

MINUTES

City of Duluth – Earned Sick & Safe Time Task Force
December 14, 2016 – 4:30 p.m.
City Hall – Fourth Floor – Room 404 – Mayor’s Reception Room

MEMBERS:

1. ROLL CALL

Members Present: Tony Boen, Brenda Denton, Mary Faulkner, Arik Forsman (left at 5:00 PM), Angie Miller, Theresa O’Halloran-Johnson, Chad Ronchetti, Terese Tomanek, Kathryn Wegner, Laura Weintraub

Members Absent: Chad Ronchetti, Stephan Witherspoon

Others Present: Ashley Compton, Ashleigh Kamantauskas

2. APPROVAL OF MINUTES

A. November 30, 2016

Vote to Approve 11/30/16 Minutes: Approved as written (Forsman/Denton) unanimous (10/0)

3. INFORMATIONAL

1. Statement of Purpose

- a. Resolution concerns Sick and Safe Leave. We do not have a mandate for PTO or vacation policies.

Clarifying intention of Task Force is to focus on sick and safe time rather than PTO or vacation time.

- b. Record Keeping and reporting limitations

Where information on employees is stored for ESST. Reports from employers will not include names of employees.

2. Committee Reports

a. Definitions:

- i. Define employer: Considerations

1. Size

Theresa divided profit by number of employees. Suggested by subcommittee.

2. Connection to Duluth

Businesses with office/warehouse occupancy/store front within city limits.

3. Industry exclusions

There would not be industry exclusions if we adopted revenue based. Ordinance will not be ‘more restrictive’ than current policies. Safe and sick time could accrue after 90 days; some ordinances accrue after 200-250 hours.

ii. Define Employee: Considerations

1. Part time vs fulltime
2. Interns
3. Casual employees
4. Industry exclusions
5. Commission/sales
6. Volunteers
7. Other considerations?

1-7 are all to be determined. Weintraub asked if 'small businesses' would be treated differently than non-'small businesses' in the ordinance. Boen mentioned that in Grandma's case, they would treat all employees as one group. Weintraub mentioned that revenue can vary by year. The group decided to do further research on the idea of ratios as a determination of which businesses need to comply. Theresa will contact David Ross to further research.

b. Research Committee

- i. Report on similar sized communities with similar ordinances?

Faulkner reported on Tacoma as the city most like Duluth on the list.

ii. Streamlined Grid?

The research committee presented a streamlined grid focusing on communities similar to Duluth that have implemented ESST ordinances.

c. Social/Health Implications

- i. Employee considerations/survey

Hanke suggested adding a question about the ability to take days off unpaid when sick. Task Force would like survey posted on the City's website. Hanke will create a disclaimer stating that all information posted on a survey will become public information. The committee will refine the employee survey and bring to the next meeting.

d. Legal

- i. Update on Minneapolis lawsuit hearing

Denton updated the Task Force on the Minneapolis lawsuit. There is an issue of citizens working in businesses not located in Minneapolis that was brought up during a recent hearing. The judge asked for a briefing on that issue.

- ii. Follow up with Human Rights department?

Weintraub and Denton will meet with Carl Crawford about enforcement of the ordinance.

e. Survey

Boen presented a brief survey for employers. The Task Force suggested the survey be in a multiple choice format instead of yes/no and essay questions. The Task Force also suggested that industry questions be added. Denton mentioned that our survey may conflict with the research already done in Duluth and that it may not be accurate or reliable.

f. Select survey questions for employer survey and logistics for launch

3. PUBLIC COMMENTS
4. UNFINISHED BUSINESS
5. NEW BUSINESS
6. NEXT REGULAR MEETING SCHEDULED
12/28/2016