

Maze, Haila R.

From: Ziring, Emily
Sent: Friday, October 09, 2015 5:25 PM
To: Working Families
Cc: Palmisano, Linea
Subject: Fw: Ward 13 Contact Form (Working Families)

From: no-reply@minneapolismn.gov <no-reply@minneapolismn.gov>
Sent: Friday, October 9, 2015 4:49 PM
To: Dahler, Ken; Ziring, Emily
Subject: Ward 13 Contact Form

City of Minneapolis

Name * Alanna Tabaka
Email * alannatabaka@yahoo.com
Phone (952) 334-7728
Phone Type
Address 6013 Logan Av S
City Minneapolis
State MN
Zip 55419

Question/Comment * I am opposed to the Working Family Agenda that has been proposed. Please honor the business people in this city, especially the restaurant owners. You will drive business away and the jobs that go along with it. I am sure Mayor Coleman will welcome these businesses with open arms.

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

Maze, Haila R.

From: William Tajibnapis <wtajibnapis@comcast.net>
Sent: Wednesday, September 23, 2015 8:42 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.

I understand that in certain industries (medical, airlines) forced overtime is necessary. But too many companies are making unpredictable schedules business as usual. Wage theft is also a real problem, especially in the long-haul trucking industry.

Finally, paid sick leave is a public health requirement.

William Tajibnapis
3722 Grand Ave S
MINNEAPOLIS, Minnesota 55409-1119

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of wtajibnapi@comcast.net
Sent: Thursday, October 08, 2015 7:01 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

Dear Elizabeth:

Thank you for co-sponsoring the Working Families Agenda. I heartily agree that working people need schedule stability. However, some leeway has to be created for "the needs of service." When I worked as a gate agent for NW Airlines (unionized) we had forced overtime (by seniority) in the event of a serious service disruption. This was absolutely necessary, but of course we were paid overtime. A person could request to be exempted for extenuating circumstances, such as child care. So some tweaking is in order.

On the other hand, it is scandalous that paid sick leave is not a requirement. Do we really want food service and restaurant workers to come to work sick because they can't afford not to.

Sincerely,

William Tajibnapi
3722 Grand Ave S
Minneapolis, MN 55409-1119

Maze, Haila R.

From: Farley, Zachary
Sent: Tuesday, October 06, 2015 8:54 AM
To: Working Families
Subject: FW: Working Families Agenda Proposals

From: Joseph Tamburino [mailto:JTamburino@caplanlaw.com]
Sent: Monday, October 05, 2015 5:28 PM
To: Frey, Jacob
Cc: Ritchie, Heidi
Subject: Working Families Agenda Proposals

Hi Jacob:

I would like to let you know that I am not in favor of the Working Family Agenda Proposals ("Proposals"). I understand that the Proposals basically address two employment areas: sick time policies and notification of work/schedule changes. Please understand that at my small law firm (7 employees) we already provide a generous benefits package. We provide full medical, dental, 20 days of Personal Time Off (which can be used for sick and/or vacation), and parking. However, my overall objection to the Proposals is that such workplace regulations are best left to the state and federal government rather than a municipality. If Minneapolis adopts the Proposals, it will hurt private businesses.

The following are my objections to the Proposals.

Sick Time:

1. Impractical for PTO (Personal Time Off) situations. The Proposals do not address PTO situations. Many employers allow employees to have a set amount of PTO days every year that can be used by an employee for any reason. By mandating that 1 hour of sick time must be accrued for every 30 hours worked, the Proposals would basically eradicate PTOs.
2. Restrict employee's ability to use most or all of his/her PTO days for sick time. A full-time 40 hour per week employee works approximately 2,000 hours a year. The Proposals would mandate that a full-time employee receive approximately 69 hours (8 days) of sick time for working the whole year. Therefore, an employee who has 20 days of PTO every year would be prohibited from using more than 8 days of sick time each year. (Note: in some situations, the Proposals would limit employees from using more than 40 hours of sick time each year.)
3. Extremely burdensome for very small businesses. Minneapolis is filled with private businesses that employ less than 10 people. Just walk through the skyways and you will see seamstress shops, coffee shops, yogurt stores, candy and popcorn stores, shoe shine booths, sushi shops, and many other businesses that simply could not afford to pay employees under the accrued sick time policy of the Proposals.
4. Burdensome regulations on family businesses. The Proposals would unnecessarily interfere with local family businesses like the vendors at the many farmers' markets around the city. Would vegetable vendors who employ their children (many of whom are young adults) be mandated to give their children accrued sick time?
5. Pooled sick time between disparate and non-financially related businesses is nonsense. How would that work? Would the sushi store owner be forced to work with and share information with the yogurt store owner because of a cashier who worked sporadically for both employers over the last year?

Scheduling:

1. The 28 day advance notice for work schedules and 24 hour notice for changes are unworkable and unrealistic for the service industry. I am very familiar with the service industry. I have worked in the service industry (waiter, bar-back, fry-cook) for years when I was young and in school, my children are now working in the service industry in their young adult years, and I have friends who own restaurants. It is not realistic to expect a small coffee or ice cream shop owner to be able to predict the exact schedules of her employees a month in advance. And it certainly is not possible for such small business owners to give 24 hour notice for all work schedule changes. Anyone who has worked at a bar or restaurant knows this is true.

First example: An ice cream shop owner at the start of April would not be able to predict the exact schedules for employees a month in advance. The business is fickle; really busy on nice warm days, dead on cold rainy days. Most of the time, schedules are completed one week in advance. Why should a small business be penalized for not being able to have set schedules a month in advance?

Second example: A number of employees show up for their work shift at an ice cream shop. Business has been very busy for a few days and then on this particular day business is almost non-existent, so the owner lets a few employees go home at the beginning of their shift. That owner made a responsible decision but his actions would be in violation of the Proposals. That's ridiculous.

2. The 24 hour advance notice requirement for schedule changes are not feasible in any work-place. Even in my small firm where schedules are known months in advance and changes are rare, there are still various unpredictable situations that occur and cause an employee's schedule to change within hours. A small business should not be punished for unforeseen events that necessitate a quick schedule change.

3. Forcing small business owners to give/pay employees extra hours as a penalty for violating the 24 hour notice requirement, would be an unnecessary and unfair financial burden.

The Proposals, though well-intentioned, do not make good public policy. It will deter new businesses from starting in the city and potentially drive businesses to relocate out of the city. If the Proposals are enacted, why would a small accounting or real estate firm open an office in Minneapolis when they could simply locate to St. Louis Park, Edina, or Bloomington and avoid the Proposals' burdensome regulations?

Please let me know your position on the Proposals.

I truly appreciate your attention to this matter.

Thank you,

Joe Tamburino

525 Lumber Exchange Building

10 South Fifth Street

Minneapolis, MN 55402

Phone: (612) 341-4570

Fax: (612) 341-0507

www.caplantamburino.com



Maze, Haila R.

From: Bobby Tarnowski <bobby.tarnowski@comcast.net>
Sent: Friday, October 16, 2015 5:23 PM
To: Working Families
Subject: Working Families Agenda (WFA)

As the owner of a small franchise business in Mpls with 4 employees, I wanted so share my thoughts in opposition to the portion of your proposal specifically concerning paid sick time.

First, my business is only open about 25 hours per week, evenings and weekends, and so it is at best a part-time opportunity for the employees. I do not require employees to work all of those hours, and so the people who are interested in working in my business are those who care more about being able to work only a few days/hours each week, in other words more about being able to flex their work schedules around other more important things in their life (most are either college students or retirees, so school/homework and friends/family are their primary concerns) than about getting paid sick time. In fact, very few of the people who apply for employment with me who are even able/willing to work more than 15 hours per week.

My business serves school-aged kids, and so I have no interest in a sick employee working with them. Therefore a sick employee is never under any pressure to show up for work. Because of the very part-time workloads of my employees (the average is about 10-12 hours/week, or range from 4-20 hours/week individually), when an employee is sick there is almost always one of our other employees happy to come in to work in their place, to pick up extra hours/pay, and in the rare instances when there are not, it is relatively easy for us to handle things a little short handed. Just as everyone gets sick from time to time, everyone also is glad to occasionally be able to get extra hours.

If this policy is implemented, I would find it necessary to do two things, neither of which would be beneficial to my employees.

First, you must know/expect that new employee starting wages and current employee wage increases would be negatively affected. I'm certain this would be a greater concern for them than the upside of getting sick pay, not to mention the hassle of whatever would be required proof from doctors, etc., for the occasional hours it would ever be an issue for them.

The second change is that to minimize the added impact to my time and business financials, I would expect to require that employees work more, if not even all weekly hours . Unfortunately, I expect this would make it harder for me to find a replacement for a sick employee, so clearly I'd have to find some middle ground for the sake of my business/customers. But either way, there is a real segment of people who really want to work only a couple days/hours each week and they would be less likely able to find work that would provide that for them. Certainly at my business, and I would expect also at most others like mine.

So, if you're trying to do good for more people, and I'm sure you are, then at least recognize that for the type of employees that I am able to serve in my business, I would suggest that the paid sick time policy would not accomplish that goal and instead would diminish their opportunities and primary job needs/interests.

For these reasons, I implore you to hold off in implementing your proposal. Personally, I'd prefer that you drop it altogether. At the very least, I hope you will consider my points and understand that maybe something other than a one-size-fits-all approach would be appropriate and better. I recommend that you allow more time to engage with more owners and employees like mine and try to find ways to modify your proposal that would better benefit the many varied needs of employees and business owners alike.

Sincerely,
Bobby Tarnowski
Mathnasium Franchisee

Maze, Haila R.

From: Alena A Temple <bounce@list.momsrising.org>
Sent: Wednesday, September 30, 2015 4:32 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,

Alena A Temple
Minneapolis, MN

**Tell the City Council:
Minneapolis working people need fair
scheduling and paid sick days.**

Name	Jon Sorenson
Address	4845 13 th A1S
ZIP	55417
Where you work	Hopkins
Phone	612 708 2390
Email	nojmike@earthlink.net

Tell the City Council why. Make it personal:

To keep families & communities healthy
we need paid sick days.

RETAIL
WORKING AMERICA



**Tell the City Council:
Minneapolis working people need fair
scheduling and paid sick days.**

Name	Megan Macdonald
Address	4805 12th Ave S
ZIP	55419
Where you work	Minneapolis Public Schools
Phone	7655326440
Email	faithsymbol@hotmail.com

Tell the City Council why. Make it personal:

*Equitable work and labor should
result in equitable time off as needed
for all classes of wage earners.*

RETAIL
WORKING AMERICA



**Tell the City Council:
Minneapolis working people need fair
scheduling and paid sick days.**

Name	Kim Bahheller
Address	4733 12th Ave S
ZIP	55407
Where you work	at home
Phone	612-251-1316
Email	kbahheller@gmail.com

Tell the City Council why. Make it personal:

People should be able to take care of themselves and their loved ones before taking care of their employer.

RETAIL
WORKING AMERICA



**Tell the City Council:
Minneapolis working people need fair
scheduling and paid sick days.**

Name	Danny Olson
Address	4740 11th Ave S
ZIP	55407
Where you work	Weber Shandwick
Phone	(952) 250-9026
Email	daniel.kim.olson@gmail.com

Tell the City Council why. Make it personal:

Everyone should have access to good jobs + good health

RETAIL
WORKING AMERICA



**Tell the City Council:
Minneapolis working people need fair
scheduling and paid sick days.**

Name	Neerja Sharma
Address	4712 11 th Ave. S.
ZIP	55407
Where you work	BESTBUY.COM
Phone	612-388-8422
Email	neerjasheniff@visi.com

Tell the City Council why. Make it personal:

Corporate responsibility

Corporations giving back to the
community.

RETAIL
WORKING AMERICA



**Tell the City Council:
Minneapolis working people need fair
scheduling and paid sick days.**

Name	Joe Widmer
Address	4720 12 th Ave S.
ZIP	55407
Where you work	1099
Phone	651.274.0505
Email	horacewidmer@gmail.com

Tell the City Council why. Make it personal:

For many years I worked
in the service industry.
Fair scheduling and paid sick
are basic human rights and
it's taken too long. Do this
for strong families.

Joe

RETAIL
WORKING AMERICA



**Tell the City Council:
Minneapolis working people need fair
scheduling and paid sick days.**

Name	Ally Cander
Address	4741 Elliot Mpls
ZIP	55407 55407
Where you work	U3M
Phone	
Email	allyson.cander@gmail.com

Tell the City Council why. Make it personal:

Everyone deserves paid sick days —
especially those ~~in~~ with
more disadvantages.

RETAIL
WORKING AMERICA



**Tell the City Council:
Minneapolis working people need fair
scheduling and paid sick days.**

Name	Susan Trent
Address	4801 Elliot Ave
ZIP	55417
Where you work	
Phone	612-827-1550
Email	

Tell the City Council why. Make it personal:

Everyone needs personal days -
AND - on - minimum wages

RETAIL
WORKING AMERICA



**Tell the City Council:
Minneapolis working people need fair
scheduling and paid sick days.**

Name	GREG Newgard
Address	4828 Elliott Ave
ZIP	55417
Where you work	Brooklyn Center
Phone	
Email	gregnewgard@yahoo.com

Tell the City Council why. Make it personal:

Everyone has the need to be
physically and mentally prepared.

RETAIL
WORKING AMERICA



**Tell the City Council:
Minneapolis working people need fair
scheduling and paid sick days.**

Name	Laura Zimmermann
Address	4824 Elliot Av
ZIP	55417
Where you work	self employed
Phone	612 644 0884
Email	LauraZim@outlook.com

Tell the City Council why. Make it personal:

I want to live in a
city where we expect
humane, fair + reasonable
employment policies from all
our businesses.

RETAIL
WORKING AMERICA



**Tell the City Council:
Minneapolis working people need fair
scheduling and paid sick days.**

Name	Linda Hageman
Address	4120 Elliot Ave So
ZIP	55407
Where you work	Park Nicollet Clinic
Phone	9612-822-7338
Email	Kim and Linda @ msn.com

Tell the City Council why. Make it personal:

People should be able to feel like they can stay home when they are sick + not have to worry about that day of missed wages so they can take care of their own health.

RETAIL
WORKING AMERICA



**Tell the City Council:
Minneapolis working people need fair
scheduling and paid sick days.**

Name	Bina Elliott
Address	4737 10th Ave S
ZIP	55401
Where you work	Target
Phone	
Email	

Tell the City Council why. Make it personal:

Need to provide equal opportunity for paid
sick time.

RETAIL
WORKING AMERICA



**Tell the City Council:
Minneapolis working people need fair
scheduling and paid sick days.**

Name	Hardin
Address	4815 Ten M ave S
ZIP	55417
Where you work	Health care out of state
Phone	
Email	susanhardin@mc.com

Tell the City Council why. Make it personal:

Would urge attention to making
sure people / workers can get
sick days when needed.

RETAIL

WORKING AMERICA



**Tell the City Council:
Minneapolis working people need fair
scheduling and paid sick days.**

Name	SCHMID
Address	4825 10 TH AVE SOUTH, MPLS, MN
ZIP	55417
Where you work	
Phone	612.822.3398
Email	

Tell the City Council why. Make it personal:

SIGNIFICANT CONCERNS RE: EDUCATION IN
MINNEAPOLIS, AM FAIR WORKING CONDITIONS IN
REGARDS TO FAIR + EQUITABLE PAID SICK LEAVE.

RETAIL
WORKING AMERICA



**Tell the City Council:
Minneapolis working people need fair
scheduling and paid sick days.**

Name	Traci Capesius
Address	4813 13 th Ave. S., Mpls
ZIP	55417
Where you work	PDA, Inc.
Phone	612-245-2687
Email	traci@Capesius.com

Tell the City Council why. Make it personal:

Everyone needs the chance to take time off of work to take care of their own health & the health of their family members.

RETAIL
WORKING AMERICA



Maze, Haila R.

From: Alisa Tennessen <atennessen@workingamerica.org>
Sent: Friday, October 16, 2015 5:13 PM
To: Working Families
Subject: Comments from Supporters of the Working Families Agenda
Attachments: Untitled018.PDF

Hello,

Over the past months Working America has been speaking with thousands of workers and residents of Minneapolis. We are finding a great deal of common-sense support for the Working Families Agenda. Far too many people in Minneapolis lack predictable, stable and livable schedules and do not have earned sick time - this causes very serious difficulty in their life.

Please find attached 15 comments of support.

**Tell the City Council:
Minneapolis working people need fair
scheduling and paid sick days.**

Name	Carolyn Peterson
Address	4540 - 3rd Ave So.
ZIP	55419
Where you work	Retired
Phone	612-822-5913
Email	

Tell the City Council why. Make it personal:

Accrual of Sick leave for those who don't have
it is an important issue for the well
being of all workers. This comes down to
simple decency & fairness in the
workplace.

RETAIL
WORKING AMERICA



**Tell the City Council:
Minneapolis working people need fair
scheduling and paid sick days.**

Name	Selena Nolen
Address	4516 3 rd Ave. S -
ZIP	55419
Where you work	Urgent Care
Phone	612 481 9068
Email	Selena47@yahoo.com

Tell the City Council why. Make it personal:

Ask them to work without sick days?
Go hourly not salary? If this is not
fair for them, then why is it fair for
others?

RETAIL
WORKING AMERICA



**Tell the City Council:
Minneapolis working people need fair
scheduling and paid sick days.**

Name	Annie Greer
Address	4404 3 rd Ave South
ZIP	55419
Where you work	MN Quality Care
Phone	(612) 823-5550
Email	agreer-mqc@yahoo.com

Tell the City Council why. Make it personal:

I feel it will help people with knowing they are keep their jobs even when they need to request time off due to health reasons.

RETAIL
WORKING AMERICA



**Tell the City Council:
Minneapolis working people need fair
scheduling and paid sick days.**

Name	Kyle Solberg
Address	4428 3rd Ave S, Minneapolis
ZIP	55419
Where you work	Mer-jet
Phone	612 327 2665
Email	KyleSolberg80@yahoo.com

Tell the City Council why. Make it personal:

Everyone should have access to a good job with
paid time off.

RETAIL
WORKING AMERICA



**Tell the City Council:
Minneapolis working people need fair
scheduling and paid sick days.**

Name	Heather Markun-Heard
Address	4509 2 nd Ave S.
ZIP	55419
Where you work	
Phone	612 816 9321
Email	hmarkunheard@yahoo.com

Tell the City Council why. Make it personal:

When I worked as a server, it was impossible to take sick days. And as a full time student, the income is completely necessary and you can't lose any chance to make money.

RETAIL
WORKING AMERICA



**Tell the City Council:
Minneapolis working people need fair
scheduling and paid sick days.**

Name	Griffin Larson
Address	3921 30th Ave S
ZIP	55406
Where you work	Self employed
Phone	
Email	griffin.larson@gmail.com

Tell the City Council why. Make it personal:

People shouldn't have to work when they are sick. They also shouldn't be expected to do short shifts with little notice!

RETAIL
WORKING AMERICA



**Tell the City Council:
Minneapolis working people need fair
scheduling and paid sick days.**

Name	Brittany Alvarez
Address	3027 39 th Ave So Mpls, MN
ZIP	55407
Where you work	Sex World / Intimate Treasures
Phone	612 272 2061
Email	brittanyalvarez2008@gmail.com

Tell the City Council why. Make it personal:

I work 6 days a week at an adult super store.
I get plenty of hours but I can't call off or
ask for vacation time. I would like for them
to be more open when they change the schedule.
I wish I could live a normal life it's either work
or family it's ~~hard~~.

RETAIL
WORKING AMERICA



**Tell the City Council:
Minneapolis working people need fair
scheduling and paid sick days.**

Name	Amanda Merritt
Address	2718 James Ave James Ave North
ZIP	55411
Where you work	MDiD
Phone	612 231 0565
Email	Amerritt1200@gmail.com

Tell the City Council why. Make it personal:

The point we are trying to make is that when person issue are going on but you aren't able to take care of person issue cause you can't take days off cause you can't miss out on money cause you have bills to paid. they change scheduling when ever they want and that not fair to everyone who has kids an other responsibility.

RETAIL
WORKING AMERICA



**Tell the City Council:
Minneapolis working people need fair
scheduling and paid sick days.**

Name	MARQUALE HURLEY
Address	4129 COLFAX AVE NORTH 2A
ZIP	55412
Where you work	CAMDEN LIQUORS
Phone	612-407-5315
Email	gball122914@g.mnml.com

Tell the City Council why. Make it personal:

~~WORK~~ WORKERS NEED ^{MORE} MONEY & BETTER SCHEDULING
IF MY SCHEDULING WAS BETTER I WOULD BE
ABLE TO SPEND MORE TIME WITH MY FAMILY



**Tell the City Council:
Minneapolis working people need fair
scheduling and paid sick days.**

Name	Laura Perry
Address	4545 2nd Ave S Wpts, MN
ZIP	55419
Where you work	Subway
Phone	952-488-1500
Email	tgerris93@gmail.com

Tell the City Council why. Make it personal:

It will really help people with
low level. It will be great getting
pay when you not feeling well and
get bills pay.

RETAIL
WORKING AMERICA



**Tell the City Council:
Minneapolis working people need fair
scheduling and paid sick days.**

Name	Djano, Gacal
Address	4532 st 3rd Av So MPLS
ZIP	55419
Where you work	
Phone	
Email	

Tell the City Council why. Make it personal: Sick days are very important.



**Tell the City Council:
Minneapolis working people need fair
scheduling and paid sick days.**

Name	Jamoda Alexander
Address	4533 2nd St S
ZIP	55419
Where you work	State of MN
Phone	612 822 0018
Email	Jm Alexander74@hotmail.com

Tell the City Council why. Make it personal:

Tired of low paying jobs



**Tell the City Council:
Minneapolis working people need fair
scheduling and paid sick days.**

Name	Mathew Solace
Address	4437 2nd Ave S.
ZIP	55419
Where you work	
Phone	
Email	

Tell the City Council why. Make it personal:

All workers should receive paid sick days!



Maze, Haila R.

