small business operators due to increased costs to do business.

The proposal is unworkable in the bar/restaurant business.

In the restaurant/bar business, if an hourly worker gets sick and misses a shift, they can almost always "pick-up" a shift from another employee to make up for a lost day. There are always staff members who are willing to give up shifts. In other words, there is most always an ability to make the money needed, whether it's because of a missed shift due to illness or simply because there is a need to make extra money for a vacation, an unexpected financial burden or something else similar.

Please vote NO to the Working Families Agenda Proposal.

Thank you,

Mike Jennings

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of Constance Jerome
<mailagent@thesoftedge.com>
Sent: Wednesday, October 07, 2015 7:46 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

Minneapolis can do better.

No one working in Minneapolis should be forced to make impossible choices -- like whether to stay home with a sick child or lose a paycheck. Or rearranging your childcare, transportation, and sleep schedule to take a shift that starts just hours after the last one ended.

And when you do work, no one should have their wages stolen by their employer.

That's why it's time to ensure all workers in Minneapolis can earn paid sick & safe time, have a fair workweek, and are protected from wage theft.

Thank you for your work to pass the Working Families Agenda. I'm counting on you to make the city a better place for all of us.

Sincerely,

Constance Jerome
2901 Glenwood Ave
Minneapolis, MN 55405-1046

Maze, Haila R.

From: Sara Johannes <Sara.Johannes@saintpaul.edu>
Sent: Tuesday, October 13, 2015 6:25 PM
To: Working Families
Subject: FW: Please reconsider

Ladies and Gentlemen,

I am writing to you tonight to ask you to please reconsider your framing in the Working Families Agenda. As a 20+ year veteran of the restaurant industry, I have worn many hats. I have been a dishwasher at a fast food restaurant, a college student working in a sub sandwich shop, a line cook working nights while I go to school, a sous chef throwing my pride by the bucketful 12-14 hours a day into the education I received under the tutelage of a world famous chef (and I relished every hour I could spend there as it made me the chef I am today.) These were all MY decisions, MY time spent and the reason that I and everyone around me loved this industry. We chose to be here - to pour our hearts and souls into an industry that we deeply care for and to hone a craft that we loved. It takes time, dedication, sacrifice and hard work to be the best. I am proud to be a part of these restaurants: The Nicollet Island Inn, Lucia's, Wolfgang Puck's 20.21 at the Walker Art Center, Libertine by Tim McKee and more.

It is hard work and dedication by people like myself and thousands more like me every day that has made this town into the food destination that it is. Saveur Magazine just ranked Minneapolis #1 as the Food Town on the rise in the United States. I count my colleagues amongst the most talented and dedicated in the country. And we know that our restaurants and chefs can stack up against the best in the country because of the time, sacrifice and dedication we have shown. The hours we have put in. Willingly. With pleasure. With PRIDE.

Working Families will end that. It will require young chefs to go home, to not be scheduled as much, and to be denied the extremely valuable education they get in the kitchens as upstarts. This is where we get our advanced degree - in the trenches. But it is BY CHOICE. If I wanted a 9-5 job, I'd go get one. If I wanted weekends off, I'd get a job at a place that wasn't open on the weekends. I, like so many other cooks in the kitchens, want to be vital and live to be the guy that gets the call. If I didn't, I'd say no - I can't come in tonight. But I don't. I wouldn't dream of it. That is my choice. Working Families will take this choice away from me.

Working Families will take away our vibrant restaurant scene. It will kill and future development here. It will take that Saveur Magazine ranking and destroy it. And it will break my heart, and all of those restaurant people who are here, pushing to make this city the best. We have come so incredibly far in the last 10 years. We have built this Mecca of farms and restaurant families working together. Senior chefs teach the next generation and those kids go on to open the next generation of world class restaurants. These lessons take time. They take patience and dedication. They take pride and love. And they were our choices to make. I would make them all again in a heartbeat.

When I was on Top Chef Season 11, I was so incredibly proud to represent this community. I knew what we had and the talent that lived here. I could not wait to help spread the word on how amazing our scene was. As I teach the next generation of tomorrow's chefs, I worry about their futures. Will their trajectories be limited? Will they be forced to take jobs at the corporate monsters such that can afford these changes? Or will they find fulfillment cooking their hearts out and adding to the vibrancy of our scene? Not if Working Families passes.

I urge you to reconsider this decision. While the intention is good, and reform is indeed necessary, this is not the way that is best for our city.

Thank you for your time.

Warm Regards,

Sara C. Johannes

Culinary Instructor

Saint Paul College
235 Marshall Ave
Saint Paul, MN 55102
P: 612-387-6564

Sara.johannes@saintpaul.edu

Maze, Haila R.

From: Ryan Johnson <ryan.txanson@gmail.com>
Sent: Wednesday, September 23, 2015 1:13 PM
To: Working Families; Gordon, Cam A.
Subject: Working Families Agenda public comment

Greetings,

I am writing to voice support for fair scheduling, earned sick time and wage theft protections. Protections for workers, and specifically low-income workers is an area where our country as a whole is lacking. Minneapolis should lead the way in making life easier for working families. Things like this seem like a no brainer, so if it turns out to be legally impossible for Minneapolis to accomplish this at the city level, advocating for legislative change is a must. 👍 ☐ 😊 ☐ 🗓️ 👤

Ryan Johnson

From: Ryan Johnson <ryan.txanson@gmail.com>
Sent: Friday, September 25, 2015 2:07 PM
To: Working Families
Subject: NYT article on why fair scheduling matters

The article talks about how automated scheduling is a powerful tool to 'bolster profits', but ultimately it leaves behind the very people that it is scheduling. Without legal restrictions on when workers in these types of jobs can be scheduled, we face losing any benefits we gained from a 40 hour work week. The technology could be used to schedule people fairly, but it's not being used that way.

The article provides a look into the horrible situations that unfair scheduling is causing.

<https://twitter.com/BillLindeke/status/647467027779620864>

<http://www.nytimes.com/interactive/2014/08/13/us/starbucks-workers-scheduling-hours.html>

Working Anything but 9 to 5

Scheduling Technology Leaves Low-Income Parents With Hours of Chaos

By JODI KANTOR, Photographs by SAM HODGSON

AUGUST 13, 2014

SAN DIEGO — In a typical last-minute scramble, Jannette Navarro, a 22-year-old Starbucks barista and single mother, scraped together a plan for surviving the month of July without setting off family or financial disaster.

In contrast to the joyless work she had done at a Dollar Tree store and a KFC franchise, the \$9-an-hour Starbucks job gave Ms. Navarro, the daughter of a drug addict and an absentee father, the hope of forward motion. She had been hired because she showed up so many times, cheerful and persistent, asking for work, and she had a way of flicking away setbacks — such as a missed bus on her three-hour commute — with the phrase, “I’m over it.”

Newly off public assistance, she was just a few credits shy of an associate degree in business and talked of getting a master’s degree as some of her co-workers were. Her take-home pay rarely topped \$400 to \$500 every two weeks; since starting in November, she had set aside \$900 toward a car — her next step toward stability and independence for herself and her 4-year-old son, Gavin.

But Ms. Navarro’s fluctuating hours, combined with her limited resources, had also turned their lives into a chronic crisis over the clock. She rarely learned her schedule more than three days before the start of a workweek, plunging her into urgent logistical puzzles over who would watch the boy. Months after starting the job she moved out of her aunt’s home, in part because of mounting friction over the erratic schedule, which the aunt felt was also holding her family captive. Ms. Navarro’s degree was on indefinite pause because her shifting hours left her unable to commit to classes. She needed to work all she could,

sometimes counting on dimes from the tip jar to make the bus fare home. If she dared ask for more stable hours, she feared, she would get fewer work hours over all.

“You’re waiting on your job to control your life,” she said, with the scheduling software used by her employer dictating everything from “how much sleep Gavin will get to what groceries I’ll be able to buy this month.”

Last month, she was scheduled to work until 11 p.m. on Friday, July 4; report again just hours later, at 4 a.m. on Saturday; and start again at 5 a.m. on Sunday. She braced herself to ask her aunt, Karina Rivera, to watch Gavin, hoping she would not explode in annoyance, or worse, refuse. She vowed to somehow practice for the driving test that she had promised her boyfriend she would pass by the previous month. To stay awake, she would formulate her own behind-the-counter coffee concoctions, pumping in extra shots of espresso.

Scheduling Chaos

Like increasing numbers of low-income mothers and fathers, Ms. Navarro is at the center of a new collision that pits sophisticated workplace technology against some fundamental requirements of parenting, with particularly harsh consequences for poor single mothers. Along with virtually every major retail and restaurant chain, Starbucks relies on software that choreographs workers in precise, intricate ballets, using sales patterns and other data to determine which of its 130,000 baristas are needed in its thousands of locations and exactly when. Big-box retailers or mall clothing chains are now capable of bringing in more hands in anticipation of a delivery truck pulling in or the weather changing, and sending workers home when real-time analyses show sales are slowing. Managers are often compensated based on the efficiency of their staffing.

Scheduling is now a powerful tool to bolster profits, allowing businesses to cut labor costs with a few keystrokes. “It’s like magic,” said Charles DeWitt, vice president for business development at Kronos, which supplies the software for Starbucks and many other chains.

Yet those advances are injecting turbulence into parents’ routines and personal relationships, undermining efforts to expand preschool access, driving some mothers out of the work force and redistributing some of the uncertainty of doing business from corporations to families, say parents, child care providers and policy experts.

In Brooklyn, Sandianna Irvine often works “on call” hours at Ashley Stewart, a plus-size clothing store, rushing to make arrangements for her 5-year-old daughter if the store needs her. Before Martha Cadenas was promoted to manager at a Walmart in Apple Valley, Minn., she had to work any time the store needed; her mother “ended up having to move in with me,” she said, because of the unpredictable hours. Maria Trisler is often dismissed early from her shifts at a McDonald’s in Peoria, Ill., when the computers say sales are slow. The same sometimes happens to Ms. Navarro at Starbucks.

By Saturday afternoon of the Fourth of July weekend, Ms. Navarro had made it through “clopening,” closing late at night and opening again just a few hours later. But she had not yet worked up the courage to ask Ms. Rivera and Ms. Rivera’s boyfriend, Oscar Nuñez, for help the next day with Gavin.

The couple had repeatedly given her safe harbor over the years: when Ms. Navarro’s mother abandoned her at the age of 17, and then died of an overdose; when Gavin’s father disappeared without paying child support. But since Ms. Navarro started at Starbucks, her job had often spilled over into the lives of Ms.

Rivera and Mr. Nuñez so that they had trouble juggling their own jobs — Ms. Rivera’s as a dental assistant and his as a mechanic — or making plans with their two toddlers. “It puts a strain on the whole household, on my relationship with Karina,” said Mr. Nuñez, 38.

Weekends, when Gavin’s day care center is closed, were particularly charged; on top of that, the couple disapproved of Ms. Navarro’s boyfriend, Nick Martinez. The tension culminated one night last winter, with all four adults screaming at one another on the front lawn. After that encounter, Ms. Navarro moved in with Mr. Martinez, 22. But months later, she still depended on her aunt for help, and Gavin tended to cling to the couple, crying and asking to stay at their house.

“You’re not working tomorrow, are you?” Ms. Rivera finally asked. She had already watched Gavin all of Saturday morning, she had made beach plans for Sunday, and when she heard the answer she grew exasperated. “We can’t even do our own thing,” she told Ms. Navarro, who felt guilty and then surprised: Her aunt folded, saying she would take Gavin again.

With the crisis averted, Ms. Navarro reported to work before dawn the next morning, napping on the sidewalk for a few minutes before it was time for her to open the store.

Two days later, on July 8, she had to tug her son out of bed just as early, rousing Gavin before 5 a.m. for their long commute. But this time her boyfriend, Mr. Martinez, helped her get ready for the day. He had been a supportive force, inviting her and Gavin to share the bedroom he had in his sister’s apartment, enjoying moments of surrogate fatherhood with the little boy.

In turn, Ms. Navarro had helped Mr. Martinez get a job at her Starbucks store, and together they had become a team, both poor but pooling their resources to get ahead.

Ms. Navarro hated waking Gavin so early, but the trip from home to day care to work took a mile-long walk, two trolleys, a bus ride and over three hours.

At the day care center, her scattered schedule created a perpetual blizzard of paperwork, with Ms. Navarro documenting her ever-changing hours, lest she lose the precious placement. She knew Gavin was fortunate to attend a preschool with live hermit crabs and Play-Doh sea urchins. Many other parents with unstable work schedules rely on ragtag coverage, paying neighbors or relatives small sums to watch their children.

Child care and policy experts worry that the entire apparatus for helping poor families is being strained by unpredictable work schedules, preventing parents from committing to regular drop-off times or answering standard questions on subsidy forms and applications for aid: “How many hours do you work?” and “What do you earn?”

“Some families drop their kids at 7:30 and then come back at 10:30 saying there was no more work for the day,” said Patricia Smith, director of the Jeff and Deni Jacobs Child Development Center, the government-funded day care Gavin attends.

Once Gavin was settled at the day care center, Ms. Navarro raced onto another bus, panicked when it skipped her stop, got off and ran back to Starbucks, and walked in 10 minutes late.

Her co-workers asked her how she was, pointedly but not unkindly. Through the grapevine, they had heard the news that Ms. Navarro was struggling to accept: Mr. Martinez was breaking up with her, and she and Gavin would lose another home.

Mr. Martinez had told her the evening before, explaining that he had been feeling too weighed down and that he could not do what he wanted — go back to school and get a better job — amid the whirl of Ms. Navarro’s last-minute logistics. “I bit off more than I could chew,” he said later.

Her failure to find time to practice driving and get her license had sealed his decision: The deadline on the refrigerator had been his final one, and she had missed it. With no child of his own, he did not feel as stymied by the shifting hours as she did, and he blamed Ms. Navarro for failing to move ahead fast enough. “If you want something badly enough, you’ll get it done,” he told her.

She had spent the night on the couch, sobbing, panicking, envisioning how every bit of her hard-won progress could disappear. She and Gavin would have no place to live. He could be kicked out of day care for having no home address. With no day care, she would not be able to work.

“Things were finally starting to come into order,” she said, thinking back to how the month had started. She had believed in Mr. Martinez, in her own momentum, in her ability to put together the basic pieces of a life.

“I just want to be able to live happily and comfortably,” she explained in a text message afterward.

Tuesday evening, the three shared a final dinner, Ms. Navarro visibly trembling with anxiety and anger.

Gavin had no idea he was about to lose his second home in six months, or the man who had been treating him like a son. “What’s the drink I like to get?” Mr. Martinez asked Gavin on the way back from dinner. “Venti soy mocha!” said the small voice.

Not Alone

Ms. Navarro’s erratic hours had not caused the crisis, but their effects had radiated outward, eroding nearly all of her plans and relationships.

