



WA Business Association Meeting Minutes

Wednesday, September 12th, 2018
Glam Doll Donuts (2605 Nicollet Ave S) 3:00pm - 4:30pm

Attendees:

Araceli Perez- Marissa's Bakery (Board Chair)
Angela Ritchie- Wedge Table
Sam Kellberg- SK Coffee
Nate Broadbridge- SK Coffee
Denise McAlpin- Nuway
Martha Nemesi- Learning In Style
Mary Kaminski- Hennepin History Museum
Teresa Fox- Glam Doll Donuts
Arwyn Birch- Glam Doll Donuts
Andy Cohen- The Bad Waitress
Katie Heimer- Vertical Endeavors
Tess Ajax- St. Stephens
Jennifer Neale- 5th Precinct

WA Staff: Marcus VanderSanden

Speaker- Corey Walton- Department of Labor

Introductions/Call to Order

Call to order at 4:05pm by Araceli Perez, Business Association Chair.
Agenda is reviewed. Approved.
No Minutes from August BA Meeting which was Social Hour held at Black Forest.
Introductions.

Host Highlights- Glam Doll Donuts

Opened five and a half years ago, things are going well and have expanded to a second location in Northeast. Has been difficult but exciting expanding to two stores. The bridge closure has been difficult for Uptown location.

Speaker: Corey Walton- Department of Labor

Responsible for workers rights laws work including the Family Medical Act among others however their largest focus is the Fair Labor Standards Act of 1938 which includes minimum, overtime and child protection among other provisions.

Almost all businesses are covered under the FLSA. There has been enforcement of the FLSA in this area on about 20 businesses. They would like to convey those problems to the rest of the area businesses. Minimum wage and overtime are the basic protections.

Some common problems include:

- Restaurant workers, particularly back of house.
- Giving salary in lieu of overtime is common
- Individuals can be exempt such as those with managing, hiring duties etc., but it is important to know the exemptions
- Investigation found straight time problems such as paying employees their regular hourly wage after full-time
- Cash off-books payment
- Multiple locations with employees splitting time between those locations
- Tipped workers

Keeping meticulous records is always the best defense.

In the last year the DOL has increased its engagement, outreach and education training including

- Webinar sessions from DOL in conjunction with State Government
- Quarterly teleconferences
- Electronic Outreach
 - Variety of fact sheets on different labor laws/standards
- Will come to meetings
- Monthly Newsletter on different labor topics

Just want people to be aware of the resources and that they are there to answer questions.

Whittier Alliance Strategic Plan Update- Willow Kreibich

The Whittier Alliance based on community feedback has generated four focus areas for the upcoming strategic plan and one of those is business support. Willow hands out a brief questionnaire to for attendees to fill out and make comment on surrounding the identified priority areas and strategies the WA can implement to meet those goals.

Business Waste Diversion Project

The Whittier Alliance has partnered with Environmental Initiative and Hennepin County to begin outreach surrounding waste diversion strategies at Whittier businesses. WA has agreed to an 18-month grant agreement with the County to facilitate this outreach by Whittier staff and ambassadors to advertise the county's grant program surrounding recycling and waste diversion. Staff will provide walkthroughs to the business to identify areas of need and potential improvements. Next month's BA meeting will be an example of a site walkthrough with a team from EI and the County.

Eat Street Festival

Festival is this Saturday! Everybody is really excited a lot of people are involved. There was walk through of the festival area following the meeting.

Next month's meeting: Wednesday, Oct. 10th, 3:00pm-4:30pm, Marissa's Supermarket & Bakery

Old & New Business.

Business Newsletter- Always looking for cool events and promotions so send them over to Whittier for publication in the newsletter

Meeting adjourns at 4:04pm

Minutes respectfully submitted by Marcus VanderSanden