From: Alisa Tennessen <atennessen@workingamerica.org>
Sent: Friday, October 16, 2015 5:17 PM
To: Working Families
Subject: Comments from Supporters of the Working Families Agenda
Attachments: Untitled019.PDF

Hello,

Over the past months Working America has been speaking with thousands of workers and residents of Minneapolis. We are finding a great deal of common-sense support for the Working Families Agenda. Far too many people in Minneapolis lack predictable, stable and livable schedules and do not have earned sick time - this causes very serious difficulty in their life.

Please find attached 13 comments of support.

Maze, Haila R.

From: Alisa Tennessen <alisa.tennessen@gmail.com>
Sent: Friday, October 16, 2015 5:30 PM
To: Working Families
Subject: support for fair scheduling and paid sick days

Not knowing when you are going to have to work - whether you will have enough hours to pay your rent - whether you will be able to attend your kids' birthday party - is an insane employment practice that runs rampant in Minneapolis - I know because I've talked to dozens of affected workers in the last few weeks, who are devastated that city council is giving up on fair scheduling.

There is no recourse for these folks - they can try and find a better employer, but too many employers in Minneapolis hold their employees' time hostage, causing havoc in their lives. And the rent won't wait. They should not have to take the worst option, there should be no employment option as messed up as what workers have to deal with today.

Employee abuse like this is unacceptable, and it is time for our elected officials to take a stand and work towards finding a solution to the rampant problems unfair scheduling causes.

What was being asked of employers during the debate over fair scheduling is not unreasonable - what we are now asking workers to suffer because city council is afraid to take a stand on fair scheduling is completely unacceptable. Employers are ruining people's lives, and I do not want my city to give up on solutions because the corporate-funded opposition (which is smaller in numbers than the voters!) is getting their voice unfairly raised above the voices of workers.

I'm going to continue this fight, and workers will not be silenced.

PS Sick days are a human right, and too many workers are sacrificing

Alisa Tennessen
2803 38th Ave S Minneapolis 55406
6124707880

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of Thomas Tesch
<mailagent@thesoftedge.com>
Sent: Wednesday, October 07, 2015 9:51 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,

Thomas Tesch
4908 17th Ave S
Minneapolis, MN 55417-1210

Maze, Haila R.

From: Katherine Tester <katherine.f.test@gmail.com>
Sent: Tuesday, September 15, 2015 1:11 PM
To: Working Families
Subject: Earned Safe & Sick Time

I want to write and add my voice to advocate for this crucial reform. Every working person has a right to recover from illness without wage and job loss. That is a simple fact. But there are many other aspects of this program that will make our workforce safer and more fair. For instance, workers who are sick or unsafe are unable to perform their jobs safely, which is especially crucial when they work with machinery, food, or people who need care, like halfway house or nursing home employees. Just as every worker has a right to their own safety and health, every Minnesotan has a right to know that those preparing our food or caring for our loved ones are fully healthy and capable of doing their best. This is only one instance where providing basic health and safety protections for workers protects all citizens of our state. Please do your part to make earned safe and sick time a reality.

Katherine Tester

Maze, Haila R.

From: Michael Tezla <bounce@list.momsrising.org>
Sent: Wednesday, September 30, 2015 7:10 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 Tezla
Minneapolis, MN

Maze, Haila R.

From: Thao, Chue
Sent: Friday, October 02, 2015 2:17 PM
To: Working Families
Subject: Working Families Comment

The city should also consider rotating weekend if the department is open 24hrs as some employee weekends but some does not have to. Which is just fair and sharing in the weekend work.

Maze, Haila R.

From: Pete Thelen <pthelen@andrewres.com>
Sent: Monday, October 12, 2015 10:44 AM
To: Working Families
Subject: Health Care Perspective

As a nursing facility and mental health treatment program we operate in a highly regulated industry that must provide care and services to our clients 24 hours a day, seven days a week, 365 days a year. Our schedules are set more than 14 days in advance but are adjusted when employees request time off on short notice, call-in, or have other extenuating circumstances. Some employees request to work a Friday evening and Saturday morning. One size does not fit all with respect to scheduling. This is particularly true in health care settings that are always providing service. We also employ on a part-time basis many of our clients as part of a vocational program. While the vast majority of our workforce earns more than \$15 an hour, some unskilled positions do not. It is unrealistic and unfair to move our vocational program workers to wages to a rate close to positions that require an undergraduate degree. Doing so would likely force us to close our vocational program. Please consider the needs of employers in the city that do not fit neatly into a one size regulatory framework.

*Peter Thelen
Andrew Residence
1215 South 9th Street
Mpls., MN 55404*

WWW.AndrewResidence.com
pthelen@andrewres.com
612-367-8177

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of jlharmening@gmail.com
Sent: Friday, October 16, 2015 8:01 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. These policies are common sense. They are fair. And they are particularly essential as Minneapolis seeks to address the longtime racial disparities that hold our whole city back.

Sincerely,

Jennifer Harmening Thiede
4717 5th Ave S
Minneapolis, MN 55419-5640

Maze, Haila R.

From: Jennifer Harmening Thiede <campaigns@good.do>
Sent: Friday, October 16, 2015 7:46 PM
To: Working Families
Subject: Support for Working Families Agenda

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. As a Minneapolis resident, 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,
Jennifer Harmening Thiede

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 Jennifer Harmening Thiede who provided this email address: jlharmening@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 Jennifer Harmening Thiede at that email address.

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

Maze, Haila R.

From: Serena Thomas <campaigns@good.do>
Sent: Saturday, October 03, 2015 5:10 PM
To: Working Families
Subject: Support for Working Families Agenda

I, Serena Thomas stand in support of hourly workers and in support of the Minneapolis City Council passing the "working Families Agenda" this year because everyone deserve a fair change at jobs with fair wages. This issue with wages being stolen is ridiculous and can not and defiantly should not happen. I want to make sure that we see change happen quickly so we can better this MPLS community.

Yours sincerely,

Serena Thomas

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 Serena Thomas who provided this email address: serena.marie.t@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 Serena Thomas at that email address.

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

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of jjewell.thomas@gmail.com
Sent: Wednesday, October 07, 2015 4:26 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,

Jennifer Thomas
4744 Thomas Ave S
Minneapolis, MN 55410-1834

Maze, Haila R.

From: Sarah Thomas <campaigns@good.do>
Sent: Friday, October 16, 2015 5:20 PM
To: Working Families
Subject: Support for Working Families Agenda

While this will not personally impact me at the moment, there are many it will. For our community in North Minneapolis to continue to grow in prosperity, we need fair scheduling laws. 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,
Sarah Thomas

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 Sarah Thomas who provided this email address: sthomas2093@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 Sarah Thomas at that email address.

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

Maze, Haila R.

From: Erin Thomasson <Erin@redesigninc.org>
Sent: Wednesday, October 14, 2015 1:33 PM
To: Working Families
Cc: Joe Buck (joe@buck-bros.com)
Subject: Response to Working Families Agenda from the Seward Civic & Commerce Association
Attachments: SCCA Working Families Agenda Letters - signed 10-14-15.pdf

To the Working Families Agenda Workgroup,

Seward Civic and Commerce Association, the business association that represents a wide range of businesses in the Seward neighborhood, **strongly opposes** the adoption of the Working Families Agenda as proposed into city policy.

We have been carefully following the discussion regarding the Working Families Agenda where the Council is considering creating an ordinance to require employers of all sizes to pay sick leave to part-time and full-time employees along with extensive scheduling restrictions.

We understand the desire to improve working conditions for all employees in our community. These proposals if adopted will have many unintended consequences that are not good for either the employees or employers. The proposal paints the entire business community with a broad brush to address problems with a few businesses.

The proposals under consideration would insert the city of Minneapolis into the daily operations of thousands of businesses in our community that are not covered by a union contract. The proposals if implemented have a drastic impact on the daily operations of many of our businesses and also add unfunded additional costs.

As we discuss this issue with businesses throughout Seward we have found that many businesses are still not aware of the proposals. In particular many immigrant businesses are unaware of the proposals, as no outreach in languages other than English has been done, to our knowledge. When information regarding the proposals is shared the reaction is strongly negative.

We ask that you help change this discussion from its current direction of creating a new ordinance that forces unworkable operational issues and costs to a positive one that can work for all businesses and their employees and does not involve the city council in the day to day operations of the businesses in Seward.

Sincerely,

The Seward Civic and Commerce Association Board of Directors

Signed copies of this statement have been delivered to Councilmembers Cam Gordon and Abdi Warsame (please see the attached letters).

Thank you,

Joe Buck
SCCA Board President
Owner of Buck Brothers Construction

Erin Thomasson
SCCA Staff Support
Direct: 612.435.0280





Dear Councilmember Abdi Warsame,

Seward Civic and Commerce Association, the business association that represents a wide range of businesses in the Seward neighborhood, **strongly opposes** the adoption of the Working Families Agenda as proposed into city policy.

We have been carefully following the discussion regarding the Working Families Agenda where the Council is considering creating an ordinance to require employers of all sizes to pay sick leave to part-time and full-time employees along with extensive scheduling restrictions.

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We ask that you help change this discussion from its current direction of creating a new ordinance that forces unworkable operational issues and costs to a positive one that can work for all businesses and their employees and does not involve the city council in the day to day operations of the businesses in Seward.

Sincerely,

The Seward Civic and Commerce Association Board of Directors

[Handwritten signatures and names of board members]

Eugene Weinstein
COASTAL SEAFOODS

[Signature]
BUCK BROTHERS CONSTRUCTION

[Signature]
ZIPP'S LIQUORS

[Signature]
Fun City Dogs

[Signature]
Kerry Cashner
Seward Neighborhood Group

[Signature]
Jim Welma
Weld & Howe Paint

[Signature]
SIEWERT CABINET



Dear Councilmember Cam Gordon,

Seward Civic and Commerce Association, the business association that represents a wide range of businesses in the Seward neighborhood, **strongly opposes** the adoption of the Working Families Agenda as proposed into city policy.

We have been carefully following the discussion regarding the Working Families Agenda where the Council is considering creating an ordinance to require employers of all sizes to pay sick leave to part-time and full-time employees along with extensive scheduling restrictions.

We understand the desire to improve working conditions for all employees in our community. These proposals if adopted will have many unintended consequences that are not good for either the employees or employers. The proposal paints the entire business community with a broad brush to address problems with a few businesses.

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We ask that you help change this discussion from its current direction of creating a new ordinance that forces unworkable operational issues and costs to a positive one that can work for all businesses and their employees and does not involve the city council in the day to day operations of the businesses in Seward.

Sincerely,

The Seward Civic and Commerce Association Board of Directors


Bob Brothers Construction

Suzanne Weinstein
COASTAL SEAFOODS


SIEWERT
CABINET


Z. PPS LIQUORS


Fun City Dogs

Ken Carlson
Seward Neighborhood Group

Jim Welser
Welser II Handmade Paint

Seward Civic and Commerce Association - Seward's business community.

2619 E. Franklin Avenue - Minneapolis, MN 55406 - 612-338-8729 - www.sewardbusiness.org

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of thomposturer@gmail.com
Sent: Wednesday, September 30, 2015 12:26 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,

Anthony Thompson
5101 Beard Ave S
Minneapolis, MN 55410-2148

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of thomposturer@gmail.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.

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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,

Anthony Thompson
5101 Beard Ave S
Minneapolis, MN 55410-2148

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of thompsongene@comcast.net
Sent: Wednesday, October 07, 2015 6:31 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,

Gene Thompson
4216 30th Ave S
Minneapolis, MN 55406-3132

Maze, Haila R.

From: Keith Thompson <bounce@list.momsrising.org>
Sent: Wednesday, September 30, 2015 7:08 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,

Keith Thompson
Minneapolis, MN

Maze, Haila R.

From: Guse Grocer <gusegrocer@gmail.com>
Sent: Thursday, October 15, 2015 8:21 PM
To: Working Families
Subject: Paid Sick Time comments

Thank you for asking for small business owners' comments on the issue of paid time off.. If you have never owned a small retail business, you will find it helpful to consider the reality of our lives and the employees who work for us.

My husband and I own two retail stores - a hardware store and a grocery store. Both of those businesses have existed on the corner of 4600 and Bryant Ave. So. for over 100 years. Our neighbors/customers tell us daily how much they appreciate the hard work and care that we put into providing them with friendly and service-oriented stores and employees.

First I'll try to give a picture of our reality of owning the businesses. My husband and I both work 60-70 hours a week doing everything from ordering product, doing massive amounts of paper work, hiring/managing/training our employees and serving our customers.

We have only had 2 vacations in the past 5 years, and we barely have enough money to pay our bills. We are extremely lucky to have good health. We went without health insurance for two years because we couldn't afford it. Often we are exhausted. We keep going because we are hopeful of the future results of our very hard work.

I will use our grocery store to demonstrate the employee reality. Our grocery store is open 364 days a year from 6:30 am to 9:00 pm. We have 4 part-time employees. We pay them a starting wages of \$10 - \$12 an hour. Two of them have worked for us since we opened our store 6 years ago. The other two have worked for us for 3 years. They all choose to work part time, and three of the four employees prefer between 24- 30 hours a week. I provide a two week stable schedule based on the hours they prefer. I also give them free reigns to manage the schedule among themselves including medical appointments.

They all have insurance through other family members. Two of them have some chronic health issues and need unexpected time off.. One has a school aged child and takes time off if she has a school event.

They do a very good job of doing favors for each other to allow for the time off that they need and want. We care about each other. I think it works well for them, and that makes my life easier.

The biggest headache for us is the city demands. Here are a couple of examples:

- Our commercial property taxes have gone from \$6,600 to \$15,000 in the past 10 years.
- City fees have all gone up annually
- This year the city has mandated small grocery stores to offer healthy food to save our city from obesity. Our store offers the healthy foods required even though it takes a lot of time and cost in buying and managing it. I'm lucky to have customers that want healthy food.
- In 2013, the city did major road construction on 46th street and closed the intersection that we are on for three and a half months.

Both of our businesses each lost \$30,000 of sales during that time.

The city also assessed us for over \$13,000.

I hope that these reality checks help you to understand what it is like to be owners of a small business. Our employees were not affected during these hard times. They worked for the same wages, got their time off and lived their lives accordingly.

If the city makes us pay for time off, it might just be the last straw. We can't afford another ongoing expense. When Minneapolis officials talk about how important small businesses are to our city's economy, I understand it in a different way than they intend it,

Terry Thomson

Co-Owner and Co-Manager of Guse Green Grocer and Guse Hardware

Maze, Haila R.

From: Maren Thorstenson <mcthorstenson@gmail.com>
Sent: Thursday, October 01, 2015 11:41 PM
To: Working Families; Reich, Kevin 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: Working Families Agenda

To whom it may concern,

I am in support of the ideas set forth in the Working Families Agenda but 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 longer than 8 hour shift 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, a shift 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.

Sincerely,
Maren Thorstenson

Maze, Haila R.

From: Ryan Thul <rrthul13@gmail.com>
Sent: Friday, October 09, 2015 1:06 PM
To: Working Families
Subject: Working Families Proposed Legislation

> This legislation will make it measurably more difficult to own, manage and operate small businesses. Small business owners create jobs and pay taxes. Many small businesses will close which will eliminate jobs and reduce tax revenue. This legislation will make large chain retail, restaurants and distribution companies (to name a few) more powerful as they continue to crush collective bargaining as they grow more powerful while independent, local and specialized will continue to be pushed out. Large business can absorb additional costs more easily. Large businesses can afford to hire more employees and can absorb the costs of employee turnover. This legislation will limit the vibrant, diverse, creative, hard working essence of Minneapolis.

> Broad stroke legislation like this will not help anyone in the city in the long run.

> Please protect small business in Minneapolis.

> Sincerely,

> Ryan

> South Minneapolis

>

> Sent from my iPad

Maze, Haila R.

From: Julie A. Thurn-Favilla <jathurn@augustanacare.org>
Sent: Wednesday, October 14, 2015 9:50 AM
To: Working Families
Subject: Working Families opposition

Please reconsider this ordinance. It is the most impractical and inoperable proposition as a employer. We care for the sick and elderly and scheduling practices are posted in advance but to meet the needs of our patients, when EMPLOYEES change their schedule with or without our knowledge (a whole different story), to be penalized to meet the needs of our patients and at the desire of employees is ludicrous.

Operationally this ordinance would tie our hands and financially penalize an already financially challenged operation truly jeopardizes our ability to provide care to the extent of potential shut down.

What does that do for our patients in addition to those we employ.

Respectfully,

Julie A. Thurn-Favilla, RN



Julie A. Thurn-Favilla, RN
Corporate Director of SNF Clinical Practice
Augustana Care
1007 East 14th Street, Minneapolis, MN 55404
Direct: 612-238-5277
Mobile: 612-270-0316
Check out our open positions and more at www.augustanacare.org



Maze, Haila R.

From: Farley, Zachary
Sent: Thursday, October 15, 2015 12:26 PM
To: Working Families
Subject: FW: WFA proposal
Attachments: Mayor Betsy Hodges Letter.docx

From: CenturyLink Customer [<mailto:ptierney@q.com>]

Sent: Thursday, October 15, 2015 11:08 AM

To: Reich, Kevin A.

Cc: Frey, Jacob; blong.yang@minneapolis.gov; Warsame, Abdi; Goodman, Lisa R.; Bender, Lisa; Glidden, Elizabeth A.; Johnson, Barbara A. - City Council; Cano, Alondra; Quincy, John; Johnson, Andrew

Subject: WFA proposal

Dear councilman Reich,

I have serious concerns about how the Working Families Agenda will hurt my business. Thanks for taking the time to read my letter.

Sincerely,

Patrick Tierney

October 15, 2015

Mayor Betsy Hodges

Minneapolis City Council

I have been a bartender and waiter in Minneapolis for nearly thirty years. I started in college like many people and from the first night I was hooked. I made \$36 that night at Fowl Play on University Avenue. Thirty six dollars and it was all mine to do with as I pleased! From there I worked my way up the ladder, Sgt. Preston's, The Green Mill and finally Manny's Steakhouse where I've been for the past eighteen years.

I love what I do! It's been a rewarding career, but none of it would have been possible if the scheduling guidelines proposed by the City Council were in place.

Flexible scheduling allowed me to work two jobs when I needed to. It gave me the freedom to pursue my ultimate goal; a job at the best restaurant in town! Manny's Steakhouse. Without the ability to pick up or trade shifts, I would never have had the chance to prove myself.

The restaurant profession was my choice and it can be a tough business. I knew the risks as well as the rewards. If I don't work, I don't get paid. If I broke my leg, then I would rely on friends, family, insurance or savings to get me through, but that's life in our business. And life in general, for that matter. You never know what's ahead, so you'd better be prepared.

While I'm not unsympathetic to hourly employees who feel they are being treated unfairly, it's their fight, not mine. I do not need the city government's protection to ensure a fair schedule. I've worked in harmony with my managers and if they need me, I'm there if I can be. If I need time off for whatever reason, they've provided me that flexibility.

Flexibility, in fact, is the cornerstone of our business. It's the reason many of us were attracted in the first place.

I've worked more hours during the World Series, NCAA Tournaments, U.S. Opens, and a Republican National Convention. I've been called off due to lack of business or bad weather. That's key to keeping the restaurant's I've worked in profitable. For employees forced to work on call, I sympathize with waiting until 2:00 PM until you get called on or off. But with flexible scheduling, if you're called off, you can usually pick up another shift. The fact is the restaurant business is not a perfect working model. It is unpredictable.

Let us work with our managers to our job, and provide a unique dining experience for the city of Minneapolis. City government interference would do irreparable damage.

Sincerely,

Patrick Tierney

110 Bank Street SE #802

Minneapolis, MN 55414

Maze, Haila R.

From: Jim Tjepkema <jimtjepkema@gmail.com>
Sent: Friday, October 02, 2015 4:06 PM
To: Working Families
Subject: Working Family Agenda

Dear Minneapolis City Council,

With regard to the Working Family Agenda I support passing the Working Family Agenda to make our city a safer place, with healthier families and fair treatment for all.

Best wishes,

Jim Tjepkema

Maze, Haila R.

From: City e-mail form - Do not reply
Sent: Thursday, October 08, 2015 9:30 PM
To: Dahler, Ken; Ziring, Emily
Subject: Ward 13 Contact Form

City of Minneapolis

Name * Ann Tobin
Email * bootobin@bitstream.net
Phone (612) 825-4104
Phone Type Home
Address 4827 Aldrich Ave. S.
City Minneapolis
State MN
Zip 55419
Question/Comment * Hi Linea, I am writing to you in support of the “working families agenda.” I am concerned about conditions of employment in Minneapolis – conditions that are beneath the dignity of our great city. I’ve been hearing stories of last minute scheduling, unpaid waiting time, payment through fee-burdened debit cards. These are terrible conditions. As I understand the working families agenda, it simply emphasizes that Minneapolis families can’t be expected to flourish without -reasonably predictable work schedules - safe sick and family leave time -a living wage. This all sounds right to me. If I understand the small business leaders, they are saying they can’t run their businesses under these conditions. But if a business cannot succeed in Minneapolis without imposing undignified, stressful working conditions on employees, they should work out a different business model. This is an important issue for Minneapolis and will make a big statement about our city. Let’s be sure it is the right statement. Please support the working families agenda. All the best, Ann Tobin 4827 Aldrich Ave. S.

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

Maze, Haila R.

From: Gloria Toledo <gloriabtoledo@gmail.com>
Sent: Wednesday, October 07, 2015 5:40 PM
Cc: 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: Working Families Agenda - Comments Attached - Please Review
Attachments: wcms1p-148471.pdf

Minneapolis was recently won "Best Local Food Scene" by USA Today/10 Best beating out New York, LA, Chicago and your muse San Francisco.

My husband I and were born and raised in MN, met at the University of Minnesota and raise our 7 month old daughter in Maple Grove. I work at MN based Medtronic and my husband and I own several restaurants in the Twin Cities, the majority of which are located in Minneapolis. We were thrilled to see Minneapolis making a footprint across the nation as a "foodie destination" and pride ourselves not only on the food and experience we hope to give every guest, but also in the positive way we treat our staff. Our employees are family to us. Literally - as my brother and sister both work at the restaurants. We attend our staff weddings and baby showers. We recently had a fundraiser bringing the service industry together to raise money for one of our chefs who was hit by a drunk driver. We support working families having a fair and safe workplace.

