

**PAID SICK LEAVE COMMISSION
MEETING MINUTES
WEDNESDAY, JUNE 19, 2019
9:00 A.M.
600 Soledad St.**

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| Members Present: | Danielle L. Hargrove, <i>Owner, DLH ADR Solutions PLLC, Chair</i> Al Arreola Jr., <i>CEO, South San Antonio Chamber of Commerce</i> Lisa Fullerton, <i>President/CEO, A Novel Idea</i> Alex Birnel, <i>Advocacy Manager, Move Texas</i> Joleen Garcia, <i>Community Organizer, Texas Organizing Project</i> Linda Chavez-Thompson, <i>Labor Leader, SA Labor Council</i> Christine Arredondo, <i>Business Owner</i> Rev. C.J. Littlefield, <i>St. John's Baptist Church</i> Diane Sanchez, <i>CEO, San Antonio Hispanic Chamber of Commerce</i> Kausi Subramaniam, <i>Board Member, Alamo Asian American Chamber</i> |
| Members Absent: | Adelita Cantu, <i>Associate Professor, UT Health SA</i> Sasha Begum, <i>Sasha Begum Law</i> Lori Rodriguez, <i>Assistant Professor, Palo Alto College</i> |
| | Edward Guzman, <i>Deputy City Attorney</i> ; Chelsea Mikulencak, <i>Assistant City Attorney</i> ; Jennifer Herriott, <i>Interim Director, Metro Health</i> ; Francisco Campos, <i>Metro Health</i> ; Caitlin Krobot, <i>Special Projects Manager</i> ; Denice F. Trevino, <i>Office of the City Clerk</i> |
| | Anita Fernandez, <i>Chief of Staff, Representative Diego Bernal</i> ; Lexy Garcia, <i>Organizer, Texas Freedom Network</i> ; Steven Schultz, <i>President, ABC</i> |

Call to Order

Chairwoman Hargrove called the meeting to order. She proposed that members preview the minutes at the regularly scheduled meeting and make amendments as needed. She proposed that the second hour of the meeting be devoted to Subcommittee meetings.

1. Approval of the Minutes from the June 12, 2019 Meeting

Danielle Hargrove requested that PLLC be added at the end of her business name and that the date for submitting a report to the City Council be deleted. Lisa Fullerton requested that microbusiness not be defined, rather it should state that a discussion of the definition of microbusinesses was held. Ms. Hargrove requested that the word negative be removed when describing the effects to small business and that “aspects” be replaced with “legal challenges” when referring to the PSL Ordinance in Austin and to remove the statement that it was unconstitutional. Ms. Fullerton noted that Mr. Arredondo should be Ms. Arredondo. Ms.

Hargrove requested that the “importance of messaging” be changed to “importance of staying on message” and requested that a “handout of the implementation plan” be changed to a “handout of the timeline”. Linda Chavez-Thompson moved to approve the minutes of the June 12, 2019 Paid Sick Leave Commission Meeting Minutes as amended. Alex Birnel seconded the motion. The motion carried unanimously by those present.

2. Discussion and Recommendations of Suggested Actions by Paid Sick Leave Commission Subcommittees:

A. Definitions Subcommittee

Alex Birnel proposed that new language in the Ordinance be discussed at each Commission Meeting. Ms. Hargrove suggested that Subcommittees conduct discussions amongst themselves to share information. Ed Guzman reviewed the process for legal considerations and asked if the Ordinance should be reviewed in its entirety or by section. Ms. Hargrove stated that one document should be utilized for revisions/additions. Mr. Birnel stated that the Subcommittee discussed potential new language defining Paid Time Off (PTO) and Paid Sick Leave (PSL) and the possibility of reconfiguring the Subcommittees. Ms. Hargrove advised against reconfiguring the Subcommittees. Mr. Birnel stated that the Subcommittee discussed the possibility of establishing one accrual rate for all employees regardless of the size of the employer. He noted that carryover of PSL was discussed.

B. Compliance/Governance Subcommittee

Ms. Hargrove stated that the Subcommittee proposed to divide the Ordinance into sections and address only those sections related to compliance/governance.

C. Legal Considerations Subcommittee

Al Arreola stated that the Subcommittee evaluated the Supreme Court decision, reviewed the Ordinance for internal consistency and consistency with other laws, and discussed the definition of hours and days. Ms. Hargrove requested that Mr. Arreola serve as the alternate chair for the Legal Considerations Subcommittee.

D. Research and Best Practices Subcommittee

Diane Sanchez stated that research was being compiled on best practices of other cities and would be discussed by the Subcommittee.

E. Execution Subcommittee

Joleen Garcia stated that the Subcommittee discussed the provision of input and support for the listening sessions. She noted that the Subcommittee stressed the importance of messaging and they were working to define the period from August 1, 2019 and April 1, 2020 as a period of education and technical support. Ms. Hargrove asked if the Subcommittee considered calling

said period a probationary period. Ms. Sanchez replied that the Subcommittee declined to call said period a probationary period. She noted that no one had been charged with messaging. Ms. Hargrove stated that Metro Health was responsible for messaging. Ms. Garcia stated that the Subcommittee discussed establishing a process to gain input from the community. She noted that the listening tours would be called information sessions. She spoke of the need to have more time to prepare for the information sessions and suggested having a spokesperson from a state government/municipality which has already implemented PSL present at the information sessions. Mr. Arreola stated that he did not believe that messaging was the Commission's role. Mr. Guzman noted that the role of the Commission was advisory in nature and stated that the City had experience in disseminating public information.

Jennifer Herriott stated that the Execution Subcommittee suggested that the information sessions begin on June 27, 2019. She emphasized that it was the role of Metro Health to provide information to the public. She provided the contents of the information sessions and reviewed the marketing plan. A discussion ensued regarding the presentation of information to the area Chambers of Commerce. Ms. Herriott stated that invitations to the information sessions would be sent to the Chambers of Commerce. She requested that Commission Members distribute invitations to the information sessions to their constituents and noted that Metro Health Staff would attend as many Subcommittee meetings as possible. Ms. Hargrove suggested several changes to the Ordinance, PSL website, and the highlights on the PSL website. She suggested that the Commission meet for the first hour of the regularly scheduled meetings and Subcommittees meet during the second hour of the regularly scheduled meetings. Ms. Fullerton expressed concern that the Commission meetings would be shorter. Ms. Hargrove noted the links which were missing on the Metro Health website. Mr. Campos stated that said links would be active soon. Mr. Guzman requested that any documents be sent to Ms. Krobot with a copy to him.

3. Discussion on Future Meetings

A discussion on future meetings was not held.

Adjourn

There being no further discussion, the meeting was adjourned at 10:53 a.m.

Danielle L. Hargrove, Chair

Respectfully Submitted,

Denice F. Trevino
Office of the City Clerk

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