



# City of Austin

## Communications and Public Information Office

301 W. Second St., Austin, TX 78701

### MEMORANDUM

**TO:** Mayor and City Council

**FROM:** Doug Matthews, Chief Communications Director

**DATE:** December 6, 2017

**RE:** Responsive Information Council Resolution 20170928-055  
Paid Sick Days for Austinites

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Attached is a summary report and full comments from our series of community engagement activities responsive to the Council Resolution 20170928-055. You will also find a separate Excel file that provides data in a tabular format. Please note that we have asked our contractor to conduct some additional analysis of feedback for the purposes of sorting and categorizing opinions regarding a potential Paid Sick Leave ordinance in Austin. We expect that information to be available prior to our scheduled discussion on December 14.

Feel free to contact me directly should you have any questions in the interim.

**CC:** Elaine Hart, Interim City Manager  
Ray Baray, Chief of Staff

# Paid Sick Leave Stakeholder Process Report

December 6, 2017

Submitted by Larry Schooler, Facilitator

Public Participation Partners

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## **Overview**

As directed by the Austin City Council in [Resolution #20170928-055](#), the City of Austin hosted public conversations and solicited public input electronically on the components of a potential paid sick leave policy covering employers across the community.

- More than 125 Austinites attended the three meetings held on November 2, 16, and 30 (some were repeat participants);
- More than 80 Austinites provided input via text message; and
- More than 183 Austinites provided a total of nearly 900 comments online via SpeakUpAustin.org.

*Note: All of the comments received (notes taken) at in-person meetings, via text message, and via SpeakUpAustin.org are attached to this summary report in appendices and a spreadsheet, which combines in-person notes from meeting #2 with SpeakUpAustin.org and text messages. Notes from in-person meetings were taken by several different note-takers, and all note-takers took notes at only one of the three meetings.*

While the focus of the meetings and the electronic discussion was on the components of a potential paid sick leave policy, many commenters at both in-person meetings, online, and via text message voiced their opposition to such a policy concept. Some contended that decisions regarding paid sick leave should be left to individual employers who might differentiate themselves in the market through the kinds of leave and other benefits they offer employees. Others suggested that, were there to be laws governing paid sick leave, the federal government, rather than local government, should regulate it. Several employers suggested that a requirement to provide paid sick leave, particularly in what some deemed “low-margin” (i.e., low profit margin) businesses like food service, lawn care, and the like, would prevent them from doing business in Austin--a claim others disputed, but one that employers made emphatically and repeatedly.

But many comments, and a majority of those offered by attendees at the in-person meetings, focused on the questions posed by the City Council on how such a paid sick leave policy would work; answers are summarized below.

## **Who will be covered?**

Many respondents suggested that a paid sick leave policy cover all employees in Austin (irrespective of whether they were in full- or part-time roles or temporary status), or at least those over the age of 16. Others suggested limiting it to full-time “exempt” (i.e., salaried)

employees, or setting a minimum threshold of hours worked (per quarter, month, week, etc.) to qualify for paid sick leave, or confining it to all hourly employees and “all FLSA (Fair Labor Standards Act) nonexempt employees who make less than \$750 per week, even if salaried” or “after a worker has earned, say, \$600 from the employer during the calendar year” or “every employee who works 20 hours a week.” Still others suggested differentiated levels of coverage depending on an employee’s employment status.

Many mentioned the significance of providing paid sick leave (or requiring its provision) to employees in low wage jobs--including those working in construction, food service, and the like. Some mentioned the importance of providing it to independent contractors like drivers for transportation network companies.

In contrast, some suggested that decisions about who would be covered be left to employers--that employers should evaluate coverage on a case-by-case basis, rather than a blanket application across all companies and industries. In that vein, some suggested a policy that differentiates based on the size of the employer (the workforce employed by a single employer). Others suggested consideration be given to whether employees are covered by collective bargaining agreements; in the words of one online comment made on behalf of a contractor’s association, “Some construction workers are covered under collective bargaining agreements (CBAs) and have the ability to negotiate these sick leave benefits if they choose. Some may opt not to include paid sick time in lieu of higher wages. If the City decides not to exempt CBA’s, they will be interfering with these workers right to negotiate and could adversely affect the outcome of those negotiations.”

**How should sick time be used for broad purposes (e.g. related to domestic violence, criminal justice-related appointments, mental health purposes, etc.)?**

Comments on this question were wide-ranging. Some commenters recommended paid sick leave be used only for sickness of the employee, rather than for family members or domestic violence, etc., though others (a larger number) felt it should cover the illnesses of dependents of the employee or, more specifically in one comment, “spouse, children, and other family living in the household.” Others felt it should be more expansive--encompassing the purposes outlined in the question. One comment recommended inclusion of maternity and paternity leave within the context of paid sick leave. A few comments referenced the possibility of requiring a written doctor’s note as proof of illness. Generally, commenters seemed inclined to support employee discretion in determining what paid sick leave should cover--illnesses of the employee and of family members, as well as the appointments described in the question.

**At what rate should workers earn paid sick time? What amount of paid sick time can be earned per year?**

Answers varied.

- A range of 6-21 days per year, with more support for 12 days a year than other amounts.
- Several supported 1 hour of paid sick leave per 20 hours of work, 12 days a year (several others suggested 1 hour of paid sick leave per 40 hours of work or 1 per 60).

- One comment suggested: “Employee could earn 4 hours per pay period, if paid biweekly. If paid monthly, 8 hours per month. If paid weekly, 2 hours per week.” *That would equate to one day per month or 12 days per year of paid sick leave.*
- A certain number of days based on how many hours worked per week (the more hours worked, the more paid sick leave).
- A total amount of time for all paid time off per year (4 weeks according to one comment, 1 week according to another)

**At what point during employment should workers begin to earn and use paid sick time?**

**How would unused sick time carry forward to the subsequent year, and how is it accessed or utilized?**

Many recommended that paid sick leave be earned and usable immediately upon hire, while others said after the completion of a probationary period as defined by an employer. Others suggested paid sick leave be earned immediately but used only after a probationary period or a standard-length period (1-3 months after an employee’s first day, 9-12 months after first day, etc.). Most respondents were inclined to allow employees to carry over unused paid sick leave from year to year--and most of them said all unused time could be carried over. One person suggested half of it could carry over, or a cap should be placed on how much could carry over (e.g., maximum of 40-60 hours, etc.), and a few suggested unused paid sick leave should expire at the end of the year.

**How should the City of Austin manage and fund enforcement of private employer paid sick time?**

This subtopic attracted a wide range of suggestions. Some mentioned the importance of, as one commenter put it, “Distributing information to employees about their rights and allowing employees to anonymously report employers who don’t obey the ordinance. Fines should be levied against repeat offenders.” Many agreed the City bears responsibility for ensuring all of those covered by the ordinance know their rights under a potential paid sick leave policy and providing materials for display to employees (in multiple languages), with a hotline and other tools for reporting non-compliance. Others suggested companies should have to report their paid sick leave practices to the City and participate in policy audits overseen by the City.

One online respondent suggested, “Enforcement should be by complaint to the City with warnings for first offenders, escalating to small fines, then larger fines for repeat offenders. Repeat offenders could also be barred for some time from city contracts. [The] City [of Austin] should bear the entire cost for advertising worker rights and methods for filing complaints. No obligation should be placed on employers. Funding the enforcement office should be limited to fines received.” Others called for fines and the “revocation of [a] business license if non-compliant over multiple complaints.” Still others suggested a licensure process associated with paid sick leave to determine whether a business has a paid sick leave policy in place and whether employees utilize paid sick leave.