I am writing you because the Working Families Agenda dated September 2015 puts our entire business at risk. If implemented as written, our business as well as many others in Minneapolis will be destroyed. This agenda has very good intentions but is not logical for the food service industry. My husband and I both worked in the restaurants throughout college so we understand scheduling logistics and implementation as an employee as well as the employer. There are several sections in this agenda that MUST be revised to allow local small businesses to survive. I have attached a copy with comments as well as recommendations for change. Please respond acknowledging you have reviewed my comments and any intentions of implementing. If you have any additional questions please do not hesitate to contact me.

Behind the success of every small business, there is a family. Please show your support for local small business and keep Minneapolis growing as the destination for great food.

Regards,
Gloria Toledo, MBA, CCRA
Family Business Owner since 2009
612-735-8216

Working Families Agenda - Earned Sick Time & Fair Scheduling

Draft Proposal Highlights | September 2015

When people working in Minneapolis benefit from fair and safe workplace policies, we all stand to benefit. Currently, people working in Minneapolis may lack earned sick time and predictable work schedules. As a result, they may go to work sick, and don't always get fully paid for the time they work.

Lack of earned sick time can force people to make a difficult choice between getting a paycheck, or caring for themselves or a loved one during illness.

Lack of earned sick time is a serious public health issue. When employees come to work sick, it can impact customers and other employees. Since 2004, more than 208 food-borne illness outbreaks have been linked to employees working while sick in Minnesota. Forty-one percent of employed Minneapolis residents lack access to earned sick time.

Lack of predictability in scheduling and lack of earned sick time disproportionately affects people of color and women, who are often employed in service industry jobs with a high degree of public contact.

Lack of stable and predictable schedules negatively impacts family life and child health, complicates transportation and childcare, and makes it more difficult to pay bills, save for emergencies, and pursue education.

In contrast, access to earned sick time is associated with a number of positive

outcomes including: lower rates of on-the-job injuries; increased use of preventive care; less stress reported by employees; decreased employer health care expenses and decreased costs to publicly funded health care programs.

By improving the predictability and stability of hours and wages, and by providing earned sick time, employers and employees both stand to gain, through improved work productivity, employee and public health, recruitment and employee retention, customer satisfaction, and reduced employer health care costs.

The City of Minneapolis has a long history of supporting a strong economy for all at the local, state, and federal levels and adopting policies that create fair, safe, and healthy standards for working people.

Earned Sick Time Draft Proposals

As of September 4, 2015

Who is Impacted?

Any employer with one or more employees. There is an exemption if a collective bargaining agreement waives the law in clear and unambiguous terms. Existing sick time/PTO systems meeting minimum standards would not be impacted.

Permitted Uses of Earned Sick Time

- a** Mental or physical illness, injury or health condition
- b** Need to seek medical care (including preventative care)
- c** Domestic abuse, sexual assault, or stalking
- d** Care of a family member for any of the above reasons
- e** During weather or other emergency closure of employee's place of employment, or child's school or care center

Notification

Employers may require the employee to provide notice prior to using earned sick time (but not more than 7 days' advance notice) when the use is foreseeable. Documentation can be required if an employee is absent for more than 3 consecutive days.

Flexibility for Employees

Employees may trade shifts rather than use accrued time, and are not required to seek a replacement to cover shifts when they use earned sick time.

Accrual

Employees will earn one hour of sick time for every 30 hours worked starting at first day of work. Employees can use earned sick time after 90 calendar days following the first day of work.

For employers with 21 or more employees: employees may accrue a maximum of 72 hours/year. For employers with fewer than 21 employees: employees may accrue a maximum of 40 hours/year. In all cases unused hours can be carried over year to year, but are not required to exceed the maximum amount. Employers may agree to provide higher amounts.

Worker Protection

Employers will be prohibited from retaliating against an employee and will be required to notify employees of their rights and benefits under this policy.

Working Families Agenda - Earned Sick Time & Fair Scheduling

Draft Proposal Highlights | September 2015

Fair Scheduling Draft Proposals

As of September 4, 2015

Who is Impacted?

All employees would be covered unless a collective bargaining agreement waives the law in clear and unambiguous terms.

Notice of Initial Schedule and Changes

Employees' schedules (including on-call shifts) 28 days in advance.

Employees must be notified of changes within 24 hours of the change being made.

Mutual Consent for Schedule Changes

Employees can decline hours not included in their original schedule without retaliation, and can volunteer for additional hours by consenting in writing. Employers must obtain written consent from employee to add shifts/hours.

Compensation for Schedule Changes

Employees receive one hour of predictability pay for all employer-initiated changes after the schedule is posted.

Protection from Last-Minute Schedule Changes

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.

Right to Adequate Rest

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.

No Discrimination Based on Hours of Work

Employers must offer the same hourly wages, access to time off, and promotion to workers with similar skills and responsibilities, regardless of the hours the employees are scheduled to work. Employers may pay different hourly wages based on other reasons such as seniority, merit, responsibilities, or production.

Right to Request Flexible Schedule

Employees have the right to request a flexible working arrangement at any time, and the employer must promptly evaluate that request. Requests based on employee's serious health condition, caregiving obligations, educational pursuits or second job must be granted by the employer.

Access to Full Time Work

Employers must offer hours to existing employees before hiring new or temporary employees. Employers must pay a retention premium to discourage "zero hours" schedules.

Worker Protection

Employers will be prohibited from firing, demoting, suspending or taking other adverse actions against employees for exercising their rights or assisting others to exercise their rights. Employer bears the burden of proving that an adverse action within one year of protected activity is not retaliatory in nature.

Exemptions

There are exemptions from certain requirements under this policy in case of suspension of business activity due to government recommendation, natural disaster, utility failure, or threats to property or employees.

We welcome your input on these draft proposals.

To submit comments and for more information about these draft proposals, visit
minneapolismn.gov/workingfamiliesagenda

or contact
workingfamilies@minneapolismn.gov

Comments should be submitted no later than October 16, 2015.

Maze, Haila R.

From: Jim Torborg <Jim.Torborg@lejeunesteel.us>
Sent: Tuesday, October 13, 2015 3:08 PM
To: Working Families
Subject: Opposition to Working Families Agenda
Attachments: Oppositon to Working Families Agenda.pdf

For your use.

Jim Torborg
President

118 W. 60th Street ♦ Minneapolis, MN 55419
Direct 612-243-2340 Cell 651-253-7544
Fax 6112-861-2724

LEJEUNE **STRUCTURAL SOLUTIONS**
STEEL COMPANY *Innovative-Professional-Passionate*

LEJEUNE

S T E E L C O M P A N Y

118 W. 60th Street, Minneapolis, MN 55419 ♦ Phone: (612) 861-3321 ♦ Fax: (612)861-2724

October 12, 2015

Mayor Betsy Hodges
350 S. 5th St., Room 331
Minneapolis, MN 55415
Phone: (612) 673-2100

Dear Mayor Hodges and City Council Members:

LeJeune Steel is a Minneapolis based small business that employs approximately 120 individuals representing many ethnicities, backgrounds, faiths and political views. Many of these individuals walked into our business without skills and were provided structured on the job training to allow them to become productive while earning a fair living and learning trade skills that will last a lifetime.

Key to the success of developing this workforce is the flexibility allowed under the present work place rules that **do provide** for fair treatment of the individual. The broad brush Working Families Agenda is not a solution for the working men and women of Minneapolis. It is so restrictive and unmanageable that it will likely serve only to eliminate opportunity in the name of government structure and control.

Please reconsider the Working Families Agenda and do not go forward with this proposal. Our business offers schedule flexibility, sick time, fair work hours and other employee care options superior to what can be legislated with a one size fits all solution.

Sincerely,



Jim Torborg
President, LeJeune Steel Company

Innovative, Professional, Passionate

LEJEUNE

S T E E L C O M P A N Y

118 W. 60th Street, Minneapolis, MN 55419 ♦ Phone: (612) 861-3321 ♦ Fax: (612)861-2724

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Key to the success of developing this workforce is the flexibility allowed under the present work place rules that **do provide** for fair treatment of the individual. The broad brush Working Families Agenda is not a solution for the working men and women of Minneapolis. It is so restrictive and unmanageable that it will likely serve only to eliminate opportunity in the name of government structure and control.

Please reconsider the Working Families Agenda and do not go forward with this proposal. Our business offers schedule flexibility, sick time, fair work hours and other employee care options superior to what can be legislated with a one size fits all solution.

Sincerely,



Jim Torborg
President, LeJeune Steel Company

Innovative, Professional, Passionate

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of michaeljohntracy@gmail.com
Sent: Wednesday, October 07, 2015 3:31 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 Tracy
1528 4th St NE
Minneapolis, MN 55413-1236

Maze, Haila R.

From: Tim Traynor <ttraynor@damico.com>
Sent: Monday, October 05, 2015 2:47 PM
To: Working Families
Subject: Working Families Agenda

I am wondering how these new ordinances will be enforced?? Will schedules need to be submitted to the city?

Tim Traynor
Co-Controller
D'Amico Holding Company
612-317-4222

Maze, Haila R.

From: Helen Trepanier <htrepanier@msn.com>
Sent: Wednesday, September 23, 2015 1:18 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.

Helen Trepanier
5409 Colfax Ave. So.
Minneapolis, Minnesota 55419

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of janetruhlar@earthlink.net
Sent: Wednesday, October 07, 2015 4:51 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,

Jane Truhlar
5033 Thomas Ave S
Minneapolis, MN 55410-2240

Maze, Haila R.

From: Sarah Trull <bounce@list.momsrising.org>
Sent: Wednesday, September 30, 2015 3:55 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,

Sarah Trull
Minneapolis, MN

Maze, Haila R.

From: Dawn Tuveson <bounce@list.momsrising.org>
Sent: Wednesday, September 30, 2015 5:20 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,

Dawn Tuveson
Minneapolis, MN

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of pamela@npa-us.org
Sent: Friday, October 16, 2015 12:56 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,

Pamela Twiss
5244 41st Ave S
Minneapolis, MN 55417-2206

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of wiat0002@umn.edu
Sent: Wednesday, October 07, 2015 4:26 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,

Daniel Uhlenkott
2501 34th Ave S
Minneapolis, MN 55406-4215

Maze, Haila R.

From: heidi uppgard <campaigns@good.do>
Sent: Tuesday, September 15, 2015 2:10 PM
To: Working Families
Subject: Support for Working Families Agenda

I'm with them!

Yours sincerely,
heidi uppgard

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 heidi uppgard who provided this email address: heidiup1@aol.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 heidi uppgard at that email address.

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

Maze, Haila R.

From: heidi uppgard <bounce@list.momsrising.org>
Sent: Wednesday, September 30, 2015 6:57 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,

heidi uppgard
Minneapolis, MN

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of Heidi Uppgaard
<mailagent@thesoftedge.com>
Sent: Wednesday, October 07, 2015 4:11 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,

Heidi Uppgaard
5509 38th Ave S
Minneapolis, MN 55417-2106

Maze, Haila R.

From: heidi uppgard <campaigns@good.do>
Sent: Tuesday, October 13, 2015 12:38 PM
To: Johnson, Andrew
Cc: Working Families
Subject: Support for Working Families Agenda

Especially, please support regular schedules (with adequate notice of those schedules).

Yours sincerely,
heidi uppgard

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 heidi uppgard who provided this email address: heidiup1@aol.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 heidi uppgard at that email address.

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

Maze, Haila R.

From: James Vagle <james@batc.org>
Sent: Thursday, October 15, 2015 5:58 PM
To: Working Families
Cc: David Siegel; James Vagle
Subject: BATC Comment on Working Families Agenda
Attachments: BATC Comments - Mpls Working Families Agenda.pdf

Importance: High

Please find public comment from the Builders Association of the Twin Cities (BATC) on the Working Families Agenda Proposal.

Best regards,

James Vagle
Public Policy Director
Builders Association of the Twin Cities
(o) 651.697.7578
(m) 612.600.6001
james@batc.org





October 15, 2015

To: City of Minneapolis

From: David Siegel, Executive Director, Builders Association of the Twin Cities (BATC)

Re: Minneapolis Working Families Agenda

I am submitting this letter on behalf of the Builders Association of the Twin Cities (BATC), in response to the City of Minneapolis' ("City") release of the *Working Families Agenda* draft proposal ("proposal"). By way of background, BATC represents over 1,100 member firms engaged in all phases of the home building, land development and remodeling industries in the Twin Cities area, including contractors, sub-contractors and suppliers. BATC is dedicated to providing a diverse selection of quality and affordably-priced homes in our region.

The proposal as released in early September has reportedly undergone changes at the direction of its supporters on the Minneapolis City Council. Given the fluidity of the issue and the absence of a formal proposal, BATC limits its comments at this point to the following general observations. We anticipate further, detailed comment should a formal proposal emerge.

General Observations

BATC joins the City in recognizing the importance of fair and safe workplaces. As an association of employers, many of which are headquartered and/or conduct business in Minneapolis, we know that successful companies provide compensation, benefits, wellness plans and workplace environments that attract and retain qualified employees. These businesses and their employees build, remodel, maintain, and develop our housing stock, providing immense value to our fellow residents as well as our local and regional economies.

In the proposal, the City presents a host of measures aimed at creating earned sick-time and predictable scheduling policies. It appears to be a one-size-fits-all policy approach, which is a substantial weakness of the proposal given the diversity of businesses in the City. Moreover, it fails to consider the multitude of ways that employers structure benefits for employees, which go far beyond the focus of sick time and scheduling contained in the proposal.

Creating a unique City policy for earned sick time and scheduling places Minneapolis-based businesses at an unfair advantage compared to other cities in our region. While BATC doesn't advocate for statewide or regional adoption of these policies, considering them as a stand-alone city exacerbates the impact of the policies themselves.

Regarding earned sick time, the distinction for employers at the 21-employee mark is problematic. Many BATC members have 20+ employees on staff and wholly identify themselves as a small business. The accrual maximum of 72 hours of earned sick time is substantial for these who would be asked to shoulder nearly an additional week's pay for each employee, compared to the 40 hour accrual maximum apportioned to small employers. Beyond that distinction, the general discussion about problems with a one-size policy for all employers is again relevant here.

Regarding fair scheduling, the proposal fails to recognize that the construction industry is subject to scheduling changes based on weather, materials, and clients. By their nature, construction schedules are highly volatile and oftentimes not within the control of the employer. Attempting to legislate a singular approach to scheduling for remodeling, homebuilding, or development projects simply won't work. BATC is pleased to see that this portion of the proposal has been removed from further consideration.

In conclusion, we believe proposal as written is unnecessary and fails to capture the nature of the homebuilding and remodeling industry. Any successful employer policy must look at the bigger picture of how a company compensates its employees and what it asks from them in return.

In the construction industry, we are facing a growing labor shortage and we are in competition with unlicensed contractors in an environment with nominal enforcement. This proposal makes it harder for companies who are operating above board to be successful. It encourages more unlicensed work and feeds those companies who operate outside the laws to the detriment of homeowners and small businesses.

BATC looks forward to working with city leaders as we seek ways to maintain strong workplaces and business environments for employers and their employees.

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of mvangorden@hotmail.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,

Marcia Van Gorden
3911 Bryant Ave N
Minneapolis, MN 55412

Maze, Haila R.

From: Dave Van Hattum Dave Van Hattum <campaigns@good.do>
Sent: Friday, October 16, 2015 4:45 PM
To: Working Families
Subject: Support for Working Families Agenda

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.

Workers should earn a fair wage for their work and be able to take an occasional sick day, like public sector employees and most of the working world. I'm personally happy to pay more, if that's what it takes, to see that happen across the board for service workers and others that struggle to get by. Now is the time to ACT!

Yours sincerely,
Dave Van Hattum Dave Van Hattum

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 Dave Van Hattum Dave Van Hattum who provided this email address: davevanhattum@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 Dave Van Hattum Dave Van Hattum at that email address.

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

Maze, Haila R.

From: Therese VanBlarcom <theresev@kelber.com>
Sent: Friday, October 16, 2015 3:57 PM
To: Working Families
Subject: Working Families Agenda
Attachments: Working Families Agenda.pdf

Good Afternoon,

Please find attached, comments regarding the proposed Working Families ordinances.

Regards,

Thérèse N VanBlarcom
Director of Human Resources
Kelber Catering, Inc
1301 2nd Avenue South
Minneapolis MN 55403
612.335.6340 office
612.214.0538 cellular
612.335.6951 fax
EOE

This email has been scanned by the Symantec Email Security.cloud service.
For more information please visit <http://www.symanteccloud.com>



October 16, 2015

Honorable Mayor Betsy Hodges

Honorable Council President Barbara Johnson

Honorable Members, Minneapolis City Council

Re: Working Families Agenda

As the director of human resources for the in-house caterer at the Minneapolis Convention Center, I recently have been in the process of hiring staff for part time on-call positions; I can assure you this has proven to be very difficult. As an employer that has most everything you want to address, addressed, in our collective bargaining agreement (CBA). I would argue you are reaching for some utopia that the majority of employees don't seem to seek; nor are most employers able to provide. I have never been a fan of, nor do I support, implementing a system that places undue burdens on all, to remediate the few. Wanting to be the next city to push for such radical changes whereby the city is usurping the ability of local companies, small and large, to conduct their business is problematic. The proposals in the Working Families Agenda reflect a detachment to the commitment of those doing business in the city, and I find it unprecedented.

Meet Minneapolis works very hard to attract convention business to the area. Implementing the Working Families Agenda will have the affect of isolating the City of Minneapolis, not unlike the proposal for an increase in Minneapolis, to the minimum wage, over our surrounding communities. Either proposal would put the city at a distinct disadvantage of attracting the convention business that drives much of the downtown revenue. We need to be competitive with markets of like size; this would have a negative effect on that score.

Many businesses cannot simply absorb the costs associated with the increased burdens these proposals present. As I have worked on this letter over a couple of days, between other work responsibilities, I have had to change employee schedules in several departments as a result of client requests/business needs. We are OFTEN, reacting to client requests by adding in staff to accommodate additional food & beverage requests and or a higher volume of sales, a guarantee on a banquet that went up, or cancelling

staff when the guarantee drops from what had been projected. As a caterer, I am available at the pleasure of our clients. Their guarantees for a catered event arrive 3 business days prior to an event; even with the stipulations as to “guarantees”, those guarantees fluctuate up, and down, until hours before an event.

So when food outlets that don't come to fruition, very little sales occur and we close an outlet, or simply, our lovely Minnesota weather prompts our attendees to head over to the Nicollet Mall for lunch at an outdoor patio; we are left to cut staff earlier than anticipated.

Substitute our “influences” with rain, snow, oppressive heat, or cold, and you can see the same adverse impact the proposed ordinance can, and will have, on landscapers, roofers, masons, plowing companies, couriers, restaurateurs, just to name a few.

When operating at margins that don't have a great deal of wiggle room, (i.e. small business owner) the proposed penalties and administrative requirements, placed on companies is excessive and only further exacerbates demands on the bottom line for business owners.

The proposed ordinance(s) very well could come at the expense of employees. Employer “A” determines he/she can only afford to keep a bare minimum of staff on their payroll, and then based upon business needs and those “influences” as noted above, employer “A”, places an order from a temporary staffing agency operating outside of Minneapolis to cover the fluctuation in their business needs. Employers unable to meet the financial penalties of the proposed changes will either pull up stakes and move outside the city limits and or close altogether.

While there are at times, unfortunate circumstances for employees at the hand of an employer, I believe most employers would do all they could to avoid adversely impacting their employees (they are hard to come by). Most often it is the outside influences that precipitate changes for employers, which are passed onto employees in schedule changes. Speaking from years of experience in staffing well over a hundred employees, for upwards of several hundred shifts in a given week, I can assure you, the last thing I want to do is adversely impact them, as I know I will most likely need them the next week! I do believe I am not unlike other employers in this regard.

By virtue of our CBA, we have a four hour minimum shift length, yet I have staff, many of which are college students that ask to be let out of that requirement so that they can come in and earn the 3-3.5 hours they can be present for and still get to, or from, class; we are working with them to meet their financial obligations and our staffing needs. In addition, as per our CBA, schedules are posted on Friday for Monday of the following week. Given the fluctuations in client needs and guarantees, scheduling staff, other than for very large events (100 or more staff) two or more weeks out is not possible. I know other businesses of like nature would be in the same situation as we are in. Union or non-union, the penalties for scheduling staff with less than two weeks' notice would be entirely cost prohibitive. I think of Target Center, Target Field, and soon, US Bank Stadium putting together staff for every position they have in the event the team goes into “unplanned” playoff games. The most recent Lynx experience would give testimony to an actual cost this proposal would have.

I will venture to say that the need for a system where by employees are afforded some paid sick time so as to allow an employee with a contagious disease to call off of a shift rather than spread something amongst co-workers, or guests has merit. That being said, the proposal is overly generous as compared to many company paid leave programs. The onerous requirements of holding sick time in perpetuity and the portability from employer to employer are unrealistic.

The proposal states that employers with existing sick time/ PTO plans meeting the minimum requirements would not be impacted. For said employers, if the PTO plan is in place for both sick and vacation needs; would the employer be required to pay additional time off specifically earmarked to a "sick time" benefit?

When an employee uses their paid sick time, the juxtaposition for the employer is now to find a replacement worker. The employer will pay for the sick employee, the replacement employee, and a penalty for scheduling the replacement employee, with less than two weeks' notice to the replacement employee.

For the *Forty-one percent of employed Minneapolis residents that lack access to earned sick time*, how many of these City residents, work for employers within the City of Minneapolis and how many migrate to other communities for their jobs?

