



**CITY OF SAN ANTONIO  
OFFICE OF THE CITY COUNCIL  
COUNCIL CONSIDERATION REQUEST**

TO: Mayor and City Council  
FROM: Councilwoman Ana E. Sandoval, District 7  
COPIES TO: Erik Walsh, City Manager; Leticia Vacek, City Clerk; Andy Segovia, City Attorney; John Peterek, Assistant to the City Manager; Emily McGinn, Assistant to City Council  
SUBJECT: Advancing Sick and Safe Leave Protections  
DATE: November 22, 2019

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Issue Proposed for Consideration

I ask for your support for the inclusion of the following item on the agenda of the earliest available meeting of the Governance Committee:

1. Requirement of compliance with Sick and Safe Leave policy that meets or exceeds the requirements set forth in the Sick and Safe Leave Ordinance as adopted by Council on October 17, 2019 for entities that receive operational funding from the City, including City-created non-profits, and establishment of a program to ensure compliance;
2. Exploring adoption of a similar policy by CPS Energy and SAWS; and
3. Development of a Sick and Safe Leave Benefits Policy Outreach and Technical Assistance Program to encourage and assist San Antonio area employers in implementing a voluntary sick and safe leave policy in the workplace.

Brief Background

In the summer of 2018, Working Texans for Paid Sick Time brought forth a petition with the requisite number of signatures requesting Council adopt an ordinance guaranteeing earned paid sick time for San Antonio workers. City Council voted in support of the ordinance in August 2018 with an August 1, 2019 implementation date. Following a lawsuit, court decision, and intensive work by the Council-appointed Paid Sick Leave Commission, Council adopted a revised ordinance, Sick and Safe Leave, scheduled to take effect December 1, 2019.

When implemented, the Sick and Safe Leave Ordinance will usher in an era of transformation for the health, economic stability and public safety of working families in San Antonio



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In a city with the highest rate of intimate partner violence-related femicide, Safe Time worker protections can mean the difference between life and death for a woman experiencing intimate partner violence. Without Safe Time, a woman who may soon lead a single-income household will be forced to choose between filing a restraining order or going to work, keeping a court date or keeping a roof over her head. With the adoption of the 2020 Budget and the launch of the Domestic Violence Action Plan, City leadership has demonstrated a commitment to eradicating domestic violence. Providing Safe Time to all City employees, requiring it of all contractors, and promoting it throughout our community will support the goals of the Plan and the safety of San Antonio women.

While progress has occurred in health policies at the City level, most recent data indicate that San Antonio has some of the worst health outcomes in the state, particularly in the area of diabetes. Those who suffer from this and other illnesses currently must choose between seeking treatment and making enough money to buy enough food for their family. An adequate sick leave policy supports management of chronic diseases as well as preventative care. An adequate sick leave benefit allows a parent to care for a sick child and keep illness out of the classroom or workplace so that other children may continue to learn.

San Antonio is currently experiencing an affordable housing crunch which is only expected to get worse. According to the Mayor's Housing Policy Task Force, a significant number of renters are currently "rent burdened," and spend more than one third of their income on rent, a smaller, but still significant percent of homeowners are also housing burdened. For a working San Antonian without sick leave benefits, one sick day stands to destabilize his or her ability to pay their rent or mortgage. In the last two years Haven for Hope has seen an increase in the number of families needing housing assistance. In FY 2019, the City contributed hundreds of thousands of dollars to Haven for Hope specifically to assist in constructing temporary shelter space for families.

In October of this year, the American Community Survey designated the San Antonio metropolitan area as the poorest among the largest 25 metro areas. While poverty is a multi-faceted challenge that requires multi-faceted solutions, it is the poorest among us who suffer the greatest income instability, up to 20% in a given year. Those who serve the City of San Antonio as part time employees or contractor deserve a job that provides economic stability via access to a sick and safe leave policy.

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While the court may have deemed it fit to wait regarding the implementation of the adopted ordinance. We as local leaders do not have such a luxury. We have the moral imperative to set the example as an employer; to help others implement the policy and to raise the health, economic stability and public safety of those who toil for the betterment of the City of San Antonio as employees and contractors.

Submitted for Council consideration by:

  
Councilwoman Ana E. Sandoval, District 7

Supporting Councilmembers' Signatures

District

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