Suggestions on how to fund enforcement were fewer in number, though several mentioned the use of fines levied against non-compliant businesses as a way to pay for enforcement

measures. A few advocated for an incentive-driven approach, with one commenter suggesting, “The city should give tax breaks to employers for compliance, fines for non-compliance.” In recognition of the potential for cost of enforcement to be an issue, some suggested that oversight and enforcement of the ordinance be assigned to existing City of Austin employees or departments, rather than the creation of a separate compliance team, though some advocated for such a team.

Appendix A:  
Notes from Face-to-Face meetings

# Meeting #1: Nov 2, 2017

## Introduction from the Human Resources Department

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- Sick leave is offered for our employees
  - Earn for 24 pay periods out of the year immediately upon hire
  - Earn four hours per pay period
  - Personal illness or for ill/incapacitated family members
  - Vacation leave
    - Based on tenure
    - Employees must be employed for 6 months before redemption
  - Sick leave days are allowed to roll over
- Temporary employees are not covered by this policy; City will pay for the temporary employees.
- Verification process to approve paid sick leave (Reviewed by HR)
  - Doctor's notes, etc.
- Is allowed for part-time employees
- Sick Leave vs Family Medical Leave
  - FMLA---employee must have worked 12 months and 1250 hours to qualify for FML. Job protection under federal law.
  - Sick Leave---eligible from day one. City offers additional leave (6 weeks) for paternity/maternity leave in addition to sick leave.
- Options available (if qualifiable) if sick leave is exhausted
- Private sector average for number of sick leave hours earned approximately 8 days
  - Workers use (on average) less than 5 days.
  - Private sector workers earn more hours the longer they work

## Question: Why is this issue important to you?

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### **Employee Perspectives:**

- Chair of Young Active Labor Leaders
  - Was not able to use sick leave accrued, but should have been available from day 1
  - 650 temporary employees were not able to take a day off and were faced with the choice of coming to work sick or not being paid.
- Suffered from heart attack, but was afraid to return back to work.
  - Job industry was competitive, could not afford to miss a day of work despite the health issue.

- Members in precarious positions are faced with tough decisions, many minorities do not have access to paid sick days.
- Injured ankle and was advised not to put pressure, but was required to come to work the next day.
  - Even members making good wages are faced with the decision to come into work in pain.
- All workers should be able to take care of themselves and their families. 70% of workers in construction do not have access to paid sick days.
  - 1/3 construction workers are injured on the job, increases chances of being injured on the job while injured.
  - Taking care of families, taking care of themselves, job loss, or being able to pay rent.
  - Opportunity to be with families in times of sickness (or childbirth, postpartum depression) is very important.
- For the individuals who are ill, how do you deal with medical bills?
  - If you can't pay, it affects your credit, which hurts your ability to pay your rent as well.
- Flexibility is key.
- Sick leave is also used for many reasons, not just personal illness.
- Most important thing is the ability to pay for their families.
- There is a group of people willing to pay more for goods/services from employers who offer PTO to their employees
- Employees who are living paycheck to paycheck are concerned about losing their existence. Employees live in fear of organization. Affordability of existence for people, not simply businesses.
- We should be developing our standards on being able to accommodate basic human needs.

### **Employer Perspectives:**

- Lawn care industry---Affordability for sick leave, ability to give raises. Ability to keep employees has not involved paid sick leave. Trust employee ability to make a decision regarding who they work for.
  - Concerned that providing paid sick leave will impact wages.
  - Doesn't believe the average consumer will understand the difference between an employer who provides paid time off vs one who does not.
  - Use Austin budget to discern what employers are not treating their employees fairly.
- Some local businesses believe that it is vital to provide PTO for employees, creating a good relationship.
- Some employers do everything they can for their employees, but are simply not able to afford PTO. Could possibly put some out of business.
  - Employers not able to provide PTO is not personal, but financial.
  - What are the customers willing to pay if there is a mandate layered on?

- One size does not fit all.
- What you want to do vs what you can do
- Many employers have found ways to make PTO work.
- Incentives for business owners to implement this mandate?
  - What kind of support would employers receive from the city?
  - For businesses with few employees, it is a challenge to implement this mandate.
- Healthcare providers---major medical associations have implemented Paid sick leave. Ex. H1N1. Negative ramifications (clinical) for employees who come to work sick.
  - Many patients come in with magnified medical issues due to not coming in earlier for medical issues.
- Employees were less productive when they came into work sick. If you follow the rules, and others in the industry do not, you are penalized. If there are higher work standards for everybody, it is easier to implement across the board.
- Effects on Large business vs Small businesses.
  - Financial costs. Larger businesses are able to do this more well.
  - Could possibly take away from other benefits offered to employees.
  - Based off of a poll done within a business, 80% of employees within this company reported that they would rather have a \$0.50 increase in wage rather than a \$0.20 increase and paid sick leave.
- Businesses support people, if a business dies, employees will lose their jobs.
- Price elasticity---when you raise prices, people can choose not to pay for that product/service. Larger corporations can survive, but small businesses cannot.
- With some Paid sick policy, some businesses are able to plan ahead and are able to save money. If some businesses do not plan ahead, they end up losing productivity.
  - If you aren't able to plan ahead, customers can get upset.
- Many of those who open their own businesses go out of business.
- How can we work together to find a policy that supports everyone? What other things may suffer---am I going to be able to do the same for our employees, do less or more?

# Meeting #2: Nov 16, 2017

*Note: These comments are also integrated into the attached spreadsheet of online feedback by subtopic where appropriate.*

## Who should be covered?

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- Blanket policy limits benefits competition
- only establishes benefit floor
- cannot afford employer discretion
- risks employee turnover (non-implementation)
- important for underemployed
- employees fear termination
- healthy employees are important to productivity
- policy would raise cost of employment
- poverty cycle
- minimum requirement
- keep small businesses in mind
- blanket programs are non-beneficial, selective coverage
- precedent
- all workers (temp, season, part-time) (three stars of support next to this idea)
- part-time to keep large corporations in check
- should be a right
- varying degrees of coverage depending on employment status
- there is a precedent for everyone
- packages based on hours worked
- Commission workers? By days worked?
- shouldn't have to choose between salary and personal health (two stars next to this idea)
- blanket policy would hurt small business
- employer's discretion
- return policy for seasonal employees (banked sick time) cash out system of accrued days
- anyone who gets sick (star next to this idea)
- shouldn't risk health for paycheck
- food service...public health issue
- incentives/established tenure, shows leadership
- earned
- unpredictability
- part time vs full time waiting period for benefits
- seasonal/temporary vs permanent?
- differing jurisdiction?