The overtime pay requirement after eight (8) hours would cut our employees annual income significantly, we have conventions that are in for a few days and then move out, as the building turns for the next group, during which time our staff typically have their days off. Our employees work the breakfast, lunch and dinner hours that our guests are here and readily accept the hours over the two (2) to three (3) days our clients are in the building. If I were required to pay overtime after eight hours, our staff would see significant reductions in their hours; and given the difficulty in hiring employees, would need to use a temporary staffing agency to cover longer shift days. In my reading of the proposal, this opens an employer up to penalties.

Just because an employee isn't available to employer "A" doesn't mean they aren't making themselves available to employer "B"; does employer "A" have to pay a retention premium?

The *Right to Adequate Rest & Access to Full Time Hours* proposals is counter intuitive to each other in allowing employees access to the hours they want, yet exacting penalties and or overtime requirements on employers for scheduling them.

There are currently laws in place to protect workers from wage theft. The comments by City leaders that the City will add another level of administration in order to hear the complaints of illegal wage practices, rather than leaving the actual governmental level of jurisdiction to investigate, is in my opinion a gross misuse of tax dollars.

Given the need for crime abatement, stable housing, public health education and advocacy, safe, affordable and reliable transportation for all Minneapolis residents; spending the limited tax dollars on these services would be the most beneficial to families on the margins as they pursue employment in

Minneapolis. Of course the City of Minneapolis wants to, and should work to, build and support an infrastructure that ensures opportunities for all of its residents, especially those economically challenged so as to assist them as they are working to bring themselves up the socioeconomic ladder.

The majority of business owners are operating above the line and when those business owners aren't treating their employees respectfully, employees will migrate to another employer who will. The argument that a qualified employee can't move to another employer is disingenuous at best.

The consequence of the proposed ordinance(s) is a precipitous shift to the rights of the employee, way out of a counterbalance, considering the employer accepts all of the risks and responsibilities for the success of the business and what would result in continued employment for the employees.

In addition to the penalties of the provisions in the ordinance(s), most any business of like size would easily need to hire a .5 FTE, and possibly a 1.0 FTE to manage all of it. Moving forward, passage of ordinances incorporating even a fraction of the proposals in the Working Families Agenda, will result in pay increases not happening for many employees. The penalties will consume the human costs associated with employing a workforce, total compensation is just that, and however it is allocated; there is only so much in any budget.

I close with a follow up to the concern expressed earlier in this letter; the passage of an ordinance that isolates Minneapolis from its surrounding communities opens the door to disparate consideration when attracting commerce, conventions and new business to the area. This hurts the whole of Minneapolis.

I thank you for your time and deliberate attention to the concerns of all of your constituencies.

Kindly,



Therese VanBlarcom
Director of Human Resources
theresev@kelber.com
612-335-6340

Kelber Catering Inc.
1301 2nd Avenue South
Minneapolis MN 55402
www.kelber.com

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of lvarvel64@centurylink.net
Sent: Thursday, October 15, 2015 6:16 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.

I have taught community college students for 15 years and I see the struggles students have when they have so little control over their work schedule: it keeps changing and they are constantly called in for emergencies. Their coursework and human dignity suffer.

I also feel working families should be able to earn sick leave -- because so many of them have families to take care of and are juggling so many responsibilities.

Linda Varvel

Sincerely,

Linda Varvel
5124 Vincent Avenue South
Minneapolis, MN 55410

Maze, Haila R.

From: Frances Vavrus <fkvavrus@gmail.com>
Sent: Tuesday, September 15, 2015 4:55 PM
To: Working Families
Subject: Support the Working Families Agenda

As a voter and taxpayer in Minneapolis, I am writing with my strong support for the Working Families Agenda and hope the Notice of Intent will be approved so that this important work can move forward immediately.

Sincerely,

Frances Vavrus
2100 24th Avenue South
Minneapolis, Mn 55406

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of otvee@hotmail.com
Sent: Thursday, October 15, 2015 7:31 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,

ordell vee
427 2nd st. n.e.
Madelia, MN 56062-1901

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of pveits@hotmail.com
Sent: Thursday, October 01, 2015 11:51 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,

Peter Veits
7600 Penn Ave S
Minneapolis, MN 55423-3665

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of kaun09@hotmail.com
Sent: Thursday, October 08, 2015 12:11 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,

Allan Veldey
3524 16th ave so
Minneapolis, MN 55407

Maze, Haila R.

From: Arlene Vernon <arlene@arlenevernon.com>
Sent: Friday, October 16, 2015 10:44 AM
To: Working Families
Subject: Comments against proposed legislation

To Whom It May Concern,

As a human resource consultant who has worked with over 500 small businesses in Minnesota since starting my consulting firm in 1992, I am opposed to the majority of recommendations proposed by the City. While I understand the interest in mandating sick time benefits – although I'm opposed to the government determining what small businesses or any business can afford – I believe the remaining proposals have clearly been written by lawmakers who don't understand the nature of running a business.

There are so many nuances regarding staffing ALL types of businesses, not just restaurants and retail, where I think much of the concern has stemmed from. I believe that requiring 28 days advance notice of fixed work schedules and to penalize employers and bonus employees for making last minute changes to a work schedule, is unrealistic and very costly.

Think of a medical clinic, veterinarian, or any similar organization where a surgery or treatment may go past working hours, or an emergency may arise with the health of a patient – should the organization stop the surgery or turn down a patient because they can't afford to pay their employees the penalty of ensuring their patients are safe? Who pays for the extra time?

Or in a day care where staffing ratios are mandated by law for the safety of our children. Someone calls in sick and now they need to bring in an unscheduled employee to work the shift – but it costs the day care penalty pay for staffing to the ratio. And we know that day care operations run very lean. How can they afford to pay bonus pay when they're typically running so very lean.

Or in a construction crew, where they're working tight deadlines. Are you going to require that all your vendors who are working extensively on repairing MN roads to pay their employees an extra hour of pay any time they go into overtime or ask people to work on a weekend so that the roads meet construction timelines. I'm sure that wasn't figured into their bids – and now you're talking thousands and thousands of dollars of unplanned costs to these companies.

And for every example I've given regarding this operational nightmare you're creating, there are dozens of other types of businesses and industries that cannot afford this change.

What about those organizations that hire "on-call" staff or flexible staff just for the purposes of handling employees who call in sick or emergency situations. Will the employer be obligated to pay the penalty pay every time they call in one of these employees? Many of these employees (for example substitute teachers and temporary employees) love the flexibility of being able to work when they're needed or when they want. With your proposed laws, they may lose that flexibility because of your proposal to penalize employers for needing or structuring flexible employees.

The reality of staffing any workplace, especially the smaller employer, is being able to be nimble with a schedule to meet customer or clients' needs. Small employers don't have the luxury of being overstaffed to cover peaks in business or employee absences or employee resignations/terminations, which is primarily when schedule changes occur.

There are those companies that abuse this – but why penalize other businesses where this isn't an issue. I am a very liberal individual, and I understand why new laws such as WESA are in place – as a matter of fact I think that those laws and changes made sense – the changes were in the scope of anti-discrimination. But your proposed laws related to work hours are imposing operational procedures on companies that are far beyond the scope of what our government

should be doing. Especially in this case where it's very clear that the legislators don't understand the real impact on business.

I also think it's short-sighted. If I had employees and my business was located in Minneapolis, I would relocate outside of the metro area so that I could run my business as I desired. There's a reason why no other city or state has this type of legislation. It's because it's a sad infringement on organizations and inappropriate to get into business operations. If there are employers who are discriminating or abusing employees, then go after those organizations and hold them accountable. But don't mess with all companies because there's an issue with a few. It reminds me of companies that change their entire dress code for all employees because one employee wore an inappropriate outfit. Address the problem with the individual organizations – why penalize everyone?

Regarding the sick pay, while I understand the need for employees to have this benefit, and probably 98% of my clients offer sick and/or vacation/PTO, there are organizations that cannot afford this benefit. Perhaps you can give a tax break to those employers who offer it, rather than mandating it for all. **The irony of this mandate is (1) you're requiring sick time benefits but (2) you're penalizing the employers who change someone's schedule to fill the gap when someone calls in sick.** This is very strange to me. I certainly hope you read this deep into my email to get to this point.

Most employers who offer sick time accruals and other time off benefits do not calculate their accrual based on actual hours worked – they're not accruing x hours of time off for x hours of work. It's accrued per pay period based on employee status. By mandating a set way to accrue these hours, you're also requiring employers to change their entire time off formula, which also means that they have to change how their payroll is processed, their policies, handbooks, communication, etc. to employees. There's another cost to employers that you're likely not considering.

And if a company offers vacation or PTO, does that count as offering sick time? I would think that if a company offers vacation/paid time off, that would suffice. So, your guidance needs to address "time off" not just sick time. Some companies may end up decreasing the vacation they give to their employees so that they can afford sick time. I'm sure that's not your intent, but you can be sure that employees will lose out more as a result of these required operational expenses than the benefit you think will occur from these drastic global changes.

As I continue to read the proposals, the overtime requirement if there isn't an 11-hour gap between shifts is also ridiculous. There are employees who are pleased to be able to get back to back shifts and to consolidate their work weeks for personal reasons and to hold second jobs. You're not differentiating between what employees want and what you have created in your minds to be a problem.

I'll go back to my veterinarian clinics as an example. Some have employees working four 10-hour shifts at the employee's request. If they go into overtime because a client brought in their pet who was dying and needed surgery, these employees care about their clients' pets and they willingly stay late because of their commitment to their work and to animals. So instead of leaving at 6pm, they stay until 8 pm. But they're next shift starts again at 8am. Your policy then requires their subsequent hours to be paid a time and a half? How can any business survive with that kind of expense? Never mind a small business – even over 21 employees – these companies don't have the ability to handle that kind of shift in pay.

I sure hope you're taking these comments and the comments of the 100s and 1000s of other businesses seriously and recognize that it's so much easier to pass these random laws than it is to implement them. And the cost to the businesses that you are supposed to be supporting is ridiculous and short-sighted.

Step back and make more reasonable choices for how to handle employee abuse. Punishing the good companies for the bad is extreme and irresponsible on your part.

I would be pleased to discuss any of these items with you. Considering I've worked with over 500 businesses in 23 years, which includes writing their time off policies since I've worked on over 200 employee handbooks during this time, I know the impact your proposed policies will have on these businesses.

The reason other cities/counties/states are not making these penalizing laws is because they're an inappropriate application of legislative powers. And that's coming from an individual who has a most liberal democratic

perspective! This just makes no sense. How about involving some people who really understand small – medium size business operations before you impart such ridiculous legal requirements.

Sincerely,

Arlene Vernon, PHR, MBA, MEd

Strategic Consulting and Impactful Keynotes and Training



Arlene Vernon, PHR

insight. strategy. results.

www.ArleneVernon.com

952-996-0975

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of vezne001@umn.edu
Sent: Thursday, October 15, 2015 12:01 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,

Nancy Vezner
2837 42nd Ave S
Minneapolis, MN 55406-1817

Maze, Haila R.

From: Margaret Vohs <campaigns@good.do>
Sent: Friday, October 16, 2015 4:22 PM
To: Working Families
Subject: Support for Working Families Agenda

I urge you to reconsider supporting the working families agenda. Do not allow corporate greed to override basic human rights. Our economy will prosper when working families are making livable earnings with fair work policies.

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,
Margaret Vohs

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 Margaret Vohs who provided this email address: vohsx008@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 Margaret Vohs at that email address.

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

Maze, Haila R.

From: Wagner, Richard <rwagner@dunwoody.edu>
Sent: Thursday, October 15, 2015 9:42 AM
To: Working Families
Subject: Dunwoody College comments on the Working Families Draft Policy

Dear Minneapolis City Council Members:

Much of the public discussion about the Working Families Draft Policy has centered around restaurants, bars and retail stores. We at Dunwoody College of Technology would like to discuss how the draft policy as currently presented might impact the college.

About the College: Dunwoody is a private, not-for-profit technical college that offers certificates, associate's degrees and bachelor's degrees to about 1,100 students. It is located on the west edge of downtown and has been operating in the City of Minneapolis since 1914. The college has around 200 employees.

Exempt vs. Non-Exempt: it's not clear from the policy if the proposed policies, especially the scheduling one, apply only to non-exempt (hourly) employees or if they apply to exempt (salaried) employees as well. We would like clarification on this, and if it does apply to exempt employees, then we suggest the Council seek further, specific feedback from employers that have mainly exempt employees on staff.

Sick Leave: the draft proposal provides for 72 hours (9 days) of sick leave. Dunwoody currently offers 56. Employees accrue the entire pool at the start of each fiscal year or when they begin their employment at the college. We've found this to be a good amount and a good system, which encourages employees to stay home when they are sick. Should the policy be passed as is, we'd certainly increase our sick leave to 72 hours. However, we recommend that the Council consider sick leave in relation to what other time off policies an organization has. For example, Dunwoody employees also accrue Personal Time Off (PTO). We've found that 56 hours of sick leave plus our PTO accrual works well. The advantage of having some of the time as PTO is that it allows more flexibility in how the employee chooses to use that time, which means if they have a healthy year, the PTO means more vacation time or time off for errands/chores or whatever they want to use the time for.

Flexible Scheduling: The flexible scheduling rules seem to have been put in place without considering academic schedules and work study students.

Example 1: The proposed policy 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." We agree that "clopening" is not a good practice (especially when we hear stories of the interval being 4-6 hours), but think that 11 hours disallows some standard practices in an academic environment. Let's say a faculty member chooses to teach an evening class on a Wednesday that ends at 10 pm and then a morning class on a Thursday that starts at 7:30 or 8 am so that they have fewer (or no) classes to teach on Friday. While doing so 5 days a week would not be good. Doing so one or twice a week is a viable work schedule for faculty. The same is true of faculty and staff who work the occasional evening event (open house, Commencement ceremony, etc.), especially those who work in financial aid, admissions, IT or student records who might not be able to come in later the following morning because we need to have staff in place during normal business hours to help students and prospective students. We recommend changing 11 hours to 8 or 9.

Example 2: "Employees' schedules (including on-call shifts) 28 days in advance." What happens if a faculty member has to go on short-term leave and we need a faculty member to cover their class? Or what about continuing education courses that sometimes come together rather quickly and require hiring adjunct instructors? We understand that this

may be dropped to 14. That would certainly be better. We recommend 8-10 days. That should still give employees everywhere adequate time to secure childcare, transportation, etc.

Example 3: it's unclear to us if the policy on scheduling would apply to work study students. In our experience, work study students enjoy having flexible scheduling to the point of even spur-of-the-moment scheduling. There are already limits in place for work study students (for example: can't work more than 20 hours a week; can't work during class time). Adding things like written notice and 24-hours notice will lead to a more rigid, formal approach to scheduling students. It's very useful for them to be able to drop by and say, "hey can I skip today so I can write a paper" or "I'm going to leave a half hour early to prep for a test". The flexibility also works well the other way "hey, we have a bit extra work today and you haven't reached your limit of hours this week -- do you want to stay an extra hour today?" Especially when it comes to college students, handling scheduling in a more informal way works well. At the very least, we'd like to see an exemption made for work study students.

Example 4: "Employers must pay a retention premium to discourage "zero hours" schedules." We'd like to hear some specifics on the retention premium. We definitely support discouraging "zero hours" schedules. But would the retention premium also apply to adjuncts? While we acknowledge that the use of adjuncts can be problematic in higher education, our adjunct instructors at Dunwoody are being used how they were intended to be used, that is: they are working professionals who teach classes for us so that our students are learning from someone who is working in the industry the students will enter. Let's say it does apply: what recourse will we have if we pay out a retention premium and then the adjunct decides not to teach the next semester? We don't anticipate this being a huge problem, but it's illustrative of how the policies need to be more fully defined. And once they are, that we need time to analyze how they would have impact on organizations that aren't restaurants, bars and retail stores.

Thank you for your time reviewing our comments on the Working Families Draft Policy. If you would like to talk with me or Patricia Edman, Vice President of Human Resources, further please contact Katie Malone at 612.381.3062 or by email at kmalone@dunwoody.edu.

Rich Wagner, Ph.D.

President

Dunwoody College of Technology

818 Dunwoody Blvd.

Minneapolis, MN 55403

Direct: 612.381.3099

dunwoody.edu

rwagner@dunwoody.edu

Maze, Haila R.

From: Alison Waite <campaigns@good.do>
Sent: Friday, October 02, 2015 2:15 PM
To: Working Families
Subject: Support for Working Families Agenda

Dear Minneapolis City Council,

It has come to my attention that you may soon be involved in making some important decisions regarding fair scheduling and sick leave. These are important employment issues that I sincerely hope you will be in favor of, come your time to vote on the matter.

I am currently working as a temp through a temp agency, and have been assigned to a warehouse that will be very busy during the holiday months. I have a fairly weak immune system, so I am worried that I could lose my job just because I get sick a lot. This national corporation that has contracted me through Kelly Services has a pretty strict "points" system for attendance, which I am very concerned about, since it doesn't distinguish legitimate absences (and I think being sick is a legitimate reason to not work) from those who simply didn't feel like showing up that day.

Additionally, I am currently making \$12.75/hour, and only getting 20 hours a week. That is not a living wage, or enough hours. This warehouse could certainly support full time workers and pay them a living wage, but they have chosen to pay what I can only imagine is closer to \$20/hour to the temp agency, who then keep nearly half the money. How is that fair? But that's a problem for another day, I suppose!

I need the right to request scheduling accommodations and sick time without fearing I will lose my job, and I know I'm not alone. This is a big issue for lots of working folks, and I don't think that it is too much to ask. We NEED a \$15 minimum wage, fair scheduling (no "clopening" shifts), and sick leave. I hope you'll support the Working Families Agenda. Thank you.

Yours sincerely,
Alison Waite

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 Alison Waite who provided this email address: waite.alison@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 Alison Waite at that email address.

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

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of laurel@npa-us.org
Sent: Wednesday, September 30, 2015 12:56 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,

Laurel Wales
3847 28th Ave S
Minneapolis, MN 55406-3101

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of danbeattiewalsh@gmail.com
Sent: Wednesday, October 07, 2015 2:11 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,

Daniel Walsh
98 Malcolm Ave SE
Minneapolis, MN 55414-3532

Maze, Haila R.

From: David Walters <walt0224@gmail.com>
Sent: Saturday, October 03, 2015 9:26 AM
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 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.

--

David Walters
HauteDish
119 Washington Ave. N
Minneapolis, MN 55401
www.haute-dish.com
612-338-8484

Minneapolis City Hall
350 South 5th Street
Minneapolis, MN 55415

Dear Council Member Reich:

I own a business in your ward. The proposed "Working Families Agenda" will adversely affect me and my employees. I have done my best as small business owner in Minneapolis to provide a fair workplace for my employees while serving our customers. For this proposal to suggest otherwise is offensive. This proposal is a threat to my business. This proposal will make it harder for me to hire employees. It will likely result in layoffs and deferred hiring as employees will become more difficult to schedule and more expensive to hire. The hurried pace of this agenda is also concern for me. Please extend the public comment period to allow for more discourse. Please contact me.

Sincerely,



Brian Winter
Wander North Distillery, LLC

Maze, Haila R.

From: City e-mail form - Do not reply
Sent: Tuesday, October 20, 2015 2:10 PM
To: Dahler, Ken; Ziring, Emily
Subject: Ward 13 Contact Form

City of Minneapolis

Name * Patricia Wasser
Email * kingb163@aol.com
Phone (612) 823-3405
Phone Type Home
Address 5336 Emerson Av S
City Minneapolis
State MN
Zip 55419

Question/Comment * Dear Councilmember Palmisano: My name is Patricia Wasser, 5336 Emerson Av S in Mpls. I am writing with ISALIAH to support paid sick time in Mpls. During my long career as a flight attendant (and a single mother) I had the good fortune to be able to use paid sick time when I was ill and family leave time when my children were ill. As a humane and compassionate society we need to make sure all families are allowed paid sick time. It makes sense economically, it makes sense in an equitable and just system. Please support this extremely important social justice issue. Thank you.

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

Maze, Haila R.

From: COURTLAND J WATSON <courtlott@msn.com>
Sent: Tuesday, October 13, 2015 8:36 AM
To: Working Families
Subject: Working families agenda

I have lived in Minneapolis for 28 years and have raised 3 kids in the city. I do not agree with going forward with this agenda. I think it is interesting that you quickly want to pass this agenda which could potentially have a large effect on everyone in the city (if a business closes) aka La Bel Vie. I know the business community is not perfect but politicians trying to tell business owners how to run a business is rarely a good idea.

Please slow down. We have a great city, I think this would damage our city.

Courtland J Watson

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of stephanie@plumlines.net
Sent: Friday, October 16, 2015 2:06 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.

As a single parent with sole custody of my daughter, and the only financial support for her and myself, it's important to know that when she gets sick, I can take care of her without worrying about how much income I'm losing.

Sincerely,

Stephanie Watson
5707 Bryant Ave. S.
Minneapolis, MN 55419

Maze, Haila R.

From: Charlie R. Weaver <charlie.r.weaver@mnbp.com>
Sent: Friday, October 16, 2015 12:49 PM
To: Council Members; Hodges, Betsy A.; Working Families
Subject: Working Families Agenda: Comments
Attachments: MBP_Mpls WFA Letter_101615.pdf

Dear Mayor Hodges and City Council Members,

The Minnesota Business Partnership respectfully submits the attached comments regarding the Working Families Agenda. Thank you for your consideration.

Charlie Weaver

Charlie Weaver
Executive Director
Minnesota Business Partnership
80 South Eighth Street, Suite 3530, Minneapolis, MN 55402
612-370-0840
Follow us on Twitter! [@BizPartnership](https://twitter.com/BizPartnership)
www.mnbp.com
GROWING MINNESOTA'S FUTURE

October 16, 2015

The Honorable Betsy Hodges, Mayor of Minneapolis
Members of the Minneapolis City Council
Minneapolis City Hall
350 South Fifth Street
Minneapolis, MN 55415

Dear Mayor Hodges and City Council Members:

On behalf of the Minnesota Business Partnership, thank you for the opportunity to provide comments on the City's proposed "Working Families Agenda."

