

ESST Task Force Minutes

Tuesday April 19, 2016

The Wellstone Community Center
179 Robie St. E., St. Paul, MN 55107
Room 272

Present

Autumn Amadou-Blegen
Alex Bajwa
David Burley
Ann Clowser
Steve Cohen
Hilario Deleon Perez
Eric Foster
Jim Frisco
Marfa Malcolm
Pat Mancini
James McClean
Wintana Melekin
Tabitha Mitchell
Joanne Mullen
Ted Natus
Maureen O'Connell
Stefan Pomrenke
Lenny Russo
Erica Sanders
Michelle Thom
Rick Varco
JaPaul Harris Co-Chair
Rose Roach Co-Chair
Matt Kramer Co Chair

Absent

JoAnn Hawkins
Robert Kasper
Farhio Khalif
Lisa Stratton
Daniel Yang

Staff

Dana Bailey
Libby Kantner
Jessica Kingston
SuChann Yang

ESST Task Force Minutes

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- I. Welcome
 - A. Meeting called to order at 6:00pm
- II. Review and approval of minutes from previous meeting.
 - A. Add Robert Kasper under present since he was present last meeting.
 - B. Under “review of general agreement items”, should state “start accruing 1 hour of ESST after 30 hours worked.” Ratio of 30 hours of work to 1 hour of ESST.
- III. Address any questions received by chairs from task force members.
 - A. No questions were received.
- IV. 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 may be used for employee’s mental or physical illness, need for medical diagnosis or preventative care
 1. Discussion on adding “family” after employees.
 2. Should state: Sick time may be used for an employee or an employee’s family’s mental or physical illness, need for medical diagnosis or preventative care
**Item tabled until next week when we have a definition of family*
 - D. Safe time may be used when an employee is a victim of domestic abuse, sexual assault, or stalking
 1. Discussion on including “family” after employees
 2. Should state: Safe time may be used when an employee or an employee’s family member is a victim of domestic abuse, sexual assault, or stalking
**Item tabled until next week until we have a definition of family*
- V. Continued Discussion of Accrual and Usage
 - A. Annual Carryover- employees are allowed to carryover a maximum of 80 hours from the prior year to the current year.
 1. **VOTE:** Annual Carryover-Employees are allowed to carryover a maximum of 80 hours for the prior year to the current year.
 - a. Strongly agree: 3
 - b. Agree: 0
 - c. Neutral: 4
 - d. Disagree: 3
 - e. Strongly Disagree: 13

**Consensus on not having a maximum carryover of 80 hours from the prior year to the current year.*

2. Discussion on why whether there should be carry over or not and changing the total hours carried over to 48 hours.
3. **Re-VOTE:** Annual Carryover- Employees are allowed to carryover a maximum of 48 hours for the prior year to the current year.
 - a. Strongly agree: 8
 - b. Agree: 3
 - c. Neutral: 1
 - d. Disagree: 5
 - e. Strongly Disagree: 6

**Table item A. Annual Carryover since no consensus and decision was made*

B. Family members definition

1. JaPaul found multiple definitions of family and there were all not a consistent definition and City of Saint Paul does not use a definition for family.
2. There was an agreement that the city's attorney will define family by next ESST meeting and the Task force will review and vote on the definition of family that will be presented.

C. Accrual Payout- Employers are not required to pay out unused ESST upon termination of employment. **VOTE:**

1. Strongly Agree: 21
2. Agree: 3
3. Neutral: 0
4. Disagree: 0
5. Strongly Disagree 0

**Consensus on not requiring employers to pay out unused ESST upon termination of employment*

D. Sick and safe time may be used in one hour increments.

1. Discussion on complexity of managing a system on a hour to hour basis.
2. Discussion on allowing employers to use the same system for which they pay.
 - a. Ex. Paid by the hour; can use ESST by the hour.
 - b. Ex. Paid by the day; can use ESST by the day.

**Table item D. Sick and Safe Time may be used in one hour increments.
Will be first item on 4.26.2016 agenda*

VI. Discussion of exemptions

- A. Will table exemptions until next meeting

VII. Meeting adjourned at 8:30pm.