

**PAID SICK LEAVE COMMISSION
MEETING MINUTES
WEDNESDAY, JULY 17, 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> Sasha Begum, <i>Sasha Begum Law</i> Bob Livar, <i>CDI Technology Services</i> Adelita Cantu, <i>Associate Professor, UT Health SA</i> Diane Sanchez, <i>CEO, San Antonio Hispanic Chamber of Commerce</i>
Members Absent:	Kausi Subramaniam, <i>Board Member, Alamo Asian American Chamber</i>
Staff Present:	Edward Guzman, <i>Deputy City Attorney</i> ; Chelsea Mikulencak, <i>Assistant City Attorney</i> ; Bruce Davidson, <i>Communications Director, Mayor's Office</i> ; Ivalis Gonzalez Meza, <i>Director of Policy & Public Engagement, Mayor's Office</i> ; Caitlin Krobot, <i>Special Projects Manager</i> ; Denice F. Trevino, <i>Office of the City Clerk</i>
Others Present:	Blake Zimmerman, <i>Issue Advocacy Intern, Move Texas</i> ; Adriana Castro, <i>Issue Advocacy Intern, Move Texas</i> ; Noelle Barrera, <i>Issue Advocacy Intern, Move Texas</i> ; Hannah Hughes, <i>Advocacy Fellow, Move Texas</i> ; Lauren Muñoz, <i>Issue Advocacy Intern, Move Texas</i> ; Justice Lovin, <i>At-large Member, DSA</i> ; Briauna Barrera, <i>Organizer, DSA</i> ; Beth Kuentz, <i>HR Admin, Cappy's Inc.</i> ; José Picón, <i>Training Manager, La Fonda on Main</i> ; Jesus Salas, <i>Citizen</i> ; T.C. Calvert, <i>President, NFA</i> ; Lucille Scott, <i>Organizer, NFA</i> ; Mia Landeros, <i>NFA</i> ; Rosie Baca, <i>Organizer, NFA</i> ; Sarah Donaldson, <i>Attorney</i> ; Hannah Risman, <i>Intern, Move Texas</i> ; Madelyne Wilson, <i>Intern, Move Texas</i> ; Kaitlyn Brenner, <i>Volunteer, TOP</i> ; Jesus Garcia, <i>Volunteer, TOP</i> ; Liz Ruiz, <i>Reporter, KTSA Radio</i> ; Hannah Hughes, <i>Advocacy Fellow, Move Texas</i>

Call to Order

Chairwoman Hargrove called the meeting to order. She recessed the meeting into Executive Session at 9:26 a.m. to discuss matters pursuant to Texas Government Code Section 551.071 (consultation with attorney).

Chairwoman Hargrove reconvened the meeting at 10:22 a.m. and announced that no action was taken during the Executive Session.

Chairwoman Hargrove welcomed Bob Livar as a member of the Paid Sick Leave Commission.

1. Approval of the Minutes from the June 26, 2019 Meeting

Linda Chavez-Thompson moved to approve the Minutes of the June 26, 2019 Paid Sick Leave (PSL) Commission Meeting. Rev. C. J. Littlefield 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 items were discussed by the Definitions Subcommittee:

- Alternates to what constitutes a family member
- Removal of predecessor and successor language
- “Yearly cap” replaced with “baseline amount”
- Employees who do not work enough to accrue the baseline amount
- Probationary period to be included in Employer’s handbook but not to exceed 180 days
- Guidelines for misuse of PSL
- Definition of employer size

B. Compliance/Governance Subcommittee

There was no report made for the Compliance/Governance Subcommittee.

C. Legal Considerations Subcommittee

There was no report made for the Legal Considerations Subcommittee.

D. Research and Best Practices Subcommittee

Diane Sanchez stated that the following items were discussed by the Research and Best Practices Subcommittee:

- Accrual of rollover best practices
- Misuse of PSL as it related to guidelines for employers
- Definition of employer size
- Probationary period
- Language exempting temporary agencies

E. Execution Subcommittee

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

- Review of Metro Health information sessions and website
- Investigations and complaint process
- Complaint process during the probationary period and beyond
- Education for employers

Chairwoman Hargrove requested that Committee Members who have not attended an information session do so. Mr. Livar suggested that more information sessions be held in the evening. Chairwoman Hargrove asked if the two-year recording requirement had been discussed. Ms. Garcia replied that the Compliance/Governance Subcommittee had discussed same. Ed Guzman stated that the recording requirement should be consistent with State and Federal Law to make it easier for employers to understand. Ms. Garcia noted that the Execution Subcommittee recommended ensuring that each complaint filed was assigned a confirmation number.

3. Briefing and Update from City Staff

Mr. Guzman stated that a business group filed a lawsuit on July 15, 2019 which was very similar to the lawsuit filed against the City of Austin. He noted that a tentative hearing date of July 24, 2019 had been set. He stated that staff would provide updates to the Commission which hopefully would retain the ability to continue its work. Lisa Fullerton asked if the hearing would impact the Commission's ability to meet next week. Mr. Guzman replied that it should not but depending on the time of the hearing staff may not be available to attend.

Chairwoman Hargrove stated that a report on the Commission's progress would be submitted to the City Council on August 1, 2019. She requested that reports from the Subcommittees be submitted to Ms. Krobot.

4. Discussion on Future Meetings

Adjourn

There being no further discussion, the meeting was adjourned at 10:50 a.m.

Danielle L. Hargrove, Chair

Respectfully Submitted,

Denice F. Trevino
Office of the City Clerk