Andrew Alfano, a senior vice president of retail at Starbucks, said that an experience like Ms. Navarro’s was an anomaly, and that the company provided at least a week’s notice of work hours, as well as stable schedules for employees who want them. However, in interviews with current and recent workers at 17 Starbucks outlets around the country, only two said they received a week’s notice of their hours; some got as little as one day.

“If for some reason we haven’t lived up to what we aspire to, it’s really disappointing,” Mr. Alfano said. “We want to know about it, we want to fix it.” Another spokesman said the company would reiterate its scheduling policies to managers across the country.

Like many employers, Starbucks also says that its variable hours can be a plus, adding that the coffee chain provides benefits — like health care, 401(k) matching, stock and tuition for online degrees — that many retailers do not. (Ms. Navarro said she was three classes shy of being able to transfer and take advantage of the tuition offer.)

But flexibility — an alluring word for white-collar workers, who may desire, say, working from home one day a week — can have a darker meaning for many low-income workers as a euphemism for unstable hours or paychecks. Legislators and activists are now promoting proposals and laws to mitigate the scheduling problems. But those who manufacture and study scheduling software, including Mr. DeWitt of Kronos, advocate a more direct solution: for employers and managers to use the software to build in schedules with more accommodating core hours.

“The same technology could be used to create more stability and predictability,” said Zeynep Ton, a professor at M.I.T. who studies retail operations.

Ms. Navarro turned out to be a case in point.

By August, she and Gavin were staying on an air mattress at the home of a former co-worker, with occasional nights at her aunt’s house, and no idea where they would go next. Gavin was crying more than usual, exhausted and unsure of where Mr. Martinez had gone. Over the past month she had downgraded her ambitions; the best she now hoped for was to be promoted to shift supervisor. The only happy news was that she had somehow passed her driving test.

Then her wallet was stolen, leaving her without even a bus pass. Ms. Navarro was so desperate that she finally threw herself on her manager’s mercy, taking her into the back room to explain the misery of her situation and plead for more and better hours. “I need the full 40,” she said, slumped on the floor because she was too tired to stand.

Later, asked by a reporter about Ms. Navarro’s situation, a Starbucks spokesman said the company would work to stabilize her schedule.

Even before then, Ms. Navarro’s manager was taking a closer look at her hours. A few days after their discussion, a new schedule appeared. Ms. Navarro would still have to arrive before dawn on the weekend. But she would now work nearly 40 hours a week, which happened rarely before. And for three precious weekdays, her job at Starbucks, her job as a mother and the day care schedule would be in alignment: She would start around 8 in the morning and finish around 4.

Maze, Haila R.

From: Michael R. Johnson <mrjohnso@augustanacare.org>
Sent: Thursday, October 01, 2015 2:40 PM
To: Working Families
Cc: Michael R. Johnson
Subject: Earned Sick Time Draft Proposal?

Please define the minimum standards ... “ existing sick time/PTO systems meeting minimum standards would not be impacted.”

Thanks much.



Michael R. Johnson
Vice President of Human Resources
Augustana Care
1007 East 14th Street, Minneapolis, MN 55404
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Mobile: 612-210-5291
Check out our open positions and more at www.augustanacare.org



Maze, Haila R.

From: Farley, Zachary
Sent: Tuesday, October 06, 2015 5:04 PM
To: Working Families
Subject: Fw: Working Family Agenda Concerns

From: Dusten C. Johnson <dcj@northeastbank-mn.com>
Sent: Tuesday, October 6, 2015 5:02:19 PM
To: Frey, Jacob; Farley, Zachary; Ritchie, Heidi
Subject: Working Family Agenda Concerns

Good afternoon, Jacob.

It has come to my attention that the City of Minneapolis is currently reviewing a proposal(s) to force employers to modify the way in which they do business. As I have read the proposed changes, I am very concerned about the impact these changes will have on the business community, the neighborhoods and the employees they are looking to "protect".

As a business banker at Northeast Bank in Northeast Minneapolis, I have the opportunity to work with and review the financial statements of a lot of local small businesses. I am not sure if you, the mayor, or any other of the councilmembers have ever ran a small business, but I really do not think they get enough credit. These owners take on a huge risk and sacrifice their time and money in order to open these businesses. These businesses help create great neighborhoods, employ countless people and pay considerable taxes. Most of the small business owners and small businesses do not generate substantial net income after all expenses, which I really think is lost on the majority of people who do not really know small businesses. Most small business owners are not generating a "fair" rate of return on their investment based on the amount of risk, time and capital they have put into their business, but they keep it going anyway. Everyone needs to remember that it is a choice these owners are making to operate and where to operate their businesses.

As I review the changes that are being proposed, I am not sure how businesses within the City of Minneapolis will be able to remain competitive in the marketplace under those rules. There are way too many businesses that cannot afford the added expense and in addition you are taking away the flexibility which is required in most business models.

Because, based on our previous discussions, I realize you are a reasonable person. I request that you seriously talk with the small businesses in your ward, listen to the consequences of these changes, and think hard about any modifications being proposed. I realize the problem that is trying to be addressed, but these extreme changes will cause a lot more issues than the problem it is looking to solve.

If you would like me to make any introductions to some of the small businesses in your neighborhood or if you want to discuss this further, please let me know.

Sincerely,

Dusten C. Johnson
SVP, Commercial Lending
MLO # 453057
Direct: 612-362-3246

Fax: 612-362-3240



Strength of a Leader. Hand of a Friend.

Northeast Bank, 77 Broadway Street NE, Minneapolis, MN 55413

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Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of Anne Johnson
<mailagent@thesoftedge.com>
Sent: Wednesday, October 07, 2015 8:21 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

Minneapolis can do better.

No one working in Minneapolis should be forced to make impossible choices -- like whether to stay home with a sick child or lose a paycheck. Or rearranging your childcare, transportation, and sleep schedule to take a shift that starts just hours after the last one ended.

And when you do work, no one should have their wages stolen by their employer.

That's why it's time to ensure all workers in Minneapolis can earn paid sick & safe time, have a fair workweek, and are protected from wage theft.

Thank you for your work to pass the Working Families Agenda. I'm counting on you to make the city a better place for all of us.

Sincerely,

Anne Johnson
2940 44th Ave S
Minneapolis, MN 55406-1827

Maze, Haila R.

From: Gregg Johnson <gregg.johnson@chemstar.com>
Sent: Thursday, October 08, 2015 9:48 AM
To: Working Families
Subject: Minneapolis Workplace Scheduling rules

We are a proud Minneapolis employer and we value our employees, our work environment, and how we serve our customers. We recently learned about the City of Minneapolis' desire to tell us and my employees how to schedule and what kind of time-off benefits we should offer. While we strongly support ensuring people are paid for the time they work, reasonable scheduling practices, and a healthy work environment, we strongly disagree with City mandates. Here's why:

- We have worked with our employees to establish a fair scheduling process that works for them and our customers. Mandating scheduling practices take away the flexibility that exists today.
- We already offer employees a flexible work environment, great career advancement, opportunities to modify our schedule, and/or paid time off. We really don't need the City of Minneapolis, who understand nothing about our business, to dictate what's best for our employees or customers. This is government over-reach and will potentially drive employers out of the City of Minneapolis.
- We don't need more regulation which puts additional costs on our business, thereby raising prices to our customers. The City of Minneapolis already has too much regulation and adding these rules could be the "straw that broke the camel's back" thereby forcing us to look at alternatives.
- We are hoping to grow our business, however these proposals make growing in Minneapolis challenging and would require us to look at alternative locations for our business.

Sincerely,

Gregg W. Johnson
Chief Financial Officer
CHEMSTAR
3232 East 40th St.
Minneapolis, MN 55406
Our Science. Your Solution.

chemstar.com ■ [blog](#) ■ [linkedin](#)

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Maze, Haila R.

From: Reich, Kevin A.
Sent: Tuesday, October 13, 2015 7:45 AM
To: Working Families
Subject: FW: Earned Sick Time and Fair Scheduling Proposals.docx
Attachments: Earned Sick Time and Fair Scheduling Proposals.docx

Kevin Reich
Council Member, Ward One
City of Minneapolis
350 S. 5th Street, Room 307
Minneapolis, MN 55415-1383
Kevin.reich@minneapolismn.gov
612-673-2201

Subscribe to Ward 1 E-Mail Updates [HERE](#)

From: Dan Johnson [<mailto:DJohnson@catholiceldercare.org>]
Sent: Monday, October 12, 2015 2:51 PM
To: Reich, Kevin A.
Subject: Earned Sick Time and Fair Scheduling Proposals.docx

Dear Councilmember Reich,

We were invited to comment on the "Working Families Agenda" now before the City Council and the impact such could have on our organization. Our thoughts are attached. As you will appreciate, Catholic Eldercare is charged with the care of vulnerable older adults. We must adhere to clearly defined standards of care. These standards speak to matters related to workforce and I believe are relevant to your deliberation.

I hope these comments are helpful. Please let me know if you have questions or need additional information.

Thank you for the leadership you provide to us all.

Dan

Dan Johnson
President and CEO
Catholic Eldercare
(612) 362-2425 (office)
djohnson@catholiceldercare.org

www.catholiceldercare.org

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Comments on the draft proposals for Earned Sick Time and Fair Scheduling.

Catholic Eldercare utilizes a category of employee benefit called PTO (Paid Time Off). All employees except for those who are on call are eligible. On Call employees do not have a schedule and do not work regular hours. People accrue based on how long they have been employed with the organization and how many hours they work. The accrual based on full time employment ranges from three to six weeks of time off a year. Many employers utilize this type of benefit. It allows employees flexibility with their time off. It allows people who need the sick time to use it for sick time and those that do not have the need for sick time to use it for vacation time, appointments, family time, etc. From the employer's perspective, we no longer police employee's use of this time and they are not tempted to lie in order to use sick time when what they need is a "Mental Health Day" or daycare fell through.

Is this proposal stating that employers are required to have designated sick time separate from vacation or is PTO also considered as sick time?

In regard to the Fair Scheduling Proposal, the section on Notice of Initial Schedule and Changes states "Employees' schedules (including on-call shifts) 28 days in advance. Employees must be notified of changes within 24 hours of the change being made." On Call employees do not have a schedule and do not work regular hours. On Call employees are used when there are call offs – employees calling in sick, employees not showing up for work, employees having family emergencies, employees leaving employment (resignations and terminations). We cannot know these circumstances 28 days in advance or 24 hours in advance for many of these conditions. For example, someone may quit and not give any notice. This leaves their schedule open. One way we may respond to this is to call an On Call employee and see if they would pick up that schedule until we hire someone to regularly work that schedule. We may not be able to give them 24 hours or 28 days in advance because we did not know 24 hours or 28 days in advance. Whenever possible we find someone who will voluntarily fill in an open schedule, but if we could not find someone to voluntarily pick up the schedule we may have to require various people to pick up the open days. Another example is that when an employee calls in sick the day of their shift (many times they do not know in advance that they are ill) we need to find someone to pick up that shift. Whenever possible we ask for volunteers, but if no one volunteers we need to require someone to pick the shift up. We cannot leave vulnerable adults without the proper number of staff to attend to their needs.

The section on Compensation for Schedule Changes states "Employees receive one hour of predictability pay for all employer initiated changes after the schedule is posted." The section on Protection from Last-Minute Schedule Changes states when an employer changes, cancels, or shortens a shift with less than 24 hours' notice, employees must receive predictability pay of four hours or the duration of the shift, whichever is less." This is not realistic. We work in a long term care setting and the amount of staff we need is dependent on how many residents we have to care for. We cannot predict changes to our resident community (hospitalizations, deaths, etc.) 24 hours ahead of time.

The section on Right to Adequate Rest states "Compensation at time-and-a-half must be provided, and employees must consent to work when scheduled for: less than 11 hours of time off between work shifts, more than 55 hours in a week, or more than six days in a row. Employees will earn overtime pay for shifts that exceed eight hours a day." Our scheduling is based on an 80 hour pay period, with an expectation to work every other weekend. An employee may be scheduled to work more than 55 hours within a week, with consecutive days off the following week. This proposal would penalize us for doing that. Many locations like ours use a 10 hours work day or a 12 hour work day. Many staff find this type of scheduling appealing as it allows them to have more days off to spend with family.

Maze, Haila R.

From: Michael R. Johnson <mrjohnso@augustanacare.org>
Sent: Monday, October 12, 2015 7:46 AM
To: Working Families
Subject: Opposition to Working Families Proposals - Top 10

1. The thought that a city would create an ordinance for every employee of the city on these scheduling and time-off fronts is ridiculous.
2. The compliance costs for any business in Senior Services would be detrimental.
3. Our employees are exactly the demographic that you are purporting to help .. we have PTO and EIT already. Also, our scheduling realities are extremely challenging already and these proposals just add more complexity. We are, and always have been, employee friendly on these fronts and we don't need a city ordinance to tell us how to run our business.
4. We have employees transferring between our 25 locations routinely, having to create "different Mpls everything" along these lines would just make this process even more difficult (payroll systems, employee handbooks, etc.).
5. The city has enough of its own "personnel problems" to resolve on a daily basis and the city should work on its own problems before it goes out to its entire business base and creates problems for them to spend time and money on ordinances that nobody wants and/or needs.
6. Minneapolis want to lead the country with this work of which it believes will enhance its standing as a progressive and great city ... if that were true, why is the entire business base, top to bottom, opposed and why hasn't any other city in the country done so already?
7. The entities (i.e, HCMC) that are "exempt" from whatever ordinance that is implemented should be enough to stop this action in its tracks. Why does the city think that this type of "unfair reality" is okay and everyone otherwise should just grin and bear it?
8. The audacity of the city moving this action forward is off the charts.
9. Running any business in today's highly regulated environment is difficult ... why add more of the same ... there seems to be little recognition to cost and implementation difficulties for small and large businesses alike with these proposals.
10. The city will need to add a small army of enforcement types with this ordinance ... just what the city needs ... more enforcement and expense bloat. You are understanding the enormity of this right?? ... every single business (oh, except the ones that are exempted) in the city – just an amazing thought process by city leaders. Minneapolis ... trend setters in a way that is offensive to every business in the city. How nice.



Michael R. Johnson
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Maze, Haila R.

From: Lh Pizza <lhpizza@yahoo.com>
Sent: Tuesday, October 13, 2015 1:57 PM
To: Working Families
Subject: WFA

Council, have have read and gone to the neighborhood meetings (3) about this proposal.

I do not believe in any way this is necessary to the employee's of small and micro business. This proposal would tie my hands with the schedule, and make me spend money that I cannot afford in the sick pay area. Sick pay would turn into a game of getting your sick days, a game I dont want to play!

