



City of San Antonio

Agenda Memorandum

File Number:20-6752

Agenda Item Number: 2

Agenda Date: 11/16/2020

In Control: Community Health and Equity Committee

DEPARTMENT: Health

DEPARTMENT HEAD: Sandra Guerra, MD, MPH, Interim Deputy Director

COUNCIL DISTRICTS IMPACTED: Citywide

SUBJECT: A briefing providing updates on the implementation of a Voluntary Paid Sick Leave Program

SUMMARY:

The Paid Sick Leave Health Program Manager will present an update on progress on developing a voluntary paid sick leave program which will allow businesses in San Antonio to receive certification for meeting the requirements of the Sick and Safe Leave Ordinance which is currently under injunction.

BACKGROUND INFORMATION:

San Antonio's Paid Sick Leave (PSL) ordinance was adopted by City Council in August 2018 following a petition drive that gathered more than 140,000 signatures in support of an earned paid sick leave ordinance.

An Ad-hoc committee and subsequent Commission was appointed by City leadership to review and amend the language included in the Ordinance. The Council approved the amended language in October 2019 with a delayed implementation date of December 1, 2019.

In late November 2019, a district judge imposed an injunction stopping enforcement of the ordinance while the court case awaits trial.

Metro Health has developed a plan for a voluntary certification program which will be available to all businesses who do work in San Antonio. "Working Well SA" is an outreach and technical assistance initiative designed to carry on the purpose of the City of San Antonio's Sick and Safe Leave Ordinance-promoting the health and economic benefits of paid sick leave in our community.

San Antonio continues to have approximately 350,000 workers without paid sick leave benefits. The COVID-19 pandemic demonstrated just how devastating that lack of paid leave could be. A study done between March and May of this year shows that states where workers were guaranteed paid sick leave saw 400 fewer confirmed COVID-19 cases per day. The introduction of the Federal Family First Leave Act demonstrated a 56% reduction in infections in those states without previous paid sick leave guarantees.

The Working Well SA plan modeled after and inspired by the San Antonio Business Group on Health's Healthy

Workplace Recognition Program (SABGH), will honor companies that commit to creating healthier workplaces by adopting the minimum requirements as defined by the revised ordinance. Recognition may be implemented in the forms of website, social media posts, and a window decal for the business.

A public launch of the new program is tentatively planned for January 2021 with a press conference, a website launch and an advertising campaign. Plans are already being developed in concert with the Economic Development Department and the San Antonio Economic Development Foundation to enhance outreach to targeted business groups.

ISSUE:

Metro Health would like the opportunity to brief the Community Health and Equity Committee on plans for launching a voluntary paid sick leave certification program.

ALTERNATIVES:

This item is for briefing purposes only.

FISCAL IMPACT:

There is no fiscal impact at this time.

RECOMMENDATION:

This item is for briefing purposes only.