- consider turnover rates
- varies depending on size/spectrum of employers
- low wage workers
- everyone possible, public/private (star of support next to this idea)
- employer's discretion (competition vs adverse adaptation)
- moderate regulation/threshold for participation; require a prerequisite for hours worked in Austin in a year (520 a quarter, 60 hours?)
- match ACA requirements
- ensure part-time workers receive benefits
- waiting periods already account for pre-reqs
- how do we adapt to a wide spectrum of opinions?
- complexity of implementation for small businesses
- robust payroll systems needed to monitor/track; additional expense
- temporary workers
- tip workers (avg. wage, not minimum) in regards to pay
- contractors/subcontractors (written into contract)
- part-time
- apply to disabled workers
- independent contractors (Uber/Lyft drivers)
- create a floor for benefits, leaves leeway for competitive benefits
- necessary benefit for unavoidable issues
- inconsistent employment, how would that be addressed
- freelance, short-term
- workers defense project
- immediate benefits
- all employees in Austin (two stars of support)
- full-time exempt employees
- upon completing apprenticeship
- eligibility after six months
- determined by industry
- up to employer's discretion
- if not now, when
- full vs. part time? Why does one get benefits and the other doesn't
- government precedent
- human rights?
- right, not a benefit
- no one wants to get sick

## **What should be covered?**

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- covered domestic violence
- physical/emotional decompression
- discern PTO w/sick leave
- unpredictability
- trust the employee
- physical inability
- contagious sicknesses
- establish a floor for basic human rights
- level of accountability for both parties
- personal accountability for time distribution
- protecting the minimum wage worker
- any written medical excuse
- trust within employee/employer relationship (one star of support next to this comment)
- after a certain period of time, procedure/verification from a health care provider
- family care needs
- written medical excuse requires additional expense
- policy should be thorough
- level of flexibility
- mental health
- domestic violence
- drug/alcohol treatment
- use should be at the employee's discretion
- PTO (personal time off)
- flexibility, wide variety of health/safety needs
- family care (self-defined)
- recovery from trauma
- visit incarcerated family members (mental health)
- should visits for child development or disability
- should not require doctor's notes; they are an additional expense
- sick leave should be up to employee's discretion
- if a doctor's note is required, employers should pay for doctor visit
- trust between employee and employer "No questions asked"
- mental health
- public safety (school calls to take care of children)
- recovery after trauma
- family care (star next to this idea in support)
- employer pays for doctor visit
- anything that risks the health for others
- written doctor's notes should not be required for less than 3 days
- legal obligation

- mental health issues
- PTO
- flexibility
- trust between employee and employer
- sick days can lead to faster recoveries
- contagious sicknesses

### **How much paid sick leave should someone earn, when should they get to begin using it, etc.?**

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- No leave during training/interim period
- Not very affordable for small businesses
- Need to balance employee satisfaction vs. business mindset
- 1:20 ratio not really an issue when starting out so no way to really abuse the power
- Blanket policy for floor level
- Providing paid sick leave should not be limited to being sick (PTO), makes sure employees don't feel exploited. Should have 10-2 days a year
- Up to employers to decide when to give out the days
- If we call it "PTO" instead of sick leave how do employees avoid it being a "scheduled time off" situation?
- Should begin immediately, 1:20 hour ratio
- 12 days/year
- Accumulating at a rate is good
- Should be dependent on severity of illness
- Should rollover to next year
- Effective after a month
- 4 weeks PTO/year
- Introductory 21 days per year PTO, grows from there
- 1 week/year of PTO and vacation
- Have a minimum standard put into place
- The more difficult you make for entry level jobs, there will be fewer entry positions
- Hourly rate fixes part time/full time issue
- Having an accrual (allowed to access after 2 weeks)
- Time should be able to roll over to next year
- Should be different per industry but still have minimum standard
- Should have flexibility (floor, but no ceiling)
- Not a benefit, but a right
- "Earned hours:" issue of cash flow and lack of workers for amount of work to be done. Compensation: paid sick leave may lead to less of a raise as money in margins is being maneuvered.
- Concern of trying to dupe system=>won't happen because the employees are entitled to these benefits

- If worried about accumulation of hours, encourage usage
- If you have certain accommodations, how does that affect PTO?
- Same rate for all workers should be implemented
- Where to draw line between business benefits and employee benefits? Shouldn't have to make choice
- How much should accumulate? If I have PTO, how to judge what "sick leave" looks like?
- More lenient policy could supersede sick leave
- 1 hr/40 hours to start (for smaller employers) (one check-mark of support for that idea)
- Generally, 270 days is the holding period
- 1/20 hrs seems reasonable (one check-mark of support for that idea)
- 1/60 hrs work after minimum 180 days (one check-mark of support for that idea)
- If we allowed unlimited accrual, time off should go away.
- Need a cap for accrual
- Should we provide sick leave for someone that is covered for long-term disability?
- If we have rollover policy, we need a cap on redemption
- Start after 90 introductory period (520 hours) is when one can access but hours accumulate immediately
- 1 hour for 20 hours may seem high for certain industries
- After a certain introductory period, certain # of days allocated based on how many hours worked per week
- 1 hr of sick leave for every 20 hours work, effectively immediately (2 stars of support for this idea)
- Separating PTO and sick leave penalizes people who show up to work
- How would policy extend to temp workers?
- More importance should be given to number of days, no need to change policy necessarily
- Scheduled absences should be taken on days off
- Should be allocated based on cumulative hours worked
- 12 days is potentially modest (1:20 ratio)
- Should be as flexible as possible (paid leave for any purpose)
- Cannot have same policy for every business
- Larger businesses has more earning schedules
- Tailor policies to the size and employee profile
- Offer a case-by-case scenario
- How much earned depends on circumstance
- Set up fixed number of days for any purpose
- Be specific in wording of policy
- Blanket statement policy is disadvantage for small business/unemployed, growth opportunities are cut short
- Acts as a competitive edge
- Cannot run a city based on "race to the bottom"
- Might create discrimination against certain groups

- Temp workers also need to be covered
- A day a month
- Approach with tiered approach
- May remove the competitive edge
- 1 hour per 20 hours of work, 12 days (effective immediately)

## **How should the City enforce a paid sick leave ordinance?**

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- Special committee dedicated to the enforcement
- Advocate/point of communication
- Hiring new people or assign to new
- Recognize that cost could be issue, so could be housed in pre-existing department.
- Companies required to post the rights of workers (multilingual)
- If employee see's violations it should be frequent inspection & complaint driven
- Protection of employees who do complain
- Private right of action
- Employee doesn't solely rely on process of city (lawyers, etc.)
- Any funding concerns resolved by fines that could provide revenue?
- Smallest burden on employers to report & employer representation on task force or committee making big decisions
- Education/outreach for employers/employees
- Look at other cities that have enforced this policy
- Yearly orientation for employers/employees for education
- City could develop the materials so less stress on employers
- Reach out to business & get them involved
- Education of employers
- Clear consequences leads to them following the ordinance
- Small business owner believes Health Dept. not involved in enforcement
- Maybe make this similar to some laws/ordinances already in place
- Proactive enforcement
- Enforcement so that we can ensure employees' rights protected
- Wage theft (86% employees vs employer)
- Education of workers
- Multilingual & accessible
- Notification about policy in workplace so that this is heard (physical, multilingual)
- Mechanism for people to file complaints
- Court? To ensure it will be enforced
- Funded through existed means & benefit will come
- Complaint-driven fines to COA
- Employees knowing their rights/resources
- Employee go to EEOC/health inspectors could enforce
- Above could be challenging

- Pay fine, fine could be used for enforcement
- TX Workforce Commission
- Proactive enforcement, complaint-driven, outreach for employers & employees
- "Maybe call "personnel time off" instead of sick leave; This ensures that not only illnesses are covered"
- Enforced by businesses/internal
- Vigorous enforcement
- Maybe not state because of paperwork
- This would allow fairness between different employers, etc.
- Budgeting
- If business in Austin pay taxes, clean up waste, take care of your people
- Audits to keep accountability
- City enforcement to ensure equity between all employees
- At last meeting business said cost equals rent to auditing
- The increase in regulations could cause outsourcing for employers
- "Incentives for those following guidelines: Discount water bill, tax break (what would this look like?)
- Incentives for those going above and beyond
- If it's basic standard should this be incentivized?
- If this isn't being enforced in some industries, how to remedy?
- Should be a RIGHT, not just benefit for employees
- Should be earned by workers, not "given" because everyone gets sick and has family that depends on them
- Policy should be simple so that it's easy to enforce/follow
- Try to make sure that workers are aware of policy so they don't go to work sick
- "Licensure process (renewal of employer license as well, automatic auditing if City of Austin); 2 parts: do they enforce policy & do they actually have"
- "Causes worry about time period for industry workers (example: if employer isn't following the law/rule, then workers would have to "wait" 1 year which is too long, wage theft in construction, etc.)"
- May need to provide more education/raise awareness about how they can be proactive/use resources \*these are goals that the Workers Defense has, and would like to include the City of Austin in the conversation
- Possible option to avoid/try to remedy the issues: grandfathering in and making audits happen immediately/immediately implement change
- Cost of regular audits, as well as time consuming
- This needs to be funded (can't just use funds already have) needs to be effective
- To check with actual workers right off the bat, this can clue in who to audit
- Incentives
- Self-reporting & random audits
- Keeping fair within industry