The Minnesota Business Partnership (MBP) is a membership organization consisting of more than 100 chief executives of Minnesota's largest employers. Our members are united by a desire to maintain a high quality of life for all Minnesotans by ensuring that the state's economy remains strong and globally competitive. Approximately 30 MBP member companies are currently headquartered in Minneapolis and more than 20 additional MBP member companies have employees in the city.

The MBP supports city leaders' recent decision to remove the employee scheduling provisions from the "Working Families Agenda." The scheduling proposal would have imposed a rigid, one-size-fits-all scheduling framework on all workers and employers in the city. That is simply unrealistic and unworkable in a diverse and dynamic economy, and we thank city leaders for withdrawing the scheduling provisions.

However, we continue to have serious concerns about city-imposed mandates. Most MBP member companies already offer robust benefits, including sick leave or paid time off, that work well for their employees. The city's proposed sick leave mandate would impose administrative and cost burdens on employers, including those who already provide this benefit to employees. It could also interfere with existing employee benefit plans or lead to the reduction of other employee benefits. Furthermore, the proposed mandate would add to a growing patchwork of employment rules and regulations that make it more difficult and costly to operate in Minneapolis.

The MBP shares the city's commitment to supporting a strong and healthy workforce, but we do not agree that government-imposed mandates and workplace policies are the best way to achieve that.

We thank you for your consideration, and we look forward to working with city leaders to ensure that Minneapolis remains a great place to live and work.

Sincerely,



Charlie Weaver
Executive Director, Minnesota Business Partnership

Maze, Haila R.

From: chris weber <chris@frioofriomn.com>
Sent: Tuesday, October 06, 2015 11:13 AM
To: Working Families
Subject: against WFA

Good day,

My name is Chris Weber and I own a frozen treat business that I started this summer with my wife. We were both very excited with how this summer went, as our sales were much better than expected! So much so that the past couple of months we have been looking for a larger space in Minneapolis to expand into. However, with the new Working Families Agenda that is being proposed we have stopped our search. There are many points to be made on the agenda. Below are the ones I find to be of biggest concern immediately. Let me please share a couple of them.

I have experienced firsthand how challenging and hard it is to start and run a business. Our frozen treat business is small so I can only imagine how involved it must be to run even a slightly larger business. I have to worry about so many things when it comes to my business already and I do not know or have the time and resources that it would take to track, document, communicate and deal with all these new Working Families Agenda items. I do believe changes can be made in the workplace to better help employees. However, the agenda that is proposed currently is far too aggressive and unrealistic to implement effectively and efficiently. I cannot support this as it stands as it will negatively impact my business and any future employees I hire. There are so many questions with this agenda and no answers on how this all can be done to benefit both employees and employers.

The majority of my sales come from working local events in the Minneapolis area, especially in NE Minneapolis. I rely on and require the support of other local businesses. I need them and the local business community in general to be profitable and host these fun events during the summer. I am afraid and scared that the proposed Working Families Agenda as it stands will harm the local business community. Businesses will not be able to afford the rules and regulations set forth in the agenda. I believe there will be businesses that will close because of this and in turn it will hurt me.

The agenda states that employees who work 30 hours a week or more can earn up to 40 or 72 hours of paid sick time a year (depending on the size of the company). For companies with a minimum of 21 employees that is 1,512 hours (72 x 21) of paid sick time a year. That is a total of 189 eight hour work days that employers have to pay out with no work in return. I could not afford that! Many companies I know cannot afford that and told me they would have to close their businesses. And let's not be naive, if employees get 9 days of sick leave a year they are going to take all 9 days regardless if they are sick or not. Not only do businesses have to pay for all these days off, but now they have to call in other employees to cover the missing work and pay these employees they just called in time and a half because this these sick shifts were not scheduled 28 days in advance. This is not fair. Where is the flexibility to call in someone else? Why get penalized to do so? What about minimum wage increases in the future? You combine these new rules with wage increases and I cannot afford to pay employees. I can try to pass along these wage expenses to the customer but at some point people are not willing to pay \$8 for a popsicle. I believe companies can provide paid sick days, and everyone deserves the opportunity to make an honest living. I am not trying to argue against that. I feel there are better ways to get to the end goal. As an owner myself I would be looking at providing 3 to 4 paid sick days a year instead of 9

that is proposed. I would also propose having employees earn Paid Time Off instead of sick days. The accrued PTO could be used for sick days, personal days, vacation or bereavement.

When it comes to scheduling employees to work 28 days in advance, that is simply unreasonable. My business is very dependent on nice weather. No one wants to buy a frozen treat when it is below 60 degrees. Most events we work we do not know what the weather will be like until the week of so planning a production schedule fluctuates week to week. I do not see a problem with setting a work schedule 7 to 14 days in advance, but do not penalize the employer if they need to make changes. We survive because we are flexible and have relationships with our employees that allow us to maximize our profits the most. If I make more than I can pay my employees more, and they can put that extra money back into the community. To pay employees when their work is not needed or required eats into your business's budget. Letting an employee go early or not calling them in for a shift is not fun, but if that employee wants to be continually employed with me that is what I need to do in order to make it. Any employees I hire are fully aware of the flexible schedule I require so they can decide if my job is the right one for them. I feel this is true with countless other businesses within the service industry. People who are hired in this industry know what they are getting into.

Currently I am working with a local bank to request a new business loan to expand my business. I am putting together my business model and the largest expense I have to plan for now is labor, by far. Looking at the numbers I do not know if expanding is worth it. To hire employees and worry about all that comes with the Working Families Agenda is a huge deterrent. The risk of expanding in Minneapolis is so much greater now that I do not feel comfortable putting my home up as collateral against the loan. I do not want to expand my new business in a city where there is more unreasonable hassle and uncertainty than suburbs where rental spaces are already cheaper than Minneapolis.

In the end I want to be part of the solution like many business owners. I love my community and have great city and state pride. I want our city to thrive. I want our downtown area to continue to grow and be more lively. I want all Minneapolis neighborhoods to enjoy small, local businesses that are down the street. There are so many unique businesses I love here that make our city different from all others. I am willing to discuss and work towards better laws for all, but it truly has to be better for all and reasonable. The agenda has to be thought out and planned for. My background is in economics and the first thing they teach you in economics is to look at and interrupt data. There is no data that I have seen thus far that supports these drastic changes having an impact on employees and showing businesses being able to afford these changes and grow. Let us slow down and make educated decisions so we can all grow together. Running a business is hard, let's not make it undoable.

Thank you for listening and I welcome more discussion. Enjoy the day.

Chris

Maze, Haila R.

From: Dahler, Ken
Sent: Thursday, October 15, 2015 2:27 PM
To: Working Families
Subject: FW: Ward 13 Contact Form

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: no-reply@minneapolismn.gov [<mailto:no-reply@minneapolismn.gov>]
Sent: Wednesday, October 14, 2015 5:07 PM
To: Dahler, Ken; Ziring, Emily
Subject: Ward 13 Contact Form

City of Minneapolis

Name * Gladys Weeks

Email * glcweeks222@mn.com

Phone

Phone Type

Address

City Minneapolis

State MN

Zip

Question/Comment * Are you backing the mayor on her plan to drive all business out of our city. Are we going to be the next Detroit. She has lost all sense of reality. You cannot put all the poor to work if your first move is to make it impossible to run a business in this city. I was aghast that temp workers at Target field want all this notice. Do we know 20 days ahead of time if it is going to rain. These jobs were never meant to be careers. They are a stepping stone to better jobs. Nobody earns total benefits the first day at work. Lets get real, For all the demands being made, someone must pay.. The first ring suburbs must all be looking forward to all the business that will be coming their way.

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

Maze, Haila R.

From: Jordan Wehr <jordan.awehr@icloud.com>
Sent: Monday, October 12, 2015 2:50 PM
To: Working Families
Subject: The Agenda

Hello,

I am writing as an employee that would be wildly effected by the agenda proposed.

I have worked in a multitude of jobs, starting as part-time cashier and have also been in a management position. With the knowledge and experience I've gained through these positions I have huge concerns with my future as an employee. As a young individual to plan my days out 6 weeks in advance is outrageous. A two week schedule would be perfectly suitable. Mandating a 28 day schedule would be nearly impossible for businesses where customer flow is not guaranteed to be the same every day. I also like the flexibility and ever changing schedule arrangements. I prefer to do clopens, I prefer to work longer days fewer times a week. Not every business is the same, those with tips, those with a majority of part time employees should not have to follow these standards. I am in the type of work I am in for these reasons. Should this agenda be the new standard, I would be forced to look for my flexible hours in another place. These plans are unfair to businesses where a majority of the employees are there as a filler job, until they're done with school or through summer.

Thanks,
Jordan Wehr

Sent from my iPhone

Maze, Haila R.

From: Nicole Weiler <campaigns@good.do>
Sent: Saturday, October 03, 2015 5:22 PM
To: Working Families
Subject: Support for Working Families Agenda

I stand in support of hourly workers and in support of the Minneapolis City Council passing the "Working Families Agenda" this year because I am an hourly worker, and a parent, and I - and others- deserve fair working situations. We deserve respect, and to have that respect enforced.

Please take action. Please make change.

Yours sincerely,
Nicole Weiler

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 Nicole Weiler who provided this email address: nicole.weiler@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 Nicole Weiler at that email address.

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

Maze, Haila R.

From: wwiestling@ldry.com
Sent: Friday, October 09, 2015 8:46 AM
To: workingfamilies@mn.gov
Cc: Working Families
Subject: A lose-lose situation

As a 21 year veteran of managing and running a restaurant in downtown Minneapolis....

This agenda will not result in way that the council is hoping for.

I am curious if there a city council member that owns or runs a business of any caliber in Minneapolis that would have to accommodate this agenda?

In the restaurant business we teeter a thin line. Margins are slim. Weather can be an issue in Summer and Winter. We have a patio to staff when weather permits. When its cold or rainy we can't seat the patio. How can predict the weather enough to staff appropriately? Too much staff creates too much overhead labor costs... not enough staff creates unhappy and unsatisfied guests who won't return. This is a lose-lose situation.

Most guests make a reservation inside of 48 hours. This includes locals, business clients, and convention attendees. We post our schedules 7 to 10 days in advance already and have to manage it on a daily basis of forecasted sales to labor dollars.

Why are we about to enact industry changing laws for workers, when it's already a worker's marketplace? We take great care of our employees, we are fortunate to be part of a large company that can offer employees great benefits. Today's employees want flexibility. We employee everything from a 45 year old mother of three, to a 22 year old U of M students. They all want the same thing from us an employer.

This agenda is a lose-lose situation for business and employee in the long run.
Please don't let this agenda pass.

Sincerely,

Wade W Wiestling
Vice President of Culinary Development
The Oceanaire Seafood Room
612.237.0613

Maze, Haila R.

From: Jim Welna <jimace817@aol.com>
Sent: Sunday, October 18, 2015 12:43 PM
To: Working Families
Subject: Comments on Working Families Agenda
Attachments: Working Family Comments Revised.docx

Hello,

Attached are my comments regarding the current issues being discussed for the Working Families Agenda. The email I sent on Friday bounced back as undeliverable.

Thank you for taking the time to read and consider my comments as you make decisions on what you include in the proposed ordinance and who it applies to.

Sincerely,

*Jim Welna
Welna II Hardware
The **P**aint Studio
612-205-5681 Cell*

Welna II Hardware
2201 E. Franklin Avenue
Minneapolis, MN 55404

October 16, 2015

Re: Written Comments on the Working Families Agenda

My brother and his wife own Welna Ace Hardware and my wife and I own Welna II Hardware. We each have about 12 employees in a combination of full and part time positions. All of us are actively involved in the day-to-day operations of the stores. My parents and grandparents started Welna Hardware in 1954. My parents, who are 86 years old, still come to work six days a week.

These comments address the proposal requiring Minneapolis employers of all sizes to provide paid sick leave to all employees unless a collective bargaining agreement is in place. I am also deeply concerned about the disruptive scheduling proposals that have been placed on hold.

We value our employees and work hard to show them they are appreciated. We're disturbed by the City Council's attempt to interject itself into our employer-employee relationship. We are concerned about the inadequate notice to employers of the City's intent and by the very short comment period. Even as late as this week many of the businesses I contacted in Seward, Cedar-Riverside and Phillips along with a number of Minneapolis hardware stores were not aware of the proposals. Many of the businesses are immigrant owned. Some are new businesses and some are well established.

On October 6th the City Council held a study session on the Working Family Agenda in which they heard from Minnesota Assistant Commissioner of Health Jeanne Ayers and Dr. Susan Lambert from the University of Chicago. There was no opportunity during the session for the public to ask questions of the presenters. I found the presentations raised more questions than they answered.

Assistant Commissioner Ayers told the council a disparity in infant mortality exists between white and non-white infants and suggested that the availability of paid sick leave for all employees could help address that disparity. Her slides noted there are more than 20 factors that may contribute to this disparity including maternal health, nutrition, education, housing, exercise, transportation, rates of incarceration, paid sick leave and paid maternity leave. Of all these factors, the underlying health of the mother, nutrition and paid maternity leave would seem to have far more impact than limited paid sick leave.

Dr. Lambert only studied retail organizations with more than 500 employees. After her formal presentation on scheduling, a council member asked her what an employee could do if they wanted a day off after a firm schedule had been posted. She answered that the employee could always take a "sick day." This confirmed what many of us know - that sick leave benefits may often be abused.

A paid sick leave requirement has both a financial cost and an operational impact. The cost comes from replacing the employee who calls in sick with another employee who must be called in on short notice and paid not only their normal rate of pay but overtime if this puts them into overtime status. We operate with a very small staff. Having one or more people off at a time places a substantial burden on those working. In many cases, I am the one who covers our current sick leave absences

We encourage our employees to stay home if they are sick. When they recover, we are often able to offer them additional hours to make up any lost income. While we do not offer paid sick leave we do pay above market wages and annual profit sharing bonuses. We provide significant scheduling flexibility.

The City has indicated that 59% of current Minneapolis employees have paid sick leave. They note that most of those employees are in salaried positions. The work of a salaried position can often be deferred to another day and most times does not require employers to bring in an additional person to cover an absence.

There are no states, counties or cities in the Midwest that have adopted across-the-board sick leave requirements at this high a level of accrual. An accrual rate of one hour for every 30 hours worked is higher than many businesses currently offer and should be reduced, particularly for those businesses with fewer than 20 full-time-equivalent employees. In my research, I also found that most regulations exempt employers with 20 or fewer workers or with a limited number of business locations.

We believe that paid personal leave is a better alternative to paid sick leave. Paid personal leave is much more common across the public and private sectors. Personal leave days provide employees with greater flexibility and employers with a better chance of predicting their staffing needs to cover days off. Any city ordinance should allow employers to implement a policy of paid personal leave days which employees can then use to cover illness of themselves or their family members.

A leave policy should also allow a buy back program for accrued leave days. This provision offers maximum flexibility and rewards those employees who have not abused their paid leave days. Employers may even consider paying a premium for unused time. This would encourage employees who separate from an employer not to exhaust their leave completely before their last workday, a situation which places a burden both on employers and other workers.

This type of buy back benefit was instituted in the public and private sectors because, when programs that previously allowed employees to cash out a portion of their accrued sick leave upon retirement were ended, the use of sick leave increased dramatically.

Employees are central to the success of our business, and it is in our interest as well as theirs that we treat them with respect and appreciation. We simply do not believe that having the City Council define what this looks like is a proper role for our elected officials. Paid time off such as sick leave, is best established at the local business level.

Respectfully,

Jim Welna

Jim was the President of the Seward and Civic Commerce Association for 12 years and remains on its board. He has served on the Board of Directors for both the Minnesota-Dakotas Hardware Association and the Midwest Hardware Association. He is also the group leader for more than 40 Ace hardware stores in the Twin Cities area including the eight in Minneapolis.

Maze, Haila R.

From: charles wensman <charliewensman@gmail.com>
Sent: Wednesday, September 23, 2015 11:35 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.

charles wensman
2841 37th Ave S
Minneapolis, Minnesota 55406

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of charliewensman@gmail.com
Sent: Thursday, October 01, 2015 9:26 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,

Charles Wensman
2841 37TH AVE S
Minneapolis, MN 55406-1717

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of charliewensman@gmail.com
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,

Charles Wensman
2841 37TH AVE S
Minneapolis, MN 55406-1717

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of charliewensman@gmail.com
Sent: Thursday, October 15, 2015 12:31 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,

Charles Wensman
2841 37TH AVE S
Minneapolis, MN 55406-1717

Maze, Haila R.

From: Leah Westberry <campaigns@good.do>
Sent: Tuesday, October 13, 2015 12:49 PM
To: Johnson, Barbara A. - City Council
Cc: Working Families
Subject: Support for Working Families Agenda

The most important way you can show that you support ALL northsiders is to support NOC's working families agenda.

Yours sincerely,
Leah Westberry

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 Leah Westberry who provided this email address: leahwestberry@hotmail.com

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Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of rolandwesterlund@msn.com
Sent: Wednesday, September 30, 2015 9:31 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,

Roland Westerlund
2910 E Franklin Ave
Minneapolis, MN 55406-1161

Maze, Haila R.

From: Roland Westerlund <campaigns@good.do>
Sent: Monday, October 05, 2015 8:59 PM
To: Warsame, Abdi
Cc: Working Families
Subject: Support for Working Families Agenda

Dear Council Member Warsame,

In supporting the Working Families Agenda, the Minneapolis City Council will not only address the issues of fair scheduling, earned sick pay and safe time, ending wage theft, and increasing the minimum wage.

It will also help to bring the public, non-profit and private sector employers of our city closer into compliance with internationally recognized human rights of those who work; under Articles 4, 23, 24 and 25 of the Universal Declaration of Human Rights.

That, as you know is the Declaration that the United States helped to develop; and which it played a key role in getting adopted by the UN General Assembly over 66 years ago, on Dec.10th, 1948.

Unfortunately, as the current racial and economic disparities facing our city, state and nation demonstrate; much work remains to be done to bring our city, state and nation into compliance with these internationally recognized human rights. Adopting the Working Families Agenda is an important step in that direction.

Yours sincerely,
Roland Westerlund

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Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of rolandwesterlund@msn.com
Sent: Wednesday, October 07, 2015 4:46 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,

Roland Westerlund
2910 E Franklin Ave
Minneapolis, MN 55406-1161

Maze, Haila R.

From: Roland Westerlund <campaigns@good.do>
Sent: Friday, October 16, 2015 10:21 PM
To: Working Families
Subject: Support for Working Families Agenda

I urge you to 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.

Finally, employers, irrespective of size or sector of the economy, should be required to pay all workers at least a self-sustaining hourly wage. Today, an hourly wage of \$10 per hour, for example, would leave even a fulltime worker at least \$11,024 short of what would be needed to rent even an efficiency apartment (defined as a bedroom with cooking and bathing facilities) in the Twin Cities Metro Area. Such low wages not only function to generate poverty, but also aid and abet in the violation of the internationally recognized human rights of such impoverished workers under one or more of Articles 4, 23, 24 and/or 25 of the Universal Declaration of Human Rights. The time is long overdue for the City and our Minneapolis employers to come into compliance with these internationally recognized human right of all who work.

Yours sincerely,
Roland Westerlund

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 Roland Westerlund who provided this email address: rolandwesterlund@msn.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 Roland Westerlund at that email address.

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

Maze, Haila R.

From: Farley, Zachary on behalf of Frey, Jacob
Sent: Wednesday, October 07, 2015 3:48 PM
To: Working Families
Subject: FW: Support the Working Families Agenda!

From: Pam Wetterlund [<mailto:pam@grassrootsolutions.com>]
Sent: Wednesday, October 07, 2015 3:05 PM
To: Frey, Jacob
Subject: Support the Working Families Agenda!

Hi Councilmember Frey,

I just wanted to express my support for the Working Families Agenda in the city of Minneapolis, and I hope you are supporting it, too.

Thank you for your service to our fair city.

Pam Wetterlund
110 First Ave NE, Unit F1002
Minneapolis, MN 55413

Maze, Haila R.

From: Ben Whalen <bwhalen520@gmail.com>
Sent: Tuesday, September 15, 2015 2:04 PM
To: Working Families
Subject: Working Families Agenda

Hello!

I'm Ben Whalen, a resident of South Minneapolis (2327 Pillsbury Ave S), and I want to urge you to pass the Working Families Agenda. I've worked several jobs now that do not provide earned sick & safe time and was lucky enough to remain fairly healthy and not have to decide between my health and my job. Unfortunately getting sick is part of life and workers should be guaranteed earned sick time so that no one ever has to make that decision in Minneapolis.

I've also worked multiple jobs now that do not inform employees of our schedules far enough in advance. I need to work two jobs and often those two schedules come into conflict with one another. Again I have been lucky enough that supervisors and coworkers have been flexible when needed but that is not always the case. Fair scheduling guidelines will help many workers who have multiple jobs (not to mention family obligations).

I have no personal experience with wage theft but honestly I am appalled to find out that is legal. If you work you should get paid. Period.

Thank you for your time and your efforts on the Working Families Agenda! I urge you to pass it as soon as possible!

-Ben Whalen

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of bwhalen520@gmail.com
Sent: Wednesday, October 07, 2015 3:31 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,

Ben Whalen
2327 Pillsbury Ave S
Minneapolis, MN 55404-3219

Maze, Haila R.

From: Glidden, Elizabeth A.
Sent: Wednesday, September 23, 2015 12:31 PM
To: City e-mail form - Do not reply; Lopez Lara, Sara; Sirdar, Deebaa; b.t.wheeler@q.com;
Working Families
Subject: RE: Ward 8 Feedback Form

Dear Bradley – thank you for your contact. I’m forwarding it to our public comment record-keepers.

I do not believe that your son’s employment should be impacted by these proposed policies, but understand your concern.

