

**PAID SICK LEAVE COMMISSION
MEETING MINUTES
WEDNESDAY, JUNE 26, 2019
9:00 A.M.
600 Soledad St.**

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> Kausi Subramaniam, <i>Board Member, Alamo Asian American Chamber</i> Sasha Begum, <i>Sasha Begum Law</i>
Members Absent:	Adelita Cantu, <i>Associate Professor, UT Health SA</i> Lori Rodriguez, <i>Assistant Professor, Palo Alto College</i> Diane Sanchez, <i>CEO, San Antonio Hispanic Chamber of Commerce</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>
	Kirt Krueger, <i>HR Director, Zachry</i> ; Liz Ruiz, <i>Reporter, K TSA Radio</i> ; Hannah Hughes, <i>Advocacy Fellow, Move Texas</i>

Call to Order

Chairwoman Hargrove called the meeting to order. She announced that there was a quorum and recessed the meeting into Executive Session at 9:08 a.m. to discuss matters pursuant to Texas Government Code Section 551.071 (consultation with attorney). Chairwoman Hargrove reconvened the meeting at 9:39 a.m. and announced that no action was taken during the Executive Session.

1. Approval of the Minutes from the June 19, 2019 Meeting

Rev. C. J. Littlefield moved to approve the Minutes of the June 19, 2019 Paid Sick Leave Commission Meeting. Linda Chavez-Thompson 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 stated that the following topics were discussed by the Definitions Subcommittee:

- Definition of small and large employer
- Leave amounts-for full Commission discussion
- Benefit vs. wage
- Base wage clarification vs. minimum wage
- Yearly cap and carry forward
- Application to seasonal workers

B. Compliance/Governance Subcommittee

Linda Chavez-Thompson stated that the following topics were discussed by the Compliance/Governance Subcommittee:

- Discussion regarding the two-year time period referenced in Section 15-276 of the Ordinance
- Discussion regarding voluntary compliance and educational materials to employees as referenced in Section 15-278 and Section 15-276 of the Ordinance

C. Legal Considerations Subcommittee

Sasha Begum spoke of the need to filter all revisions through the Legal Considerations Subcommittee. Ed Guzman stated that said revisions would be incorporated into one document, reviewed by the Legal Considerations Subcommittee, and distributed to the Commission. Ms. Begum stated that the following topics were discussed by the Legal Considerations Subcommittee:

- “One size fits all” approach to employer size and leave amounts
- Enhanced policy statement in Section 15-270 of the Ordinance
- Research and further discussion regarding “minimum wage” and “base wage”
- Clarifications to carryover and accrual of Paid Sick Leave (PSL)
- Limit definition of employer
- Employer protection against abuse of PSL

A discussion ensued regarding the use of PSL. Mr. Guzman stated that this issue required additional research and legal review and noted that the Ordinance must be practical and defensible.

D. Research and Best Practices Subcommittee

Lisa Fullerton stated that some research topics may be referred to other Subcommittees which could then submit questions to the Research and Best Practices Subcommittee. Chairwoman Hargrove asked of the number of employers which were providing Paid Time Off (PTO). Jennifer Herriott stated that this question could be included in a survey. Chairwoman Hargrove asked if long-term studies were planned. Ms. Herriott stated that no funding was allocated for evaluation of the implementation of the Ordinance. Rev. Littlefield asked if complaints would fall under the Legal Considerations Subcommittee. Mr. Guzman replied that said complaints would fall under the Compliance/Governance Subcommittees.

E. Execution Subcommittee

Joleen Garcia stated that the following topics were discussed by the Execution Subcommittee:

- Review/provide input on outreach and media plans for the first Information Session
- Received feedback on Event Brite link

Ms. Garcia stated that a clear input method for suggested changes to the Ordinances should be established. Ms. Herriott stated that said suggested changes would be forwarded to the Commission. Ms. Fullerton asked of the agenda for the Information Sessions. Ms. Herriott noted that 25-30 minutes were reserved for the presentation and the remaining time would be devoted to a question and answer session. Ms. Garcia noted that the PSL website was a good resource for answers to questions. Mr. Guzman stated that all questions would be addressed by the City Attorney's Office and Metro Health.

3. Briefing and Update from City Staff

Mr. Guzman stated that staff would attend four of the Information Sessions and were developing language consistent with the direction of the Subcommittees. Ms. Hargrove requested the PowerPoint presentation for the Information Sessions. Ms. Herriott stated that she would provide said PowerPoint presentation.

4. Discussion on Future Meetings

Ms. Hargrove stated that the next meeting of the PSL Commission would be held on July 10, 2019. She stated that she would submit a report to the City Council closer to the time of implementation of the Ordinance. Ms. Garcia provided the dates and locations for the Information Sessions which would occur before the next meeting. Ms. Herriott distributed a flyer which included all of the dates and locations for the Information Sessions. Ms. Hargrove stated that the meeting on July 10, 2019 could be held in conjunction with the Information Session on said date.

Adjourn

There being no further discussion, the meeting was adjourned at 10:32 a.m.

Danielle L. Hargrove, Chair

Respectfully Submitted,

*Denice F. Trevino
Office of the City Clerk*