

Earned Paid Sick Time

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August 16, 2018

Background

- ▶ May 24, 2018 City Clerk received initiative on Earned Paid Sick Time Ordinance
- ▶ City Clerk certified signatures on August 2, 2018
- ▶ Reading and Public Hearing held on August 8, 2018

Terms of the Ordinance

- ▶ Requires employers within the City of San Antonio to provide earned paid sick time
- ▶ Applies to all employers except governmental entities
- ▶ Compliance date is August 1, 2019, unless 5 employees or less, then August 1, 2021

Terms of the Ordinance

- ▶ Provides for 1 hour of earned sick time leave for every 30 hours worked
- ▶ Yearly cap of 64 hours for medium/large employers and 48 hours for small employers (15 or fewer employees)
- ▶ Earned paid sick time available as soon as it is accrued
- ▶ Sick time may be used for:
 - Medical/mental health care for employee or family member
 - Care or services related to victimization from domestic abuse, sexual assault, or stalking involving employee or employee's family member

Terms of the Ordinance

- ▶ Family Member Defined:
 - Employee's spouse, child, parent or any other individual related by blood or whose close association with the employee is the equivalent of a family relationship
- ▶ Employee Defined:
 - An individual who performs at least eighty (80) hours of work for pay within the City of San Antonio Texas in a year for an employer including work performed through the services of a temporary or employment agency

Terms of the Ordinance

- ▶ To use paid sick time, employee must make a timely request
 - Allowance for unforeseen events
- ▶ No retaliation clause
- ▶ Verification allowed if employee requests more than 3 consecutive days
- ▶ Leave Tracking/Reporting: monthly report to employee

Terms of the Ordinance

- ▶ Enforcement by Director of Metro Health
 - educates employers
 - renders interpretation
 - adopts policies and procedures to administer application
- ▶ Penalties
 - Health Department may impose civil penalty of up to \$500 per violation

Council Action

- ▶ **Adopt Ordinance as Written**
 - Ordinance will be effective January 1, 2018
 - Proposed ordinance will not be placed on ballot for November election

- ▶ **Reject the Ordinance as Written**
 - Proposed ordinance will be placed on the next regular election (November 6, 2018)