

CITY OF MINNEAPOLIS

Workplace Advisory Committee

Committee of the Whole
Wednesday, June 15, 2016

Staff Direction

On May 5, 2016, City Council directed “the City Coordinator, along with assistance from a multi-department work group, [to] develop a recommendation for a permanent Workplace Regulations Partnership Group.”



Proposed Workplace Advisory Committee:

Alignment with City Goals

The City values its thriving economy and seeks to ensure its commercial activities contribute not only to the City's economic well-being, but to its health and sustainability goals as well.

Importantly, the City of Minneapolis seeks to ensure that the workplace environment is just and safe for all – workers and business owners alike – and strives to ensure that existing and future policies connected to the workplace are informed by the experiences and realities of all stakeholders.

By providing a forum in which to engage and create collaborative dialogue between the business community, our worker community and the City, the establishment of a permanent Workplace Advisory Committee aligns with the existing City Goals:

A hub of economic activity and innovation: Businesses – big and small – start, move, stay and grow here

One Minneapolis: Disparities are eliminated so all Minneapolis residents can participate and prosper

A City that works: City government runs well and connects to the community it serves

Proposed Workplace Advisory Committee:

Scope

Staff recommends the creation of a permanent advisory body that serves as a forum in which to discuss and engage the broader community of workers and business owners, and provides the City of Minneapolis with advice and recommendations relating to workplace initiatives put forward by policy makers and staff, recommendations for continued outreach and awareness building, and recommendations for improvements on existing or future initiatives that could better serve business owners and workers alike.

Three principle objectives:



Discuss and
advise on
workplace policy
initiatives

Assist and advise
on outreach and
community
engagement
around
workplace
initiatives

Monitor and
evaluate
program
implementation
of workplace
initiatives

Proposed Workplace Advisory Committee:

Scope

Staff recommends the Workplace Advisory Committee prepare a 2 year work plan to submit to City Council that focuses specifically on workplace issues, commencing with the implementation of the City of Minneapolis' sick leave policy.

The initial work plan should detail proposed activities with expected results related to the three main objectives outlined previously. The work plan should also include development of an annual report to be submitted to City Council as well.

Subsequent work plans should also include analysis of the activity results.



Proposed Workplace Advisory Committee:

Membership

Staff recommends the Workplace Advisory Committee be comprised of 15 members representing a cross-section of the business and worker stakeholders, with the latter placing a particular emphasis on having low wage employee representation.

Recommended thoughts on composition are as follows:

- Business associations 2 representatives
- Mid to large employer representatives 2 representatives
- Small and independent owner representatives 2 representatives
- Not-for profit organization representative 1 representative
- Employee representatives 5 representatives
- Organized labor 2 representatives
- Park Board representative 1 representative

Proposed Workplace Advisory Committee:

Membership

- Members would be selected through the Open Appointment process established by the City.
- In selecting members to serve on this Workplace Advisory Committee, efforts shall be made to ensure representation reflects geographic, economic and cultural diversity within the committee as well as industry/occupational diversity as well.
- Given the focus on workplace issues – and in particular the implementation of the municipal sick leave policy - staff recommends the Department of Civil Rights provide primary support to the Workplace Advisory Committee with assistance and support from additional departments as determined by the specific topic being addressed.

Thank you for your
attention

