

ESST Task Force Agenda

Tuesday May 10, 2016

The Wellstone Community Center
179 Robie St. E., St. Paul, MN 55107
Room 212

- 1) Additional Task Force Meeting date – May 17th
- 2) Welcome
- 3) Review and approval of minutes from previous meeting (vote)
- 4) Address any questions received by chairs from task force members
- 5) Review consensus items:
 - a. Employees begin accruing ESST at one hour of work
 - b. Employees accrue ESST based on 1 hour earned for every 30 hours worked
 - c. Employees may begin using ESST 90 calendar days after employment
 - d. The maximum number of ESST hours an employee can earn in each year (calendar or fiscal, whatever time period the employer uses) is capped at 48 hours
 - e. Sick time may be used for an employee's or an employee's family member's mental or physical illness, need for medical diagnosis or preventative care
 - f. Safe time may be used when an employee or an employee's family member is a victim of domestic abuse, sexual assault, or stalking
 - g. Employers are not required to pay out unused ESST upon separation from employment
 - h. Individuals/Employers already covered by existing State or Federal law that would otherwise exempt them from eligibility are not covered by any proposed Saint Paul ordinance.
 - i. There is no exemption based on the size of the employer in terms of numbers of employees.
 - j. Family businesses are treated no different than any other business.
 - k. Employers of less than 24 employees are afforded an additional six months after the effective date of any ESST ordinance to achieve compliance.
 - l. New start-ups (at any point in the future) are to be provided a "ramp-up" period to achieve compliance. The ramp-up time will be between three and six months

*There will be a 10 minute break around 7:15pm

(no consensus on time period) and there will be a sunset period where the ramp-up will no longer be offered (time TBD by city attorney).

- m. There will be a sunset for the “ramp-up” period
 - n. Employers with a Collective Bargaining Agreement (CBA) are not exempted.
 - o. Casual employees are not exempted.
 - p. The proposed ordinance will apply to employers in case where the employers with a physical presence in the City of Saint Paul and employees who work in the City of Saint Paul are not exempt from ESST.
 - q. Family means a child, adult child, spouse, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent or step-parent. “Child” includes a biological child, step-child, foster child or adopted child. Any individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship.
- 6) Continued discussion of Exemptions:
- a. Employers / Employee:
 - i. An employer with a physical presence (an office or real property) in the city of Saint Paul, but with employees who may work outside the city of Saint Paul.
 - ii. An employer with no physical presence (an office or real property) in the city of Saint Paul but who may have employees who work in the city of Saint Paul.
 - b. Employers / Employees already covered by an existing Paid Time Off (PTO) Policy

7) Enforcement

8) Wrap-up