- Education of employees/city as a whole about the policy. This will allow employees to report and lead to audits, etc.
- A reporting for employers, similar to 1095
- Random auditing
- Invest in public ordinance campaign in 1st year
- Have a way for people to anonymously report instance where law isn't being followed
- Have fines for non-compliance
- Weekly/monthly reporting for the employers
- Similar to Fair Chance Hiring
- If the employer follows the law, then there should be incentives
- Need to decide what this is (example: no fines, etc.)
- Possible incentive equals city provides software to keep track
- Look at the other cities that have passed similar laws, and see what they've done
- Tie into Mayor's health & fitness council (certification/recognition for business & incentives)
- Concern on how each industry would be checked/how concerns
- Random auditing, random samples, spot check
- Anonymous
- Ultimately looking for it to be fair!
- City currently enforces other things with audits, fair housing
- City would need to create
- Figure out costs (Austin) for enforcements
- Hiring people to figure out how, need to consider how it'd affect those who already have a paid sick leave policy
- Outreach
- Reinforcement
- Figure out eligibility (employer & employee)
- Figure out how complaints would work; -Per industry/type of business
- Try to make this as easy as possible so that it is doable & compliance will be seen
- An audit process to be enforced
- Consider how it'd affect business & employers (cost, time, burden, etc.)
- Randomize which might be incentive to follow
- Try and enforce laws already in place (example some industries don't currently follow safety ones)
- Try to combine this with laws already in place
- Figure out the logistics on how to enforce this & make work and hold employers/employees accountable –there must be a standard
- Look at general laws for workers
- How would this affect entrepreneurs
- Include language that would dispel fear of employees of repercussion of employers (worker protections)
- Code Enforcement Department example – rest breaks

- City created a Dept. of Labor funded by tax dollars
- Texas Workforce Payday Law would cover (don't reinvent the wheel)
- Take out of police budget
- Employer or employee deductions into a pooled fund \*
- From employee would be a kickback & undesirable (& illegal)
- On site audits
- Penalty – see that employee is compensated
- Is there different standard for large vs small
- Reward with property tax
- Employees educated to find bad actors
- Bad actors pay those who actually not following
- DECODE AUSTIN - Possible app that could include a set list of recognized employers
- Workers bill of rights
- Have a way for people to be okay with going home/not going to work sick. Also, all industries should have some standards.
- Simplicity so employers would be more likely to comply
- Bad actors vs good actors & level playing field
- A hotline to report if they see someone not complying with it
- Ensure easy access
- Possible online website/form
- LANGUAGES REPRESENTED

# **Meeting #3: Nov 30, 2017**

## **In what ways would the City pay for enforcement of this ordinance? How might a company be rewarded for compliance or penalized for non-compliance?**

- Funded through existed means & benefit will come
- Complaint-driven fines to COA
- Employees knowing their rights/resources
- Employee go to EEOC/health inspectors could enforce
- Above could be challenging
- Pay fine, fine could be used for enforcement
- TX Workforce Commission
- Proactive enforcement, complaint-driven, outreach for employers & employees
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- Licensure process (renewal of employer license as well, automatic auditing if City of Austin)
- Two parts: do they enforce policy & do they actually have
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- Have a way for people to anonymously report instance where law isn't being followed
- Have fines for non-compliance
- Weekly/monthly reporting for the employers
- Similar to Fair Chance Hiring
- If the employer follows the law, then there should be incentives
- Need to decide what this is (example: no fines, etc.)
- Possible incentive equals city provides software to keep track
- Look at the other cities that have passed similar laws, and see what they've done
- Tie into Mayor's health & fitness council (certification/recognition for business & incentives)
- Concern on how each industry would be checked/how concerns
- Random auditing, random samples, spot check
- Anonymous
- \*Ultimately looking for it to be fair!
- City currently enforces other things with audits, fair housing
- City would need to create
- Figure out costs (Austin) for enforcements
- Hiring people to figure out how, need to consider how it'd affect those who already have a paid sick leave policy
- Outreach
- Reinforcement
- Figure out eligibility (employer & employee)
- Figure out how complaints would work
- Per industry/type of business
- Try to make this as easy as possible so that it is doable & compliance will be seen
- An audit process to be enforced
- Consider how it'd affect business & employers (cost, time, burden, etc.)
- Randomize which might be incentive to follow
- Question was asked about what is currently in place.
- The Dept. of Labor investigates and resolves an issue which may come up right now. Sometime a fine is levied, sometimes a policy redirection.
  - There is not currently a city law—the above applies to federal law.
- How is min. wage enforced?
- TWC houses wage and hour division as well. Same sort of procedure is used. There are fines for instance.
- Lot of city ordinances. Believe city staff should study and determine how to enforce. Seems code enforcement division could handle.

- Theme in last meeting around this topic was proactive enforcement.
- Someone asked if this discussion is only applicable to 2 industries--- restaurant and hospitality. This is not true.
  - These were the industries most highly identified as not having this type of regulation.
- Will city pay for enforcement? Would this mean more staff and resources hired or repositioning of current resources?
  - If city were to have to hire new staff, would increase taxes.
- Fair Chance is most similar to this ordinance. There is a staff person there. Many cities when starting something new might try to house in a current area.
- First step should be a reporting requirement on part of business.
- There is a mechanism which should be set up. This will require businesses to file another report. Someone has to read report and review. Ultimately what is the remedy for the city? Already covered in labor regulations in this country.
- Theatre owners association believes this is important. But we believe this decision belongs to the business owner. Must be competitive in order to attract good employees.
- Basically who makes this type of decision?
- Where are we getting money from? At least five other cities have done. Look to see how those cities have paid for this.
- Currently in negotiations to give police officers contract negotiations.
- Maybe some of that money could be used.
- Feel everyone in the city has skin in the game. Shouldn't just be the employers who have the decision-making process.
- This particular requirement would be a labor enforcement. Close to 100,000 businesses in Austin area—estimate. Means 100,000 reports filed each year and examined. Would be looking at 10s if not 100s of staffers to enforce this system.
- Studied how cities have implemented around country. Cities don't require reports on sick days. If you are investigated, you need to have documentation that you are tracking sick days. This can be done for minimal cost to the city
- If someone is found to be in non-compliance, should pay back wages and if someone loses job, compensation for that. Repeat violators would have fines increase. Max penalties for violators.
- Information should be shared with public when they don't comply, so general public knows of non-compliance.
- Not knowing what is being proposed, here are some ideas. I like the proposal of 1 hour for every 20. In our industry, looking at folks who are part time by choice. 20 hours and up are kindergarten teachers, Zumba instructors. May work in other places as well.
- To the economic points—minimum wage was much higher 30, 40, 50 years ago. What it is now is very low comparatively.
- Every time min wage increases, there is always talk about what the problems will be. This is really small potatoes in the grand scheme. Many places in this country are starting to double minimum wages. Benefits so outweigh the drawbacks.
- Would need to raise membership fees at the Y in order to do this.

