

**PAID SICK LEAVE COMMISSION
MEETING MINUTES
WEDNESDAY, JULY 24, 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> Christine Arredondo, <i>Business Owner</i> Rev. C.J. Littlefield, <i>St. John's Baptist Church</i> Bob Livar, <i>CDI Technology Services</i> Adelita Cantu, <i>Associate Professor, UT Health SA</i> Kausi Subramaniam, <i>Member, Alamo Asian American Chamber</i>
Members Absent:	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> Sasha Begum, <i>Sasha Begum Law</i> Diane Sanchez, <i>CEO, San Antonio Hispanic Chamber of Commerce</i>
Staff Present:	Andy Segovia, <i>City Attorney</i> ; Edward Guzman, <i>Deputy City Attorney</i> ; Chelsea Mikulencak, <i>Assistant City Attorney</i> ; Jeff Coyle, <i>Director, Government and Public Affairs</i> ; Annika Jones, <i>Metro Health</i> ; Caitlin Krobot, <i>Special Projects Manager</i> ; Denice F. Trevino, <i>Office of the City Clerk</i>
Others Present:	Andres Peña, <i>Director of Government Affairs, Kaufman & Killen</i> ; Martin Gutierrez, <i>AVP Public Policy, San Antonio Chamber of Commerce</i>

Call to Order

Chairwoman Hargrove called the meeting to order.

1. Briefing and Update from City Staff

Andy Segovia stated that a number of business associations filed a lawsuit against the City last week to halt the implementation of the Paid Sick Leave (PSL) Ordinance alleging that it was preempted by State Law. He noted that said business associations requested an injunction to prevent implementation of the PSL Ordinance. He stated that the City has held discussions with the business associations and submitted an Agreed Order to be heard in District Court today to delay implementation of the PSL Ordinance until December 1, 2019. He noted that this would avoid the risk of a definite injunction and would allow the PSL Commission to continue its work to develop an Ordinance that would be more user-friendly, acceptable to more stakeholders, and

strengthen its argument against legal challenges. He stated that further updates would be provided to the PSL Commission.

Chairwoman Hargrove asked of the role of the Texas Attorney General. Mr. Segovia stated that the Attorney General attempted to intervene as an interested party along with the Texas Civil Rights Project. He noted that the City would not oppose intervention by anyone but the business associations would likely oppose intervention by the Texas Civil Rights Project. He stated that the Attorney General had the ability to intervene in matters concerning the Texas Constitution.

A discussion ensued regarding the continuation of work by the PSL Commission. Chairwoman Hargrove stated that the PSL Commission and the Subcommittees would continue to carry out its charge until instructed to cease discussions.

Mr. Segovia announced that the Agreed Order had been granted and stated that the PSL Commission could continue its work. He noted the urgency to bring a revised Ordinance before the City Council as soon as possible.

Chairwoman Hargrove stated that the Ordinance could be revised by the end of August. She noted that Ed Guzman was crafting the Ordinance with input from the Subcommittees.

A discussion ensued regarding continued information sessions and communication of the revised implementation date by the Metro Health Department.

Chairwoman Hargrove stated that the PSL Commission was charged to revise the PSL Ordinance to minimize legal challenges and provide clarity.

Mr. Guzman stated that the Agreed Order specifically stated that the PSL Commission could continue its work.

Chairwoman Hargrove stated that she would meet with Mr. Guzman to discuss the timeline and assess the progress of the Subcommittees. She stated that it would be desirable to have a document prepared within the next 30 days. Mr. Guzman noted that having a revised PSL Ordinance prepared in 30 days would be achievable. Chairwoman Hargrove requested that members advise her of scheduling conflicts and requested that Subcommittee Chairs schedule a meeting before the entire Commission meets again.

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

A. Definitions Subcommittee

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

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

There was no report made for the Research and Best Practices Subcommittee.

E. Execution Subcommittee

There was no report made for the Research and Best Practices Subcommittee.

3. Discussion on Future Meetings

Chairwoman Hargrove requested that members provide any guidance on future meetings.

4. Approval of the Minutes from the July 17, 2019 Meeting

Chairwoman Hargrove requested to change recording to reporting in regard to the two-year reporting requirement. Lisa Fullerton moved to approve the Minutes of the July 17, 2019 Paid Sick Leave (PSL) Commission Meeting as amended. Rev. C. J. Littlefield seconded the motion. The motion carried unanimously by those present.

Adjourn

There being no further discussion, the meeting was adjourned at 10:09 a.m.

Danielle L. Hargrove, Chair

Respectfully Submitted,

*Denice F. Trevino
Office of the City Clerk*