

WORKING

PARENTS

ACT

Our families have the same responsibilities to each other they've always had: caring for new babies, sick children, and elders in their senior years. But workplace policies haven't kept up with our changing way of life, and today's economy is tilted against hardworking Minnesotans. The Working Parents Act will help restore balance for Minnesota families and provide greater economic security for millions of Minnesotans.

EARNED SICK AND SAFE TIME

THE CHALLENGE: Minnesotans who lack access to earned sick and safe time are faced with the impossible choice of taking care of themselves (or a sick loved one) or losing wages they need to provide for their family.

WHO IS AFFECTED: Over 1 million working Minnesotans lack access to paid sick time.

THE WORKING PARENTS ACT WOULD: Guarantee Minnesota workers have access to earned sick and safe time to care for themselves, a sick child, or a loved one, or to seek services due to domestic violence, stalking, or sexual assault.

TIP FAIRNESS FOR SERVERS

THE CHALLENGE: Many Minnesota servers lose wages they've earned when credit card processing fees are deducted from their tips.

WHO IS AFFECTED: Several Minnesota restaurants in recent years have deducted the cost of credit and debit card transaction fees from servers' tips.

THE WORKING PARENTS ACT WOULD: Prohibit businesses from deducting credit card processing fees from tips that are earned by servers and make sure that tips given by a customer go into the pockets of hardworking Minnesotans.

PUTTING A STOP TO WAGE THEFT

THE CHALLENGE: Wage theft is a real problem for many workers who are denied overtime pay, refused pay for hours worked, or paid less than the minimum wage.

WHO IS AFFECTED: According to an Economic Policy Institute Report, wage theft costs American workers more than \$30 billion dollars per year.

THE WORKING PARENTS ACT WOULD: Crack down on wage theft by increasing penalties for wage theft, extending the statute of limitations on all wage theft to 6 years, and protecting workers from employer retaliation.

SCHEDULING FAIRNESS AND FLEXIBILITY

THE CHALLENGE: Many Minnesota workers lack a predictable work schedule which can affect economic security and stability for families.

WHO IS AFFECTED: Researchers from the University of Chicago recently found that 41% of hourly workers learn their schedules less than a week in advance and half of hourly workers have no control over their schedules.

THE WORKING PARENTS ACT WOULD: Ensure more predictability in scheduling for workers, limit last-minute or on-call shifts, and protect workers from employer retaliation.

PAID FAMILY LEAVE

THE CHALLENGE: The number of dual-income families and single working parents has grown significantly in Minnesota, yet workplace policies haven't kept up.

WHO IS AFFECTED: Only 13% of Minnesotans have access to paid family leave, meaning workers are often forced to choose between their families and their jobs.

THE WORKING PARENTS ACT WOULD: Creates an insurance program to provide all Minnesota employees with a percentage of their wages for up to 6 weeks so they can afford to take time off to bond with a new child, care for an elder or seriously-ill family member, or deal with pregnancy-related health concerns.

**LEARN MORE
AND SHARE
YOUR STORY
WITH**

#WorkingParentsAct