- Want to reiterate—important that these hours are earned. Promoting longevity. Taking this seriously. We all know illness can become very serious. Need to take care of yourself and not bring into the work environment. Less productivity loss when have this option.
- See as earning paid time as with vacation.
- Penalties with non-compliance----real economic penalties should be levied. If not, will be a meaningless law. Would like to see real financial punishment.
- I hate that there has to be a fear of what will be done with these businesses. When look nationally, you aren't seeing the literature and studies about these types of negative impacts. I am a retired union rep and I worked as a teen in small business to earn way through college. I didn't have any sick leave then. Teachers in the sixties---many districts didn't pay for sick leave. There was a fear that it would cause issues if offered. Lo and behold, it does help productivity and longevity. The cost of providing some level is a cost to every business. Turnover is a huge un-estimated cost which is being overlooked in the equation.
- I live several blocks from Quality Seafood and Baby A's—I want to continue to patronize these restaurants. I just feel like this ordinance wouldn't hurt these businesses that much. Sounds like it doesn't actually change the way you are currently doing business.
- Sounds like it would only hurt others who may not offer these types of benefits to their folks.
- Focusing on difference in policy and implementation as way to come to an agreement on this.

**Some stakeholders have suggested that mandatory paid sick leave would put local companies out of business. In what ways could a paid sick leave policy be crafted to ensure continued prosperity for local businesses?**

- Property tax break for smaller businesses
- 20 businesses are already apart of property tax breaks for small business
- At end of year – 0 claims for non-payment they could get a tax break/credit (reward suggestion)
- Previous implementation in 40 jurisdictions in USA with increased economies
- Opposition: healthy economy doesn't equal healthy small business
- Healthy employees equal healthy business
- Basic human need, sick leave
- Minimum number of employees to require paid sick leave
- Different requirements for scale of business
- Policy itself is good for business
- Crafted on a sliding scale already as is (not like insurance)
- Minimum number of employees doesn't apply here
- City should study successful programs in other cities
- Concern about layoffs and unemployment rate increasing

- Disagree with rewarding a business for doing the right thing to do
- Relatively small expense, question the sustainable business model if it can't afford this
- Layoffs – studies do show that wages didn't go down or unemployment increase
- Underemployment issues in Austin, this will help
- Fundamental basic right businesses should have to comply
- 19 cities that have paid sick leave unemployment didn't go up
- 2-4 employees
- Small business owner – how many days is appropriate?
  - Want employees to stay with him
- If nonprofits can do it small business should be able to do it
- Make sure covers every employee
- Prosperity will come if you take care of employees
- Take into account what employers are already doing, baseline standard might need to provide additional
- Would impact business ability to grow & increase other compensation (small business owner)
- Make this as feasible as possible part of entire benefits package, could possibly take higher pay instead of sick leave (choice)
- We have heard businesses might go out of business with sick leave
  - Statistics do not bear that out
- Flexibility regarding floor does not necessarily make sense [cleanliness]
- Sick leave does not make business go under example used is Europe cities
- Percentages paid for sick leave stays same no matter how large business variable
- Reject notion there is a cost will contribute to longer lasting employees has a benefit to business
- Sick days vs long term sick leave
- S.F. has policy even economic downturn did not impact business
- Without sick leave people will go to work even when sick. That has huge impact. Can create domino effect.
- Have small business owner on committee
- How would it be earned
- Cost if people not paid when can't work
- Look at how companies that mandate sick leave compares to others
- Market dictates, business owners feel they will not go out of business
- Also, non-economic element. Do it because it is right thing. Human Dignity.
- If don't provide policy & employee goes to work, can get other people sick
- Construction industry provides wage floor. Even with higher minimum wage they still need money. Did not go out of business.
- What is negative of property? D.C. & Seattle have growth with sick leave policy
- Small business will be affected as much as large business, matter of percentage
- Manager of Baby A's---stay competitive within our industry.

- Limited labor market—we are constantly having to reinvent what we offer to our staff. We offer benefits to full time employees so that those positions are considered coveted. They get medical benefits, bonuses, etc. So for this type of ordinance to come into play, it would be like we are being forced. There are several people who tend to manipulate. Feel employee should be the boundary.
- Don't believe there is a precedent that businesses will go out of business because of this type of ordinance. There are plenty of other perks which businesses can offer. Believe there are other ways to incentivize working for your company.
- What would need to be done to ensure prosperity?
- Competitiveness—earned paid sick leave---to dangle in front of an employee. Although they may see as something they deserve as part of their compensation package.
- Carol—Quality Seafood
  - Doesn't currently pay for sick days. But offer other benefits.
  - They can earn a day by trading when they need off.
  - With this, they would have a month and a half off paid.
  - Pays 75% of health care, does this mean I have to pay for them to go to doctor? If they don't show up and have to call someone else in, paying two people for one shift. If I don't find a way, I'm not sure how I could afford to pay for this. Needs to be strict criteria like asking for a doctor's note or a drug test, etc.
- Solutions possible:
  - Thinks the 10 PTO already being given should count toward the 12 paid sick days. Could be a concern that they are choosing Fridays quite a bit.
  - There should be some type of check so that employers hold employees accountable. There are ways to craft so that is not going to be an issue.
  - Earn 1 hour for every 20 hours worked? This would be a 20% increase in what employer would need to pay.
- One thing Human Resource Society is offering is work flex—allows employee to make up in same pay period. Allow use of PTO, etc.
  - More of a cafeteria plan in order to meet city intentions. Small businesses would have same opportunities as larger businesses.
- Several cities have implemented and this has worked.
- No evidence to suggest that it would slow down business cycle.
- Reason is when you put money in hands of people, they use as disposable income because they don't have same opportunities as business owners. Lots of low marginal cost things businesses could do to help implement.
- To clarify... there is a suggestion that there would be 12 days of paid sick leave.
- Agree that simplicity would be best way---support an immediate accrual of one hour for every 20 hours worked for every worker. Part time people as well.

**Some stakeholders have shared accounts of employees who had to make difficult choices between keeping their jobs and getting themselves or a relative well. How might we ensure that people working in Austin can take care of themselves and their family members without risking the loss of their job?**

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- Works a lot on food issue. I think that in terms of food it is a difficult issue because margins are so low. Lot of turnover in work force.
- One of the lowest paid industries in the nation. Many have to be on food stamps in order to make ends meet. Shouldn't be a burden taken just by this industry. Still paying a tipped minimum wage so that they make their money.
- We need to pay these people not to work when they are sick especially since they are handling food. Should be for everyone who works – not just salaried.
- Construction worker---I think the only way to guarantee that employees can stay home when they are sick is to approve a paid sick leave in Austin. Three weeks ago, I came down with bronchitis.
- Stayed home 3 days and then had to go to work. Same week my son got pneumonia. Had to leave him in hospital and go back to work because feared losing my job. Think possible for policy to work
- Have worked at a company which had this benefit. In three years, didn't use any of those days. Offering this option doesn't mean everyone will take advantage of this. Better to have it and not need it.
- Would like to reiterate that this should apply equally to part time and salaried workers. CDC did study and found many who didn't take time to get flu shots and ended up being most at risk for those people and an unjustifiable risk for people in Austin.
- Know that people who have no days off also tend not to have any sick days. Might attract workers from outlying areas to come to Austin to work. Many in restaurant industry don't offer currently.
  - Elevated levels of psychological issues with people who don't have paid sick time offered. Feels this is a basic thing which should be offered.
- YMCA-1400 staff members
  - We provide a lot of paid time off currently. Think we have a lot of advocacy in the group here today for paid time off. I want to know more about what is being brought forward. Absolutely advocate for this.
- Carol—Quality Seafood--lot of this is about education. Many of my employees don't have a regular doctor. I bring a doctor in to give flu shots and pay for out of my own pocket. Part of this goes back to an educational process about what is sick time or what is paid sick time. Need to help these people be successful by educating them.
- As business owners, if we are given the opportunity, we want to do the fair thing.
- Theater association---Think it is hard for city to take a blanket approach. Many thousands of business in Austin.
- Full time employees of mine get 15 days to use any way they want.
- Should the exact same policy be applied across the board not knowing what they (businesses) are currently doing? The business owners should have the say on this.