My employee's do not have any objection to the way things are done at all. Come in and ask them!!!! My FREEDOM of the way I handle things is my STRENGTH, I would like to remind you that I'm in very small business, I have to change all the time throughout the year to business conditions, you would take away part of my strength !!!! I simply cant operate the schedule like the mechanical way you laid out.

My employee's have a host of schedule changes THEY create, I accommodate 99% of the time, under this stupid proposal that sure would change things. I do not want anyone to micro manage my business in anyway!!!!!!

As far as sick pay goes, all I can say is I don't want to play the sick day GAME. What I afford is that I have a core of people that work with me and I share my profits with them, they make the store function, I take care of them MY WAY, like i've done now for almost 40 years.

Sick pay along with 401k's, paid Vacations , health care WAS a large business benefit THEY gave on under FREE WILL, they could afford it when they got to a certain Size!!!!!! Now your telling micro business with a condescending attitude along with not even getting our approval what we will do and what we will afford .

I never thought, NEVER, that something like this could ever come down to a business my size, NEVER.

Councilman , Mayor Hodgens, I cannot operate my schedule under this proposal, I do not want to play the sick day game. Please do not violate my freewill, do not take away my freedom to operate my store as I SEE FIT. You should find this proposal embarrassing, we are the WORKING FAMILY that has to work everyday to stay open.

If any of you have been in small business and met payrolls and managed to be successful please call me and set me straight.

Gary Johnson

Lake Harriet pizza
5009 penn Av S
Cell 612 618 7664
Oct 13, 2015

Maze, Haila R.

From: Terri Johnson <tj@geeteez.com>
Sent: Wednesday, October 14, 2015 1:01 PM
To: Working Families
Cc: info@experiencesouthwest.com
Subject: Proposed Ordinance

I am a small business owner in Minneapolis. I understand that there can be a problem with scheduling and sick leave, but please don't punish all business because of a few bad eggs. This one-size-fits-all solution is no solution at all. I fear that this is being rushed through without adequate research and thought, and will end up hurting more businesses and their employees than the damage caused by the original problem.

Full disclosure: This ordinance will not affect our business, as we have standard hours and already offer PTO to our employees. We operate as a team here, as I'm sure many other small businesses do. But, it doesn't take much imagination to see the damage this will cause to some others, even if their employees are completely satisfied.

Let's slow down, and perhaps come up with ideas that will actually address the problem. We have a vast variety of circumstances, which is what makes the Minneapolis business community so vibrant and interesting. Don't quash that with some ill-conceived ordinances, and avoid the appearance of pushing something/anything through for political gain.

Thank you for the opportunity to speak about this.

Terri Johnson
Gee Teez & Co.
612-825-9330
tj@geeteez.com
www.geeteez.com

Maze, Haila R.

From: Mallory Johnson <sunnymoon320@gmail.com>
Sent: Thursday, October 15, 2015 11:25 PM
To: Working Families
Subject: I support #MPLSWorks

Hello!

I'm calling on the City of Minneapolis to raise standards for working families by ensuring earned sick and safe time and a fair workweek, putting an end to wage theft, and raising the minimum wage to \$15 an hour. Please pass measures that support these ideas.

Thank you!

Mallory Johnson

#MPLSWorks

Maze, Haila R.

From: cordero johnson <campaigns@good.do>
Sent: Thursday, October 15, 2015 1:26 PM
To: Working Families
Subject: Support for Working Families Agenda

I support this because I think all people deserve fair scheduling and sick time .

Yours sincerely,
cordero johnson

This email was sent via do^gooder, a campaign platform that enables people to contact you regarding issues they care about. The FROM field of this email is campaigns@good.do however the email was sent by cordero johnson who provided this email address: Johnsoncordero88@gmail.com

In accordance with web protocol FC 3834 (<http://www.rfc-base.org/rfc-3834.html>) we have included this address in the REPLY-TO field and you should respond to cordero johnson at that email address.

To learn more about do^gooder visit www.good.do

Maze, Haila R.

From: Lili Johnson <tooties@citilink.com>
Sent: Friday, October 16, 2015 10:42 AM
To: Working Families
Subject: Working Families Agenda

October 16, 2015

To Madam Mayor, and Honorable Minneapolis Council Members:

I am writing regarding the Working Families Agenda Proposal, and I ask that at this time, it is either taken out of consideration all together, or rewritten as to not include small businesses or at least restaurants. In my opinion, the agenda as written for Sick Time/Paid Leave is possibly the last straw that will bring down my restaurant that my husband Nick and I have owned and operated on the Northside of Minneapolis for 27 years.

In the past 2 years, we've been mandated by the State of Minnesota, to raise the minimum wage of our servers and bartenders both years. In my small business, I've had to raise their wage by \$2.25 per hour so far, total. With another raise mandated to come next Summer! Servers and Bartenders make up most of the labor costs in every restaurant, and Minnesota is one of only a handful of States that does not allow for their minimum wage to be lower, due to a tip credit. This is very, very hard on small restaurants, and likely even larger ones. Because of this mandate, Tootie's will now be paying \$14,364.00 MORE per year for server and bartender wages, (and more next year) than we were paying 2 years ago.

If you add that extra amount to the amount we've projected of \$3500-\$4000 in sick pay for my employees, (none of whom work more than 25 hours per week, and all of whom work at other full time jobs or go to school), and it's a hardship I don't think we can bear ! And if we must raise our prices to make up for it, why wouldn't our customers then eat at a place in the nearby suburb that hasn't had to raise their prices because of the WFA?

In addition to the expense of the sick pay proposal, I see other MAJOR problems for our business and others, such as: There will be a disincentive to hire new servers even when they are needed, because they will cost an additional 30-40 hours in sick pay- however, adding on hours to those we already employ, will not add to that burden, but it will likely create problems with the schedule for them. Right now, and for the past 27 years, we give every employee an ideal schedule of their choosing, with the hours they would like to work, almost all days off that they request, and work completely around their job and school schedules. That will be much harder, or next to impossible with the sick pay mandate in place.

Each server will struggle with more work, and more tables to serve, each time a fellow worker takes a "sick day". Since you're allowing and even **encouraging** the use of these days for "preventive medical" days, etc, that will give some servers incentive to call in for a "mental health night" out with the girls, a "calming" night at the movie with a significant other ,etc.

Right now, if they are actually sick, or have an emergency, they know they can call in.

When employees are hired, I tell them we will give them all the days they request off, if they will only call in sick if it is really necessary. If something comes up that is not sickness or emergency, they can always trade their shift with another employee. Your agenda threatens to take that verbal agreement away.

In the restaurant business, each average shift is 5 or 6 hours. So allowing our workers 40 hours is giving them 7 or 8 days off per year. Paid. For part timers. I imagine many or most of those sick days being Friday and Saturday nights!. How do we deal with that?

What will keep an employee from deciding to use the last days of sick time they have left at the end of each year? December is one of our busiest months. What happens when it's one of our busiest nights in December, and a server or 2 decides to call in? (They don't want to add those hours to next year, because they may be gone by then. or they may not get to add 40 more hours to those, etc.) There will be NO ONE to cover those tables and we will turn business away. And those turned away customers, who will likely go to a nearby restaurant in the suburbs without WFA, will possibly never come back.

As far as the scheduling issues of WFA- we are disappointed and discouraged that you would feel the need to "take over" my business of 27 years this way. However, we will leave our comments regarding this for a future time, as that portion of the agenda has been tabled for future discussion.

If we were just opening our restaurant today, we would absolutely not choose Minneapolis if WFA were likely to be implemented. Restaurants traditionally employ high school and college students, and folks supplementing their full time jobs. It is not the same as fast food, which often has many more corporate benefits to offer.

I must wonder how many potential new businesses will look elsewhere. The burden, along with no tip credit mandated by the State, is just too much.

Respectfully Submitted,

Lili and Nick Johnson
Proprietors of Tootie's On Lowry
2706 Lowry North
Minneapolis, MN
55422
tooties@citolink.com



Minnesota Recruiting & Staffing Association
380 Jackson Street, Suite 287
Saint Paul, MN 55101
Phone: 952.974.3760
info@mnrso.org
www.mnrso.org

VIA EMAIL

workingfamilies@minneapolismn.gov
citycouncilmembers@minneapolismn.gov

October 16, 2015

Minneapolis City Council
City Hall, Room 307
350 South Fifth Street
Minneapolis, MN 55415

Re: Minneapolis Working Families Agenda

Dear Council members:

These comments are submitted on behalf of the Minnesota Recruiting and Staffing Association (MNRSA) regarding the Working Families Agenda that is currently pending before this council (the “proposal”). MNRSA is a trade association that represents the staffing firms in Minnesota. These firms placed over 270,000 workers in temporary and contract assignments in 2014. An overwhelming majority of these placements were in Minneapolis.

MNRSA is grateful for the recent retraction of the scheduling proposal from the Working Families Agenda. The scheduling requirements would have destroyed thousands of jobs—harming temporary and contract workers, staffing firms, the clients such firms serve, and thus the Minneapolis economy as a whole.

The Working Families Agenda still requires significant work. As currently contemplated, the requirements could have deleterious consequence to the staffing industry given its unique structure. Accordingly, **MNRSA urges the Council to reject the proposal.**

The Staffing Industry: Provides Innovative Solutions for Minneapolis

The MNRSA members are leaders in the fight against socio-economic disparity. We do so by providing job seekers a bridge to better employment. Many employees choose temporary opportunities as a way to gain first experiences, stretch for assignments that are “resume builders”, or to get their foot in the door with companies they may not otherwise be accessible. The flexibility of temporary assignments provided by our members empowers employees to earn more while they chase their educational or entrepreneurial dreams and helps to make them attainable.

Temporary and contract employees work in virtually every job category, including industrial labor, health care, legal, accounting, office support, engineering, science and information technology, and various managerial positions. Significantly, many workers cite *scheduling flexibility* as a key reason for choosing contract or contingent work.

Similarly, the clients turn to MNRSA members frequently to achieve *workforce flexibility*. Businesses that obtain temporary and contract employees through staffing firms cite four main reasons:

- Fill in for absent employees or to fill a vacancy temporarily
- Provide extra support during busy times or seasons
- Staff special short-term projects
- Recruit potential employees for positions that may become permanent jobs

People who perform services on behalf of staffing agencies are generally W2 employees receiving benefits and payroll from the MNRSA member. These employees and their relationship is not a traditional employee-employer relationship. Unfortunately, these essential employees would fall under the overly broad scope of the Working Families Agenda. This would cause disruption in staffing in Minneapolis and would **kill jobs and eliminate employment options for thousands of Minneapolis residents.**

Sick Time Limits Employees Opportunities

The Sick Time requirement is anything but fair to employees within the staffing industry. Members of MNRSA are lean organizations which are composed of a large number of people. Our employees are on site at our clients' workplaces across Minneapolis in every industry. The nature of the work to be done for the client is urgent in nature and sometimes to cover for the client's employee absence which may due to medical leave, illness, or temporary disability. These jobs require the immediate presence of someone to perform the work. MNRSA members serve their clients by operating on a tight window that puts people to work as soon as possible when they become available. Thus, requiring paid leave would ultimately require MNRSA members to pay two people for the same job.

There are bona fide occupational qualifications which prohibit the implementation of the Sick and Safe Leave proposal. For example, many staffing clients have designated training managers who are only available to perform critical job training on set days. The absence of someone from this required training due to requested usage of accrued time prevents them being qualified to perform the job. In turn, the employee may be prohibited by law or administrative regulation to begin the assignment on any other day. Thus, the staffing firm must identify another person to fill the job at the designated time and the opening would no longer exist when the employee using the accrued time becomes available.

The staffing industry enables employees to reach for better careers by grabbing opportunities that present unique opportunities for a defined time period. By another example, MNRSA represents staffing firms that provide professionals on a temporary or project basis. These are the individuals who help make it possible to perform life-saving surgeries, keep someone out of jail for crimes they did not commit, educate children while their regular teachers are sick, or even complete tax returns on time. None of this would be possible if the Sick Leave proposal was passed as all of these important responsibilities require the employee to make a complete commitment to the assignment.

Wage and Benefits Parity

The proposal also would require employers to offer the same wages, access to time off, and promotions to workers with similar skills and responsibilities, regardless of hours they are scheduled to work. The current proposal does not specify how this will be done or to what extent, if any, this will apply to temporary or contract workers.



Minnesota Recruiting & Staffing Association
380 Jackson Street, Suite 287
Saint Paul, MN 55101
Phone: 952.974.3760
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The City would have to interject itself into the employment relationship in order to establish that the parity has been achieved. This would be cumbersome if not impossible when trying to account for contingent workers provided by a MNRSA member. Employees are compensated based on seniority, skill, sophistication of task, urgency of need and a host of other factors which are tailored to the specific project. Moreover, many temporary employees fill positions that do not otherwise exist within an organization. Thus, it would be impossible to attempt to reconcile all of these complex factors to evaluate parity—all of which extend beyond the authority or budget of the city.

As a matter of economic and labor policy, the wage and benefit parity requirement is essentially a “comparable worth” proposal. Such proposals allow government to make arbitrary judgments as to which jobs or occupations in society are of comparable economic value and then mandate that they be compensated at the same rate regardless of the value placed on those jobs by the marketplace. This idea has been so widely discredited by most serious policy makers that neither the federal government nor any state has ever seriously considered much less adopted it; and, with respect to staffing, the proposal would not just chill the use of all temporary labor, it would eliminate it.

Any employer or business faced with the prospect of paying wages so completely unconnected with the actual value of labor in the marketplace will simply stop. This would destroy the vast majority of temporary or contingent jobs that currently exist in Minneapolis. The result would have devastating long-term implications to the Minneapolis and state economy.

Proposal Hurts Those Intended to Help

There are three provisions of the Working Families Agenda that are highly likely to be subject to legal challenge. First, the prohibition to contract with staffing firms for temporary workers unless such clients first offered additional work to their own employees. Second, the blanket grant of retaliation claims which must be adjudicated by the City. Third, the pooling of accrued time in industries of “high turnover” is contemplated to be administered by the City. In addition to being misguided—these ordinances likely would be held illegal under relevant state and federal laws. The City of Minneapolis does not have the jurisdictional or economic wherewithal to prevail on the anticipated challenges to the pending proposals. Unfortunately, this means that lawyers would likely be the only winners under the present proposal.

Blanket requirements for all industries within Minneapolis is simply not the answer. In fact, it would only serve to eliminate opportunities for career growth of many employees, a means to achieve educational goals, or to overcome the otherwise oppressive socio-economic conditions which hinder advancement of minority or women employees in this challenging market.

For all of the foregoing reasons, MNRSA urges the council to reject the proposal in its entirety. Alternatively, we urge an exclusion of staffing firms, require a continuity of employment of at least 90 days in any position before the proposals may become effective to any particular employee, and to provide a safe harbor for any bona fide occupational requirements as defined under applicable state or federal law.

Very truly yours,
Jim Johnson
President
Express Employment Professionals

Maze, Haila R.

