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Sent: Thursday, August 18, 2016 2:45 PM

To: #CI-StPaul_Ward1; #CI-StPaul_Ward2; #CI-StPaul_Ward3; #CI-StPaul_Ward4; #CI-StPaul_Ward5; #CI-StPaul_Ward6; #CI-StPaul_Ward7; Beckmann, Kristin (CI-StPaul); Homans, Nancy (CI-StPaul)

Cc: Beckmann, Kristin (CI-StPaul); Homans, Nancy (CI-StPaul)

Subject: Private nonprofit colleges and earned sick and safe time ordinance.

DEAR ST. PAUL CITY COUNCIL MEMBERS (and MAYOR'S STAFF),

Nice job on the public hearing last night on the earned sick and safe time ordinance. That many people packed into the City Council Chambers, with emotions running fairly high, could have caused all kinds of problems, but I thought everything was handled very efficiently. Most people, if not everybody, had a chance to express their points of view.

As part of my testimony on behalf of Hamline, Macalester, St. Catherine and St. Thomas, I intended to pass out a brief summary of potential language for an amendment addressing our interests on earned sick and safe time for student workers during the school year. But I neglected to leave copies of the summary, so they are attached.

As I noted at the hearing, our suggested amendment is based on a Massachusetts state law . . . Massachusetts being a state (and Boston a city) where there are more nonprofit private colleges per capita than anywhere else in the country. What city is No. 2, behind Boston? St. Paul! Let's have our ordinance reflect the good practices elsewhere.

Thanks,

DOUG HENNES

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St. Paul earned sick and safe time ordinance amendment proposal
August 17, 2016

Hamline University, Macalester College, St. Catherine University and the University of St. Thomas suggest the following amendment to clarify the coverage of student workers and ensure that students at all colleges in St. Paul are treated equitably.

In Section 233.02 of the proposed ordinance (Version 5), the paragraph on “Employee” could be amended with the following underlined words:

“Employee means any person who is employed by the employer, including temporary and part-time employees, who perform work within the geographic boundaries of the city. For purposes of this chapter, employee does not include an independent contractor or a student employee at his or her college or university who is not subject to the Federal Insurance Contributions Act (FICA) tax law.”

We believe the five nonprofit colleges in St. Paul should be treated the same way as public institutions, such as Metro State University and St. Paul College, which would not be required by the city ordinance to pay sick leave to student employees because they are state employees (see Section 233.02, “Employer” section, in the proposed ordinance). Our proposed language would provide equity to students across the city, regardless of the school in which they are enrolled.