- Part time people wouldn't be earning same level of paid sick leave.
- 5% increase—1 hour for every 20?
- Not sure this would put a business out of business.
- The idea of making up a shift later won't work for everyone.
- If only one day, may be able to make up without any hassle.
- This might be tough for someone working 60 hours a week.
- These people don't have time to make up a shift. Talking about many Austinites who are in this situation.
- Go back to question---How might we ensure?
- Not only education but also communication.
- Our company is very open with this. Our employees are our biggest asset. As owner operator, we have an obligation to make a profit.
  - But year over year, we are being asked to comply with more things.
- Sub teacher for AISD—mom just diagnosed with cancer.
  - Don't receive any compensation for the time off.
  - Important to remember that workers are earning this time.
  - In some jobs, we get sick more if around people who carry germs.
  - We should pass this policy for all workers. Never know when you or a loved one is going to get sick.
  - Encourages employers to take better care of their employees.
- Employer---had an employee who got sick who had taken her allotment. Told her that her job was here when she was well.
  - Hard to legislate compassion. Should increase wages 5% and be done with it.
- Federal govt.—gets 1 hour for every 20 hours worked.
  - I don't get sick very often so don't use that much.
  - But good to have a policy in case it is needed.
- Pat—don't think any employer is against paying employees for this time. What I hear as a human resource professional that the biggest area of concern is how to implement. But for the city to tell employers what qualification areas are and how to implement is getting into complex areas for employers. Society for human resource management supports the laws and allows employers to choose from options which meet the goals.
- Big and small businesses in Austin shouldn't worry so much because it is a progressive city. We care about workers and people. We cannot pretend that big companies come here without taking care of employees. Many companies have these benefits-- just need to make adjustments. We have to have the mentality to take care of Austinites. Not like a Chicago or many other cities in US.
- There are studies that 19 cities have this and it hasn't destroyed their economy. Businesses haven't gone down. Been a positive thing for city. Should have regulations which will take care of big and small businesses.
- Come back to this idea that we are a good employer and will give our employees what they need. There are many employers not represented here. When you have discretion and no accountability, the biases comes out. May be unconscious biases. Texas has an awful history of being racist and think we need to take this into consideration.

- One thing we heard about is complexity and how to enforce—think we need to keep simple.
- How do we have a one size fits all— we already do this. Many regulations which already apply across the board.
- Seems that it is not going to cause an employer to go out of business.
- To that point, when I was your age, there used to be theatre attendants and guys who pumped gas. The idea that we can add more to payroll and that won't change things, doesn't pan out historically. Woman in previous meetings spoke about elasticity - if prices go up, some people won't show up.
- Min. wage for tipped employees is \$2 per hour (?)
  - One size fits all approach doesn't work.
- Most places have the same minimum wage. As to large systemic arguments about this, corporate profits are such that they go to people who already have the financial benefits. I grew up with my father owning a business. Grew up with a lot of money. We could have afforded to offer this type of protection. Inequality is getting worse. This would bridge that gap.
- Support of ordinance – 30 people agree
- This ordinance will do this, whole purpose
- Apply it as broadly as possible to ensure all workers are covered
- Outreach – to employees to know rights
- Implement a safe measure for reporting complaints
- Retaliation concerns for employees – anonymously\*
- Employees currently lose jobs because they abuse sick leave policies – be careful about language
- Coalition of Immokalee Workers – Florida
  - 3<sup>rd</sup> party organization that confirms protections for workers' rights\*
- HEB has paid sick leave & this helps employees have peace of mind about keeping their jobs
- 2014 National Study – 4/10 employees who had access to paid sick leave didn't need to use it
  - Average 2.1 days used
- A few employees need to use all days, but abuse of policy was still seldom (personal example) & usually other performance issues, management issue
- Most people have sick leave left over
- Rampant abuse is unfounded
- Limit of paid sick days, request/reason for extension
- Minimum standard expected by business to protect human rights
- Restaurant experience – employees at work sick because no pay
  - Restaurants/other businesses are pushing costs onto the consumer by exposing & spreading germs
  - Public health concern
- 7 million people going to work sick, 1000 people died
- CDC – cost to public health

- Consider protecting workers from losing their job but not compensating them for being absent
- FMLA – doesn't apply for 1 year
- Child sick leave included
- Low wage job workers have difficult decisions to make health and income, it's not risk of losing job but losing money
- Make sure employers can't retaliate against employees for using it
- Issue with doctor note if can't afford doctor visit, consider work/job
- Right to work state
- Sick leave provides a protection that FMLA doesn't cover
- Larger family affordability concerns, difficult choices
- Paid sick leave can also be used for mental health day, or personal day to take care of yourself
- Policy is also protecting public health in general
- Without preventative care might need to take more sick days. Better for employers.
- Need to protect children, sick leave can help them & allow parents not to need to lose pay
- Without leave people might need to delay health care, could lead to higher cost, i.e. abortion.
- Not in favor of doctor's notes. One suggestion only require after X amount of days.
- Families need flexibility too. How they use days off & how other family members are defined.
- If don't have policies might talk to taxpayers to pick up slack
- Include preventative care
- Can feel pressure without enough leave days of possibly losing their job
  - Laid off for taking days off [fear of getting fired]
  - Paid sick days does not make healthcare affordable. If can't afford to take days off cannot afford to go to ER or even doctor. Take into account if require doctor's notes.
- Make sure children also covered
- If it is earned sick leave, do not want a doctor's note.
- If companies require doctor's note, they should cover the time off to get that, and cost to get note.
- Possibility to use sick days to care for family members. Could possibly include deportation & other immigrant issues.
- Austin has highest rate of psychiatric hospitalizations & not enough beds. Therapy should be covered in sick leave.
- High economic growth does not equate to prosperity, prosperity should include quality of life for business workers
- If we don't have paid sick leave could bleed into productivity at work
- Should not lose days if they don't call in sick
- What happens after you use your sick leave & you are still sick. Unpaid sick leave?
- How do you hold employee accountable? How will businesses deal with this

- Start accruing days immediately
- Can use days right away
- Can take in short increments, i.e. hours
- Should be able to take sick leave as you want, if I run out of sick days that on me
- Cost of enforcing doctor's note will be on employer
- Accrue time for what you need. It is your own time to use as you need.
- When you are sick do not necessarily need to go to the doctor
- Policy should include part time & temporary workers
  - Policy should be floor
  - When need to bring in mandatory doctor's note equals class judgement
- Best policy will help protect workers' rights. Retaliation.
  - If can use sick days up front & employee leaves, how to protect employers.
- Should look towards other countries France, Germany, China for floors & examples not just U.S. cities