From: Johnson, Jim S. <Jim.Johnson@ExpressPros.com>
Sent: Friday, October 16, 2015 1:34 PM
To: Working Families
Subject: Comments
Attachments: MNRSA Comments-MCC.docx

Thank you for listening. Our comments are attached.

Jim Johnson

Jim S. Johnson
Franchisee
2015 MNRSA President
952.915.2009



Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of drj528847@comcast.net
Sent: Friday, October 16, 2015 10:11 AM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

I support the Working Families Agenda and guaranteeing all workers earned sick & safe time and protection from wage theft.

Sincerely,

Dale Johnson
8525 Bloomington Ave S
Minneapolis, MN 55425

Maze, Haila R.

From: steve@stevesmn.com
Sent: Thursday, October 15, 2015 12:41 PM
To: Working Families
Subject: Paid sick leave

To whom It may Concern;

I am so glad to hear that you have dropped the predictive scheduling and PENALTIES part of this issue until further discussion on the issue.

As for the Paid sick leave.

I have more than 20 employees, this puts my business in your category of paying sick leave up to 72 hours per year or more if rolled over to the next year. You are proposing giving every employee 9 days of paid leave every year. We already have a problem with people not coming to work because they claim an illness or don't feel like working and they are perfectly fine the next day. This provision will create the environment to call in and not come to work more often. The expense will be like adding an employee to the staff that does nothing at all for an entire year. We as a small business run on a very tight budget and this additional expense will have to be cut from other benefits such as health care, vacation time and retirement benefits. You are telling us we will have to give this benefit to all employees regardless of how long they have been employed. In our industry if someone does not come to work we need to get someone to cover that shift. It's not like big corporations or a government job where it does not matter if someone is not there because they will just do their job the next day or have one of the many people working for them to cover.

I don't mind some sick pay, but almost 2 weeks every year is too much. I know not everyone is blessed with good health but requiring small businesses to cover even more expenses will cause business to leave Minneapolis or close down entirely.

This proposal needs to be discussed with business leaders along with employees just as you say you are going to do with the predictive scheduling issue.

I fail to see why the city council can make these decisions for every business in Minneapolis without consulting with the people it will affect the most.

Regards,

Steve Johnston
612-508-7535

Maze, Haila R.

From: Jessica Jones <jjones6742@gmail.com>
Sent: Tuesday, October 06, 2015 12:51 PM
To: Working Families; Reich, Kevin A.; Gordon, Cam A.; Frey, Jacob; Johnson, Barbara A. - City Council; Yang, Blong; Warsame, Abdi; Goodman, Lisa R.; Glidden, Elizabeth A.; Cano, Alondra; Bender, Lisa; Quincy, John; Johnson, Andrew; Palmisano, Linea
Subject: E-mail Subject: We Want Changes in the Working Families Agenda

To whom it may concern,

Though I am in support of the some of the ideas set forth in the Working Families Agenda, I DO NOT agree with the proposal passing as it is written.

As a service industry professional, I do not agree with the Fair Scheduling proposal portion of this agenda because I enjoy scheduling flexibility and don't believe the City should dictate how small businesses and employees choose to create their schedule.

- A schedule that would be posted 28 days in advance would not be beneficial to me because I don't know all of my obligations that far in advance and would not want to be forced to submit my availability a month in advance. I enjoy the flexibility that my restaurant job offers me.

- I do not believe that having a schedule 28 days in advance is feasible in the restaurant industry due to weather and unpredictability of business. Penalizing the restaurant for scheduling changes will not only hurt the employers but also the employees and the customers.

- I believe that my employer works with me in the scheduling process and that if I was scheduled for a shift that I did not want to work, that they would work with me to get the shift covered or changed.

- It should be my choice to figure out a schedule that works for me. I enjoy having the choice to be able to work a double shift or a shift longer than 8 hours if I choose to or to condense my scheduled shifts in order to have more consecutive days off in a row and still be able to meet my financial needs.

- I believe that due to the penalties & increased costs that my employers would incur for scheduling doubles, shifts longer than 8 hours, or scheduling shifts with less than 11 hours between them, they would not allow for that kind of scheduling even if I requested it and preferred it.

- I believe that this proposal would not only hurt the restaurant industry and small businesses (its owners, staff and customers), but it also has the possibility to put many of the restaurants and independent businesses that we love and work for and that make Minneapolis so vibrant out of business.

Thanks,

Jessica Jones,
Bartender, 14 years in Minneapolis

Maze, Haila R.

From: Ziring, Emily
Sent: Wednesday, October 14, 2015 10:19 AM
To: Working Families
Cc: Palmisano, Linea
Subject: FW: Ward 13 Contact Form (Working Families)

From: no-reply@minneapolismn.gov [<mailto:no-reply@minneapolismn.gov>]
Sent: Wednesday, October 14, 2015 10:14 AM
To: Dahler, Ken; Ziring, Emily
Subject: Ward 13 Contact Form

City of Minneapolis

Name * Jeff Jones
Email * jrjmn9999@yahoo.com
Phone (612) 669-8502
Phone Type Cell
Address 5420 Irving Ave S
City Minneapolis
State MN
Zip 55419
Question/Comment * Linea, Please tell me you are not supportive of the Mayor's proposal on the new workforce scheduling initiatives. It would seem you are not, but I would like clarity. This has come out of nowhere by the standards which sweeping legislation normally moves, to be put to a final vote without any input from any business in the community. A delay in any sort of "Final" vote that I just read about in the paper would be the only responsible thing to put forward. There are times when government needs to stay out of the way of what has been a remarkable revival of neighborhood businesses. Any good business has employees that are part of a team. If the team isn't good, it usually starts at the employer level. Good employers will treat people in the proper manner and foster an environment where the employees look after each other and cover for one another when there is an illness. It's part of life. We cannot legislate a panacea for working life.

This is an email generated from the City of Minneapolis website. * Required fields are indicated with an asterisk.

Maze, Haila R.

From: Petition Received from {{response->firstname}} <no-reply@voicehive.com>
Sent: Thursday, October 15, 2015 10:27 PM
To: Working Families
Subject: Petition Received

Array

voicehiveTransactionId: none

voicehiveFormId: petition

voicehiveDestPageId: qaThankyou

voicehiveLocalOffset: 0

voicehivePageId: petitionpage

voicehiveParam1:

voicehiveParam2:

firstname: Robert

Lastname: Jones

zip: 55408

email: rjrobots@gmail.com

comments: I'm Minneapolis PROUD because this is where I'm from, and I want to continue to learn and work with some of the greatest people in the country.

submit: SUBMIT

Maze, Haila R.

From: Brad Kadue <bkadue@sil-pro.com>
Sent: Monday, October 12, 2015 9:01 AM
To: Working Families
Subject: Public comments on the Working Families Agenda
Attachments: Comments on Working Families Agenda.docx

Please find attached my comments which address some concerns with some of the rule changes being contemplated under the proposed Working Families Agenda. If you have any questions or require any clarification about these comments, please feel free to contact me. My office # is 763-972-4826

Brad Kadue
VP Finance
Precision Associates, Inc
3800 Washington Ave N
Minneapolis, MN 55412

Minneapolis City Council
123 Hennepin Ave
Minneapolis, MN 55412

To whom it may concern,

I recently learned about the draft proposal titled “Working Families Agenda – earned sick time and fair scheduling” as detailed at

<http://www.ci.minneapolis.mn.us/www/groups/public/@cped/documents/webcontent/wcms1p-148471.pdf>

I felt it was important for me to share my comments on this agenda and provide some feedback on how these changes would impact my employer, Precision Associates, Inc (“PAI”).

First a little background. My name is Brad Kadue. I am the VP of finance at PAI.

PAI is a manufacturing firm with a 60 year history in Minneapolis. The company was founded in 1955 and for ~57 years it operated out of the building at 740 Washington Ave. N. The management of the company witnessed the changing real estate use of the “North Loop” area beginning in around 2007, and made the decision to move its operations in 2011.

At that time the company had some ~157 employees, and required about 100,000 sq. ft. of space. The owners had options to move the company to other areas, but decided to relocate within Minneapolis proper and purchased a run-down building at 3800 Washington Ave N. After spending several million dollars on renovation of the property, the company moved its operations in 2012.

Today, the company employs ~200 employees who are engaged in the manufacture of molded rubber products. Its high precision products are used in a variety of industries and for many companies, including most of the medical device companies that the Twin Cities area is so proud to have call home. Since we do not sell our product direct to consumers, the reality is that we can effectively operate our business any place we can find the labor. There is no geographic reason we need to stay in Minneapolis.

PAI is proud of the pay and benefits we provide to our employees. We pay a starting wage of \$12/hour for most of our unskilled, entry-level manufacturing work. Those employees who stay with us for 5 years can generally expect to be earning over \$15/hour. We have many production employees who are earning over \$20/hour.

In addition to the base wage and any applicable shift differential, we offer a full range of benefits. Our standard benefit package easily exceeds \$3/hour and includes: Silver-level medical plans on which PAI pays as much as 70% of the annual premiums and deductibles; a 401k match of up to 3.5% of the employees annual wages; 100% company paid life and LTD coverage and, most relevant to this topic, a comprehensive paid time off benefit. Employees of Precision Associates begin to accrue paid time off

beginning on their first day of employment and may earn between 80 – 240 hours of paid time off depending on length of tenure. Each one of these wage and benefit items far exceeds the levels mandated by federal, state or city law.

Providing this level of pay and benefit while competing against other manufacturers across the globe has not been easy. Our customers, frankly, don't care what level of subsistence we are offering to our employees. They (like the consumers they serve) simply demand the highest quality product, at the lowest possible cost – period.

I hope that this background information will be helpful in your understanding the context from which I bring to you my comments and concerns about the draft agenda. The summary I have read included very few details. It is possible some of my concerns are intended to be addressed in the final language, but just to be thorough I will address each:

Earned Sick Time Draft Proposals:

The language states that “**Existing sick time/PTO time systems meeting minimum standards would not be impacted**”. I want to express my hope that if our plan would meet and in fact far exceed the minimums contemplated by these rules and we would not need to make any modifications to comply. I hope the council truly understands how a traditional “Paid Time Off” or PTO plan works, and will understand that under these plans, employees generally have the flexibility of applying the time they've accrued for paid time off for ANY reason. Some employees will unfortunately get sick, or need to care for a sick child and will use this time accordingly. Others who are more fortunate will not get sick and will choose to use this time for travel, or for appointments, or just to sit around and watch TV.

The point is, plans like ours don't discriminate against the various reasons an employee would want or need time off from work. We happily pay them their accrued time off no matter what the reason – no questions asked.

Recommendation: We ask the council to respect this type of system and not mandate changes when it meets your minimum hour requirements.

The “Flexibility for Employees” section of this proposal is quite vague and slightly concerning. Our company currently allows employees to “make up” a limited amount of time off during non-scheduled hours to prevent having to use up their accrued PTO. The most common application of this policy is if an employee needs a half-day off to attend an appointment, they can generally make up those 4 hours on a different day to avoid PTO.

However, it is important that the employer retain the authority as to when hours can be made up, and how many. In addition to posing an additional risk to personal safety and product quality due to varying

levels of ability and direct supervision, we have a limited number of presses and we don't necessarily always have presses open and available for an operator.

Recommendation: Mandate that employees be allowed to "trade shifts rather than use accrued time..." for a limited number of hours each week, and subject that right to the employer's ability to safely accommodate the request.

Fair Scheduling Draft Proposals:

There are a few provisions in this section that are quite troubling and could introduce consider cost and hardship to our business.

Generally speaking the proposed changes on setting schedules and requiring agreement/compensation for changes does not have a huge impact on our operations.

The one exception is related to power outages and weather events. The power aspect it appears you intend to address in your final rules, but you don't reference weather.

I don't know the reasons, but the power supply to our building is very unreliable. On average, we have 5 power interruptions at our facility each year, each lasting an average of 5 hours.

So prevalent are these outages that we've developed a very robust and effective notification system (text messages automatically sent, etc.) as well as a very fair compensation policy which addresses things like whether the notification was sent more than an hour before the scheduled shift, etc.

We have similar systems and policies in place to address weather related closures (less common than power).

You should be aware of an additional potential unintended consequence of this portion of the proposal however. By in large, our employees work the same shift each week (as opposed to retail or some service businesses). On occasion, when the workload demands it, we may need some employees to work additional hours during the week (extending their normal 40 hour week). We generally request volunteers to work overtime when it appears that we will not be able to meet a customer's needs by a deadline. If we do not receive enough volunteers to meet our commitments, we occasionally will require mandatory overtime.

We try to request volunteers or post required OT notices as far in advance as possible to allow employees to work out other commitments. Some departments are able to allow employees to choose when they can put in the additional time (as long as it is safe and supervision is available). The proposed penalty per schedule change would likely reduce both the flexibility and lead time employees currently have to prepare for schedule changes. For instance, it would become more advantageous for us to wait until the last possible minute to post any required schedule change to avoid an additional cost burden. I'm sure that this is not the intended outcome of this proposal.

Recommendation: Please exclude any plant-wide closures for paying penalties related to changing schedules. If we close the plant, understand we do so only out of necessity or for the safety of our employees. We should not be penalized in these instances.

An additional measure proposed in the information I reviewed which would actually have unintended negative consequences for current employees is the Right To Adequate Rest, specifically the provision calling for overtime pay at 8 hours in a workday.

It is not uncommon for our employees to work more than 8 hours in a day and not receive overtime pay currently. Most of these situations exist to provide greater flexibility to our employee, not to the company. As stated earlier, we currently allow employees who miss hours one day to make up those hours on another day. This could result in overtime and would therefore result in our no longer offering this flexibility to employees.

Also, we have some employees who are regularly scheduled for more than 8 hours a day, but not more than 40 in a week. For example, we have some employees who work 4, 10 hour days, and some employees who work 3, 12 hour shifts over the weekend and get paid for 40 hours.

These new rules would make these flexible arrangements cost prohibitive and would force us to discontinue offering these opportunities to our employees who most appreciate them. Those who choose to work 4, 10 hour days would be particularly outraged if informed the City of Minneapolis has made that no longer practical.

Recommendation: Eliminate the provision requiring overtime pay at 8 hours in a day, and continue to recognize the federal law requiring overtime pay after 40 hours in a work week.

Right To Request Flexible Work Schedule is quite troubling in regards to the requirement that an employer “*must*” accept requests in certain circumstances.

Understand that

- 1) Existing FMLA already require employers to accept flexible scheduling for serious health conditions and caregiving, and
- 2) This concept contradicts the very essence of these rule changes as laid out in the preamble of the agenda. “By improving predictability and stability of hours and wages...employers and employees both stand to gain...”. Is it not clear that requiring employers to accommodate flexible schedules necessarily results in other employees schedules being less stable?
- 3) The second job element puts an undue obligation on Minneapolis employers, as it would necessitate the Minneapolis employer to provide whatever flexibility is necessary for an employee to have a second job in Edina, for example, where that Edina employer would have no obligation to provide any flexibility for the benefit of the Minneapolis employer.

