PAID SICK LEAVE COMMISSION: RECOMMENDED CHANGES TO SAN ANTONIO'S SICK AND SAFE LEAVE (SSL) ORDINANCE

Presented by: *Danielle L. Hargrove, Esq.*

Chair, Paid Sick Leave Commission

Tuesday, September 10, 2019

SICK AND SAFE LEAVE (SSL) ORDINANCE

- **May 2018** – Petition to pass a PSL ordinance in San Antonio that is similar to the Dallas and Austin PSL ordinances submitted to the City Clerk.
- **August 2, 2018** – City Clerk certifies that sufficient signatures were gathered. Two options:
    1. Place item on November 2018 ballot for a vote, or
    2. City Council can vote to adopt ordinance as-is.
- **August 16, 2018** – City Council votes to adopt ordinance exactly as written in the initiative petition.

AD HOC COUNCIL COMMITTEE ON PAID SICK LEAVE

- **November 21, 2018** – by memo, Mayor Ron Nirenberg appoints "an ad hoc City Council committee to review options for revising the paid sick leave ordinance with full stakeholder support."
- **August 2, 2019** – by memo, Mayor Ron Nirenberg appoints Councilmembers Roberto Trevino and Melissa Cabello Havrda to the Ad Hoc City Council Committee on Paid Sick Leave.
- **Ad Hoc Council Committee Members** –
  - Manny Pelaez (chair)
  - Ana Sandoval
  - Rebecca Viagran
  - Roberto C. Trevino
  - Melissa Cabello Havrda

- "The ad hoc committee is charged with creating a Paid Sick Leave Commission and establishing a process that incorporates the input of all stakeholders to arrive at final recommendations for Council. "

PAID SICK LEAVE COMMISSION

Chair: **Danielle L. Hargrove, Esq.** – Mediator & Arbitrator

1. **Christine Arredondo**, Owner, Gourmet Olive Oils
2. **Alex Birnel**, Advocacy Manager, MOVE Texas
3. **Sasha Begum**, Managing Partner, Begum Pelaez-Prada
4. **Rev. C.J. Littlefield**, Civil Rights Activist
5. **Lisa Fullerton**, President & CEO, A Novel Idea, LLC
6. **Kausi Subramaniam**, President, Anuja San Antonio
7. **Linda Chavez-Thompson**, Former Executive, AFL-CIO
8. **Joleen Garcia**, Organizer, Texas Organizing Project (TOP)
9. **Al Arreola, Jr.**, President, South S.A. Chamber of Commerce
10. **Bob Livar, Jr**., Director of Bus. Dev., CDI Tech. Services
11. **Adelita Cantu, Ph.D., RN**, Associate Professor, School of Nursing at UTSA
12. **Diane Sanchez**, President, Hispanic Chamber of Commerce

5 SUB-COMMITTEES

- ✓ Compliance/governance

  Linda Chavez-Thompson, *Christine Arredondo, Alex Birnel, Joleen Garcia, Diane Sanchez, Al Arreola Jr.*

- ✓ Definitions/qualifications

  Alex Birnel, *Christine Arredondo, Sasha Begum, Rev C.J. Littlefield, Lisa Fullerton, Kausi Subramaniam*

- ✓ Execution

  Joleen Garcia, *Alex Birnel, Diane Sanchez, Rev C.J. Littlefield, Kausi Subramaniam, Adelita Cantu*

- ✓ Legal considerations

  Sasha Begum, *Lisa Fullerton, Al Arreola Jr., Linda Chavez-Thompson, Bob Livar, Jr.*

- ✓ Research/best practices

  Diane Sanchez, *Joleen Garcia, Lisa Fullerton, Kausi Subramaniam, Bob Livar, Jr., Adelita Cantu*

MEETINGS

- PSL Commission meetings began on April 17
- Total of 15 PSL Commission meetings
- Posted meetings and open to public
- Subcommittee meetings began on June 6
- All subcommittees met numerous times; approximately 45 meetings overall
- Committee chairs reported out at Commission meetings; committee meetings were not public

TIMELINE

September 10, 2019 @ 10:30am
PSL Commission presents to Ad Hoc Committee on SSL
Municipal Plaza B Room

September 19, 2019 @ 1pm
B Session on Sick and Safe Leave Ordinance
City Council Chambers