## **General Comments**

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- Encourage employees to stay in job longer
  - Loyalty, company cares
- Paid sick leave based on number of hours, time with company
- When does it start accruing? Day 1? Day 60?
  - Or is it earned?
- Policy should be as flexible for families
  - Children/kid support outside illness
- Just leave? Not only sick, use it as needed
  - Increase flexibility (vacation, sick, etc.)
- Basic human right—slam dunk—pass this
  - Wealthiest nation in world
- Must take into account small business protections so we don't have only large corporations
- Anonymous reporting/complaints/claims process for employees
- Austin currently has small businesses who offer sick leave
- 40 jurisdictions that have paid sick leave still have small businesses
- Confirmed (point above) but small business community (in Austin) is concerned with accumulated costs
- Business jurisdiction issues
  - Outside Austin, i.e. office in Kyle but doing business in Austin
  - Construction example
- "Blanket statement" policy is disadvantage for small businesses/unemployed; growth opportunities are cut short
- Acts as a competitive edge
- Cannot run a city based on "race to the bottom"

- Might create discrimination against certain groups
  - Temp workers also need to be covered
- “Day a month”
- Approach with tiered approach
- May remove the competitive edge
- 1 hour per 20 hours of work, 12 days a year (effective immediately)
- 12 days is potentially modest (1:20 ratio)
- Should be as flexible as possible (paid leave for any purpose)
- Cannot have same policy for every business
- Larger businesses have more earning schedules
- Tailor policies to the size and employee profile
- Offer a case-by-case scenario
- How much earned depends on circumstance
- Set up fixed number of days for any purpose
- Be specific in wording of policy
- After a certain introductory period, certain number of days allocated based on how many hours worked per week
- \*1 hour of sick leave for every 20 hours work effective immediately\*
- Separating PTO and sick leave penalizes people who show up to work
- How would policy extend to temp workers?
- More importance should be given to number of days, no need to change policy necessarily
- Scheduled absences should be taken on days off
- Should be allocated based on cumulative hours worked
- Start after 90-day introductory period (520 hours) is when one can access, but hours accumulate immediately
- 1 hour for 20 hours may seem high for certain industries
- How much should accumulate? If I have PTO, how to judge what “sick leave” looks like?
- More lenient policy could supersede sick leave...
- 1 hour/40 hours to start (for smaller employer)
- Generally, 270 days is the holding period
- 1 hour/20 hours seems reasonable
- 1 hour/60 hours works (after minimum 180 days)
- If we allowed unlimited accrual, time off should go away
- Need a cap for accrual
- Should we provide sick leave for someone that I've covered for long-time disability?
- If we have rollover policy, we need a cap for redemption
- “Earned hours” issue of cash flow and lack of workers for amount of work to be done
- Compensation: paid sick leave may lead to less of a raise as money in margins is being maneuvered
- Concern of trying to dupe system – won't happen because the employees are entitled to these benefits

- If worried about accumulation of hours, encourage usage
- If you have certain accommodations, how does that affect PTO?
- Same rate for all workers should be implemented
- Where to draw line between business benefits vs employee benefits? Shouldn't have to make choice
- 4 weeks PTO/year
- Introductory 21 days/year PTO, grows from there
- 1 week/year of PTO & vacation
- Have a minimum standard put into place
- The more difficult you make for entry level jobs, there will be fewer entry positions
- Hourly rate fixes part time/full time issue
- Having an accrual (allowed to access after 2 weeks)
- Time should be able to roll over to next year
- Should be different per industry, but still have minimum standard
- Should have flexibility (floor, but no ceiling)
- Not a benefit, but a right
- Providing paid sick leave should not be limited to being sick (PTO); makes sure employees don't feel exploited. Should have 10-12 days/year
- Up to employers to decide when to give out these days.
- If we call it "PTO" instead of sick leave, how do employers avoid it being a "scheduled-time-off" situation?
- Should begin immediately; 1:20 hour ratio
- 12 days/year
- Accumulating at a rate is good
- Should be dependent on severity of illness
- Should roll-over to next year
- Effective after a month
- No leave during training/intern period
- Not very affordable for small businesses
- Need to balance employee satisfaction vs business mindset
- 1:20 ratio not really an issue when starting out, so no way to really abuse the power
- Blanket policy for floor-level
- If someone is found to be in non-compliance, should pay back wages and if someone loses job, compensation for that. Repeat violators would have fines increase. Max penalties for violators.
  - Information should be shared with public when they don't comply, so general public knows of non-compliance.
- Not knowing what is being proposed, here are some ideas. I like the proposal of 1 hour for every 20. In our industry, looking at folks who are part time by choice. 20 hours and up are kindergarten teachers, zumba instructors. May work in other places as well.
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- Focusing on difference in policy and implementation as way to come to an agreement on this.

Appendix B:  
Online Engagement Report and Comments

# Project Report

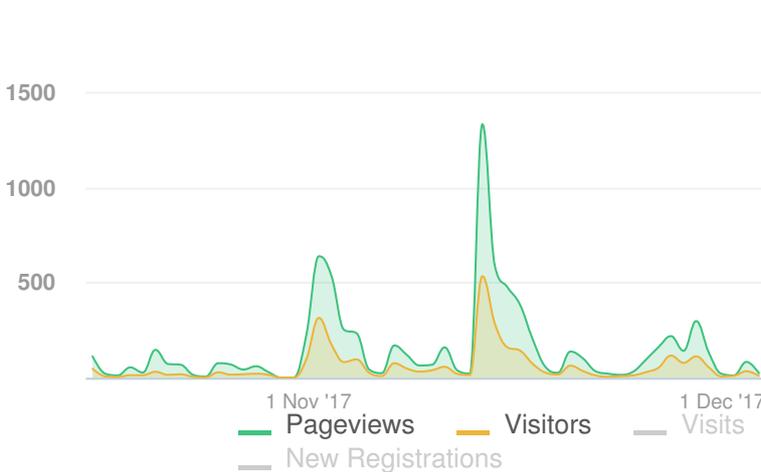
13 October 2017 - 05 December 2017

# SpeakUp Austin!

## Paid Sick Days for Austinites



### Visitors Summary

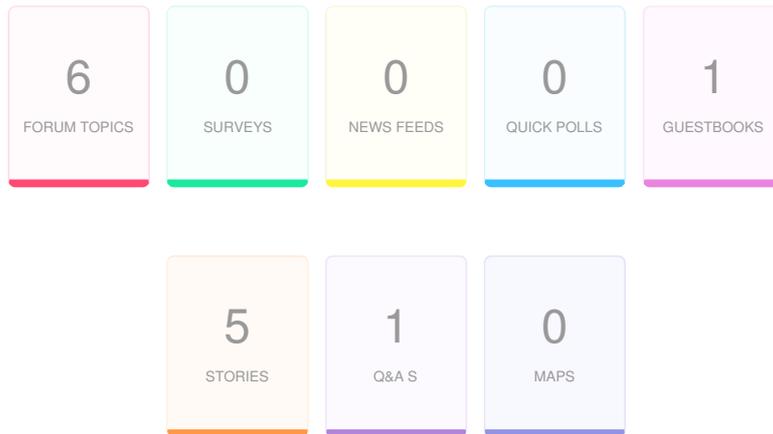


### Highlights



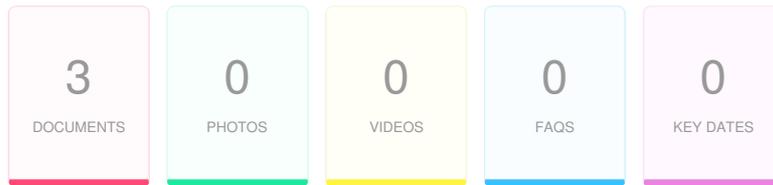
<b>Aware Participants</b>	<b>2,697</b>	<b>Engaged</b>	<b>184</b>		
Aware Actions Performed	Participants	Engaged Actions Performed	Registered	Unverified	Anonymous
Visited a Project or Tool Page	2,697	Contributed on Forums	183	0	0
<b>Informed Participants</b>	<b>1,156</b>	Participated in Surveys	0	0	0
Informed Actions Performed	Participants	Contributed to Newsfeeds	0	0	0
Viewed a video	0	Participated in Quick Polls	0	0	0
Viewed a photo	0	Posted on Guestbooks	0	0	0
Downloaded a document	134	Contributed to Stories	5	0	0
Visited the Key Dates page	120	Asked Questions	0	0	0
Visited an FAQ list Page	0	Placed Pins on Maps	0	0	0
Visited Instagram Page	0	Contributed to Ideas	0	0	0
Visited Multiple Project Pages	995				
Contributed to a tool (engaged)	184				

