

MOTION TO AMEND ORDINANCE 18-009-O

BY PRESIDENT HANSEN AND COUNCILOR HOBBS:

We move to amend Ordinance 18-009 as follows (proposed amendment **in red**):

Sec. 29E-2 Definitions.

For the purposes of this Chapter, the following terms shall be defined as follows:

- (a) Calendar year. Calendar year means a consecutive twelve-month period as determined by an employer and may be based on an employee's employment anniversary date.
- (b) City. City means the city of Duluth.
- (c) Child. Child means Employee's biological, adopted, step or foster child, legal ward or child whom the employee is a legal guardian regardless of age.
- (d) Domestic abuse. Domestic abuse has the meaning given in Minnesota Statutes Sec. 518B.01.
- (e) Earned sick and safe time. Earned sick and safe time means leave, including paid time off and other paid-leave systems, paid at the same hourly rate as an employee earns from employment that may be used for the same purpose as prescribed in Sec. 29E-3.
- (f) Employee. Employee means any person employed by an employer who performs work within the geographic boundaries of the city for more than 50 percent of the employee's working time in a 12-month period or is based in the city of Duluth and spends a substantial part of his or her time working in the city and does not spend more than 50 percent of their work-time in a 12-month period in any other particular place.

For the purposes of this chapter, employee does not include the following:

- (1) Independent contractors;
- (2) Student interns;
- (3) Any person entitled to benefits under or otherwise covered by the federal Railroad Unemployment Insurance Act, 45 U.S.C. Sections 351 et.seq.; and
- (4) Workers covered by a collective bargaining agreement.

(g) Employer. Employer means an individual, corporation, partnership, association, nonprofit organization or a group of persons who has 5 or more employees whether or not the employees work in the city. The number of employees is determined based on the average number of employees per week during the previous calendar year. Absent a contractual agreement stating otherwise, a temporary employee supplied by a staffing agency or similar entity shall be considered an employee of the staffing agency for all purposes of this chapter. For purposes of this chapter, employer does not include:

- (1) The United States government;
- (2) The state, including any officer, department, agency, authority institution, association, society, or other body of the state including the legislature and the judiciary; or
- (3) Any county or local government except the city of Duluth.

(h) Family member. Family member means employee's:

- (1) Child, ~~adopted child, adult child, foster child, legal ward, or child for whom the employee is a legal guardian;~~
- (2) Spouse or domestic partner;

(3) Sibling, stepsibling or foster sibling;

(4) Parent, stepparent, mother-in-law, father-in-law; and

(5) Grandchild, foster grandchild, step-grandchild, grandparent, step-grandparent.

(i) Safe time. Safe time means the need for time off under the circumstances described in Minnesota Statutes Section 181.9413(b).

(j) Student Intern. Student intern means an unpaid or paid student who is acquiring hands on training, work experience, or clinical training in connection to a course of study or higher education program for a limited period of time.

Sec. 29E-3 Earned sick and safe time.

(a) Employees shall earn and accrue earned sick and safe time at the commencement of employment. For individuals who are employed on the date this ordinance takes effect, accrual shall begin on the date this ordinance takes effect.

(b) From the date earned sick and safe time begins to accrue for an employee, the employee shall accrue one hour of earned sick and safe time for every 30 hours worked in the city. Earned sick and safe time shall accrue ~~only~~ in hour-unit increments; ~~there shall be no accrual of a fraction of an hour of earned sick and safe time.~~

(c) Employers will permit an employee to accrue up to 64 hours of earned sick and safe time per year. Employers shall permit an employee to carry over up to 40 hours of earned but unused sick and safe time into the following year.

(d) If an employer has a substantially equivalent paid-leave policy, such as a paid-time-off policy, or a combination of sick and vacation time, that makes available to

employees an amount of paid leave that may be used for the same purposes and under the same conditions as earned sick and safe time under this Chapter and that is sufficient to meet the requirements for earned sick and safe time as stated in subsections (a)-(c) of this section, the employer is not required to provide additional earned sick and safe time. Satisfaction of subsections (a)-(c) may be made through any combination of sick, vacation, or paid time off.

(e) An employer is not required to provide financial or other reimbursement to an employee upon the employee's termination, resignation, retirement, or other separation from employment for earned sick and safe time that the employee has accrued but not used.