Recommendation: Eliminate the second job and educational pursuits requirements for the employer to accept a flexible schedule request. Clearly define the caregiving portion of the proposal including what documentation the employee would use to substantiate caregiver requests.

One final comment. It appears to me that these rules have been drafted primarily to address issues within the service and retail industries. Understand that many of the best jobs provided within the city of Minneapolis are provided by manufacturing companies which traditionally do provide more stable schedules, better benefits, and better pay.

I believe that by applying this one-size-fits-all set of rules to all employers in Minneapolis, you will alienate manufacturing businesses which are not nearly so tied to downtown locations the same way that many restaurants and retail businesses are.

I hope you will consider these comments when drafting and voting on final regulations. We're proud to be a relatively large employer here in the city of Minneapolis and hope to continue to be for years to come. However, it is important that the city ensure this remains a viable place for companies like ours (who have other options) to operate. As drafted, these regulations would push job creation to locations outside of Minneapolis.

Sincerely,

Bradley Kadue
VP Precision Associates, Inc.

Maze, Haila R.

From: Glidden, Elizabeth A.
Sent: Sunday, October 11, 2015 9:09 PM
To: Working Families
Subject: Fw: Ward 8 Feedback Form

From: no-reply@minneapolismn.gov <no-reply@minneapolismn.gov>
Sent: Monday, October 5, 2015 8:13 PM
To: Lopez Lara, Sara; Sirdar, Deebaa; Glidden, Elizabeth A.
Subject: Ward 8 Feedback Form

City of Minneapolis

Name * Chris kallstrom
Email * Ckallstrom@resheatandair.com
Phone (612) 724-1899
Phone Type Work
Address 1815 east 41st street
City Minneapolis
State MN
Zip 55407

Question/Comment * Hi Elizebeth my name is Chris Kallstrom- i am the owner of Residential Heating and Airconditioning 1815 east 41st street . We have been licenced in the city since 1991. I have 18 employees and am opposed to The Working Family Agenda. We are a weather driven, seasonal business, the more extreme the weather the busier we are. There is no way to predict weather extremes and then schedule for it four weeks in advance. We have provided the residence of Minneapolis a honest and competitive, owner operated, option when replacing or servicing their furnace and air conditioner. If the working family agenda moves forward in its current form we would have to consider moving the company out of minneapolis which we do not want to do. Can you call me to discuss?Thank you.

This is an email generated from the City of Minneapolis website. * Required fields are indicated with an asterisk.

Maze, Haila R.

From: Ryan Kaminski <rykaminski@gmail.com>
Sent: Friday, September 18, 2015 7:08 PM
To: Working Families
Subject: Working Families Agenda

Although I do not live in Minneapolis, I welcome the City's consideration of the Working Families Agenda and believe all workers deserve baseline protections of their rights and dignity.

Thank you,
Ryan Kaminski

192 St Marks Avenue
Brooklyn, New York 11238

Maze, Haila R.

From: Michael Karbo <MKarbo@mngrocers.com>
Sent: Thursday, October 15, 2015 3:19 PM
To: Working Families
Cc: Jamie Pfuhl
Subject: MGA - Minneapolis Labor Mandates Comment Letter
Attachments: MGA Minneapolis Labor Mandates Comments 10-15-15.pdf

Dear Council Members,

Attached is the Minnesota Grocers Association's comments on Working Families Agenda. Please let us know if you have additional questions.

Best,

Mike Karbo

Mike Karbo

Government Affairs Director

Minnesota Grocers Association

651.228.0973

mkarbo@mngrocers.com



MINNESOTA GROCERS ASSOCIATION

533 St. Clair Ave. ♦ St. Paul, MN 55102 ♦ TEL: 651-228-0973 ♦ 1-800-966-8352 ♦ FAX: 651-228-1949 ♦ mga@mngrocers.com

October 15, 2015

City of Minneapolis
350 S. 5th St., Room 307
Minneapolis, MN 55415

Dear Council Members,

On behalf of the Minnesota Grocers Association, we would like to voice our strong concerns on the labor mandates being discussed in the City of Minneapolis.

The MGA is a state trade association representing the retail food industry since 1897. We have over 200 retail members with nearly 1,100 stores statewide, as well as approximately 115 distributors and manufacturers. Our member companies employ over 125,000 union and non-union Minnesotans. The retail food industry is the backbone Minnesota's economy, providing one out of every twenty jobs in our state.

Minnesota has a unique culture with hundreds of small, independent, and locally owned grocery and convenience stores who are the cornerstones of their community. They create jobs, support local charities and provide a safe and responsible shopping experience.

Grocery and convenience stores are more than just a retail outlet. Grocers employ young people looking for a first time job, seniors looking for some additional spending income in their retirement and developmentally challenged individuals looking for an opportunity.

As the state trade association, we are alarmed that the City of Minneapolis is considering adopting these completely unprecedented local labor mandates on private employers. With 852 cities in Minnesota, this type of action drives an unmanageable patchwork of policy, expending resources to ensure compliance, hurting the much valued reinvestment in our communities. Currently, we follow labor regulations at the federal and state level. Adding a third layer at the local level will create a myriad of complications for both employees and employers.

It is imperative that Minneapolis reconsiders its agenda on mandating private employers with new labor regulations. At the end of the day, we are all Minnesotans and we all succeed together. These discussions need to occur at the state legislature and not at city council meetings across the state. As an industry invested in our communities, we support an agenda that empowers employers and employees with the flexibility to ensure fairness throughout Minnesota.

We appreciate the opportunity to again voice our opposition to these labor mandates, and look forward to being included in any future discussions. If we can provide any additional information, please do not hesitate to contact us.

Sincerely,

Jamie Pfuhl
President
Minnesota Grocers Association

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of vquiah1@msn.com
Sent: Friday, October 16, 2015 10:41 AM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

I support the Working Families Agenda and guaranteeing all workers earned sick & safe time and protection from wage theft.

Sincerely,

Victoria Karpeh
PO Box 431048
Minneapolis, MN 55443-5048

Maze, Haila R.

From: Melinda Katzenmeyer <melindakatzenmeyer@gmail.com>
Sent: Friday, October 16, 2015 3:51 PM
To: Working Families; Johnson, Barbara A. - City Council
Subject: Working Families Agenda

Dear Barbara Johnson

I hope this letter finds you doing well with joy and excitement with the start of Autumn! My name is Melinda and I live in the 4th Ward, right around Victory Memorial Parkway! I work at a church full-time, in an unpaid internship. To be able to support this current season of life, I took a serving job here in Minneapolis at Burger Jones. I appreciate your interest in the wellbeing of workers in your area, and I understand the heart behind it. Although, I don't think the Working Families Agenda is the best way to do it. I really hope this letter will help you to consider to vote against it.

I have been serving for ten years, since I was 16, and I am still doing it due to the flexibility and the ability to make money really fast. During the week I work at Hope Community Church in Downtown Minneapolis, participating in their LDI internship. Serving at Burger Jones on the weekend is the only way I am able to sustain my income to continue to gain ministry experience as well as learn and process along side pastors and other ministry associates in LDI. They only days I am able to work are Friday and Saturday, and with the Working Families Agenda, I would not be able to close Friday night and then work a double on a Saturday. This would be an extremely large pay cut, and would make me have to cut back at my internship in order to work another day of the week at Burger Jones.

Not only will this affect me, but this law would hurt my co-workers as well. Many would be kicked off of their health insurance due to not meeting the minimum hour requirements. Some of my friends like to cluster their shifts, meaning putting them all in a few days time, this would also not be ok.

This agenda takes out the flexibility in the service industry which is what makes it so appealing in the first place. Without the ability to switch shifts, and change sections due to weather there really is no benefit to working a job where you serve. Most people who wait tables do it in their time of transition in life, and by passing this, serving would no longer be able to fulfill this need.

So please consider not allowing this Working Families Agenda to move forward. Listen to our voices, listen to my voice, this is detrimental to my income.

Joyfully,

Melinda

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of darikaveh@gmail.com
Sent: Friday, October 16, 2015 2:46 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

I support the Working Families Agenda and guaranteeing all workers earned sick & safe time and protection from wage theft.

Sincerely,

Dari Kaveh
2012 28th Ave. S.
Minneapolis, MN 55406

Maze, Haila R.

From: Chrishenda Kazee <shenda3kazee@gmail.com>
Sent: Wednesday, September 16, 2015 4:51 PM
To: Working Families
Subject: Raise wages,fair scheduling, paid sick days

Hello my name is Shenda Kazee, I am a hard worker who deserves a fair pay. I've been working at my McDonald's for 2 years making \$8.50 per hr. I just recently got the raise of \$9.00 because minimum wage went up. I just wanna say im all for the \$15 per hr at fast food business. That would mean that we would be able to afford a place to live and make it back and forward to work without any problems. We would not have to miss out on sleep trying to work a second job to survive. It's just not fair, because we work so hard for too much of nothing.

Maze, Haila R.

From: Maze, Haila R.
Sent: Monday, October 26, 2015 4:04 PM
To: Working Families
Subject: FW: Council member Andrew Johnson Seeking feedback on paid sick time proposal

Haila Maze, AICP

Long Range Planning Principal Planner

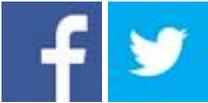
City of Minneapolis – Community Planning and Economic Development

105 Fifth Avenue South – 200
Minneapolis, MN 55401-2534

Office: 612-673-2098

haila.maze@minneapolismn.gov

www.minneapolismn.gov/cped



From: Johnson, Andrew
Sent: Monday, October 26, 2015 11:01 AM
To: Maze, Haila R.
Subject: FW: Council member Andrew Johnson Seeking feedback on paid sick time proposal

More feedback.

From: shopjunket@gmail.com [<mailto:shopjunket@gmail.com>] **On Behalf Of** Julie Kearns
Sent: Friday, October 16, 2015 8:50 AM
To: Johnson, Andrew
Subject: Re: Council member Andrew Johnson Seeking feedback on paid sick time proposal

I support this without reservations. I will need to ask my bookkeeper to help manage/track it, but it's a pretty easy, standard thing to manage and budget.

Thanks for your work on this matter!

On Friday, October 16, 2015, Ruth Romano <info@longfellowbusinessassociation.org> wrote:

From: "Johnson, Andrew" <Andrew.Johnson@minneapolismn.gov>
Subject: Seeking feedback on paid sick
Date: October 14, 2015 at 4:01:06 PM CDT

A huge thank you to all the businesses who have stepped up and made your voices heard over the proposed Working Families Agenda.

I have listened to your concerns regarding scheduling and have advocated for changes to help our small businesses. And today the Mayor took scheduling off the table.

All of the discussion about scheduling has overshadowed paid sick, though from those of you who have shared your thoughts on it with me, most are supportive. Those I haven't heard from, I very much want your feedback and thoughts on providing 5 days of sick leave / PTO per year. Do note that paid sick has been implemented in four states and 19 cities, studies have shown after implementation that 90%+ of businesses find either positive impact or no negative impact, and around 70% of businesses, a year after implementation, say they support the change. Many also find it reduces turnover, increases productivity, etc. What are your thoughts? Your feedback will help me best advocate on behalf of small businesses during this process.

Thank you,

Andrew Johnson

Council Member - Ward 12

Andrew.Johnson@minneapolismn.gov

Office #: [\(612\) 673-2212](tel:6126732212)
minneapolismn.gov/ward12

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Julie Kearns

Founder & Finder

Junket: Tossed & Found

4049 Minnehaha Ave

Minneapolis, MN 55406

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612.293.6863

shopjunket.com

[Sign up for Junket's email messages here.](#) You can find us on [Facebook](#), [Twitter](#), [Instagram](#), and [Pinterest](#), too!

Maze, Haila R.

From: Rachel Keener <campaigns@good.do>
Sent: Saturday, October 03, 2015 5:36 PM
To: Working Families
Subject: Support for Working Families Agenda

I, Rachel Keener, Stand in support of hourly workers and in support of the Minneapolis City Council passing the "working Families Agenda" this year because I believe ALL families deserve fair wages, and healthy, reliable working conditions.

Yours sincerely,
Rachel Keener

This email was sent via do^gooder, a campaign platform that enables people to contact you regarding issues they care about. The FROM field of this email is campaigns@good.do however the email was sent by Rachel Keener who provided this email address: rwk11@albion.edu

In accordance with web protocol FC 3834 (<http://www.rfc-base.org/rfc-3834.html>) we have included this address in the REPLY-TO field and you should respond to Rachel Keener at that email address.

To learn more about do^gooder visit www.good.do

Maze, Haila R.

From: Patricia Marek Kehoss <chpdlivr@icloud.com>
Sent: Thursday, October 08, 2015 7:05 PM
To: Working Families
Subject: Really?

I truly believe this will do more harm than good to small businesses and their employees. Please listen to both sides!

Patricia Kehoss

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of kmkshorthairs@earthlink.net
Sent: Thursday, October 15, 2015 3:41 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

I support the Working Families Agenda and guaranteeing all workers earned sick & safe time and protection from wage theft.

Sincerely,

Kathryn Keiner
2688 61st St
Fulda, MN 56131

Maze, Haila R.

From: Josh Keller <joshdkeller@gmail.com>
Sent: Thursday, October 01, 2015 3:35 PM
To: Working Families
Subject: We need a STRONG working families agenda

Hello,

As a resident of Minneapolis and someone who has worked hourly jobs in Minneapolis, I know the issues of Fair Scheduling and Paid sick time (along with addressing wage theft) are incredibly serious. I am tired of polices that value profits over people. We can do better.

I know businesses will scream bloody murder that this will kill our city, but you know what is really killing our city? Our embarrassing racial jobs gap. The fact that an incredibly wealthy and theoretically "progressive" city has such overwhemling income inequality and economic disparities.

We can do better, and these steps are a small step towards a Minneapolis that is as great for people of color, women, immigrants and hourly workers as it is to a white, male, salaried worker like me. That would be progress.

Thanks,

Josh Keller
733 Quincy St NE
Minneapolis, MN 55413

Maze, Haila R.

From: Farley, Zachary
Sent: Monday, October 05, 2015 1:38 PM
To: Working Families
Subject: FW: Working Families Agenda

From: Josh Keller [<mailto:joshdkeller@gmail.com>]
Sent: Monday, October 05, 2015 11:26 AM
To: Frey, Jacob; Farley, Zachary; Ritchie, Heidi
Subject: Working Families Agenda

Hi Jacob,

Hope all is well. I'm writing to let you know that I really hope you not only support, but be a champion for, the Working Families Agenda. Our city is amazing...for some of us. When I hear the heart-wrenching stories about people who are hurt by the slide our society has taken into one were too many hourly workers are constantly "on call," with low pay and no benefits, I don't see people like me. I see women, people or color and immigrants. I see people without a voice, and I see people who just need a little help to level the playing field.

