

ESST Task Force Minutes

Thursday May 26, 2016

Present

JoAnn Hawkins
Robert Kasper
Alex Bajwa
James McClean
Wintana Melekin
Tabitha Mitchell
Stefan Pomrenke
Eric Foster
Marfa Malcolm
Ted Natus
Lisa Stratton
Michelle Thom
Rick Varco
Daniel Yang
JaPaul Harris Co-Chair
Rose Roach Co-Chair
Matt Kramer Co Chair
Ann Clowser
Steve Cohen
Jim Frisco
Autumn Amadou-Blegen
Erica Sanders
Pat Mancini
Hilario Deleon Perez
David Burley

Absent

Farhio Khalif
Joanne Mullen
Lenny Russo
Maureen O'Connell

Staff

Jessica Kingston
Dana Bailey
Libby Kantner
SuChann Yang

ESST Task Force Minutes

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I. Welcome

- A. Convened at 6:10pm
- B. Brief overview of today's meeting and recommendations

II. Review and approval of minutes from previous meeting

- A. Minutes passed

III. Discuss and vote on proposed amendments to recommendations

- A. Discussion on amending the recommendation to move, "c. Employees with a collective bargaining agreement (CBA) are covered by this ordinance and are not exempted," under item 2 of Scope or Ordinance. Proposed new wording, "Employers and employees with policies or agreements in place (such as paid time off, PTO, or collective bargaining agreements) that meet the minimum requirements as outlined in the ordinance, would be deemed compliant".

1. VOTE:

- a. Yes: 22
- b. No: 0
- c. Abstain: 0

**Unanimously agreed on the amendment of CBA statement*

B. Discussion on exempting casual employees

- 1. Add an exemption for casual employees, at least to the limited extent that Minneapolis included in their draft ordinance.

**Motion withdrawn*

C. Discussion on increasing the threshold to 80 hours until an employee can start accruing ESST to align with Minneapolis's ESST

- 1. Employees will have to work at least 80 hours until they can start accruing ESST.

2. VOTE:

- a. Yes: 12
- b. No: 11
- c. Abstain: 0

**Task Force will amend the recommendation threshold from 1 hour worked to 80 hours worked in order to start accruing ESST.*

- D. Discussion on adding a recommendation that employees who can foresee the need to take ESST, that they submit a seven days of advance notice to help accommodate scheduling a replacement.

1. When ESST is used for preventative care, 7 days of advanced shall be given.
2. VOTE:
 - a. Yes: 6
 - b. No: 16
 - c. Abstain: 0

**Recommendation does not pass and will not be part of the recommendation.*

E. Discussion on aligning St. Paul's ESST as much as possible with Minneapolis.

**This item was later withdrawn after discussion*

F. Discussion sunset period of the start-up period

1. Chairs determined that the decision should come from city council and not the task force.

IV. Review of proposed edits to narrative and report structure

A. Discussion on how to make grammatical corrections to the recommendations document

**Unanimous decision that the Chairs and staff will review the document and make corrections as necessary*

V. Final vote on task force recommendations report and sending it to the HREEO Commission

- A. Yes: 18
- B. No: 6
- C. Obtain: 0

**Recommendation will be sent after staff finalizes the amendments*

VI. Wrap up

- A. Short speeches were made
- B. Meeting adjourned at 8:00pm