

**ESST Task Force**  
**Meeting Minutes**  
**Tuesday, April 13, 2016**

**Members Present:**

Daniel Yang  
JoAnn Hawkins  
Ted Natus  
Rick Varco  
Michelle Thom  
David Burley  
Robert Kasper  
Steve Cohen  
Hilario Deleon  
Marfa Malcolm  
Stefan Pomrenke  
Jim Frisco  
James McClean  
Autum Amadou-Blegen  
Tabatha Mitchell  
Ann Clowser  
Erika Sanders  
Japaul Harris- Co-Chair  
Rose Roach – Co-Chair  
Matt Kramer – Co-Chair

**Absent**

Lenny Russo  
Alex Bajwa  
Farhio Khalif  
Joanne Mullen  
Lisa Stratton  
Robert Kasper  
Eric Foster  
Wintana Melekin  
Maureen O'Connell

**City Staff Present**

Jessi Kingston  
Libby Katner  
SuChann Yang

**ESST Task Force**  
**Meeting Minutes**  
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- I. Welcome
  - Meeting called to order
  
- II. Review Minutes from previous meetings
  - Approved past minutes with proposed changes – name spelling correction
  
- III. Review consensus items:
  - A. One hour of ESST for every 30 hours worked
  - B. Exemption of those employees covered by other laws
    - No discussion as JaPaul briefed everyone of last meeting's discussion
  
- IV. Review definitions of accrual usage and eligibility
  - A. Accrual: The rate at which an employee earns ESST. **Ex:** for every 30 hours you work in Saint Paul, you will receive 1 hour of ESST
  - B. Usage: When an employee can begin using ESST. **Ex:** you have a probationary period of 90 days of employment before you can begin using your ESST.
  - C. Eligibility: The amount of time an employee must work in the city to qualify for ESST. **Ex:** You are eligible for ESST if you work 1 hour in Saint Paul.
  
- V. Accruals and Usage
  - \*some task members arrived during the vote which is why the total quantity of votes increases*
  - A. Accrual of ESST begins after 1<sup>st</sup> hour worked?
    - i. Yes-13
    - ii. No-3
  - B. Should there be an annual CAP?
    - i. Yes-17
    - ii. No-0
  - C. If unused ESST, will it carry over to the next year?
    - i. Yes- 15
    - ii. No- 3

## VI. Discussion about when one can start using ESST

### A. Agree or Disagree 90 Days is trigger to be able to use ESST?

- i. Strongly Agree: 6
- ii. Agree: 5
- iii. Neutral: 3
- iv. Disagree: 4
- v. Strongly Disagree: 0

Those in disagreement were invited to comment. Opinions ranged the spectrum of wanting ESST to be triggered at zero days from wanting ESST to be triggered at 180 days. Task force was reminded the task force that 90 days is the national average. Some recommended there be unpaid ESST from 0 – 90 days and paid ESST beginning after 90 days.

After the discussion the chair proposed a re-vote on when one can start using ESST:

### B. Employees can begin using ESST after 90 days of employment?

- i. Strongly Agree: 5
- ii. Agree: 10
- iii. Neutral: 1
- iv. Disagree: 3
- v. Strongly Disagree: 3

### C. Annual Cap of 48 hours

- i. Strongly Agree: 8
- ii. Agree: 6;
- iii. Neutral: 2
- iv. Disagree: 4
- v. Strongly Disagree: 1

### D. Accrual Payout: employers should not be required to pay out unused ESST upon termination of employment

- i. Strong Agree: 16
- ii. Agree: 4
- iii. Neutral: 0
- iv. Disagree: 0
- v. Strongly Disagree: 0

### E. ESST may be used for an employee who is a victim of domestic abuse, sexual assault or stalking:

- i. Strong Agree: 19
- ii. Agree: 1
- iii. Neutral: 0
- iv. Disagree: 0
- v. Strongly Disagree: 0

- F. Employees may use ESST to care for family members, including parents, grandparents, domestic partners, spouse, children under 18 and children over 18 who have a mental or physical impairment:
- i. Strong Agree: 14
  - ii. Agree: 2
  - iii. Neutral: 2
  - iv. Disagree: 2
  - v. Strongly Disagree: 0

Discussion for setting a cap at 48 hours occurred. Opinions ranged from setting a cap at 40 hours to 80 hours and many increments in between.

- G. Re-Vote: Maximum amount of annually accrued should be 48 hours:
- i. Strongly Agree: 8
  - ii. Agree: 6
  - iii. Neutral: 3
  - iv. Disagree: 3
  - v. Strongly Disagree: 1

Majority in agreement of 48 hours.

A review of general agreement items:

1. ESST begins accruing after 30 hours of work.
2. ESST can be used after 90 days of work.
3. ESST earned is capped at 48 hours per year.

Discussion on who is considered family resulted in the request that Saint Paul use the same definition for family as is used in Minneapolis. Task force members called for more clarity on the definition of “family”.

- H. Re-Vote: Employees may use ESST to care for family members, including parents, grandparents, domestic partners, spouse, children under 18 and children over 18 who have a mental or physical impairment:
- i. Strongly Agree: 7
  - ii. Agree: 4
  - iii. Neutral: 0
  - iv. Disagree: 10
  - v. Strongly Disagree; 0

V. Meeting was adjourned.