To the businesses who have the time, money and energy to organize call-in campaigns to your phones and can drop everything to be at public meetings, I'm sure this feels like an attack, but it is the decent, modest and right thing to do. (Also, it must be nice for them to have such flexible schedules)

We need elected officials who are willing to stand up to those with immense power and influence and be willing to do what is right for those our economic system have left behind. The minimum wage was going to ruin business. The 40 hour work week was going to end businesses. Child labor laws were going to ruin businesses. Etc etc. Giving people advance notice of their schedules and making sure people can take care of themselves or their families when they are sick are getting the same attacks. Luckily, in the past we have had people willing to take the heated rhetoric and pass these laws that are so clearly common sense.

I hope you'll be willing to be one of the people in 2015 who is willing to take on that challenge for this wave.

I'm happy to talk (cell below), but I know you are getting inundated, so I thought email might be better.

Call, email or text if you have any questions, and I'll continue to be in contact as well.

Best,

Josh Keller
SEANA Board
SEIU (day job)
733 Quincy St NE 55413
612-270-2984

Maze, Haila R.

From: Brock, Lisa A
Sent: Tuesday, September 29, 2015 11:05 AM
To: Working Families
Subject: Comment Submitted on behalf of Abbie Kenyon

Abbie Kenyon, Minneapolis resident, comment summary:

Has been a restaurant industry employee for many years and is opposed to many parts of the proposed policy. The “Fair Scheduling” requirements will take away everything that is good about working in restaurants. “Fair Scheduling” is not fair at all. Can’t overstate enough how this would destroy the Minneapolis restaurant economy and impact the tourist dollars resulting from Minneapolis becoming a foody destination. It’s imperative to thousands of restaurant employees that the Minneapolis restaurant industry remain vital.

Lisa Brock
Council Associate
Minneapolis City Council – First Ward
612-673-2201
Lisa.brock@minneapolismn.gov

Subscribe to Ward 1 E-Mail Updates [HERE](#)

Maze, Haila R.

From: Kris Kerber <kris.kerber@afpgusa.us>
Sent: Wednesday, October 14, 2015 10:09 AM
To: Working Families
Cc: Mike Gengler
Subject: Working Family Agenda
Attachments: Working Family Agenda.pdf

Please see the attached letter in reference to the Working Family Agenda.

Thank you,
Kris Kerber

Kris Kerber | American Fire Protection Group, Inc. | Administrative Assistant | 8000 W. 78th Street, Suite 111 | Edina, MN 55439 | **Direct:** 952.641.7623 | Office: 952.641.7650 | www.afpgusa.com

October 14, 2015

Mayor Betsy Hodges
350 S. 5th Street, Room 331
Minneapolis, MN 55415

Dear Mayor Hodges and City Council members,

I am writing on behalf of my company, American Fire Protection Group, to voice concern over the upcoming consideration of the City's proposed employment mandates under the Working Family Agenda. These directives put the economic well-being of employers and employees at risk, and serve to do nothing more than impart more governmental controls on our city's businesses.

The current workplace rules already provide for fair treatment of the individual. At American Fire Protection Group we provide our employees with a generous benefits package that includes paid time off, flexible working hours, tuition reimbursement and exceptional opportunities for training.

The Working Families Agenda is not a viable solution for the Minneapolis workforce and I respectfully request that you make the good decision to not move forward with it.

Thank you,

Mike Gengler
President
American Fire Protection Group, Inc.

Maze, Haila R.

From: Andrew Kersten <campaigns@good.do>
Sent: Tuesday, October 13, 2015 3:36 PM
To: Frey, Jacob
Cc: Working Families
Subject: Support for Working Families Agenda

Dear Mr. Frey,

We recently spoke on the phone concerning the Working Families Agenda. You stated your opposition to the proposed changes re: predictable scheduling. We didn't have a chance to discuss the proposed changes re: paid sick time, which I also support.

As I said on the phone, I was one of many people who had their lives adversely affected by unfair scheduling practices. I was scheduled for "clopening" and overnight shifts as a form of retaliation. When I finally received a doctor's note opposing this scheduling - a form of recourse not available to many - I received disciplinary action for events that never took place.

Mine is not an uncommon experience. Exploitative management personnel rely on a workforce whose position is precarious. A manager needn't be deliberately malicious, as mine was, to benefit personally from employees who are prevented by unpredictable scheduling from pursuing other professional and educational opportunities. The end result is that more and more people are trapped in poverty.

You voiced your opposition to the Working Families Agenda on the phone. I am e-mailing to ask you to reconsider your opinion. Habitual opposition to policies such as these could very well be a deal-breaker during election season.

Sincerely,
Andrew Kersten

This email was sent via do^gooder, a campaign platform that enables people to contact you regarding issues they care about. The FROM field of this email is campaigns@good.do however the email was sent by Andrew Kersten who provided this email address: andrew.kersten@gmail.com

In accordance with web protocol FC 3834 (<http://www.rfc-base.org/rfc-3834.html>) we have included this address in the REPLY-TO field and you should respond to Andrew Kersten at that email address.

To learn more about do^gooder visit www.good.do

Maze, Haila R.

From: Bethany Khan <bethany.ann.khan@gmail.com>
Sent: Friday, October 09, 2015 8:51 AM
To: Working Families
Subject: We are working families

I love this agenda!

A better life for working families will mean more opportunities and it will lift up everyone.

We all do better when workers have the opportunity to provide for their families.

-b

Maze, Haila R.

From: Andrea Kiepe <campaigns@good.do>
Sent: Thursday, September 17, 2015 12:39 PM
To: Working Families
Subject: Support for Working Families Agenda

Please support the Working Families agenda including fair scheduling, earned sick and safe time, ending wage theft, and a \$15 minimum wage.

I cannot believe that this is even controversial for our councilmembers. Living wages and fair working conditions are the basic foundation for a healthy and vital community.

How can parents ensure their kids are doing well when they are on call for last minute shifts? How can they afford decent food and housing on poverty wages? How can we maintain a decent standard of public health when people ESPECIALLY food service workers are having to work sick?!?

If we want to erase years of systemic racism and the gap between the wealthiest and the poorest, we need to lift up the minimum standards for workers to be healthy and safe and to promote basic human dignity.

Yours sincerely,
Andrea Kiepe

This email was sent via do^gooder, a campaign platform that enables people to contact you regarding issues they care about. The FROM field of this email is campaigns@good.do however the email was sent by Andrea Kiepe who provided this email address: kreepyk@gmail.com

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To learn more about do^gooder visit www.good.do

Maze, Haila R.

From: Andrea Kiepe <campaigns@good.do>
Sent: Tuesday, October 13, 2015 4:25 PM
To: Cano, Alondra
Cc: Working Families
Subject: Support for Working Families Agenda

Please support the Working Families agenda!

All workers need their schedules with enough notice that they can plan their lives, including childcare and second jobs.

Take a stand for jobs with basic human decency.

Yours sincerely,
Andrea Kiepe

This email was sent via do^gooder, a campaign platform that enables people to contact you regarding issues they care about. The FROM field of this email is campaigns@good.do however the email was sent by Andrea Kiepe who provided this email address: kreepyk@gmail.com

In accordance with web protocol FC 3834 (<http://www.rfc-base.org/rfc-3834.html>) we have included this address in the REPLY-TO field and you should respond to Andrea Kiepe at that email address.

To learn more about do^gooder visit www.good.do

Maze, Haila R.

From: Susan Kikuchi <susan.kikuchi@gmail.com>
Sent: Tuesday, September 22, 2015 2:13 PM
To: Working Families
Subject: Pass the Working Families Agenda!

Dear Minneapolis City Council,

I am writing in support of the Working Families Agenda. As an organizer at CTUL and a Minneapolis resident, I know far too many workers who go to work sick because their job does not offer paid sick days. This includes those working in industries critical to public health, such as the janitorial and food service industries. I know workers who have been forced to go to work while family members were in the hospital for fear of losing their job. I myself used to come to work sick while working in the service industry because I didn't want to miss out on a day's pay, and told myself that gloves were enough to protect the public, even while I handled food and beverages.

It's not just paid sick days. As an organizer, I see new wage theft cases every week, but I know these are just the tip of the iceberg. Outside of my job, a family friend had his Saturdays stolen from him for over a year. In that time, he lost his family's home of 10 years and went into credit card debt. While these problems are the result of an unfair economic system that includes predatory lending, surely the family's economic burden would have been eased if he had not been robbed by 16% of all his wages.

Workers also need the protections to enforce their rights. The available institutions too often side with employers, leaving workers vulnerable when they stand up and defend themselves, or are too under-resourced to take on all the individual cases of wage theft, workplace harassment, etc. At CTUL, I work with folks who take risks every day to speak truth to power and encourage their co-workers to do the same. They need elected officials and policies to back them up and protect them as they continue to do so.

Thank you for your leadership and hard work on this matter.

Sincerely,

Susan Kikuchi

Maze, Haila R.

From: Ashley Kilcher <ashley@roewolfe.com>
Sent: Tuesday, October 06, 2015 1:29 PM
To: Working Families
Cc: Frey, Jacob
Subject: Working Families Agenda

As a former retail and service industry worker, I have experienced first hand some scheduling practices that made personal time and budgeting difficult. As a result of those experiences I have created a workplace that treats its employees with respect and thoughtfulness. I value my employees and treat them as such.

The Earned Sick Time & Fair Scheduling proposal is aimed at protecting employees from unfair practices. And while the intent is good, the proposal as written would be devastating to small businesses like mine.

My shop functions on the premise of flexibility and equality among my employees and me. All of 3 my regular employees have full-time careers outside of the shop, and their employment with me is secondary income. I need the ability to remain flexible to accommodate their OTHER work schedules. Our shop schedules are typically out 3-4 weeks in advance anyway, and once published I never add a shift without consent. Because my employees all have other jobs, it is not feasible to have an “on call” person scheduled. I employ an elementary school teacher, a hairstylist, and a freelance makeup artist. I could not possibly expect any of them to drop their work to come in and cover a shift. I typically send out a group message offering the shift to whomever can take it, and on the rare occasion no one can, and I can’t either then we close the shop. That being said, the proposal would affect us in the following ways:

1. Protections from Last-Minute Schedule Changes - In the event an employee calls in sick, not only would we be paying sick time for that employee to stay home, I would also be help responsible for finding the replacement and then would be penalized for that. It would be too expensive for me to pay the sick time with the time and a half pay for the replacement on top of that and would have to close for those hours if I could not work it myself.
2. Protections from Last-Minute Schedule Changes - If I as the business owner have to stay home with my sick child, or am ill myself, I would be penalized for finding a replacement.
3. Protections from Last-Minute Schedule Changes - On occasion, we have special events at the shop and need to schedule an additional employee. If this event gets cancelled at the last minute or has a small turnout and we don’t need the extra employee, we would be penalized. This puts us out not only the money that we invested in the event, but also the predictability pay on top of that.
4. Compensation for Schedule Changes - As a parent, having the schedule out 28 days in advance, if an opportunity came up for me to volunteer at my child’s school, or attend a daytime event for one of my children, I would be penalized.
5. Right to Adequate Rest - Being such a small shop, there are times when an employee works open to close, which is a 9.5 hour day. They are encouraged to lock up and take breaks as I work these shift as well and know what it is like. My employees typically like to work fewer long days rather than more short days to get their hours (and since this is their secondary job it works better for them this way). We would have to either shorten our store hours by 2 hours on our busiest days to make sure that we weren’t going into overtime pay, or do 2 shorter shifts and not allow them to trade shifts with each other as they have the freedom to do

now. Example: When I schedule one employee to open, and another to close, on occasion the closer will ask the opener to stay and take their shift and trade for a different day. Currently, I allow them to do this anytime they like. This would put the opener at over-time pay and therefore they would no longer be allowed to trade shifts and would lose flexibility.

6. Access to Full Time Work - I provide my regular employees as many hours as I can, and do have an extra employee that is not scheduled and just takes shifts if she can when asked. I would have to pay a “zero hours” retention premium and be penalized for again, trying to provide flexibility for EVERYONE. The same applies to my college student employees who are only scheduled when they are in town on breaks from school.
7. Right to Request Flexible Schedule – I am already as flexible as I can be and am regularly checking in with my employees on their schedules and workload. I cannot be forced to give an employee hours that do not make sense for the shop. If a major scheduling change is needed due to their full-time job or going to school, then sometimes it is best to move on to a new place of employment. My employees are hired on generally for certain time blocks. We work together and help each other when needed, but because this IS their second job, I cannot take hours away from one to give to another, nor can I financially afford to give my un-paid hours to an employee and also lose my right to be there for my young children by taking their hours.
8. Earned Sick Time – I absolutely would love to be able to afford paid sick time, and this is something I am striving towards. However, requiring this on top of all of the proposed penalties, and impending minimum wage increases, makes it difficult.

I am now looking at giving my employees their much-deserved wage increases to see what I would even be able to afford if all of this passes. I am no cheapskate and have always paid starting wages well above the minimum because I know that to attract and retain amazing employees, you must show them their value and make it worth their time.

I feel as though the Working Families Agenda is also the Anti-Working Families Agenda. As a mother to 3 small kids, this proposal takes away my flexibility to be a business owner and a parent - which is challenging enough as it is. It penalizes me for taking time to be a mother, and takes away one of the main reasons I even began my own business.

As for my amazing staff, it takes away a reason that they came to work for a small business. The beauty of a mom-and-pop shop is the tight-knit relationships, respect, and appreciation you get from your co-workers and boss. They will lose the flexibility of our way of scheduling that we already have in place, and create an environment that makes it harder for them to earn wage increases and prevent them from making their own scheduling adjustments amongst themselves.

My lease is up for re-negotiation this year. If this proposal passes as is, I will be forced to leave Minneapolis or risk going out of business. How do you expect to attract and keep jobs in a city that is not conducive to small business? I feel this is a disrespectful proposal that throws a “one-size fits all” blanket over all businesses and employers.

Respectfully,

Ashley Kilcher
Owner | Makeup Artist
Roe Wolfe

Store: 612-294-6583



www.roewolfe.com

www.twitter.com/roewolfe

www.facebook.com/roewolfe

113 Washington Ave N
Suite 100
MPLS, MN 55401

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Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of jkind3@msn.com
Sent: Thursday, October 08, 2015 6:46 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

Minneapolis can do better.

No one working in Minneapolis should be forced to make impossible choices -- like whether to stay home with a sick child or lose a paycheck. Or rearranging your childcare, transportation, and sleep schedule to take a shift that starts just hours after the last one ended.

And when you do work, no one should have their wages stolen by their employer.