Elizabeth

**Elizabeth Glidden | Council Vice President
Eighth Ward Council Member | Minneapolis**

350 South 5th Street – Room 304 | Minneapolis, MN 55415-1382
612-673-2208 | elizabeth.glidden@minneapolismn.gov
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From: no-reply@minneapolismn.gov [<mailto:no-reply@minneapolismn.gov>]
Sent: Tuesday, September 22, 2015 8:38 PM
To: Lopez Lara, Sara; Sirdar, Deebaa; Glidden, Elizabeth A.
Subject: Ward 8 Feedback Form

City of Minneapolis

Name * Bradley Wheeler
Email * b.t.wheeler@q.com
Phone
Phone Type
Address
City Minneapolis
State MN
Zip

Question/Comment * I understand the Council is considering Fair Scheduling rules for employers. My Autistic son was very recently hired at Whole Foods at the Lake Calhoun store and I am very concerned at the impact this rule may have on his ability to maintain employment. Too many regulations on good solid businesses in the City may make employers cut staff to ensure they can maintain customer service levels without the punitive impacts of this

rule. I urge you and the Council not to make Minneapolis a more difficult place to do business and drive out good paying jobs. We don't need to be "like San Francisco" with everything we do. Stand up and say "no" to this rule. thank you.

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

Maze, Haila R.

From: b.t.wheeler@q.com
Sent: Wednesday, September 23, 2015 10:56 PM
To: Glidden, Elizabeth A.
Cc: City e-mail form - Do not reply; Lopez Lara, Sara; Sirdar, Deebaa; Working Families
Subject: Fair Scheduling Rule Feedback Form

Thank you for your response and sharing with other comments.

I am not only concerned for the employment of my son, but for maintaining a good business climate throughout the City of Minneapolis. A rule that so directly affects employers with hourly workers could very negatively impact new businesses like Craft Breweries, the many new restaurants, and other small businesses so vital to making Minneapolis a great place. I urge you and the Council not to pass this measure. thank you.

From: "Elizabeth A. Glidden" <Elizabeth.Glidden@minneapolismn.gov>
To: "City e-mail form - Do not reply" <Citye-mailform-Donotreply@minneapolismn.gov>, "Lopez Lara, Sara" <Sara.LopezLara@minneapolismn.gov>, "Deebaa Sirdar" <Deebaa.Sirdar@minneapolismn.gov>, "b t wheeler" <b.t.wheeler@q.com>, "Working Families" <workingfamilies@minneapolismn.gov>
Sent: Wednesday, September 23, 2015 12:31:10 PM
Subject: RE: Ward 8 Feedback Form

Dear Bradley – thank you for your contact. I'm forwarding it to our public comment record-keepers.

I do not believe that your son's employment should be impacted by these proposed policies, but understand your concern.

Elizabeth

**Elizabeth Glidden | Council Vice President
Eighth Ward Council Member | Minneapolis**

350 South 5th Street – Room 304 | Minneapolis, MN 55415-1382
612-673-2208 | elizabeth.glidden@minneapolismn.gov
[Sign up for 8th Ward E-news!](#)

From: no-reply@minneapolismn.gov [<mailto:no-reply@minneapolismn.gov>]
Sent: Tuesday, September 22, 2015 8:38 PM
To: Lopez Lara, Sara; Sirdar, Deebaa; Glidden, Elizabeth A.
Subject: Ward 8 Feedback Form

City of Minneapolis

Name * Bradley Wheeler

Email * b.t.wheeler@q.com

Phone

Phone Type

Address

City Minneapolis

State MN

Zip

Question/Comment * I understand the Council is considering Fair Scheduling rules for employers. My Autistic son was very recently hired at Whole Foods at the Lake Calhoun store and I am very concerned at the impact this rule may have on his ability to maintain employment. Too many regulations on good solid businesses in the City may make employers cut staff to ensure they can maintain customer service levels without the punitive impacts of this rule. I urge you and the Council not to make Minneapolis a more difficult place to do business and drive out good paying jobs. We don't need to be "like San Francisco" with everything we do. Stand up and say "no" to this rule. thank you.

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

--

Tracy and Brad Wheeler

b.t.wheeler@q.com

Maze, Haila R.

From: Glidden, Elizabeth A.
Sent: Sunday, October 11, 2015 8:53 PM
To: Working Families
Subject: Fw: Ward 8 Feedback Form

From: no-reply@minneapolismn.gov <no-reply@minneapolismn.gov>
Sent: Friday, October 9, 2015 7:45 PM
To: Lopez Lara, Sara; Sirdar, Deebaa; Glidden, Elizabeth A.
Subject: Ward 8 Feedback Form

City of Minneapolis

Name * Brad Wheeler

Email * b.t.wheeler@q.com

Phone

Phone Type

Address

City Minneapolis

State MN

Zip

Question/Comment * Fair Scheduling: I see from a recent news piece on Channel 4 that this is still under consideration by the Minneapolis Board. I again want to state that I think this is a wrong-headed idea, bad for business in Minneapolis, a bad long-term law for working people, and a poor use of the time of Minneapolis City government. If workers don't like the scheduling practices of their part-time employers, the free-market system offers them a great feedback mechanism- quit your job and find another! The City of Minneapolis should focus on ways to improve opportunities for new businesses to thrive, to make the City more secure (work on improving safety in North Minneapolis) and not ways to pander to organized labor or strive to be ahead of San Francisco.

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 kevinwhelan.mn@gmail.com
Sent: Thursday, October 15, 2015 12:01 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

Please keep fighting for Working Families Agenda and guaranteeing all workers earned sick & safe time and protection from wage theft. We need all of this agenda and higher wages to make progress on racial justice. We can do it!

Sincerely,

Kevin Whelan
3605 Pleasant Ave
Minneapolis, MN 55409-1224

Maze, Haila R.

From: Thomas Whisenand <tom@indeedbrewing.com>
Sent: Tuesday, October 06, 2015 8:47 AM
To: Working Families
Subject: Opposed - Indeed Brewing Co.

I am writing you today to express my concerns regarding the Working Families Agenda that the City Council is currently considering.

The proposed ordinance as is would be an unrealistic and damaging burden for Indeed Brewing Company to bear.

One thing that has surprised me over the past three years is the difficulty and importance of finding the right mix of pay, benefits, hours, and work culture to keep our 47 employees happy and engaged. What the right mix is differs from employee to employee so we try to find a solution that works for all of them while balancing the needs of the company. Ask any business owner and I am sure they will identify with this struggle and likely agree that there is no one size fits all approach that can be applied to all businesses.

Indeed has gone from 6 employees to 47 in a little over three years time. Honestly the path to this point has been chaotic and all of our employees know what it is like to work long hours and have their schedule changed on short notice. They also know what it is like to be advancing with a company that is doing well and shows a lot of potential. They know what it is like to feel like they are contributing to something meaningful and I know that means something to them. We have had very few employees leave us for other jobs since we started and most that I can think of left for bigger and better opportunities so I guess we must be doing something right!

The Working Families Agenda would hamstring our business, limit our growth, hurt our bottom line, and thereby force us to cut pay and/or benefits we currently offer to our employees. Scheduling 28-days in advance is just simply not possible in our business. Could the mayor or any of the councilmembers schedule all of their meetings 28-days in advance with no exceptions?

Beyond all of these concerns I am slightly baffled about how the City of Minneapolis would plan to enforce such an ordinance. Currently we interact with the City very little when it comes to employment matters and adding such an ordinance would drastically change the city's role when it comes to employment.

I ask that you oppose this ordinance in its entirety or at the very least work diligently to limit its scope and reach so that it does not impose an unreasonable burden on Minneapolis businesses.

Respectfully,

Tom Whisenand
Co-Founder, Indeed Brewing Company

--

TOM WHISENAND
[Indeed Brewing Company](#)
612.237.9815 (m)
Minneapolis, MN
tom@indeedbrewing.com

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of carolc1074@gmail.com
Sent: Wednesday, October 07, 2015 8:46 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

Minneapolis can do better. As one of the strongest economies in the country right now, but with the worst economic disparities, we should lead the way in setting a higher standard to protect workers from short-sighted work rules. Why would I want to have all my food workers unable to stay home when sick, because they can't count on work hours and won't get paid for sick time? Who does that serve except short term profits over the customer.

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. The restaurant association said they would lose money from raising the minimum wage. Then they said on their website that they had a banner year in Minneapolis. Don't believe the hype.

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,

Carol White
1074 Cedar View Dr
Minneapolis, MN 55405-2129

Maze, Haila R.

From: Mary Jo Wiatrak-Uhlenkott <wiat0002@umn.edu>
Sent: Tuesday, September 15, 2015 4:03 PM
To: Working Families
Subject: pass the working families agenda--

All parents need sick and safe time... this would help ensure fairness for hard working parents.

--

*MaryJo Wiatrak
2501 -34th Ave. South
Minneapolis, MN 55406*

Maze, Haila R.

From: Corinne Wichser <campaigns@good.do>
Sent: Saturday, October 03, 2015 5:22 PM
To: Working Families
Subject: Support for Working Families Agenda

I, Corinne Wichser stand in support of hourly workers and in support of the Minneapolis City Council passing the "working Families Agenda" this year because everyone deserves a fair shake.

Yours sincerely,
Corinne Wichser

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 Corinne Wichser who provided this email address: cwichser@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 Corinne Wichser at that email address.

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

Maze, Haila R.

From: Paul Wichser <campaigns@good.do>
Sent: Saturday, October 03, 2015 5:22 PM
To: Working Families
Subject: Support for Working Families Agenda

Hello,

Workers' rights are extremely important to both the city and equality in general. We need strong controls over what can and can't be allowed for the most vulnerable workers. Those in temp agencies are most at risk of abuse. Please join with us in supporting worker equity.

Yours sincerely,
Paul Wichser

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 Paul Wichser who provided this email address: paul@paulwichser.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 Paul Wichser at that email address.

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

Maze, Haila R.

From: Dan Wicht <campaigns@good.do>
Sent: Wednesday, September 16, 2015 9:32 AM
To: Working Families
Subject: Support for Working Families Agenda

As a person who works in Minneapolis, I ask that you please support this measure.

Sincerely,

Dan Wicht

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 Dan Wicht who provided this email address: wicht_dan@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 Dan Wicht at that email address.

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

Maze, Haila R.

From: Dan Wicht <bounce@list.momsrising.org>
Sent: Wednesday, September 30, 2015 5:32 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,

Dan Wicht
Minneapolis, MN

Maze, Haila R.

From: Freeman Wicklund <campaigns@good.do>
Sent: Saturday, October 03, 2015 5:35 PM
To: Working Families
Subject: Pass the Working Families Agenda

Please pass the "Working Families Agenda" this year because all people deserve fair compensation, fair treatment, and the ability to care for their family members -- especially those who work for minimum wage (or less - as is the case of the Target Field Workers who stand in line for hours to see if they get work).

Yours sincerely,
Freeman Wicklund

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 Freeman Wicklund who provided this email address: freemanwicklund@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 Freeman Wicklund at that email address.

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

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of Labrys3@mac.com
Sent: Friday, October 16, 2015 10:31 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. How I wish those privileged souls who serve on council could live for a time with families who do so much of the hard work we all depend upon and yet seem to ignore. I have known so many who struggle with arranging day care because a boss suddenly changes their hours, showing up at work ill and perhaps contagious because they don't dare put their job in jeopardy and risk the small paycheck that ensures their babies are fed. Indeed there was a time in my own life when that was my reality, and only the kindness of others allowed me to return to college and and have a career with a job that offered basic protections.

Here's reality. We tend to underpay and ignore the needs of those who work the hardest in our society. That is wrong, ethically and morally unjust. I ask you to step outside your privilege, look with renewed eyes at those who do the difficult thankless work upon which we all depend. Open your hearts and do the right thing. Pass this agenda and tell these Minneapolis voters that you have heard them and they truly are valued. Be there voice as well. It's the right thing to do.

Sincerely,

Jessica Wicks
1601 California St NE
Minneapolis, MN 55413

Maze, Haila R.

From: Ellalisa Wiggins <campaigns@good.do>
Sent: Friday, October 16, 2015 4:27 PM
To: Working Families
Subject: Support for Working Families Agenda

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.

Ellalisa Wiggins

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 Ellalisa Wiggins who provided this email address: ellalisawiggins@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 Ellalisa Wiggins at that email address.

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

Maze, Haila R.

From: Wilhelm, Michael <MWilhelm@Briggs.com>
Sent: Tuesday, October 06, 2015 9:29 AM
To: Working Families
Subject: Comments on Draft Working Families Agenda

Council Members,

Here are my proposals to improve the Working Families Agenda and make it more balanced with respect to employers:

(1) Include An Exception for Small Employers: Many laws that impose obligations similar to those required by the Working Families Agenda include an exception for small employers who will not be able to comply without suffering undue hardship. For example, the obligation to accommodate disabled employees under the Americans with Disabilities Act or the Minnesota Human Rights Act only applies to employers with [at least 15 employees](#). The Minnesota Parenting Leave Act only applies to employers “that employs [21 or more employees](#) at at least one site.” And the Family Medical Leave Act only applies to employers with [50 or more employees](#). A similar exception should be included in the Working Families Agenda.

(2) Reduce the Amount of Time Required For Advanced Scheduling and Include an Exception for Businesses with Unpredictable Work. The draft Working Families Agenda requires that an employee’s schedule must be established at least 28 days in advance. [Many employers have objected](#) to this requirement on the grounds that they cannot determine what type of staffing they will need that far in advance. One group called the [Main Street Alliance of Minnesota](#) is advocating that the City Council reduce this requirement to 14 days as a compromise. However, for some employers whose businesses are unpredictable – like snowplow operators or hospitals – even 14 days is too long to know when work will be required. Therefore, even if the 28-day requirement is shortened, an exception for businesses with unpredictable workloads should be included as well.

(3) Get Rid of the Presumption of Retaliation or Shorten It Significantly. The draft Working Families Agenda provides that:

Employers will be prohibited from firing, demoting, suspending or taking other adverse actions against employees for exercising their rights or assisting others to exercise their rights. Employer bears the burden of proving that an adverse action within one year of protected activity is not retaliatory in nature.

Under current law, courts have held that the “mere coincidence of timing . . . is rarely sufficient” to prove retaliation and that the temporal proximity “must be extremely close to establish the causal connection without other evidence of discriminatory animus.” [Ebersole v. Novo Nordisk, Inc.](#), 758 F.3d 917, 925 (8th Cir. 2014). Generally, courts will not infer causation based on timing unless the adverse action occurs within approximately two weeks or less of protected activity. [Smith v. Allen Health Systems, Inc.](#), 302 F.3d 827, 833 (8th Cir. 2002) (holding that a 13-day period was “barely” sufficient to infer causation).

Assuming that employers are guilty until proven innocent is contrary to an employer's due process rights and the general rule that a plaintiff bears the burden of proof. It is particularly inappropriate when the protected activity at issue consists of taking a sick day or requesting a change in schedule – things that employees may routinely do, resulting in a perpetual assumption of guilt for employers. For these reasons, the City Council should remove the presumption altogether. If any presumption is adopted, however, it should be consistent with current law and be based on a period of two weeks or less, not a year.

(4) Narrowly Define “Flexible Working Arrangement.” The draft Working Families Agenda gives employees the right to request a “flexible working arrangement” and, in some cases, requires that employers provide it. The problem with the phrase “flexible working arrangement,” however, is that it is undefined and too flexible. Interpreted broadly, a “flexible working arrangement” would arguably include allowing an employee to work whenever he or she felt like it or allowing an employee's unemployed and unqualified cousin to cover his or her shifts.

When the Minnesota Legislature considered a similar mandate as part of the [Working Parents Act](#), the proposed definition of a the term “flexible working arrangement” was extremely broad and included “a change in an employee's terms and conditions of employment with respect to work schedule, including, but not limited to, a modified work schedule, changes in start or end times in a work schedule or work shift, a predictable, stable work schedule, part-time employment, job sharing arrangements, working from home, telecommuting, limitations on the employee's availability to work, the location of the employee's worksite, reduction or change in work duties, or part-year employment.” See [H.F. 1093](#).

The definition previously considered by the Minnesota Legislature is too broad. By encompassing virtually any schedule change or change in work duties imaginable, the definition of “flexible working arrangement” would give employees the right to dictate the terms of their employment. If the City Council chooses to mandate that employers provide “flexible working arrangements,” that term should be narrowly defined so that employers know precisely what is required and so that employers will still be able to determine how their businesses are run.

(5) Include Exceptions For The “Flexible Working Arrangement” Mandate. The draft Working Families Agenda includes a requirement that an employer must grant a requested “flexible working arrangement” if the request is based on the employee's “serious health condition, caregiving obligations, educational pursuits or second job.” This requirement does not include any exceptions. Read literally, this requirement could lead to some very odd results. For example, it would arguably require that: (i) an employer must allow a construction worker to telecommute even though the worker's in-person attendance is an essential function of his or her job; (ii) an employer must change the work schedule of one employee with caregiving responsibilities to accommodate the schedule of another employee with caregiving responsibilities; or (iii) an employer must allow an employee to work a part-time schedule so that the employee could also work part-time for the employer's competitor, even though this may result in a conflict-of-interest.

Including some common-sense exceptions to the requirement for flexible working arrangements could avoid these problems. At a minimum, the requirement should include exceptions that would permit an employer to deny a requested flexible working arrangement if the requested arrangement: (i) would not allow the employee to perform his or her [essential job functions](#); (ii) would result in an [undue hardship](#); (iii) would create a conflict-of-interest; (iv) would violate applicable law; or (v) would pose a direct threat to the health or safety of the employee or others. The ordinance should also make clear that an employer need not disrupt another employee's work schedule, terminate another employee, or create a new position in response to an employee's request for a flexible working arrangement.

(6) Exclude Exempt Employees. The draft Working Family Agenda appears designed to help primarily non-exempt employees in service industries, yet it is written broadly to apply to “[a]ll employees . . . unless a collective bargaining agreement waives the law in clear and unambiguous terms.” Arguably, this would include exempt employees like emergency room physicians, teachers, engineers, and accountants. It would also include high-ranking officials of the City of Minneapolis, like the Mayor or the Chief of Police. As explained [here](#), applying the fair scheduling requirements of the draft Working Families Agenda to exempt employees does not make sense and will likely create more problems than it will solve.

Michael Wilhelm
Shareholder



Briggs and Morgan, P.A.

Direct 612.977.8863

Fax 612.977.8650

mwilhelm@briggs.com

2200 IDS Center | 80 South 8th Street | Minneapolis, MN 55402 | briggs.com

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Maze, Haila R.

From: City e-mail form - Do not reply
Sent: Wednesday, October 14, 2015 7:33 AM
To: Dahler, Ken; Ziring, Emily
Subject: Ward 13 Contact Form

City of Minneapolis

Name * Steve Williams

Email * Swilli0521@yahoo.com

Phone (612) 920-1233

Phone Type

Address 4944 Oliver Ave S

City Minneapolis

State MN

Zip 55419

Question/Comment * I am writing to ask that you vote against proposals to require businesses to provide paid sick time and other burdensome requirements. I support the goal, but there are already WAY to many regulations in Minneapolis. It's time for politicians to work with businesses, not against them. Please reject these set of expensive regulations.

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 Number1giraffe@hotmail.com
Sent: Saturday, October 17, 2015 4:51 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,

Marie Williams
4649 Bryant Ave S
Minneapolis, MN 55419-5354

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of bevie8@comcast.net
Sent: Thursday, October 08, 2015 6:51 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,

Beverly Wilson
410 Groveland Ave Apt 1204
Minneapolis, MN 55403-3210

Maze, Haila R.

From: Farley, Zachary
Sent: Friday, October 09, 2015 10:54 AM
To: Working Families
Subject: FW: Working Families Agenda

From: David Wilson [<mailto:david.wilson.re1@gmail.com>]
Sent: Friday, October 09, 2015 10:53 AM
To: Frey, Jacob
Subject: Working Families Agenda

Dear Councilman Jacob Frey,

My wife and I have been planning to move into your area, but now having second thoughts with the possibility of the Working Families Agenda movement that the Minneapolis City Council is trying to push.

Here is the way I see what will happen if you pass this. Scenario 1. Two identical restaurants operating the same night before Working Families Agenda.

Restaurant two blocks out of Minneapolis	Minneapolis Restaurant
2 Cooks	2 Cooks
1 Bartender	1 Bartender
4 Servers	4 Servers
1 Greater	1 Greater
1 Dishwasher	1 Dishwasher
1 Manager	1 Manager
4 patrons	4 patrons

Order is 2 wine, 2 beers 4 coffee and 4 Burger meals. Same price. No difference.

Scenario 2. Two identical restaurants operating the same night after Working Families Agenda.

Restaurant two blocks out of Minneapolis	Minneapolis Restaurant
2 Cooks	2 Cooks
1 Bartender	1 Bartender
4 Servers	You order from counter and pickup order.
1 Greeter	
1 Dishwasher	1 Dishwasher
1 Manager	1 Manager
4 patrons	4 patrons
2 wine \$16.00	2 wine \$20.00
2 beer \$11.00	2 beer \$15.00
4 coffee \$14.00	4 coffee \$18.00
4 Burger meals \$48.00	4 Burger meals \$56.00
Total \$89.00	Total \$109.00

Scenario 3

Restaurant two blocks out of Minneapolis	Minneapolis Restaurant
Stays open	Closed

Which restaurant are you going to? I'm going to the one two blocks out of Minneapolis.

I am not an economics guru, but I cannot see how it can work out any different. Minneapolis is a vibrant community. Lets not kill that with this agenda.

--
David D. Wilson

Maze, Haila R.

From: Julia Winkels <campaigns@good.do>
Sent: Saturday, October 03, 2015 5:48 PM
To: Working Families
Subject: Support for Working Families Agenda

I, Julia Winkels, stand in support of hourly workers and in support of the Minneapolis City Council passing the "Working Families Agenda" this year because fair hourly wages, appropriate scheduling, and sick time ensure that everyone in Minneapolis - and their families - can flourish.

Yours sincerely,
Julia Winkels

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 Julia Winkels who provided this email address: winkels.julia@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 Julia Winkels at that email address.

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

Maze, Haila R.

From: Paula Houston <houstonpaula789@gmail.com>
Sent: Tuesday, October 13, 2015 6:05 PM
To: Working Families
Subject: email info provided by MYTALK107.1 radio host

To Whom It May Concern;

The problem with our economy today is there are three tax family tiers poor, working poor, and rich.

