

MINUTES

City of Duluth – Earned Sick & Safe Time Task Force
November 30, 2016 – 4:30 p.m.
City Hall – Fourth Floor – Room 402 - Large Conference Room

MEMBERS:

1. ROLL CALL

Members Present: Tony Boen, Brenda Denton, Mary Faulkner Arik Forsman, Angie Miller, Chad Ronchetti, Kathryn Wegner

Others Present: Zack Filipovich, Matt Baumgarten, Kristin Johnson, Andy Swanson, Jake Passenda, Cindy Yewell, Jim swanson

2. APPROVAL OF MINUTES

A. November 9, 2016

Vote to Approve 11/9/16 Minutes: Approved as written (Boen/Wegner) unanimous (8/0)

3. UNFINISHED BUSINESS

None

4. NEW BUSINESS

Weintraub passed around a document containing answers from Hanke with regards to public meeting rules.

Denton entered at 4:37pm.

Tomanek & Filipovich entered at 4:38pm.

5. INFORMATIONAL

1. Question and Answer session:

a. Councilor Zach Filipovich (10 minutes) (Angie)

Filipovich answered questions with regards to Phase 1 & Phase 2 as listed in the resolution. Phase 1 & 2 can be combined. Filipovich spoke to the GDC's interest and other parties' interest in contributing towards a survey. Filipovich went over what is common for tasks forces with regards to budgets and requesting funding. Filipovich envisioned that the ESST would partner with other membership based groups to create the survey. Filipovich said that he doubts there will be a result from the lawsuit in Minneapolis, but suggested it be monitored.

b. Attorney Steve Hanke (5-10 minutes) (Laura)

Hanke is absent.

2. Committee Reports: Each committee should designate someone to report: (Report should include how many times met, what info reviewed, any next steps etc)

a. Definitions (10 minutes)

Ronchetti reported on the progress of the Definitions sub-committee and went over notes and recommendations the sub-committee had come up with so far.

- b. Social Implications (10 minutes)

Miller, Wegner, Witherspoon. Miller passed out executive summaries of their research compilation and went over what the sub-committee looked over. Reported that there wasn't a lot of negative feedback regarding what other communities have done with regards to ESST mandates. Witherspoon reported on the experience of NYC.
- c. Research compilations (10 minutes)

Forsman went over the large 'Freedom' document. Forsman spoke to the compilation of the research that is available. Document shared in Google Drive. Faulkner spoke to the uniqueness of Duluth in regards to our size and tourism and port industry. Faulkner is going to prepare a document illustrating the uniqueness of Duluth as compared to other communities as well as in relation to the size of Duluth.
- d. Survey (10 minutes)

Boen reported on the progress of the Survey Sub-Committee. Boen recommended that the survey go out with a two-pronged approach: 1) ask businesses what they are doing now. Boen referenced the prepared survey draft. 2) Tomanak went over the second part of the suggested survey process, which came from a St. Paul survey for ESST. The second part of the survey would be an essay. Miller suggested making the survey process easier if the task force wants a high amount of responses. Boen said that Duluth businesses will want to fill out the survey and show that they have ESST policies. Witherspoon was interested in knowing what employees would report back with a survey. Boen said that employees may say they don't have an ESST policy, when in fact they do. Wegner asked if HR should be responsible in educating employees of a company's ESST policies. Boen & Forsman said that small businesses don't have HR departments, but have managers that play a role in HR.
- e. Lawsuits and enforcement (10 minutes)

Denton summarized the lawsuit in Minneapolis in that the ordinance does more than an ordinance should do in the State of Minnesota. Alleges that costs associated with records management with regards to ESST is too great, therefore not in the best interest of the public. Denton encouraged everyone read the Vision Duluth questions document. Weintraub said that other communities lean on their Human Rights departments to enforce ESST ordinances. Denton recognized that the sub-committees research and work is overlapping. Weintraub suggested creating an Ordinance draft. Faulkner agreed so that the task force can see what gaps need to be filled in. Ronchetti said that other communities do something as simple as saying that the business must have a policy, whatever that may look like. Ronchetti recommended making different tiers and enabling businesses to become preferred businesses. Miller said there should be a minimum. Forsman addressed the importance of recommending options to Council. Filipovich agreed and Council and the Mayor's office will look at the options and vote on the preferred outcome.

3. To Do list for Dec. 14. Meeting

- a. Written report from each committee to Chairs to complete Dec. 17 report to the City Council
 - i. The Survey Sub-Committee will create an employee survey
 - ii. The research compilation committee will create a summary of the spreadsheet

6. NEXT REGULAR MEETING SCHEDULED

Wednesday, December 14