That's why it's time to ensure all workers in Minneapolis can earn paid sick & safe time, have a fair workweek, and are protected from wage theft.

Thank you for your work to pass the Working Families Agenda. I'm counting on you to make the city a better place for all of us.

Sincerely,

Judy Kind
5524 27th Ave S
Minneapolis, MN 55417-1934

Maze, Haila R.

From: Prima Pasta <primapasta1@gmail.com>
Sent: Monday, October 12, 2015 2:59 PM
To: Working Families
Subject: Working family agenda

Not only will this sick leave proposal cost me \$15,000 a year. If I had two employees call in sick on the same day and I was not available to come in I would have to close. My wife and I work in our family business every day. We are a working family too! Their needs to be some skin in the game for employees as well as the small business owners.

Thanks, Eliot King

Sent from [Outlook](#)

Maze, Haila R.

From: Gregory King <campaigns@good.do>
Sent: Wednesday, October 14, 2015 3:12 AM
To: Quincy, John
Cc: Working Families
Subject: Support for Working Families Agenda

Council Member QUincy -

I believe a strong Minneapolis is one in which every full time worker has the ability to provide food and shelter for their family and care for themselves or their family when they are not well. Seeing workers exploited and treated like commodities is an affront to my Catholic faith and my citizenship. In addition, these economic inequalities are shamefully concentrated in communities of color, contributing to our shameful racial opportunity gap in Minneapolis. When workers can care for their families, our whole city is healthier.

Minneapolis workers deserve fair scheduling, earned sick and safe time, the end to wage theft, and a \$15 minimum wage.

Yours sincerely,
Gregory King

This email was sent via do^gooder, a campaign platform that enables people to contact you regarding issues they care about. The FROM field of this email is campaigns@good.do however the email was sent by Gregory King who provided this email address: greg.king.family@gmail.com

In accordance with web protocol FC 3834 (<http://www.rfc-base.org/rfc-3834.html>) we have included this address in the REPLY-TO field and you should respond to Gregory King at that email address.

To learn more about do^gooder visit www.good.do

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of bobby.king.mn@gmail.com
Sent: Thursday, October 15, 2015 11:51 AM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

I support the Working Families Agenda and guaranteeing all workers earned sick & safe time and protection from wage theft.

Sincerely,

Bobby King
3101 43rd Ave S
Minneapolis, MN 55406-2248

Maze, Haila R.

From: Carlyne Kirui <carolkirui@yahoo.com>
Sent: Friday, September 25, 2015 10:54 AM
To: Working Families
Subject: I support the Minneapolis Working Families Agenda

City of Minneapolis Working Families,

I support the Working Families Agenda with strong rules for paid sick and safe leave, fair scheduling protection and enforcement to prevent wage theft.

Carolyne Kirui
4541 83rd Cir N
Minneapolis, Minnesota 55443

Maze, Haila R.

From: Chris Kirwan <chris.kirwan@oakmanagementcompany.com>
Sent: Tuesday, October 13, 2015 9:44 AM
To: Johnson, Barbara A. - City Council; Reich, Kevin A.; Working Families
Cc: Goodrich, Grace H.
Subject: Working Families Agenda Comments-Acorn Mini Storage
Attachments: Working Families Agenda Comments.pdf

Please find the comments from Acorn Mini Storage regarding the Working Families Agenda attached. Feel free to reach out to me with any questions.

Thanks!

Chris Kirwan
Acorn Mini Storage
3410 Winnetka Avenue North, Suite C
New Hope, MN 55427
Office: (763) 231-2372
Mobile: (612) 816-9307

October 13, 2015

Council President Barbara Johnson & Council Member Kevin Reich
350 S. 5th Street
Minneapolis, MN 55415

RE: Working Families Agenda Comments

Dear Council President Johnson & Council Member Reich:

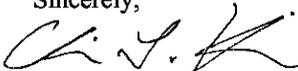
My family lives in Minneapolis and we operate several businesses with non-exempt hourly employees in Wards 1 & 4 as well as the surrounding metropolitan area. I also consider myself a progressive and generally sympathetic to the plight of workers in our area and around our country. I think my family's business practices reflect these values. We offer high wages relative to our industry, incentive compensation, health and dental benefits, retirement benefits and vacation and sick time. What is more, we already meet most of the requirements set forth in the Working Families Agenda. Bearing this in mind, this policy will still create significant burdens for our businesses:

1. With regard to the portable 'pool' of carryover hours outlined in the Working Families Agenda proposal, this policy is impractical. Who will track these balances? How will the policy be enforced? What happens if an employee leaves the area and returns months or years later? In the past we have had employees abandon their positions, should those employees be rewarded with carryover hours of paid time off?
2. We offer pay and benefits that, to the best of my knowledge, exceed most if not all of our competitors. In exchange, we ask our employees to make our company their top priority when it comes to their employment schedule. With respect to health conditions, education, and caregiving, we of course work with our employees and remain flexible—it is a part of our family-oriented culture and what makes us an attractive employer.
3. It is not fair or practical to expect employers to offer more hours to current employees before hiring new employees in every circumstance. As any employer knows, some employees perform at a higher level than others. I cannot and should not be asked to thrust an employee with fewer capabilities into a situation where I know there's a likelihood that employee will under-perform. This is a bad practice that could inhibit the long-term performance/development of the employee, the ongoing satisfaction of our customers, and the wellbeing of our business.
4. By creating a new set of guidelines, this policy makes it very difficult for smaller regional businesses like ours which operate inside and outside the City of Minneapolis. For example, we have roving store managers who might work in Minneapolis on Monday and in Cottage Grove or Blaine on Tuesday. How are these rules supposed to apply to these employees? How would the City of Minneapolis even begin to track and enforce compliance?

While I could cite more examples, I will conclude by reiterating that our family and our company care a great deal for the wellbeing of the people who work for us. While some employers may maintain practices that are unfair, exploitative and frankly shameful, I believe that most smaller family-owned businesses like ours do not. It is not fair to apply a one-size fits all standard and impose an impractical and burdensome policy like this on a business like ours which sacrifices a lot to do right by those who work for us.

Please vote no on the Working Families Agenda.

Sincerely,



Chris Kirwan
Acorn Mini Storage
3410 Winnetka Avenue North, Ste. C
New Hope, MN 55427

CC: Mayor Betsy Hodges

Maze, Haila R.

From: Vanessa Kissoon <vdaviekissoon@gmail.com>
Sent: Thursday, October 08, 2015 11:51 AM
To: Working Families
Subject: Working Families Agenda

----- Forwarded message -----

From:
Date: Oct 8, 2015 11:49 AM
Subject: Working Families Agenda
To: <workingfamilies@minneapolis.gov>
Cc:

I am a server of 9 years and I don't believe the scheduling credentials are completely fair.

Ideas I am questioning:

How does the proposal effect employees who need to switch shifts amongst eachother after the schedules are posted? - Many service industry workers such as servers, cooks and bartenders are also artists or musicians with varying and unpredictable schedules outside of their service industry job. The current internal flexibility is necessary to promote and sustain their lifestyles.

"Right to Adequate Rest"

Your proposal suggests an 8 hour work day. Many service industry workers work split shifts, possibly opening and closing a restaurant or bar, or an "all day shift" that spans midday to just after a dinner rush. These shifts easily and frequently surpass 8 hours in a single day but for many workers this is part of the benefit of the shift. When an employee is only able to work less than part time due to school or parenting etc, these shifts allow for the most income and are the most desirable. Increasing wage to overtime would decrease or eliminate the availability of these much needed shifts.

Please consider my thoughts when drafting the bill as its income will greatly effect my life, my family and my friends.

Thank you for your time.

Maze, Haila R.

From: Petition Received from {{response->firstname}} <no-reply@voicehive.com>
Sent: Friday, October 16, 2015 11:40 AM
To: Working Families
Subject: Petition Received

Array

voicehiveTransactionId: none

voicehiveFormId: petition

voicehiveDestPageId: qaThankyou

voicehiveLocalOffset: 0

voicehivePageId: petitionpage

voicehiveParam1:

voicehiveParam2:

firstname: Todd

Lastname: Klingel

zip: 55402

email: tklingel@minneapolischamber.org

comments: October 16, 2015 Mayor Hodges and Members of the City Council: On behalf of the Workforce Fairness Coalition and thousands of employers across Minneapolis, thank you for requesting feedback on the proposed Working Families Agenda. We share the City’s goal of ensuring Minneapolis is a place where people can find good jobs in good workplaces that provide the wages and resources needed to help support families. We appreciate the Mayor’s October 14 announcement that the scheduling restrictions are being removed from consideration at this time. Countless employers, employees and customers have shared with us their concern that a restrictive scheduling ordinance applying a one-size-fits-all approach in Minneapolis’ diverse economic environment simply does not work. In addition, we believe that for every hour an employee works, they should be paid for that hour. We are anxious to see the City-specific initiatives being considered in the area of “wage theft”, as State law Chapter 181 addresses such issues, with enforcement vested with Minnesota Department of Labor and Industry, Labor Standards Unit. Minneapolis employers, employees and customers have delivered a simple message to you recently—please don’t take away our ability to be flexible and innovative. From family owned stores supporting neighborhoods, to nonprofits caring for our residents, to industry-leading businesses, Minneapolis has much to be proud of, and our region’s statistics show it. We are a leading community when it comes to rankings for young professionals, quality of life, places to start a small business, and cities to start a career—among others. These successes come from the fact we allow organizations the flexibility to innovate and solve problems, not from City Hall regulation. As such, some Minneapolis employers offer sick leave, and others do not. The decisions regarding benefit offerings are made based on the model under which an

organization operates, and the City of Minneapolis cannot (and should not) attempt to change all the variables that influence the model. Applying a 72 or 40-hour sick leave policy that includes cross-employer portability as a one-size-fits-all policy is simply not practical in Minneapolis. In some cases, being mandated to offer sick leave will disrupt the flexibility some employers offer under current paid time off arrangements. In other cases, being mandated to offer sick leave will result in harm to the organization, its workers, and its customers. In late August, an ad hoc work group representing some employers offered the following observations on mandated sick leave and they remain important considerations today:

- Many employers currently use flexible scheduling and voluntary paid time off where appropriate to manage time off for illness or to care for family members.
- Mandating paid sick leave will limit employer flexibility and could impact other benefits offered to employees and possibly reduce employment levels or hours.
- When a nationwide or regional business has to implement city-specific regulations, it adds an administrative burden and cost to running the business and impacts their competitiveness with locations nearby.
- Some business models can support paid time off, some simply cannot.

In general, neighborhood businesses may have less capacity to build paid time off costs into their model, so this mandate stands to disproportionately impact locally-based, family-owned businesses and their workers.

- For businesses today that already provide a time off benefit, the systems vary based on what they sell or their competitive marketplace.
- Applying a one-size-fits-all standard takes away a differentiating employment benefit.

Minneapolis' economy is too diverse for a one-size-fits all sick leave policy to work, and even though the City is an economic hub, we are not an island—rather we are surrounded in competition. Together let's focus on creating an environment where organizations are encouraged to offer benefits and where our working environments promote innovation and flexibility—two things that simply cannot be mandated.

On behalf of the Workforce Fairness Coalition, Todd Klingel president and CEO, Minneapolis Regional Chamber of Commerce

Workforce Fairness Coalition Representatives:

- Bloomington Chamber of Commerce
- Columbus Corporation/Park and Shop/LaSalle Court Parking
- Dakota County Regional Chamber of Commerce
- Impark
- Greater Minneapolis Hotel Association
- Midwest Hardware Association
- Minnesota Bankers Association
- Minnesota Chapter of the National Association of Women Business Owners
- Minneapolis Downtown Council
- Minneapolis Regional Chamber of Commerce
- Minnesota Business Partnership
- Minnesota Grocers Association
- Minnesota Licensed Beverage Association
- Minnesota Lodging Association
- Minnesota Newspaper Association
- Minnesota Petroleum Marketers Association
- Minnesota Recruiting and Staffing Association
- Minnesota Restaurant Association
- Minnesota Retailers Association
- Minnesota Service Station & Convenience Store Association
- River Heights Chamber of Commerce
- TwinWest Chamber of Commerce
- Warehouse District Business Association

submit: SUBMIT

Maze, Haila R.

From: Anneka Kmiecik <anneka.k@gmail.com>
Sent: Friday, September 18, 2015 6:57 PM
To: Working Families
Subject: Comments on Working Families Agenda

Hello,

I would like to register my overall **support for the Minneapolis Working Families Agenda.**

After reading through the various proposals, I do have one concern. It is in regard to the requirement to pay overtime for a day exceeding 8 hours. In principle I understand the reasoning, however I also know that there have been times, especially in restaurant work, where I preferred to have have 4 days of 10 hours so that I would earn full time benefits but have three full days off. I would not like to discourage employers from offering this option to employees that desire it and I worry that a blanket requirement of overtime pay for any shift over 8 hours would do just that. I also worry that it could hurt small, independent business owners who must figure out how to adequately staff their stores. There are instances where business hours plus the time required before opening and after closing will exceed 8 hours but not by so much that it makes sense to divide the day into numerous shifts. As the council moves forward on this plan, I hope that they ensure this requirement is in the best interest of all types of workers and businesses in Minneapolis.

Thank your your time and attention to my comments and also for all the hard work and care that is going into supporting Minneapolis Working Families through this agenda.

Sincerely,
Anneka Kmiecik

Maze, Haila R.

From: Barbara Knox <barbaraknox23@gmail.com>
Sent: Thursday, October 08, 2015 12:40 PM
To: Working Families
Cc: Frey, Jacob
Subject: please vote no

City Council Members:

Please table this ill-conceived Working Families Agenda, which will create a storm of unintended consequences. Not all businesses are created equal; let's allow all of them to thrive in a welcoming, supportive environment that will ultimately nurture workers in a far more effective manner than such meddlesome rules ever will.

Thank you.

Barbara Knox

barbaraknox23@gmail.com

[O]: 612-706-0436

1507 3rd St NE, Mpls, MN 55413

Maze, Haila R.

From: Christopher Kornmann <bounce@list.momsrising.org>
Sent: Wednesday, September 30, 2015 7:11 PM
To: Working Families
Subject: Please pass the Working Families Agenda!

Dear Minneapolis City Council Members,

I'm writing to urge you to act quickly to pass the Working Families Agenda. Earned sick time is important to my family and all Minneapolis workers because it boosts public health, family economic security, and our city's economy.

I'm counting on you!

Sincerely,

Christopher Kornmann
Minneapolis, MN

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of kennethkoski@gmail.com
Sent: Thursday, October 15, 2015 11:46 AM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

I support the Working Families Agenda and guaranteeing all workers earned sick & safe time and protection from wage theft.