The poor typically have no job or an unlivable wage. They qualify for health care, food stamps, discounted housing, and a whole host of other support services. The rich make enough money to cover all their living expenses, pay for the "extras" such trips, sports, house cleaning services, and entertainment. Yet they still have money set aside for when the car breaks down or needed house repairs. They are also able to help the poor through donations to non-profits or purchasing the food shelf bags at the grocery stores.

The forgotten population is the working poor. This is the two or one income households who do not have enough money to live but no options for assistance. My husband and I are in this tier. We have both been in the work force since high school. We always have paid our state/federal taxes and continue to do so. Although when we need help we cannot get it.

We manage a family of 6 with two under the age of 3. We both work outside the home because we can't survive on one of our incomes. We have to work opposite shifts because we cannot afford full-time day care. My husband had an opportunity for a promotion in his company which we could not consider because the wage increase would not cover the daycare costs – we'd end up having less. He carries the health insurance; however; if we ever lost it my employer's family plan would take half my paycheck and I only get paid twice a month. We did not qualify for a family/daycare tax credit at the end of the year because we fell just over the income qualifications.

Here is my comprehensive list of concerns:

1. Daycare costs/expenses are not monitored, and out of control. Our one day a week cost for daycare is more than a mortgage, and we pay for days they are not even open (such as 4th of July). Also we do not have provider options because there very few who will take kids part-time.
2. The daycare tax credit needs to be expanded to include the middle class. I'd even be willing to include the really well-off because it is an "everybody" expense. They care provider expects payment every week and there are no exceptions. The problem is the numbers do not add up. We are considered capable of covering daycare expenses and do not qualifying for the credit, however; the monies for daycare come at the expense of food and out-of-pocket healthcare.
3. Due to taxes and healthcare costs our combined yearly household income of approx. \$80K is cut in half. We then have \$9600 taken out of that income to pay daycare. Leaving us with \$30,400 to support a family of six. I could be way of base but this would qualify us for assistance. The issue is the income guidelines are based off the first income. The problem with that is that is not our available income. The food and healthcare assistance income guidelines are not realistic.

All of the above has left us scrambling for a way to feed our family with some weeks of bare cupboards. We have an exuberant amount of unpaid out-of-pocket medical expenses and past due utility accounts.

If any of the unexpected expenses come up such as car repairs, less food is bought or multiple monthly bills go unpaid again.

Everything we pay for to live has increased some tripling plus. Yet, neither one of us has seen an equivalent wage increase. My husband's first increase after 5 years was .18 cents and mine in the same amount of time was 1.88%. These did not even make a dent in our budget. It seems we are the fast track to Bankruptcy simply because of out of control healthcare, unreasonable daycare costs, lack of food assistance and stagnant salaries.

Thank you for your time.

Sincerely,

Paula Winship (Houston)

Maze, Haila R.

From: Brittney Wirth-Petrik <campaigns@good.do>
Sent: Tuesday, October 13, 2015 12:40 PM
To: Warsame, Abdi
Cc: Working Families
Subject: Support for Working Families Agenda

I support the Working Families Agenda. To be a healthy community we all need 8 hours of sleep, 8 hours of play, and 8 hours of work. Thank you for how you make this world a more connected and peaceful place.

Yours sincerely,
Brittney Wirth-Petrik

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Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of Mary Wittenbreer
<mailagent@thesoftedge.com>
Sent: Wednesday, October 07, 2015 4:26 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,

Mary Wittenbreer
4031 26th ave south
Minneapolis, MN 55406

Maze, Haila R.

From: Briana Woc <brianaw@surlybrewing.com>
Sent: Monday, September 21, 2015 4:38 PM
To: Working Families
Subject: Question on Earned Sick time proposal

To Whom it may concern,

I have a question on this proposal- would this apply to all employees after they work 30 hours or only full-time? Also, is this correct that this is only for the city of Minneapolis, not all of MN? Additionally how can I stay on top of changes like these for my employer- is there a site I can register for?

Thanks!
Briana

Briana Woc
Payroll/ Benefits Specialist
Surly Brewing Company
<http://www.surlybrewing.com/>
brianaw@surlybrewing.com

p: 651-352-2278 | c: 612-412-6774 | f: 651-389-9391



Maze, Haila R.

From: Steve Woelfel <steve@jeffersonlines.com>
Sent: Friday, October 02, 2015 5:28 PM
To: Working Families
Subject: public comment period for proposed fair scheduling and sick pay ordinance

Jefferson Lines is a 96 year old privately held company that operates in 13 states and proudly employs a majority of our 225 employees from our Minneapolis headquarters. We are active in many civic organizations and also provide in-kind and cash donations to many organizations such as Project Success.

An important element for this family owned business is to be an “employer of choice” and to that end we offer a comprehensive pay and benefits package that is above a national peer group and other motorcoach companies in the metro area and greater Minnesota. We have made this choice for many reasons and while philosophically our efforts appear to be aligned with this proposal, I am very concerned with this proposed ordinance for several reasons.

- **It creates regional competitive business disadvantages** - We already lose bid work in the Metro area to bus companies located outside of Minneapolis because quite frankly, we are often unable to match the pricing that others provide. There is no doubt that this proposed ordinance will put us at an even bigger competitive disadvantage to our local and regional competitors.
- **Layers of complexity** - Labor laws should be left to Federal and State authority so as to not unnecessarily adds to the complexity of doing business within the City.
- **Fair Scheduling provision is unreasonable** – We operate a 24 hour/365 passenger transportation business that is in a heavily regulated industry. We frequently have employees “call-off” at the last minute and are required to find replacement workers so as to not disrupt the transportation plans of our passengers. Our employees understand the need to serve the public and to support a fellow employee who needs unplanned time off sometimes requires flexible scheduling. That is why one of our core values is that “Each of us is responsible for the success of our Company”.
- **This ordinance does not contemplate a full benefits package and is not good for employees** – We advocate for employee feedback to help us determine benefits that are important to our employees and then use that feedback to develop a sustainable business model. This ordinance supplants the voice of the employee with the voice of government officials in a one-size fits all regulatory environment. All businesses have a benchmark for total personnel costs and this proposal simply reallocates benefits without direct input from employees and employers.

In summary, I truly appreciate your end goal but fully disagree with the approach. It is not good for business; it is not good for employees; and it is not good for the growth of the City of Minneapolis.

I would suggest as an alternative that you consider rewarding businesses that provide a fair and comprehensive benefits package that meets the needs of a majority of their employees as a better way to achieve your goal without the above stated disadvantages.

Steve Woelfel
President
Jefferson Lines
612-359-3422
www.jeffersonlines.com



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Maze, Haila R.

From: Mastery Bridge <woody@masterybridge.com>
Sent: Friday, October 09, 2015 11:12 AM
To: Working Families
Subject: Against your proposal

Hi,

My name is John Woodland. I own a company called Mastery Bridge here in Minneapolis. We design and manufacture guitar hardware that is used by musicians all over the world. It is well known in the guitar industry that we are from Minneapolis and I take pride in the fact we make everything here. The working families agenda punishes small businesses like mine due to the bad business practices of much larger corporations. I do not employ hundreds of workers at Target Field. I do not employ cleaners for Macy's. I am a small business with a handful of employees.

This one size fits all proposal would be a nightmare for both me and my employees. My employees literally create their own schedules based on work flow. They do not work 9-5 jobs here, they're allowed to come and go as they like and base it around their own schedules. Our parts can be delayed in machining, so if I were to schedule my assembler to come in 14 days from now for parts that *should* be finished on day 13 and they're delayed, where would that leave me? Fined, under your proposal. The way it usually works is, I say, "Hey Marcos, V1 kits are finished" and Marcos replies, "Great, I'll be in after my hiking trip Tuesday."

Orders go up and down here like any other business, so my shipper here will maybe come in twice one week, three times the next and once the week after that, all around her school schedule and piano lessons she teaches. Long story short, the 14 day scheduling doesn't work here. The four of us like to create our own schedules, I don't need the city to do this for us. I won't let the city do this for us because I'll move the business out of MPLS if this passes.

It's certainly not just myself, every restaurant owner and landscaper that I talk to here in MPLS agrees. Not all business run alike. I'm all for paid sick leave and we give large holiday bonuses to our staff here (where's that written in your proposal?). I will not put up with the city of MPLS telling me how to run my business, period. You make us out like we're the bad guy. We're far from that. Don't group me in with some large corporation hiring cleaning crews at Target Field. I will for sure move Mastery Bridge out of MPLS if this passes and continue to give my amazing employees the flexible schedule they prefer.

If you're going to include both large and small businesses alike in this proposal you need to cite examples of specific small businesses that are mistreating their employees when selling this crap, not just Target Field, McDonalds, etc.

Regards,

John Woodland

--

www.masterybridge.com
[facebook](#)

Maze, Haila R.

From: City e-mail form - Do not reply
Sent: Saturday, October 17, 2015 12:09 AM
To: Dahler, Ken; Ziring, Emily
Subject: Ward 13 Contact Form

City of Minneapolis

Name * John Woodland
Email * woody@masterybridge.com
Phone (612) 616-5684
Phone Type
Address 4805 Thomas Ave S
City Minneapolis
State MN
Zip 55410
Question/Comment * Hi, I'm a small business owner in the area and I would like to meet with council member Palmisamo regarding the proposed "working families agenda." I'm wondering how I can set up a short meeting to discuss my concerns. Thanks, JW

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

Maze, Haila R.

From: Farley, Zachary
Sent: Monday, October 05, 2015 1:16 PM
To: Working Families
Subject: FW: Fair Scheduling Proposal

From: Joe Woods [<mailto:joe@theshouhouse.com>]
Sent: Monday, October 05, 2015 12:56 PM
To: Frey, Jacob
Subject: Fair Scheduling Proposal

Jacob, I would just like to let you know my feelings on the fair scheduling proposal. This would be the single worst thing to happen in the history of the hospitality industry. It would cost jobs, and small businesses would be forced to close. Please oppose this measure, my employees don't even support it, because they know the effects it would have on their livelihood.

It's as if the city is saying, we only want corporate franchises, because these would be the only type of business's that could deal with these types of mandates.

My 100% family owned small business would not be able to function under these laws. In my business that I have owned for 11 years we have never had any of the problems that these proposals are attempting to solve.

How about we keep our employees and citizens safe from being shot at downtown. The last shooting, one of my employees had to run from gun shots after leaving work. Business is down due in large part to that shooting, people don't feel safe downtown. And now this proposal, why is the council wasting time on this proposal and not keeping our people safe?

I could not oppose this measure any stronger, I truly thought it was an Onion article when I first read it. Please oppose this governmental over reach, thank you for all you do!

Joe Woods
President/CEO
Shout House Dueling Pianos
110 5th St N #100
Minneapolis, MN 55403-1608
www.shouhousempls.com

612-208-2563 voice
515-778-5639 text

Billing Address:
929 Portland Ave #2602
Minneapolis, MN 55404-1281

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of Joseph Woyee
<mailagent@thesoftedge.com>
Sent: Wednesday, September 30, 2015 12:36 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,

Joseph Woyee
4120 10th Ave S
Minneapolis, MN 55407-3204

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of johnfwozniak@hotmail.com
Sent: Wednesday, September 30, 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,

John Wozniak
3515 Washburn Ave N
Minneapolis, MN 55412-2227

Maze, Haila R.

From: John Wozniak <campaigns@good.do>
Sent: Monday, October 05, 2015 8:33 PM
To: Johnson, Barbara A. - City Council
Cc: Working Families
Subject: Support for Working Families Agenda

I'm asking your support for the Working Families Agenda. I am a former Chemistry Teacher and now volunteer at Patrick Henry Senior High. Parental involvement is one of the most important factors in student success. Parents can not be effectively involved with their student's education if they do not have a work schedule that allows them to plan ahead to support their child's activities. Better working conditions for parents will translate into better student outcomes.

Yours sincerely,
John Wozniak

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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 John Wozniak at that email address.

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Maze, Haila R.

From: John Wozniak <campaigns@good.do>
Sent: Friday, October 16, 2015 3:48 PM
To: Working Families
Subject: Support for Working Families Agenda

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. This is a real problem that will need both the input of business and workers. I hope that you will move forward with a fair scheduling proposal in the near future.

Yours sincerely,
John Wozniak

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 John Wozniak who provided this email address: johnfwozniak@hotmail.com

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Maze, Haila R.

From: Caitlyn Wright <campaigns@good.do>
Sent: Saturday, October 03, 2015 5:54 PM
To: Working Families
Subject: Support for Working Families Agenda

My name is Caitlyn Wright, and I live in Prospect Park. I'm a student of social work at the University of Minnesota, and work for A Minnesota without Poverty. I learned about Neighborhoods Organizing for Change today, and their efforts to create a set standard of work. I feel really strongly that workign conditions should be equal. Please vote for a basic standard of work.

Thanks,
Caitlyn Wright

Yours sincerely,
Caitlyn Wright

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Maze, Haila R.

From: Kendrick Wronski <campaigns@good.do>
Sent: Monday, October 05, 2015 4:42 PM
To: Quincy, John
Cc: Working Families
Subject: Support for Working Families Agenda

City Councilor Quincy,

I am appalled to hear the stories emerging from minimum-wage workers here in Minneapolis. Though I was born and raised in MN, I have also lived in Boston and DC and have never heard such stories before. This needs fixing. I am counting on you.

No one should have to choose between caring for a sick child and going to work.

When students are sent to school sick and their parents then report to work, the health and safety of the city's schools and workplaces are put at risk.

All workers need their schedules with enough notice that they can plan their lives, including childcare and second jobs.

No worker should have to "clopen": close late at night and open early the next morning with only a few hours to sleep in between.

Workers need the right to request scheduling accommodations and sick time without fearing they will lose their jobs.

As a city with some of the worst racial economic disparities in the country, it's important for Minneapolis to lead on advancing workers' rights this year.

These policies need robust enforcement to reach all Minneapolis workers.

Yours sincerely,

Kendrick Wronski

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 Kendrick Wronski who provided this email address: kwronsk@gmail.com

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Maze, Haila R.

From: Kendrick Wronski <campaigns@good.do>
Sent: Friday, October 16, 2015 3:42 PM
To: Working Families
Subject: Support for Working Families Agenda

Dear City Council Members,

As a community member and retired teacher, it is important to me that we live in a community that values each of its members and does not perpetuate the community practices which create poverty, illness and the desperation of violence.

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.

We can create a different community. One in which the capacities of everyone are valued and supported. I count on you to help create this.

May all love surround us, inhabit us
May it continue to open our hearts and guide our feet

Yours sincerely,
Kendrick Wronski

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Maze, Haila R.

From: Farley, Zachary
Sent: Monday, September 28, 2015 1:05 PM
To: Working Families
Subject: FW: Proposed Law Change
Attachments: Earned Sick Time.docx

From: Julia Yarwood [<mailto:julia@martinpatrick3.com>]
Sent: Monday, September 28, 2015 12:55 PM
To: 'localdlsh@gmail.com'; Frey, Jacob
Cc: Dana Swindler
Subject: RE: Proposed Law Change

Greetings Ann and Jacob,
Attached please find the requested comments and rebuttal to the Working Families Agenda – Earned Sick Time & Fair Scheduling draft proposal.
Thank you in advance for reading the rebuttal and hearing the concerns.

Sincerely,

Julia Yarwood
Finance Manager

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Minneapolis, MN 55401

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612 746 5329 STORE
612 317 0046 FAX

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From: Dana Swindler
Sent: Thursday, September 24, 2015 3:23 PM
To: Julia Yarwood
Subject: Proposed Law Change

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Minneapolis, MN 55401

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952 212 4594 MOBILE
612 317 0046 FAX

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From: Ann Y [<mailto:localdlis@gmail.com>]
Sent: Thursday, September 24, 2015 2:28 PM
To: Pamela Pappas Stanoch
Cc: Ashley Kilcher; Stacey Johnson; Tammy Bierk; Dana Swindler
Subject: Re: Breakfast meeting

Hi Everyone,

I have been calling the City Council members about the Working Families Agenda. Here is a link to get more information: <http://www.ci.minneapolis.mn.us/WorkingFamiliesAgenda/index.htm>

They want our comments!!! So please take some time to read through and give as much detailed comments as possible. Actually Council member Frey may stop by on Monday just to answer any questions we may have. His aide Zack put it on his calendar but isn't sure if it is confirmed. The council person behind this is Glidden in Ward 8 and Mayor Hodges. They are still in the "collection phase". There is some time but it is really important for our voices to be heard. That is all I have for now. Hope you are all well and see you on Monday morning.

Ann

2015-09-12 10:16 GMT-05:00 Pamela Pappas Stanoch <pps@cestchicboutique.com>:

--

Local D'Lish
208 N. 1st Street
Minneapolis, MN 55401
612-886-3047
www.localdlis.com

Rebuttal to The Working Families Agenda – Earned Sick Time & Fair Scheduling draft proposal

The Working Families Agenda – Earned Sick Time & Fair Scheduling draft proposal will cause undue financial stress and hardship on the Minneapolis private business community recovering from the economic crisis of the last eight years.

“People go to work when they’re sick...don’t have a choice. This causes more people to become sick, both employees and customers...disproportionately affects people of color & women.” Where is the source for these statements? They are pure conjecture with no foundation in fact. Emotion should not be a basis for drastic policy implementation.

Why haven’t the affected businesses been included from the early process? City government should not be the final say in how a private business runs operations.

Policy background states that 41% of employed Minneapolis residents lack access to earned sick time, but how many of these residents actually work in Minneapolis where the policy is being implemented?

In the research, it was found that since 2004 there were 208 outbreaks of food borne illness from sick employees. That was in all of Minnesota, again, not just Minneapolis. That equates to .007% of total employed people in the state, statistically irrelevant. Of the 41% who lack access, 18% are in the public sector, the public sector is the one who should have a sick earned time policy implemented and administrated before imposing on private employers.

Policy background also states that lack of earned sick time leads to poverty, unstable housing, and hunger. While those who do not have this sick time may experience these, they are not necessarily correlated. While they may co-exist, saying one is the cause of the other is pure speculation. Access to earned sick time cannot directly be linked to on the job injuries. These are just as likely to occur with those who are fully employed with maximum benefits.

Scope of the law:

Under Obamacare, businesses with under 50 employees are exempt from the mandate placed upon larger businesses. These same principles should be applied to business in Minneapolis in regards to the earned sick time policy. Additional costs to small business can cause loss of revenue which translates into layoffs and business closings. This in turn affects economic growth and stability in the city where the business is located.

Exemptions should not be limited by size of business, but also systems already in place that are functioning. Setting minimum standards upon businesses that may already be struggling causes undue hardship upon them, which ultimately may be their demise.

When a business is closed due to weather, or an employee does not have child care because of weather that is an occurrence out of the control of the employer. The employer should not have to pay an employee for lost work time. The business is already losing money due to closure.

While not always the case, when an employee knows 2-3 more or more days ahead of time that they will be using sick time, it should be their responsibility to find another employee to cover their shift; this is a reasonable amount of time.

Employees may only accrue one hour sick time for 30 hours worked in a week, not every 30 hours worked and it should not begin accruing until probationary period has ended.

Portability of earned time benefits:

How would administering a pool of benefits work? Who would monitor this pool? How is it documented and who is liable for the employee? How and through whom is it accessed? How are disputed accrued hours handled? Who is ultimately responsible for managing and dispersing?

Not all employment can provide equal scheduling, service industry and retail employees may not always have control over scheduling needs and may not be able to schedule more than one week out. It is the employer who controls the employment of their business. Minnesota is an At-Will employment state. Employers have the final say in scheduling and employment. The employee needs to work within the framework of the employer's schedule or seek employment elsewhere, somewhere that their work schedule is more in line with their needs.

The use of unsourced statements of conjecture when listing effects of unstable, unpredictable work schedules is playing on emotion and not based in factual reality. While some of these statements may be true, they are mutually exclusive of each other. There are many factors that cause negative impacts on personal lives, and to base over-reaching policy decision on them is dishonest at best.

It is the employer's right to adjust scheduling needs. Part-time employees typically want more hours so declination of said hours is an encumbrance on the employer. All written agreements will be made at time of hire, and all parties shall hold to these agreements. Written consent will be standing and not on a case to case basis. Sometimes employer needs change suddenly, when this happens, they may need to shift schedules and cause some employees to have to adjust, but forcing them to pay the employees is unacceptable. Reality must rule and employees must be adaptable. Predictability pay is harmful to employers whose schedules shift regularly and without notice. Employees in these industries must be able to adjust to these changes or find suitable employment elsewhere that is more tenable to their rigid schedule.

The right to adequate rest is excessive. The Federal Mandate for commercial drivers is eight hours. To demand a minimum of 11 hours of an employee who is not employed in an industry involving heavy equipment operation or related function is unnecessary.

Overtime pay should be based on a full time 40 hour week, not eight hour day. Someone who may work only 20 hours in a week should not be eligible for overtime.

Being a full time employee allows access to certain privilege that a part-time employee may not have. Full time employees, by the nature of their responsibilities, have a higher priority when it comes to promotion, time off requests, and wage differential.

While scheduling accommodations may be a necessity, mandating an employer to accommodate for a second job is counter-productive. If the employee has scheduling issues, they need to be addressed. Employer number one should have a priority and employer number two should make accommodations or part time employee hours may be reduced in order to provide other employees access to those hours.

Employer's right to hire is theirs alone, it should not be incumbent upon them to offer hours to existing employees if it is not their desire to do so.

In summary, we believe the Working Families Agenda – Earned Sick Time & Fair Scheduling proposal is detrimental not only to our business but all private businesses inside the city of Minneapolis. This policy proposal will lead to undue financial burden and hardship on businesses just starting to recover from the economic crisis of the last eight years.

Sincerely,

Julia Yarwood
Finance Manager
Martin Patrick 3

Maze, Haila R.

