



Ordinance No. 2019-031

City of Minneapolis

File No. 2019-00697

Author: Palmisano

Notice: Jun 7, 2019

1st Reading: Jun 21, 2019

Committee: PECE

Public Hearing: Jul 29, 2019

2nd Reading: Aug 8, 2019

Passage: Aug 8, 2019

Publication: AUG 17 2019

RECORD OF COUNCIL VOTE				
COUNCIL MEMBER	AYE	NAY	ABSTAIN	ABSENT
Bender	X			
Jenkins	X			
Johnson				X
Gordon	X			
Reich	X			
Fletcher	X			
Cunningham	X			
Ellison	X			
Warsame	X			
Goodman	X			
Cano	X			
Schroeder	X			
Palmisano	X			

MAYOR ACTION

APPROVED

VETOED

[Signature]
MAYOR FREY

AUG 14 2019

DATE

Certified an official action of the City Council

ATTEST: *[Signature]*
CITY CLERK

Presented to Mayor: AUG 08 2019

Received from Mayor: AUG 14 2019

Amending Title 2 of the Minneapolis Code of Ordinances relating to Administration.

The City Council of the City of Minneapolis do ordain as follows:

Section 1. That Section 18.115 contained in Chapter 18, Purchasing, be amended to read as follows:

18.115. - Contracts not to be awarded to persons or entities in default or with outstanding wage obligations. Neither the city council nor any officers or employee of said city shall entertain any bid from or enter into any contract as defined in section 18.100, section 18.105 or any contract as defined in Chapter 423 with any person, firm, corporation or other entity that is in default to the city or any department thereof, on any contract or any bond or in any other way.

Neither the city council nor any officer or employee of the City shall enter into any contract with any person, firm, corporation or other entity that is in default to the City on any contract, or on any bond, or in any other way, or that is listed, at the time of the making of the contract, on the List of Outstanding Violations authorized by Chapter 40, Section 40.580(e) of this Code.

Section 2. That Chapter 40, Workplace Regulations, of the Minneapolis Code of Ordinances be amended by adding thereto a new Section 40.460 to read as follows:

40.460. – Overtime, Breaks. (a) An employer shall pay all overtime compensation required by Minnesota Statutes § 177.25, and amendments thereto.

(b) An employer shall permit employees to take the rest breaks and meal breaks required by Minnesota Statutes § 177.253 through § 177.254 and amendments thereto. This subsection shall not require employers to pay employees during any required meal break. This section shall not prohibit employers and employees from establishing rest or meal breaks different from those provided in this subsection pursuant to a collective bargaining agreement.

(c) The Department shall have jurisdiction over the implementation, administration, and enforcement of this section pursuant to Section 40.410.

Section 3. That Chapter 40, Workplace Regulations, of the Minneapolis Code of Ordinances be amended by adding thereto a new Article V, including Sections 40.500 through 40.650, to read as follows:

ARTICLE V. – WAGE THEFT PREVENTION

40.500. – Short Title. This Article V shall be known and may be cited as the Minneapolis Wage Theft Prevention Ordinance.

40.510. - Findings; Purpose. The City Council makes the following findings:

(a) As a home rule charter city, Minneapolis has broad authority through its police powers to enact regulations to further the public health, safety, and general welfare.

(b) Research shows that nearly half of hourly workers in the City are directly affected by the underpayment or nonpayment of wages. The most vulnerable low wage workers are the most likely to be affected by wage theft. Wage theft is also one of the key indicators of labor trafficking. Labor trafficking victims have often reported not being paid what was promised, not being paid at all, or deduction of unexplainable charges from their wages. A national study reported at least eighty percent (80%) of labor trafficking victims experienced some form of wage theft – denial of what was promised or pay all together.

(c) Eliminating and preventing the theft of wages earned by persons working within the City promotes the public health and the general welfare by increasing economic security and dignity, increasing employees' ability to care for themselves and their families, and addressing the injustice employees experience when they do not receive the wages they have earned.