



***PAID SICK LEAVE COMMISSION:
RECOMMENDED CHANGES
TO SAN ANTONIO'S SICK
AND SAFE LEAVE (SSL)
ORDINANCE***

Presented by: *Danielle L. Hargrove, Esq.*

Chair, Paid Sick Leave Commission

Tuesday, September 10, 2019

SICK AND SAFE LEAVE (SSL) ORDINANCE

- **May 2018** – Petition to pass a PSL ordinance in San Antonio that is similar to the Dallas and Austin PSL ordinances submitted to the City Clerk.
- **August 2, 2018** – City Clerk certifies that sufficient signatures were gathered. Two options:
 1. Place item on November 2018 ballot for a vote, or
 2. City Council can vote to adopt ordinance as-is.
- **August 16, 2018** – City Council votes to adopt ordinance exactly as written in the initiative petition.

AD HOC COUNCIL COMMITTEE ON PAID SICK LEAVE

- **November 21, 2018** – by memo, Mayor Ron Nirenberg appoints “an ad hoc City Council committee to review options for revising the paid sick leave ordinance with full stakeholder support.”
- **August 2, 2019** – by memo, Mayor Ron Nirenberg appoints Councilmembers Roberto Trevino and Melissa Cabello Havrda to the Ad Hoc City Council Committee on Paid Sick Leave.
- **Ad Hoc Council Committee Members** –
 - Manny Pelaez (chair)
 - Ana Sandoval
 - Rebecca Viagran
 - Roberto C. Trevino
 - Melissa Cabello Havrda
- “The ad hoc committee is charged with creating a Paid Sick Leave Commission and establishing a process that incorporates the input of all stakeholders to arrive at final recommendations for Council.”

PAID SICK LEAVE COMMISSION

Chair: Danielle L. Hargrove, Esq. – Mediator & Arbitrator

1. **Christine Arredondo**, Owner, Gourmet Olive Oils
2. **Alex Birnel**, Advocacy Manager, MOVE Texas
3. **Sasha Begum**, Managing Partner, Begum Pelaez-Prada
4. **Rev. C.J. Littlefield**, Civil Rights Activist
5. **Lisa Fullerton**, President & CEO, A Novel Idea, LLC
6. **Kausi Subramaniam**, President, Anuja San Antonio
7. **Linda Chavez-Thompson**, Former Executive, AFL-CIO
8. **Joleen Garcia**, Organizer, Texas Organizing Project (TOP)
9. **Al Arreola, Jr.**, President, South S.A. Chamber of Commerce
10. **Bob Livar, Jr.**, Director of Bus. Dev., CDI Tech. Services
11. **Adelita Cantu, Ph.D., RN**, Associate Professor, School of Nursing at UTSA
12. **Diane Sanchez**, President, Hispanic Chamber of Commerce

5 SUB-COMMITTEES

✓ Compliance/governance

Linda Chavez-Thompson, Christine Arredondo, Alex Birnel, Joleen Garcia, Diane Sanchez, Al Arreola Jr.

✓ Definitions/qualifications

Alex Birnel, Christine Arredondo, Sasha Begum, Rev C.J. Littlefield, Lisa Fullerton, Kausi Subramaniam

✓ Execution

Joleen Garcia, Alex Birnel, Diane Sanchez, Rev C.J. Littlefield, Kausi Subramaniam, Adelita Cantu

✓ Legal considerations

Sasha Begum, Lisa Fullerton, Al Arreola Jr., Linda Chavez-Thompson, Bob Livar, Jr.

✓ Research/best practices

Diane Sanchez, Joleen Garcia, Lisa Fullerton, Kausi Subramaniam, Bob Livar, Jr., Adelita Cantu

MEETINGS



PSL Commission meetings began on April 17



Total of 15 PSL Commission meetings



Posted meetings and open to public



Subcommittee meetings began on June 6



All subcommittees met numerous times;
approximately 45 meetings overall



Committee chairs reported out at Commission
meetings; committee meetings were not public

TIMELINE



September 10, 2019 @ 10:30am

PSL Commission presents to Ad Hoc Committee on SSL
Municipal Plaza B Room



September 19, 2019 @ 1pm

B Session on Sick and Safe Leave Ordinance
City Council Chambers



September 23, 2019 @ 6pm

SASpeakUp on Sick and Safe Leave Ordinance
TriPoint Events Center



September 25, 2019 @ 6pm

SASpeakUp on Sick and Safe Leave Ordinance
El Progreso Hall

TIMELINE



October 3, 2019

A Session – Sick and Safe Leave Ordinance

City Council Chambers



October – November 2019

Information Sessions hosted by Metro Health

Various locations



December 1, 2019

Sick and Safe Leave Ordinance implementation date

Citywide

KEY RECOMMENDATIONS

- All recommendations seek to stay true to focus on public health & ensure that the ordinance is more legally defensible.
- Employer sizes removed in favor of equal applicability to all employers ('one-size-fits-all approach').
- Baseline hours of SSL that an employee can accrue in one year is 56 hours across the board, no longer 48 hours (small employer) or 64 hours (medium/large employer)
- No delayed implementation for employers with 5 or fewer employees.

PUBLIC ENGAGEMENT



- All outreach activities will follow the City's Public Participation Standards
- Two public meetings
 - September 23 – TriPoint Events Center
 - September 25 – Progreso Hall at Guadalupe Cultural Arts Center
- Survey for employees and employers
 - Made available online at SASpeakUp.com and SanAntonio.gov
 - To be made available in print at libraries, community centers, senior centers and Metro Health Facilities

SPEAK UP ABOUT

PAID SICK LEAVE IN SAN ANTONIO!

September 23, 2019 | 6pm

TriPoint Events Center 3233 N St Mary's St
San Antonio, TX 78212

September 25, 2019 | 6pm

El Progreso Hall 1306 Guadalupe St
San Antonio, TX 78207

Learn about proposed changes to the ordinance and share your input!



PAID SICK LEAVE

