

**PAID SICK LEAVE COMMISSION  
MEETING MINUTES  
WEDNESDAY, AUGUST 7, 2019  
9:00 A.M.  
600 Soledad St.**

<b>Members Present:</b>	Danielle L. Hargrove, <i>Owner, DLH ADR Solutions PLLC, Chair</i> Lisa Fullerton, <i>President/CEO, A Novel Idea</i> Christine Arredondo, <i>Business Owner</i> Bob Livar, <i>CDI Technology Services</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>
<b>Members Absent:</b>	Alex Birnel, <i>Advocacy Manager, Move Texas</i> Diane Sanchez, <i>CEO, San Antonio Hispanic Chamber of Commerce</i> Kausi Subramaniam, <i>Member, Alamo Asian American Chamber</i> Adelita Cantu, <i>Associate Professor, UT Health SA</i> Rev. C.J. Littlefield, <i>St. John's Baptist Church</i> Al Arreola Jr., <i>CEO, South San Antonio Chamber of Commerce</i>
<b>Staff Present:</b>	Edward Guzman, <i>Deputy City Attorney</i> ; Chelsea Mikulencak, <i>Assistant City Attorney</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>
<b>Others Present:</b>	Councilmember Manny Peláez, <i>District 8</i> ; Guin Bauegan, <i>Oak Park Cleaners</i> ; Erika Paine, <i>Oak Park Cleaners</i> ; Marisa Resendez, <i>Ability Home Care</i> ; Dylan McGuinness, <i>San Antonio Express News</i> ; Josh Fechter, <i>San Antonio Express News</i> ; Meghan Jaskowiak, <i>BFB</i> ; Scott Ball, <i>Rivard Report</i> ; Shari Biediger, <i>Rivard Report</i> ; Martin Gutierrez, <i>San Antonio Chamber of Commerce</i>

**Call to Order**

Chairwoman Hargrove called the meeting to order. She reviewed the charge of the Paid Sick Leave (PSL) Commission and stated that she would contact each member to affirm their commitment to accept the charge. She noted that members who could not accept the charge should step down.

**1. Approval of the Minutes from the July 31, 2019 Meeting**

Lisa Fullerton moved to approve the Minutes of the July 31, 2019 Paid Sick Leave (PSL) 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**

Lisa Fullerton stated that the Definitions Subcommittee discussed the definition of PSL, employee, and employer. She noted that PSL would be reinforced as a benefit in Section 15-270 (Scope of Intent) and in Section 15-272C (Usage) language regarding the probationary period was discussed. She stated that the number of absences without a doctor's noted and PSL abuse was discussed. She said that the revised language would be sent out to members on Monday, August 12, 2019.

### **B. Compliance/Governance Subcommittee**

Linda Chavez-Thompson stated that the Subcommittee reviewed Articles 273,274,275,276, and 278 and noted that revisions would be brought before the PSL Commission following the Subcommittee meeting on August 15, 2019 which would be held at the Bazan Library at 9:00 a.m. Chairwoman Hargrove requested that Subcommittees submit summaries of their meetings to Ms. Krobot. A discussion ensued regarding the complaint period. Ms. Chavez-Thompson stated that the language regarding the complaint period would be finalized at the Subcommittee's next meeting.

### **C. Legal Considerations Subcommittee**

Sasha Begum stated that the Subcommittee would meet on August 9, 2019 to review revisions to the Ordinance.

### **D. Research and Best Practices Subcommittee**

Mr. Guzman stated that the Subcommittee would compile information on the amount of PSL given to employees across cities and states, and employer size. Chairwoman Hargrove asked Ms. Krobot to send the research packet to Mr. Livar.

### **E. Execution Subcommittee**

Joleen Garcia stated that the Subcommittee discussed issues which could be merged with the Compliance/Governance Subcommittee. She noted that the Subcommittee's efforts could best be utilized in support of other Subcommittees.

## **3. Discussion Regarding Scheduling of Future Meetings and Citizens to be Heard at the Paid Sick Leave Commission Meetings**

A discussion ensued regarding the addition of citizens to be heard to the PSL Commission agendas. Ms. Garcia moved to include citizens to be heard on the agendas of the PSL

Commission. Ms. Chavez-Thompson seconded the motion. The motion to approve failed by the following vote:

AYE: 3 - Livar, Chavez-Thompson, and Garcia

NAY: 4 – Begum, Arredondo, Fullerton, Hargrove

#### **4. Briefing and Update from City Staff**

Mr. Guzman provided an update on the lawsuit filed against the City of Dallas in Federal Court.

#### **Adjourn**

There being no further discussion, the meeting was adjourned at 10:24 a.m.

*Respectfully Submitted,*

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*Danielle L. Hargrove, Chair*

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*Denice F. Trevino  
Office of the City Clerk*