

DAYTON'S BLUFF LIVING WAGE AND FAIR EMPLOYMENT POLICY

Adopted by the Dayton's Bluff Community Council, May 20, 2013

WHEREAS, the Dayton's Bluff Community Council believes that the Dayton's Bluff neighborhood is well positioned to recover from the Great Recession and from the historic loss of jobs that resulted from the departure of large employers like 3M and Whirlpool Corporation; and

WHEREAS, new initiatives like "Make it Happen on East 7th" support this recovery and employers are taking notice that Dayton's Bluff is a good place to locate a business; and

WHEREAS, Dayton's Bluff and its vicinity are host to large employers that have in place living wage and fair employment practices; and

WHEREAS, employees who earn a living wage are less likely to need government assistance; and

WHEREAS, employers receive public recognition for demonstrating a commitment to living wage and fair employment practices, making them more attractive to potential employees and customers; and

WHEREAS, employers that pay a living wage and offer fair employment experience a decrease in employee turnover and absenteeism, increased retention and productivity and savings on rehiring and retraining; and

WHEREAS, the city of St. Paul has a stated commitment to diversity and inclusion in planning and development (stpaul.gov/index.aspx?NID=2931), and the Dayton's Bluff Community Council has adopted a policy that promotes equity in the community; and

WHEREAS, the Dayton's Bluff Community Council welcomes employers that care about their employees and the community and recognize that paying a living wage and offering fair employment constitute a critical investment in the long-term prosperity of the economy by fostering a dedicated, skilled and healthy workforce,

THEREFORE, it is the goal of the Dayton's Bluff Community Council that employers in our neighborhood that have or expect to have more than 20 employees and at least \$1,000,000 in gross annual revenue should

- √¹ offer a living wage as defined in the St. Paul living wage ordinance;
- √¹ offer health care for full and part-time employees;
- √¹ ensure that a minimum of 25% of the workforce is full-time (at least 32 hours per week);
- √¹ ensure that a minimum of 30% of the workforce lives on the East Side;
- √¹ ensure that the workforce reflects the ethnic and cultural diversity of the neighborhood according to the 2010 US Census; and
- √¹ offer retirement benefits comparable to similar neighborhood businesses.