September 23, 2019 @ 6pm
SASpeakUp on Sick and Safe Leave Ordinance
TriPoint Events Center

September 25, 2019 @ 6pm
SASpeakUp on Sick and Safe Leave Ordinance
El Progresso Hall

TIMELINE

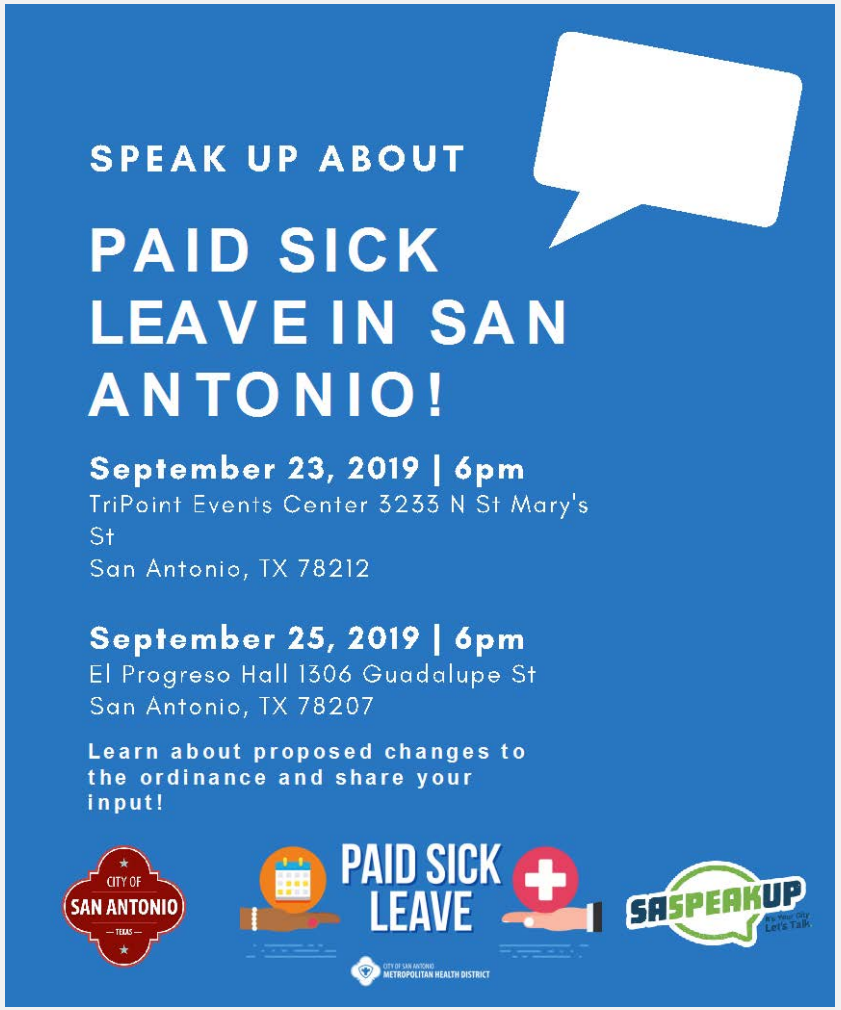
October 3, 2019
A Session – Sick and Safe Leave Ordinance
City Council Chambers

October – November 2019
Information Sessions hosted by Metro Health
Various locations

December 1, 2019
Sick and Safe Leave Ordinance implementation date
Citywide

KEY RECOMMENDATIONS

- All recommendations seek to stay true to focus on public health & ensure that the ordinance is more legally defensible.
- Employer sizes removed in favor of equal applicability to all employers ('one-size-fits-all approach').
- Baseline hours of SSL that an employee can accrue in one year is 56 hours across the board, no longer 48 hours (small employer) or 64 hours (medium/large employer)
- No delayed implementation for employers with 5 or fewer employees.

PUBLIC ENGAGEMENT

- All outreach activities will follow the City's Public Participation Standards
- Two public meetings
  - September 23 – TriPoint Events Center
  - September 25 – Progreso Hall at Guadalupe Cultural Arts Center
- Survey for employees and employers
  - Made available online at SASpeakUp.com and SanAntonio.gov
  - To be made available in print at libraries, community centers, senior centers and Metro Health Facilities