From: Julia Yarwood <julia@martinpatrick3.com>
Sent: Saturday, October 03, 2015 8:14 AM
To: Working Families
Subject: Earned Sick Time - Comments
Attachments: Earned Sick Time.docx

Please see attached comments

Julia Yarwood
Finance Manager

MARTINPATRICK3
FURNISHINGS · APPAREL · INTERIORS

MARTINPATRICK3
212 Third Avenue North, Suite 106
Minneapolis, MN 55401

612 317 0045 STUDIO
612 746 5329 STORE
612 317 0046 FAX

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Rebuttal to The Working Families Agenda – Earned Sick Time & Fair Scheduling draft proposal

The Working Families Agenda – Earned Sick Time & Fair Scheduling draft proposal will cause undue financial stress and hardship on the Minneapolis private business community recovering from the economic crisis of the last eight years.

“People go to work when they’re sick...don’t have a choice. This causes more people to become sick, both employees and customers...disproportionately affects people of color & women.” Where is the source for these statements? They are pure conjecture with no foundation in fact. Emotion should not be a basis for drastic policy implementation.

Why haven’t the affected businesses been included from the early process? City government should not be the final say in how a private business runs operations.

Policy background states that 41% of employed Minneapolis residents lack access to earned sick time, but how many of these residents actually work in Minneapolis where the policy is being implemented?

In the research, it was found that since 2004 there were 208 outbreaks of food borne illness from sick employees. That was in all of Minnesota, again, not just Minneapolis. That equates to .007% of total employed people in the state, statistically irrelevant. Of the 41% who lack access, 18% are in the public sector, the public sector is the one who should have a sick earned time policy implemented and administrated before imposing on private employers.

Policy background also states that lack of earned sick time leads to poverty, unstable housing, and hunger. While those who do not have this sick time may experience these, they are not necessarily correlated. While they may co-exist, saying one is the cause of the other is pure speculation. Access to earned sick time cannot directly be linked to on the job injuries. These are just as likely to occur with those who are fully employed with maximum benefits.

Scope of the law:

Under Obamacare, businesses with under 50 employees are exempt from the mandate placed upon larger businesses. These same principles should be applied to business in Minneapolis in regards to the earned sick time policy. Additional costs to small business can cause loss of revenue which translates into layoffs and business closings. This in turn affects economic growth and stability in the city where the business is located.

Exemptions should not be limited by size of business, but also systems already in place that are functioning. Setting minimum standards upon businesses that may already be struggling causes undue hardship upon them, which ultimately may be their demise.

When a business is closed due to weather, or an employee does not have child care because of weather that is an occurrence out of the control of the employer. The employer should not have to pay an employee for lost work time. The business is already losing money due to closure.

While not always the case, when an employee knows 2-3 more or more days ahead of time that they will be using sick time, it should be their responsibility to find another employee to cover their shift; this is a reasonable amount of time.

Employees may only accrue one hour sick time for 30 hours worked in a week, not every 30 hours worked and it should not begin accruing until probationary period has ended.

Portability of earned time benefits:

How would administering a pool of benefits work? Who would monitor this pool? How is it documented and who is liable for the employee? How and through whom is it accessed? How are disputed accrued hours handled? Who is ultimately responsible for managing and dispersing?

Not all employment can provide equal scheduling, service industry and retail employees may not always have control over scheduling needs and may not be able to schedule more than one week out. It is the employer who controls the employment of their business. Minnesota is an At-Will employment state. Employers have the final say in scheduling and employment. The employee needs to work within the framework of the employer's schedule or seek employment elsewhere, somewhere that their work schedule is more in line with their needs.

The use of unsourced statements of conjecture when listing effects of unstable, unpredictable work schedules is playing on emotion and not based in factual reality. While some of these statements may be true, they are mutually exclusive of each other. There are many factors that cause negative impacts on personal lives, and to base over-reaching policy decision on them is dishonest at best.

It is the employer's right to adjust scheduling needs. Part-time employees typically want more hours so declination of said hours is an encumbrance on the employer. All written agreements will be made at time of hire, and all parties shall hold to these agreements. Written consent will be standing and not on a case to case basis. Sometimes employer needs change suddenly, when this happens, they may need to shift schedules and cause some employees to have to adjust, but forcing them to pay the employees is unacceptable. Reality must rule and employees must be adaptable. Predictability pay is harmful to employers whose schedules shift regularly and without notice. Employees in these industries must be able to adjust to these changes or find suitable employment elsewhere that is more tenable to their rigid schedule.

The right to adequate rest is excessive. The Federal Mandate for commercial drivers is eight hours. To demand a minimum of 11 hours of an employee who is not employed in an industry involving heavy equipment operation or related function is unnecessary.

Overtime pay should be based on a full time 40 hour week, not eight hour day. Someone who may work only 20 hours in a week should not be eligible for overtime.

Being a full time employee allows access to certain privilege that a part-time employee may not have. Full time employees, by the nature of their responsibilities, have a higher priority when it comes to promotion, time off requests, and wage differential.

While scheduling accommodations may be a necessity, mandating an employer to accommodate for a second job is counter-productive. If the employee has scheduling issues, they need to be addressed. Employer number one should have a priority and employer number two should make accommodations or part time employee hours may be reduced in order to provide other employees access to those hours.

Employer's right to hire is theirs alone, it should not be incumbent upon them to offer hours to existing employees if it is not their desire to do so.

In summary, we believe the Working Families Agenda – Earned Sick Time & Fair Scheduling proposal is detrimental not only to our business but all private businesses inside the city of Minneapolis. This policy proposal will lead to undue financial burden and hardship on businesses just starting to recover from the economic crisis of the last eight years.

Sincerely,

Julia Yarwood
Finance Manager
Martin Patrick 3

Maze, Haila R.

From: Dahler, Ken
Sent: Wednesday, October 07, 2015 8:10 AM
To: Working Families
Subject: FW: Minneapolis Working Families Agenda

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: Steve Young [<mailto:steve@arborgroup.net>]
Sent: Tuesday, October 06, 2015 9:27 PM
To: Palmisano, Linea
Cc: Dahler, Ken
Subject: Minneapolis Working Families Agenda

Linea,

Thank you for hosting this important meeting today to discuss the proposed Working Families Agenda. These are important issues that will have far reaching implications for small businesses in Minneapolis. Unfortunately, it is apparent that the Working Families Agenda is now being fast tracked at the City with zero outreach to Minneapolis' small businesses. The proposal was drafted last month and is due for City Council vote by the end of the year. As drafted, it will have a greater negative impact on Minneapolis' small businesses than anything I've seen before because of its overreaching mandates and because our surrounding cities are not similarly burdened by the associated costs of these mandates.

In many areas of the City, our small businesses are close to or adjacent to neighboring cities where these rules do not apply. Ideally, important issues such as these need to be handled on a state level so all small businesses are operating on a level playing field. Please do what you can slow this process down and engage the small business community to fully understand how this legislation will impact us.

Thanks, Steve

Steven Young
Arbor Commercial Group
Email: steve@arborgroup.net
Office: 612-926-8000

Maze, Haila R.

From: Steve Young <steve@arborgroup.net>
Sent: Tuesday, October 06, 2015 9:40 PM
To: Working Families
Cc: info@experiencesouthwest.com
Subject: Minneapolis Working Families Agenda

The proposed Working Families Agenda will have far reaching implications for small businesses in Minneapolis. Unfortunately, it is apparent that this legislation is now being fast tracked at the City with zero outreach to Minneapolis' small businesses. The proposal was drafted last month and is due for City Council vote by the end of the year. As drafted, it will have a greater negative impact on Minneapolis' small businesses than anything I've seen before because of its overreaching mandates and because our surrounding cities are not similarly burdened by the associated costs of these mandates.

In many areas of the City, our small businesses are close or adjacent to neighboring cities where these rules do not apply. Ideally, important issues such as these need to be handled on a state level so all small businesses are operating on a level playing field. Please do what you can slow this process down and engage the small business community to fully understand how this legislation will impact us.

Thanks, Steve

Steven Young
Arbor Commercial Group
Email: steve@arborgroup.net
Office: 612-926-8000

Maze, Haila R.

From: Steve Young <arborcommercial@gmail.com>
Sent: Tuesday, October 13, 2015 8:37 PM
To: Working Families
Cc: info@experiencesouthwest.com
Subject: Working Families Agenda

As you know, the proposed Working Families Agenda addresses important workplace issues that will have far reaching implications for small businesses in Minneapolis.

- For some unknown reason, this important legislation is being fast tracked at the City. Allowing only six weeks for public comment guarantees poorly drafted legislation. For this legislation to achieve its goals, the City needs to slow down and fully engage Minneapolis' small businesses and their employees.
- The "robust" stakeholder engagement process as promised by the City Council's April 17th Resolution has been nonexistent for the businesses responsible for implementing these mandates. The intentional refusal to acknowledge small businesses' concerns should be a major concern for every City Councilmember.
- Minneapolis' small businesses are close or adjacent to neighboring cities where these rules do not apply resulting in a competitive disadvantage to our small businesses. Ideally, important issues such as these need to be handled on a state level so all Minnesota small businesses are operating on a level playing field.

This is a watershed moment for the City Council, Minneapolis' businesses and their employees. It is for these three reasons that this legislation should be delayed so we get it right.

Regards, Steve

Maze, Haila R.

From: Dahler, Ken
Sent: Thursday, October 15, 2015 4:39 PM
To: Working Families
Subject: FW: Working Families Agenda / Minimum Wage

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

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From: Steve Young [<mailto:steve@arborgroup.net>]
Sent: Thursday, October 15, 2015 12:00 PM
To: Palmisano, Linea
Cc: Ziring, Emily; Dahler, Ken
Subject: Working Families Agenda / Minimum Wage

Linea,

Thank you for your update last night and working to ensure our small businesses are heard in the Working Families Agenda discussion. We all feel whipsawed by this legislation, a direct result of fast tracking this legislation without any engagement with the stakeholders. I'm sure you've been hearing from many of Minneapolis' small businesses regarding their operational challenges implementing these workplace rules.

My major concern is creating a set a workplace rules in Minneapolis that differ from our surrounding cities. Minneapolis' businesses do not operate in a bubble - we compete with similar businesses in our surrounding cities. For example, businesses on the Edina side 50th & France will have a competitive advantage to Minneapolis businesses if the cost to operate our businesses is higher. In addition, new and expanding businesses have a choice where to locate and may choose Edina's more attractive business environment. This is why this type of legislation belongs at the State level – so there is a level playing field for all businesses.

While this is not groundbreaking information, it's a major point that's getting lost in the workplace rules discussion and future minimum wage discussion.

Thanks, Steve

Steven Young
Arbor Commercial Group
Email: steve@arborgroup.net
Office: 612-926-8000

Maze, Haila R.

From: Tyler Zabriskie <Tylerzabriskie@gmail.com>
Sent: Wednesday, September 23, 2015 10:32 AM
To: Working Families
Subject: I encourage you to support the Minneapolis Working Families Agenda

City of Minneapolis Working Families,

I believe that the Working Families Agenda supports fair and healthy working conditions for workers with strong rules for paid sick and safe leave, fair scheduling protection and enforcement to prevent wage theft.

Tyler Zabriskie
3834 Blaisdell Ave
Minneapolis, Minnesota 55409

Maze, Haila R.

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

Dear City Council Members:

"The privilege of the powerful is the ability to externalize risk onto those who are more vulnerable, onto those with less capacity to cope with it." In years of corporate consulting and international development work, I've see this truth played out regularly in corporate policies toward employees with little clout.

I've coached executives who complain that their employees think they are "entitled" to fair wages or predictable schedules. But they don't see their own entitlement, because they are able to protect themselves from abusive corporate practices!

I have worked in multiple industries through my career with wildly different compensation practices and I've seen how difficult it is to care for a family, especially in lower paid positions. I'm appalled at the practices my friends and colleagues must cope with.

I support the Working Families Agenda and guaranteeing all workers earned sick & safe time and protection from wage theft. I hope you will fight for these much-needed changes in Minneapolis!

Sincerely,

Tyler Zabriskie
3834 Blaisdell Ave
Minneapolis, MN 55409-1217

Maze, Haila R.

From: Teresa Zaffiro <campaigns@good.do>
Sent: Saturday, October 03, 2015 6:19 PM
To: Working Families
Subject: Support for Working Families Agenda

Dear Ms. Cano;

I am writing to thank you for your support of hourly workers, by standing behind the City Council passing the "Working Families Agenda". I want to more specifically express my support of fair scheduling.

Fair scheduling is essential for working families. Mothers and fathers need to know their schedules so that they can plan for childcare, but also for planning to spend time with their families. Families need to know their schedules so they can be stronger families.

Thank you for your support of this workers bill of rights!

Yours sincerely,
Teresa Zaffiro
Corcoran Neighborhood Resident

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 Teresa Zaffiro who provided this email address: teresabina.zaffiro@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 Teresa Zaffiro at that email address.

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

Maze, Haila R.

From: David Zaffrann <campaigns@good.do>
Sent: Thursday, September 17, 2015 3:32 PM
To: Working Families
Subject: I Support the Working Families Agenda

Dear Council Members,

I am writing to you as a Minneapolis resident in Ward 12 and a member of the Neighborhood and Community Engagement Commission in support of the Minneapolis Works campaign and the Working Families Agenda.

There is a story in the Star Tribune today detailing how the median household income for blacks in Minnesota fell 14% in the past year, according to survey data released by the U.S. Census Bureau.

This is a crisis for our city, and one way we can begin to combat this trend -- not solve it altogether, but just maybe begin to stem the tide -- is to pass ordinances ensuring fair scheduling, earned sick and safe time, an end to wage theft, and a \$15 per hour minimum wage.

I urge you all to support these initiatives.

Yours sincerely,
David Zaffrann

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 David Zaffrann who provided this email address: dzaffrann@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 David Zaffrann at that email address.

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

Maze, Haila R.

From: Miguel Zagal <mz@taquerialahacienda.com>
Sent: Monday, October 12, 2015 10:14 PM
To: Working Families
Cc: Miguel Zagal
Subject: Working Families Agenda proposal Taqueria La Hacienda

Hi my name is Miguel Zagal from Taqueria La Hacienda (Mexican Food) with 2 locations on Lake Street and with more than 40 employees:

Taquería La Hacienda 1515 E. Lake Street # 104 Minneapolis MN 55407

Taquería La Hacienda at 334 E. Lake Street # 101 Minneapolis MN 55408

I completely oppose to this proposal.

First I want to mention that currently I offer 5 days of paid vacation time to all my employees with more than one year on the job in addition we paid 3 holidays to each employee, time for which the employee can use these time however they want.

I do not think we need this kind of ordinance since more of the companies are doing these kind of things for their employees.

First for the restaurant industry is very hard to predict the schedules and specially for the time the proposal is asking.

With this ordinance what you will be creating is a culture of absenting, because the employee is just going to call and say I'm sick.

Besides all that complicating language you are using (according to the draft I saw) with all those restrictions for the employers and not the employees.

This proposal is more beneficial to the employee and is not thinking about the employers; Who are the ones who create the Jobs.

With proposals like this one the city is not thinking about how bad you hurt our pockets with all these regulations and new ordinances that the city is coming up; like the one they passed las year regarding the prohibition of the Styrofoam; beside other regulations by the State Government like the increase of the minimum salary and not to mention the Health insurance coverage by the Federal Government.

I really want to bring to your attention all these points and to think about the employers when you guys proposes an ordinance or legislation like the ones I mentioned above instead of helping the small business you guys are doing the opposite.

I supposed the idea behind all these ordinances are supposed to help the economy or employees but You guys are hurting the small business directly to our pocket and because of ordinances like these one; nothing is changing what is happening is the when we put in effect these ordinances we have to pass the cost to our customer because we cannot absorb all these increases in the costs; so at the end nothing is changing.

BECAUSE OF ALL THESE POINTS I MENTIONED ABOVE I HOPE AND I'M ASKING YOU TO NOT SUPPORT OR PASS THIS PROPOSAL.

Thank You.

Miguel Zagal.

Sincerely
Miguel Zagal
Mobile (612) 327-0043
Cater Line: (612) 246-2191
mz@taquerialahacienda.com

Taqueria La Hacienda Inc.
WWW.TAQUERIASLAHACIENDA.COM

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of connect1@me.com
Sent: Wednesday, September 30, 2015 6:31 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,

Marc Ziegenhagen
3821 1/2 CHICAGO AVE
Minneapolis, MN 55407-2612

Maze, Haila R.

From: gayle zoffer <gaylerz@yahoo.com>
Sent: Tuesday, September 15, 2015 3:58 PM
To: Working Families
Subject: An Agenda of Fairness and Public Health

I believe very strongly in the need to have workers--full-time and part-time--be able to earn sick time. I'm a part-time ABE teacher, and I don't have any paid sick time. I'm forced to choose between working sick or losing income, and it's the same choice many of my adult students must make as they juggle work, school, and parenting.

To better their families and cobble multiple jobs and child care and school schedules together, people need to know their schedules in advance.

When businesses are doing all they can do to maximize profits, someone needs to ensure basic fairness, and that's what this ordinance does.

Please pass it.

Gayle Zoffer

[Sent from Yahoo Mail on Android](#)

Maze, Haila R.

From: mailagent@thesoftedge.com on behalf of Gayle Zoffer <mailagent@thesoftedge.com>
Sent: Thursday, October 08, 2015 1:46 PM
To: Working Families
Subject: Pass the Working Families Agenda

Dear City Council Members:

I was very pleased to learn that you are one of the leaders of the Working Families proposals from the City Council when I visited with you in person along with various labor leaders last month.

I know that the business community has been pushing back hard, and I think 2 weeks advance scheduling is probably a fair concession to the needs of business. But I ask you to please stand firm on other components of the proposal so that I and other people without any paid sick leave can take care of ourselves or sick children. I think this is basic decency and fairness whether you're working for a large organization or a small one, in the private or non-profit sector.

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,

Gayle Zoffer
5101 29th Ave S
Minneapolis, MN 55417-1330

Maze, Haila R.

From: Harvey Zuckman <harveyhz@mac.com>
Sent: Tuesday, October 13, 2015 10:12 AM
Subject: Personal statement on the Working Families Agenda from a former business owner

Dear Mayor Hodges and City Council Members,

It has been shown through research that, when purchases are made with locally owned independent businesses, as much as three times as much money gets recirculated into the local economy. This is an important consideration that seldom get acknowledged in the governmental sphere. With roughly half the local economy based on locally owned businesses, it is important to make that point.

With that in mind, I urge you to delay any implementation on the Working Families Agenda for locally owned businesses, and perhaps for all businesses, until there is adequate time to assess the impact that the provisions might have on locally owned businesses and our local economy overall.

I intentionally use the terms locally owned independent, rather than small business. At the time we closed our 73 year old business-that was always located in the city of Minneapolis-our business had 70 employees. However, even with that many employees, we maintained close relationships with our staff. When a business owner is engaged with its staff, there is so much that cannot be easily quantified.

While some proposed provisions appear quite reasonable, for example regarding sick pay and adequate rest, the impact of others could result in unintended consequences that might offset the gains expected from the entire set of proposals.

I am pleased to see that Minneapolis is leading the way on this issue and can provide a model for the rest of the country. All the more reason to make this test case successful, rather than rushing into it too soon.

Before any new requirements are mandated to our locally owned businesses, I believe it is critically important to take a step back and have a thorough exploration and anticipate as best as possible the consequences that may not have been considered. Key to this is to engage the business community in a positive discussion of the benefits and risks of helping protect the working families in our city through these proposed regulations. These is especially true, since the City of Minneapolis has just gone through a careful assessment of regulatory laws to lessen the burdens on local businesses.

I believe that there are many risks to implementing the provisions of Working Families Agenda that could affect the vitality of our local business community that need deeper investigation. In addition, such codified regulations do not recognize many intangible benefits of working for a locally owned independent business that could be lost in the process. Keeping the unique character of our community demands that there is not a one size (or even two size) fits all solution to the problem that exists.

For example, in our business, We would consult with our employees about their scheduling needs before setting schedules. In this manner we always strived to accommodate their needs.

Also, in the 40++ years that I worked in our family business, it was very common that we would not only allow employees to leave work when they had family matters that needed attention, but we encouraged them to do so and most often, took the burden upon ourselves to cover their schedules, when that was needed.

I also think that very careful attention needs to be taken to businesses that have variations in their scheduling needs that are dependent on things that are outside of their control such as weather or outside forces that might affect work loads.

While I am no longer a business owner and appreciate that I now can enjoy retirement, I am very concerned for the health of our locally economy. As a result, I am extremely concerned that the effects of the Working Families Agenda, even as adjusted recently, could have a dramatic negative effect and actually end up being counterproductive to keeping workers in the city employed to the fullest extent possible and being able to earn a living wage.

A phased approach does not address these concerns. Again, I urge you to forego implementation of the Working Families Agenda for locally owned independent businesses until a deeper study of the affects this would have on the vitality of our business community and its ability to integrate reasonable measures that more holistically will support the workers in Minneapolis.

The Working Families Agenda is important to our City, but its also important to do right. Please give it some needed time to be thoroughly vetted with the working community and the business community before implementation.

--

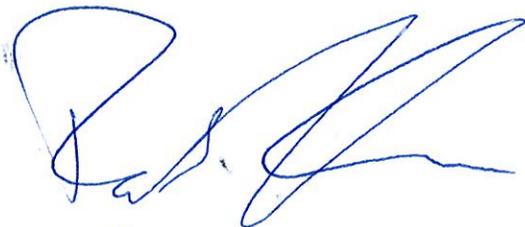
**Harvey Zuckman
3500 Holmes Avenue
Minneapolis, MN 55408-3835
612-791-1595**

Minneapolis City Hall
350 South 5th Street
Minneapolis, MN 55415

Dear Council Member Reich:

I own a business in your ward. The proposed "Working Families Agenda" will adversely affect me and my employees. I have done my best as small business owner in Minneapolis to provide a fair workplace for my employees while serving our customers. For this proposal to suggest otherwise is offensive. This proposal is a threat to my business. This proposal will make it harder for me to hire employees. It will likely result in layoffs and deferred hiring as employees will become more difficult to schedule and more expensive to hire. The hurried pace of this agenda is also concern for me. Please extend the public comment period to allow for more discourse. Please contact me.

Sincerely,



Colleen Brown