Sincerely,

Kenneth Koski
1657 Edmund Ave W
Saint Paul, MN 55104-2237

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of kennethkoski@gmail.com
Sent: Friday, October 16, 2015 10:11 AM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

I support the Working Families Agenda and guaranteeing all workers earned sick & safe time and protection from wage theft.

Sincerely,

Kenneth Koski
1657 Edmund Ave W
Saint Paul, MN 55104-2237

Maze, Haila R.

From: Ben Koster <benkoster@hotmail.com>
Sent: Tuesday, October 13, 2015 6:40 PM
To: Working Families
Subject: "Working Families" legislation

This ordinance is an absolute disaster for the city of Minneapolis. The city council is clearly in cahoots with the SEIU union in a brazen attempt to help them gain more members and dues and they all should be ashamed of themselves for ramming this nonsense down the residents and the business owners throats. If this thing passes, I truly hope most businesses abandon Minneapolis for a surrounding city with saner leadership.

Ben Koster

Maze, Haila R.

From: Wayne Kostroski <wayne@cuisineconcepts.com>
Sent: Wednesday, October 14, 2015 9:22 AM
To: Working Families
Subject: Regarding the proposed ordinance

Please take a step back, take a breath, take an objective look at what you are proposing, and slow down in order to get only your most important , and only needed objective achieved.

Here is what I mean...

There is the Earned Sick Time objective, and there is the Fair Scheduling objective. Both noble to some, both needed by some of the population, but they should not be tried to be passed in the same effort. They differ significantly in their timing, and in their "need " for action.

I personally don't have as much of an issue as an employer in taking a look at how Sick Time could be better handled across the board in the work force world. However, trying to come up with a solution that is the solve all is not the answer. Take your time, look at what is really needed, and who really needs to be assisted. This is not a broad workforce problem, and in some form has been around for a while. Let's first get something established that qualified persons who work as good workers, who want to stay in a job, and who want to do a good job for what they signed up for. Have length of time at a place of employment be one of the keys that allows a worker to qualify for benefits because they were earned. In it's current form, this proposal is trying to provide significant SickTime pay just because they have a job. Instead, look at it as earned by good performance, rather than because a smaller portion of the workforce feels entitled to get this benefit simply because they have been at a job.

On the Fair Scheduling, please, talk to many more employees. There is NOT a scheduling problem large enough currently to merit an ordinance that is aimed at a few less than quality employers and employees who may be forced into schedules that they perhaps should not be. There IS a relationship in every good business that demands that good employers take good care of their performing employees. Do you know why? Because currently those employees who are not being satisfied by their schedule already have the ultimate tool of resolution. They can leave. Listen to the employers comments over the past number of weeks; the common thread is that every one of them is looking to hire good , on time, get-the-job done employees. And if they are fortunate to hire one, they truly have to work hard to keep them comfortable in their schedule in order to keep them. We are in a very challenging job market period; let the marketplace continue to solve the needs of scheduling according to their actions of how they work with their good employees. Frankly, there is NOT a large problem here; and why is the City Council spending so much time trying to solve a problem that does not exist; and, that already has means of solutions the way it currently is.

And lastly, slow down. Mayor Hodges did indeed announce some of her plans in the State of the City address back in the spring. However, there is NO urgency for the Fair Scheduling ordinance to be brought forward any time soon. Gather more true and accurate information. And, why in the world does this need to be an ordinance. Why not start out with providing suggested guidelines for employees and employers to look at and perhaps implement for a while. See how it goes; get accurate and unbiased feedback; add more input to the guidelines; monitor the progress.

Passing an ordinance in a hasty matter on something that is not a problem for the vast majority of the employee force in Minneapolis is not good government. Let's turn attention to problems that do exist and that do affect more people in Minneapolis ... roads, safety, city services, family counseling Please, take a more practical look before you move this forward any more; take the political agenda off the table and do what is actually needed .

Thank you.

Wayne Kostroski
Co Owner
Franklin Street Bakery

Maze, Haila R.

From: Bill Kozlak <bill@jaxcafe.com>
Sent: Tuesday, October 13, 2015 2:51 PM
To: Working Families
Subject: porposal

To whom it may concern,

In regards to you workforce fairness act proposal, I think there is so much that has not been researched. Despite the fact that most don't agree that it is the council's responsibility to mandate private businesses, this bill would do more to set back Minneapolis than it could ever help.

Business owners as myself care deeply for our staff and treat them well despite what some are reporting in the media. How could we possibly ever function and be successful without our staff. What you are not listening to is that most employees in the hospitality industry prefer the scheduling the way it is!!!!

Most prefer to have the ability to take a last minute "cut" and enjoy an extra day off. I would guess I would lose 40%-60% of my waitstaff if they had to commit to a schedule 14 days out. Most let us know last minute when they become available and able to pick up a shift for the house or so another full time employee can enjoy an extra day off. **I am not aware of any business that demands an employee to come in for a shift that they were not scheduled for.** If we pick up a funeral party or others last minute we ASK or OFFER to the most senior employee the opportunity to work the extra shift.

Under this proposal about 1/3 of my kitchen staff could no longer work two jobs as they prefer because they wouldn't be able to be scheduled until after their 11 hours rest even though they would prefer to be scheduled.

If this passes it is **very likely I would have to at a minimum close my business for lunch as these shifts change day to day with reservations and the weather has a major impact. Our staff knows this and they enjoy when they get a last minute cut or will pass it on to someone who wants it. If we close for lunch we would be laying off up to 26 employees.**

I would love the opportunity to discuss the finer details of your proposal.

Best Regards,

Bill Kozlak

Bill Kozlak

bill@jaxcafe.com Bill Kozlak

bill@jaxcafe.com

Maze, Haila R.

From: Brock, Lisa A on behalf of Reich, Kevin A.
Sent: Wednesday, October 07, 2015 2:13 PM
To: Working Families
Subject: FW: Working Families Agenda Support

Lisa Brock
Council Associate
Minneapolis City Council – First Ward
612-673-2201
Lisa.brock@minneapolismn.gov

Subscribe to Ward 1 E-Mail Updates [HERE](#)

From: Cassidy Kraimer [<mailto:kraim004@umn.edu>]
Sent: Wednesday, October 07, 2015 1:14 PM
To: Reich, Kevin A.
Subject: Working Families Agenda Support

Hi Council Member Reich,

My name is Cassidy Kraimer and I live in your ward. I'm writing to let you know that I've been watching the news about the Working Families Agenda and think it's an important step forward for our City. As you are drafting the policy, I encourage you to stand firm on doing something meaningful for working people in Minneapolis. Policies that establish fair scheduling protections, promote full-time jobs, make sure we can take care of ourselves and our families when we're sick and guard against wage theft are good for workers and good for our local economy.

Sincerely,

Cassidy Kraimer

Maze, Haila R.

From: Erin Krebs <campaigns@good.do>
Sent: Tuesday, October 13, 2015 11:01 PM
To: Quincy, John
Cc: Working Families
Subject: Support for Working Families Agenda

Hi John,

I'm just dropping you a line in support of the working families agenda, including the fair scheduling and sick leave provisions. You may know that Lida and I have a 24 year old daughter. She is currently working and going to school part-time. Honestly, I've been amazed at how standards of employment have worsened for entry-level and service sector employees since we were her age. I worked 2 part-time jobs while I was a student at the U. I was busy, but I was able to balance work and school (and parenthood) because I had consistent, reliable work hours. That was normal back then. Now, it's totally routine for employers to expect employees to be available for unpredictable or on-call hours, even for part-time jobs that don't provide nearly enough consistent work to pay the bills. This makes it nearly impossible for people to coordinate two part-time jobs or one job with classes, like I used to do. I realize there may need to be some exceptions for some very small and seasonal businesses, but I truly believe we need fair scheduling rules to allow hard working people to be successful in Minneapolis.

Yours sincerely,
Erin Krebs

This email was sent via do^gooder, a campaign platform that enables people to contact you regarding issues they care about. The FROM field of this email is campaigns@good.do however the email was sent by Erin Krebs who provided this email address: kreb0001@umn.edu

In accordance with web protocol FC 3834 (<http://www.rfc-base.org/rfc-3834.html>) we have included this address in the REPLY-TO field and you should respond to Erin Krebs at that email address.

To learn more about do^gooder visit www.good.do

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of justin.kremer@gmail.com
Sent: Wednesday, October 07, 2015 4:41 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

This is an issue that should be no question for you, since this is something that directly affects such a large portion of your constituency.

No one working in Minneapolis should be forced to make impossible choices -- like whether to stay home with a sick child or lose a paycheck. Or rearranging your childcare, transportation, and sleep schedule to take a shift that starts just hours after the last one ended.

And when you do work, no one should have their wages stolen by their employer.

That's why it's time to ensure all workers in Minneapolis can earn paid sick & safe time, have a fair workweek, and are protected from wage theft.

Thank you for your work to pass the Working Families Agenda. I'm counting on you to make the city a better place for all of us.

Sincerely,

Justin Kremer
3647 Vincent Ave N
Minneapolis, MN 55412-1846

Maze, Haila R.

From: Meg Krueger <campaigns@good.do>
Sent: Saturday, October 03, 2015 5:51 PM
To: Working Families
Subject: Support for Working Families Agenda

Dear Councilman Johnson,

I, Meg Krueger, stand in support of hourly workers and in support of the city of Minneapolis passing the "Working Families Agenda" this year. It is critical for Minneapolis to set the standard of living and equity for the rest of the metro area. I urge you to make this a priority.

Yours sincerely,
Meg Krueger

This email was sent via do^gooder, a campaign platform that enables people to contact you regarding issues they care about. The FROM field of this email is campaigns@good.do however the email was sent by Meg Krueger who provided this email address: megkrueger27@gmail.com

In accordance with web protocol FC 3834 (<http://www.rfc-base.org/rfc-3834.html>) we have included this address in the REPLY-TO field and you should respond to Meg Krueger at that email address.

To learn more about do^gooder visit www.good.do

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of skyler.kitty@gmail.com
Sent: Wednesday, October 07, 2015 10:11 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

Minneapolis can do better.

No one working in Minneapolis should be forced to make impossible choices -- like whether to stay home with a sick child or lose a paycheck. Or rearranging your childcare, transportation, and sleep schedule to take a shift that starts just hours after the last one ended.

And when you do work, no one should have their wages stolen by their employer.

That's why it's time to ensure all workers in Minneapolis can earn paid sick & safe time, have a fair workweek, and are protected from wage theft.

Thank you for your work to pass the Working Families Agenda. I'm counting on you to make the city a better place for all of us.

Sincerely,

Roger Kruse
1906 Clinton Ave
Minneapolis, MN 55404-2765

Maze, Haila R.

From: Carol Krush <carol.krush@gmail.com>
Sent: Wednesday, September 30, 2015 8:00 PM
To: Working Families
Subject: paid sick time

Dear City Council members:

I am very much in favor of the paid sick time for employees proposal to be voted on soon--I hope you will cast a yes vote for the proposal!

Sincerely,

Dr. Carol Krush

Maze, Haila R.

From: City e-mail form - Do not reply
Sent: Monday, October 19, 2015 8:24 PM
To: Dahler, Ken; Ziring, Emily
Subject: Ward 13 Contact Form

City of Minneapolis

Name * Rupa Ryan Kryzer
Email * ruparyan83@gmail.com
Phone (651) 341-2937
Phone Type Cell
Address 4549 Aldrich Ave S
City Minneapolis
State MN
Zip 55419

Question/Comment * Dear Linea Palmisano, I am writing to you with an urgent request to support Earned Sick and Safe Days. As a gainfully employed individual, who also works in the human resources field, I see the value to families being able to take time off work to care for themselves and their families. No one should live in fear of being fired to take care of their loved ones. Cam Gordon, Elizabeth Glidden, Alondra Cano and Lisa Bender have shown their leadership on this issue. Will you? Thanks for your thoughtful consideration.
Rupa Ryan Kryzer

This is an email generated from the City of Minneapolis website. * Required fields are indicated with an asterisk.

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of kujawake@msn.com
Sent: Wednesday, October 07, 2015 10:56 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

Minneapolis can do better.

No one working in Minneapolis should be forced to make impossible choices -- like whether to stay home with a sick child or lose a paycheck. Or rearranging your childcare, transportation, and sleep schedule to take a shift that starts just hours after the last one ended.

And when you do work, no one should have their wages stolen by their employer.

That's why it's time to ensure all workers in Minneapolis can earn paid sick & safe time, have a fair workweek, and are protected from wage theft.

Thank you for your work to pass the Working Families Agenda. I'm counting on you to make the city a better place for all of us.

Sincerely,

Kevin Kujawa
5236 47th Ave S
Minneapolis, MN 55417-2312

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of kull0029@umn.edu
Sent: Saturday, October 10, 2015 1:01 AM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

Minneapolis can do better.

No one working in Minneapolis should be forced to make impossible choices -- like whether to stay home with a sick child or lose a paycheck. Or rearranging your childcare, transportation, and sleep schedule to take a shift that starts just hours after the last one ended.

And when you do work, no one should have their wages stolen by their employer.

That's why it's time to ensure all workers in Minneapolis can earn paid sick & safe time, have a fair workweek, and are protected from wage theft.

Thank you for your work to pass the Working Families Agenda. I'm counting on you to make the city a better place for all of us.

Sincerely,

Harmony Kuller
15 S 1st St # A1414
Minneapolis, MN 55401-1854

Maze, Haila R.

From: Farley, Zachary
Sent: Tuesday, October 13, 2015 12:10 PM
To: Working Families
Subject: FW: WFA

-----Original Message-----

From: Michael Kurian [<mailto:mkurian23@gmail.com>]
Sent: Tuesday, October 13, 2015 12:02 PM
To: Frey, Jacob; Ritchie, Heidi; Farley, Zachary
Subject: WFA

Hello,

You do not know who I am, but you know a lot of my close friends, whom I consider family. I wanted to send you my thoughts to the WFA proposal. I've been an employee in the service industry for roughly ten years and had no intention on leaving until recently. This proposal that is circulating could potentially mean the end of my days serving visitors and the residents in your ward. I live in the north loop and I work at the loop bar downtown. I moved downtown into ward 3 because I love the energy and spirit of it. I feel like the bars, restaurants, and other entertainment industries are the major reasons why downtown is what I consider the heart of the state. If this proposal passes, I feel like my whole life would change for the worst. First of all, I wouldn't be able to count on a reliable wage, there's no way I'd be able to live downtown and enjoy my days off. I'd have to move, I'd have to find another job to supplement my lifestyle. I feel like I'm being attacked by you guys in office, and I don't know why! I can honestly tell you that there is not one single person that I work with, or associate with that wants this bill to pass. Why would you pass something that affects the people when we don't want it? Why do you think you can attack business owners and penalize them for trying to bring money into this city? I would really like to hear your thoughts on this, and I really look forward to the next election.

Thank you for your time,

Sincerely,

Michael M Kurian