



Resolution No. 2016R-342

City of Minneapolis

File No. 16-01151

**By B. Johnson, Glidden, Reich, Gordon, Frey, Yang, Warsame,
Goodman, Cano, Bender, Quincy, A. Johnson, Palmisano**

Creating a Workplace Advisory Committee.

Whereas, the City of Minneapolis is experiencing tremendous economic growth in all sectors – large and small businesses, entrepreneurial start-ups and not-for profit organizations. With over 330,000 jobs in Minneapolis and in a greater MPS region having the lowest unemployment rate in the nation, we continue to rank as one of the best places to do business in the United States; and

Whereas, 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; and

Whereas the City of Minneapolis has actively taken important strides to ensure that the workplace environment is just and safe for all – workers and business owners alike; and

Whereas, the City of Minneapolis values the experiences and realities of all its residents and businesses, and strives to ensure that existing and future policies connected to the workplace are informed by all voices; and

Whereas the City of Minneapolis recently passed a new Workplace Regulations Ordinance (Title 2, Chapter 40 of the Minneapolis Code of Ordinances) on May 26, 2016, which included a desire for broad outreach opportunities and a requirement that an Annual Report be submitted that “may include recommendations for possible improvements to this chapter;” and

Whereas, the City of Minneapolis benefitted greatly from the input and dedicated work the Workplace Regulations Partnership Group invested as part of their efforts in presenting the City Council with recommendations for the new Workplace Regulations Ordinance, and directed staff to develop a recommendation formalizing the establishment of a permanent advisory group; and

Whereas, the establishment of a permanent Workplace Advisory Committee as a forum in which to engage and create collaborative dialogue between the business community, our worker community and the City of Minneapolis is squarely aligned with the goals of the new Workplace Regulations Ordinance, and also aligns with existing City Goals of *One Minneapolis, A City that Works*, and a *Hub of Economic Activity and Innovation*; and

Whereas, the City of Minneapolis acknowledges that policies developed by impacted stakeholders ensures that decisions are informed by local knowledge and creates buy-in for effective implementation and community empowerment for positive and forward-thinking change;

Now, Therefore, Be It Resolved by The City Council of the City of Minneapolis:

That the City of Minneapolis creates a Workplace Advisory Committee to support the City’s continued commitment to ensuring fair and safe workplaces for all, and providing opportunities for businesses and workers alike to share their experiences and help shape the City’s decision-making around existing and future workplace policies and initiatives. Specifically, the Workplace Advisory Committee would:

1. Discuss and engage the broader community of workers and business owners with the purpose of providing the City of Minneapolis with advice and recommendations relating to workplace initiatives put forward by policy makers and staff;
2. Provide recommendations for continued outreach and awareness building on existing and future workplace policy initiatives;
3. Monitor and evaluate program implementation of existing and future workplace policy initiatives; and
4. Support successful implementation and provide recommendations for improvements on existing or future initiatives that could better serve business owners and workers alike; and
5. Prepare a two-year work plan that focuses on workplace issues, such as the implementation of the City of Minneapolis’ sick and safe time policy, and update such plan on an annual basis.

Be It Further Resolved that the Workplace Advisory Committee shall be organized and supported as follows:

1. The Workplace Advisory Committee shall be comprised by sixteen (16) voting members as listed below that represent a cross-section of the business and worker stakeholders, with the latter placing a particular emphasis on having low wage employee representation:

a. Business associations	2 representatives
b. Mid to large employer representatives	2 representatives
c. Small and independent owner representatives	2 representatives
d. Not-for profit organization representative	1 representative
e. Employee representatives	5 representatives
f. Organized labor	2 representatives
g. Park Board	1 representative
h. Public employee	1 representative

Representation is intended to include impacted stakeholders who represent, either through their daily experiences or as part of their organizations’ work, a comprehensive and diverse experience in issues pertaining to the workplace and the impacts on workers generally.

2. 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. Residency requirements for voting members may be waived to ensure industry and occupational diversity.
3. Voting members shall be selected through the Open Appointment process established by the City for two (2) year terms with eight (8) members appointed in odd-numbered years and eight (8) members appointed in even-numbered years.


- 4. The Mayor and City Council shall be the appointing authorities for the Workplace Advisory Committee members, with the Mayor appointing three (3) members and the City Council appointing the remaining thirteen (13) members.
- 5. The chair(s) and other officers of the Workplace Advisory Committee shall be selected by the Workplace Advisory Committee in accordance with their chosen and agreed upon procedural protocols. Such procedural protocol or rules shall also include meeting frequency and attendance requirements for all voting members.
- 6. The Workplace Advisory Committee shall be staffed by the Civil Rights Department, in conjunction with other relevant City Staff as identified by the Workplace Advisory Committee or the Civil Rights Department as having an interest in, and an impact on, issues pertaining to workplace issues.

Be It Further Resolved that the Mayor and City Council hereby express their gratitude and appreciation to the Workplace Regulations Partnership Group in leading efforts supporting the City's municipal safe and sick leave ordinance.

Committee: COW Public Hearing: N/A Publication: AUG 27 2016


RECORD OF COUNCIL VOTE				
MEMBER	AYE	NAY	ABSTAIN	ABSENT
REICH				X
GORDON	X			
FREY	X			
B. JOHNSON	X			
YANG	X			
WARSAME	X			
GOODMAN	X			
GLIDDEN	X			
CANO	X			
BENDER	X			
QUINCY	X			
A. JOHNSON	X			
PALMISANO	X			
DATE:	AUG 19 2016			

APPROVED VETOED



 MAYOR HODGES
AUG 23 2016

 DATE

Certified an official action of the City Council
 ATTEST:


 CITY CLERK

Presented to the Mayor:	AUG 19 2016	Received from the Mayor:	AUG 23 2016
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