

**PAID SICK LEAVE COMMISSION  
MEETING MINUTES  
WEDNESDAY, AUGUST 14, 2019  
9:00 A.M.  
600 Soledad St.**

<b>Members Present:</b>	Danielle L. Hargrove, <i>Owner, DLH ADR Solutions PLLC, Chair</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> 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>Members Absent:</b>	Lisa Fullerton, <i>President/CEO, A Novel Idea</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> ; Caitlin Krobot, <i>Special Projects Manager</i> ; Denice F. Trevino, <i>Office of the City Clerk</i>
<b>Others Present:</b>	Councilmember Ana Sandoval, <i>District 7</i> ; Sarah Donaldson, <i>Attorney</i> ; Andres Peña, <i>Kaufman &amp; Killen</i> ; Martin Gutierrez, <i>San Antonio Chamber of Commerce</i> ; Manuel Garcia, <i>HRC San Antonio</i> ; Shari Biediger, <i>Rivard Report</i> ;

**Call to Order**

Chairwoman Hargrove called the meeting to order.

Item 2 was addressed at this time.

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

**A. Definitions Subcommittee**

Alex Birnel stated that the Definitions Subcommittee reviewed Sections 269 and 272 of the Ordinance. He noted that the Subcommittee recommended removal of “at least 80 hours” and requiring businesses with more than 50% employees, branches, or offices based in San Antonio

to provide Paid Sick Leave (PSL) to employees. He stated that the Subcommittee recommended that employee size thresholds be removed. A discussion ensued regarding the threshold of 50%.

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

Linda Chavez-Thompson stated that the Subcommittee would provide a report to the PSL Commission at the next meeting. She noted that the Subcommittee recommended a deadline of 60 days or the date of discovery with a hard deadline of two years, whichever would come first for filing a complaint. The PSL Commission discussed a sample poster and signage to be utilized.

## **C. Legal Considerations Subcommittee**

Sasha Begum stated that the Subcommittee analyzed proposed revisions to the Ordinance based on legal challenges faced by similar Ordinances in other municipalities. She noted that the Subcommittee addressed the concept of joint employers as with temporary employees and discussed clarification of the response to abuse of PSL. Ed Guzman stated that the Subcommittee recommended that the employer be allowed to seek verification from employees who were absent for three days or more or when abuse of PSL was suspected. A discussion ensued regarding the employer's response to abuse of PSL by employees. Ms. Begum stated that the Subcommittee discussed placing a cap of two years on the deadline for submitting a complaint. She recommended that the Compliance/Governance Subcommittee review this item. She stated that the Subcommittee also discussed the voluntary compliance process. Bob Livar noted that the Subcommittee discussed the legal standing of the Ordinance focusing on PSL as a benefit and not a wage.

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

Diane Sanchez stated that the Subcommittee reviewed the size of employers in San Antonio, and reports and studies of economic impact to employers required to provide PSL. She noted that the Subcommittee discussed the metrics for PSL provided by employers and issues of PSL abuse in other jurisdictions.

## **E. Execution Subcommittee**

There was no report made for the Execution Subcommittee.

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

Jennifer Herriott stated that Metro Health would have a representative present at PSL Commission Meetings. She noted that she would forward questions received regarding the PSL Ordinance to Ms. Krobot to forward to the PSL Commission. She stated that four new positions would be posted by Metro Health in support of the PSL Ordinance.

#### **4. Discussion on Future Meetings**

Chairwoman Hargrove stated that the Commission may be required to meet more often. She noted that she would present a report to members of the Ad Hoc Committee on PSL prior to their meeting. She noted that the PSL Commission Meeting scheduled on September 4, 2019 would be rescheduled to September 6, 2019 at 9:00 a.m.

Item 1 was addressed at this time.

#### **1. Approval of the Minutes from the August 7, 2019 Meeting**

Rev. Littlefield moved to approve the Minutes of the August 7, 2019 Paid Sick Leave (PSL) Commission Meeting. Linda Chavez-Thompson seconded the motion. The motion carried unanimously by those present.

#### **Adjourn**

There being no further discussion, the meeting was adjourned at 11:08 a.m.

*Respectfully Submitted,*

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*Danielle L. Hargrove, Chair*

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*Denice F. Trevino  
Office of the City Clerk*