

**PAID SICK LEAVE COMMISSION
MEETING MINUTES
WEDNESDAY, JULY 31, 2019
9:00 A.M.
600 Soledad St.**

Members Present:	<p>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> 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></p>
Members Absent:	Alex Birnel, <i>Advocacy Manager, Move Texas</i>
Staff Present:	<p>Edward Guzman, <i>Deputy City Attorney</i>; Chelsea Mikulencak, <i>Assistant City Attorney</i>; Jeff Coyle, <i>Director, Government and Public Affairs</i>; Jennifer Herriott, <i>Interim Director, Metro Health</i>; Ivalis Meza, <i>Director of Policy and Public Engagement, Mayor's Office</i>; Caitlin Krobot, <i>Special Projects Manager</i>; Denice F. Trevino, <i>Office of the City Clerk</i></p>
Others Present:	<p>Councilmember John Courage, <i>District 9</i>; Martin Gutierrez, <i>AVP Public Policy, San Antonio Chamber of Commerce</i>; Joe Galli, <i>News4SanAntonio</i>; Johnson Simmons, <i>Move Texas</i>; Lauren Muñoz, <i>Move Texas</i>; Noelle Barrera, <i>Move Texas</i>; Sean Rivera, <i>Move Texas</i>; Lilyanne Elizondo, <i>Move Texas</i>; Lucia Conchas, <i>Move Texas</i>; Kaylee Boggan, <i>Move Texas</i>; Josh Peck, <i>Move Texas</i>; Adriana Castro, <i>Move Texas</i>; Trish Florence, <i>TOP</i>; Eric Rodriguez, <i>TOP</i>; Diamond GG, <i>TOP</i>; Jesus Garcia, <i>TOP</i>; Hannah Risman, <i>Move Texas</i>; Madison Purras, <i>Move Texas</i>; Juany Torres, <i>Move Texas</i>; Meghan Jaskowiak, <i>BFG</i>; Madelyne Wilson, <i>Move Texas</i>; Erica Elliott, <i>Move Texas</i></p>

Call to Order

Chairwoman Hargrove called the meeting to order.

1. Approval of the Minutes from the July 24, 2019 Meeting

Linda Chavez-Thompson moved to approve the Minutes of the July 24, 2019 Paid Sick Leave (PSL) Commission Meeting as amended. Lisa Fullerton 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

Ms. Fullerton stated that the Definitions Subcommittee reviewed the 12 definitions included in the PSL Ordinance and focused on the following three: 1) Employee; 2) Employer; and 3) Reference to size to make recommendations in regard to clarity and intent of the Ordinance. She noted that the Subcommittee reviewed said definitions included in State and Federal language and found that the number of hours worked by employees was not stated in order to be considered an employee. She noted that the Subcommittee reviewed language related to the probationary period and stated that there was confusion over the definition of employer. She stated that the principal place of business or where business was conducted would be utilized to define employer. She noted that size could be defined as one size fits all.

B. Compliance/Governance Subcommittee

There was no report for the Compliance/Governance Subcommittee. Ms. Chavez-Thompson noted that the next meeting of the Subcommittee would be held on August 6, 2019 at 9:00 a.m. at the Bazan Library on West Commerce.

C. Legal Considerations Subcommittee

Al Arreola stated that the Legal Considerations Subcommittee met this week. Ed Guzman noted that the Subcommittee would review revisions as they were proposed. Ms. Fullerton and Bob Livar stated that the Subcommittee would meet more often beginning in two weeks.

D. Research and Best Practices Subcommittee

Diane Sanchez stated that Mr. Guzman would provide the Research and Best Practices Subcommittee with outstanding research which needs to be conducted. Chairwoman Hargrove requested that Subcommittees advise her on their meeting dates, times, and locations.

E. Execution Subcommittee

Joleen Garcia suggested that the Execution and Implementation Subcommittees refrain from meeting until they have a charge. Chairwoman Hargrove stated that the Subcommittee should meet regarding execution issues. Ms. Garcia spoke of the lack of input by employees and noted that the City did not have the resources to conduct further analysis of feedback provided. Chairwoman Hargrove spoke of measuring success of the Ordinance by the Execution

Subcommittee. Ms. Garcia stated that there was overlap between the Execution and the Compliance/Governance Subcommittees and suggested that the two merge.

A discussion ensued regarding the process for handling inquiries from the public. Mr. Guzman stated that inquiries should be sent to Caitlin Krobot.

3. Briefing and Update from City Staff

Mr. Guzman reviewed the legal actions taken regarding the PSL Ordinance. He stated that additional legal proceedings could not occur until November 7, 2019. He noted that the timeline of 45 days to present the Ordinance to City Council was achievable and all recommendations would be subject to City Council approval. He stated that the City of Dallas was sued in Federal Court alleging violation of the U.S. Constitution by their PSL Ordinance. Mr. Guzman stated that this case would be monitored and was meant to be instructive.

A discussion ensued regarding including citizens to be heard at meetings. Mr. Guzman noted that there was not a requirement for public input and it would be the decision of the PSL Commission to include or not include citizens to be heard on the agenda. Chairwoman Hargrove stated that a discussion on including citizens to be heard at meetings would be placed on the August 7, 2019 agenda.

4. Discussion on Future Meetings

Future meetings were not discussed.

Adjourn

There being no further discussion, the meeting was adjourned at 9:54 a.m.

Danielle L. Hargrove, Chair

Respectfully Submitted,

*Denice F. Trevino
Office of the City Clerk*