



Office of Mayor Jacob Frey
350 S. Fifth St. - Room 331
Minneapolis, MN 55415
TEL 612.673.2100

www.minneapolismn.gov

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

Council President Payne, Council Vice President Chughtai, and Council Members,

This letter is to inform you I have vetoed legislative file 2024-00115. I have long supported the creation of a balanced and fair Labor Standards Board, but the Council's proposal is neither balanced nor fair.

The promise and potential of a Labor Standards Board was to keep Minneapolis as a vanguard for protecting workers rights through a collaborative and informed approach. Our city was the first to provide a \$15 minimum wage and earned sick and safe time, and we can be on the forefront again with this board if we do it thoughtfully.

It should come as a surprise to no one that an effective board requires meaningful collaboration between both businesses and workers. The Council's proposal is so lopsided that hundreds of businesses, many of them BIPOC-owned, and nearly all major business organizations, have voiced their opposition and said they won't participate in the board at all. Without their participation, there is no way for the Labor Standards Board to be effective.

They don't need to love the proposal, they don't even need to fully support it, but they do need to participate in it for it to work. Right now, under your proposal, business participation is negligible.

So, where do we go from here?

I ask that you sustain my veto and pass a Labor Standards Board that includes business participation. We've brought them to the table before and we can do it again.

Here are standards that I would support for the Labor Standards Board:

1. **Equal representation:** A 50/50 split between employees and employers on the board, ensuring both sides are equally heard and represented.
2. **Balanced appointments:** An equal number of appointments made by the City Council and by the mayor, aligning the board's structure with the City's governance model and ensuring fair input from both branches of city leadership.
3. **Supermajority consensus:** A requirement that a supermajority of board members must agree on recommendations before they are presented to the City Council, ensuring board support and alignment.

These recommendations are based on years of dialogue with business and labor representatives. If we want a Labor Standards Board that works for Minneapolis, we must listen to the concerns of all stakeholders and create a structure that encourages collaboration, not division.

We have every opportunity to pass a balanced board. This can still be a process that generates consensus. We can still craft a proposal that receives support from Council Members and me. I remain committed to working alongside you, labor partners, and business owners to get this right, and I invite you to join me in this effort.

Let's create a Labor Standards Board that works for all of Minneapolis.

Yours truly,

Mayor Jacob Frey