

ESST Task Force Agenda

Tuesday May 3, 2016

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

- 1) Welcome
- 2) Review and approval of minutes from previous meeting (vote)
- 3) Address any questions received by chairs from task force members
- 4) Review consensus items:
 - a. Employees may begin using ESST 90 calendar days after employment
 - b. 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
 - c. ESST accrual begins at hour one and is accrued at 1 hour earned for every 30 hours worked
 - d. 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
 - e. Safe time may be used when an employee or an employee's family member is a victim of domestic abuse, sexual assault, or stalking
 - f. Employers are not required to pay out unused ESST upon separation from employment
 - g. Employers/employees already covered by existing State or Federal law relating to employment and the employer/employee relationship are not covered by any proposed Saint Paul ordinance
 - h. There is no exemption based on the size of the employer in terms of numbers of employees.
 - i. Family businesses are treated no different than any other business.
 - j. Employers of less than 24 employees are afforded an additional six months after the effective date of any ESST ordinance to achieve compliance.
 - k. New start-ups (at any point in the future) are to be provided a "ramp-up" period to achieve compliance.
- 5) Continued discussion of Exemptions:
 - a. "Ramp up" period for startup businesses

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

- b. WESA statute follow up discussion
- c. Employers / employees who have established a Collective Bargaining Agreement (CBA)
- d. Casual Employees
- e. Employers / Employees for who their company is not located within the city of Saint Paul
- f. Employers / Employees already covered by an existing Paid Time Off (PTO) Policy

6) Enforcement

7) Wrap-up

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