## ENGAGEMENT TOOLS SUMMARY



Tool Type	Engagement Tool Name	Tool Status	Visitors	Contributors		
				Registered	Unverified	Anonymous
Forum Topic	Who should be covered under a policy that requires employ...	Archived	987	167	0	0
Forum Topic	What types of circumstances should paid sick leave cover?	Archived	205	67	0	0
Forum Topic	How might the City of Austin manage and fund enforcement ...	Archived	272	66	0	0
Forum Topic	How should paid sick time be carried over from year-to-ye...	Archived	101	47	0	0
Forum Topic	At what rate should workers earn paid sick time? How much...	Archived	134	42	0	0
Forum Topic	At what point during employment should workers begin to e...	Archived	108	42	0	0
Forum Topic	How much sick time should be earned per year?	Published	0	0	0	0
Story Telling Tool	I like having a job	Accepted	11	1	0	0
Story Telling Tool	Paid Sick Leave Would Be Detrimental to This Locally Owne...	Accepted	0	1	0	0
Story Telling Tool	Paid Sick Leave	Accepted	0	1	0	0
Story Telling Tool	Mother dying of cancer - I need Paid Sick Days ASAP	Accepted	0	1	0	0
Story Telling Tool	Sick leave is very important for food service workers	Accepted	0	1	0	0

## INFORMATION WIDGET SUMMARY



Widget Type	Engagement Tool Name	Visitors	Views/Downloads
Key Dates	Key Date	120	136
Document	Draft Resolution	85	134
Document	IWPR White Paper	49	80
Document	Resolution 20170928-055	21	22

## FORUM TOPIC

### At what point during employment should workers begin to earn and use paid sick time?

VISITORS <b>108</b>	CONTRIBUTORS <b>42</b>	CONTRIBUTIONS <b>92</b>
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13 October 17			After the employee starts to work and completes their probationary period they should have a bucket of hours that they can use for sick time.
Gary Stroud			
AGREES	DISAGREES	REPLIES	
1	0	1	

24 October 17			All PTO decisions should be made by employers not the city. Employers know better when they need to pay employees PTO to compete for talent. The city should not mandate that any employer be compelled to offer any benefit.
mturpin			
AGREES	DISAGREES	REPLIES	
4	3	2	

30 October 17			Thanks for your comments, Gary. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

31 October 17			Thanks for your comments, Mturpin. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

31 October 17			Immediately
KMTBERRY			
AGREES	DISAGREES	REPLIES	
2	2	1	

01 November 17			Workers should gain access to paid sick days and/or accrual immediately, and if a worker leaves the company that should be able to be carried over.
Bo Delp			
AGREES	DISAGREES	REPLIES	
0	3	1	

01 November 17			"Waiting periods" make things even more cumbersome for employers. The city should not regulate this at all (smart employers will work with their employees to reach mutually beneficial agreements on their own) but any regulation that is implemented should be extremely simple. If it is not simple, then workers are less likely to benefit from them and employers are less likely to hire new people. Only lawyers benefit from complicated laws.
mattwgore			
AGREES	DISAGREES	REPLIES	
2	0	1	

## FORUM TOPIC

### At what point during employment should workers begin to earn and use paid sick time?

01 November 17			There should not be a prohibitory period.
Wendykalthoff			
AGREES	DISAGREES	REPLIES	
0	0	1	

01 November 17			One year
Feedback2017			
AGREES	DISAGREES	REPLIES	
0	0	1	

02 November 17			Workers should have paid sick time available to them at the on-set of their work. It should automatically be provided.
sellerle			
AGREES	DISAGREES	REPLIES	
0	0	1	

02 November 17			As soon as possible! There should be no waiting or probational period - you can't control when you get sick. Regardless of when you started your job, going to work sick is just as damaging to your health and that of your coworkers, customers and family.
sbz			
AGREES	DISAGREES	REPLIES	
0	0	1	

02 November 17			This should depend entirely on what the business has decided.
kyleafh			
AGREES	DISAGREES	REPLIES	
1	0	1	

02 November 17			Can start earning upon hiring, but cannot use until after employee completes the probationary period.
Vivian Martin			
AGREES	DISAGREES	REPLIES	
0	0	1	

03 November 17			Accrue immediately upon employment.
ayork			
AGREES	DISAGREES	REPLIES	
0	0	1	

## FORUM TOPIC

### At what point during employment should workers begin to earn and use paid sick time?

05 November 17			At whatever time is determined by the worker and the employer during salary/benefit negotiations. The city has no role in these negotiations.
JasonLockhart			
AGREES	DISAGREES	REPLIES	
2	0	1	

10 November 17			Thanks for your comment, JasonLockhart. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comment, ayork. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comment, Vivian. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comment, kyleafh. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comment, sbz. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comment, sellerle. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

## FORUM TOPIC

### At what point during employment should workers begin to earn and use paid sick time?

10 November 17			Thanks for your comment, Feedback2017; do you mean an employee should receive paid sick leave after one year of service to that employer? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comment, Wendy. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, mattwgore. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, Bo--to clarify, do you mean that an employee would be able to use paid sick leave at a different employer if it had accrued unused paid sick leave at their previous employer? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, KMTBERRY. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

13 November 17			Perhaps folks would feel differently about this if they realized they would be the ones paying for it. Any increase in the cost of doing business for employers will reflect in the price of their goods & services. If it's a business selling to private individuals, the price will go up for those individuals. If the City is the one buying the service, then everyone is paying for it with their property tax dollars- directly contributing to the increased taxes everyone always laments. You can't have it both ways- you either let the market drive prices down, or you artificially place requirements on the employer/employee relationship and drive prices up. There is no middle ground.
someguy			
AGREES	DISAGREES	REPLIES	
3	0	0	

13 November 17			Whenever the employer decides. The city should not be involved in private company policy.
cstrombe			
AGREES	DISAGREES	REPLIES	
3	0	0	

## FORUM TOPIC

### At what point during employment should workers begin to earn and use paid sick time?

13 November 17			This is a matter that rightfully should be worked out between employer and employee, not dictated by city government--IF the option is even considered appropriate for a certain company.
<b>gift</b>			
AGREES	DISAGREES	REPLIES	
3	0	0	

13 November 17			Why would Austin want to regulate this? The reasons in the draft are not even logically sound. It will drive low-paid jobs away from Austin, to just outside the city limits. And why is there no consideration of employer size or revenue? The city is already killing small businesses with oversized regulations. And how do you hope to police this without huge costs? And why is city staff spending time on this instead of important topics for a growing city? Use city funds to care for the poor and unfortunate, but don't try to regulate things you can't possibly manage or foresee the ramifications of.
<b>fabfab</b>			
AGREES	DISAGREES	REPLIES	
3	0	0	

30 October 17			Thanks for your comments. -Moderator
<b>Larry Schooler</b>			
AGREES	DISAGREES	REPLIES	
0	0	0	

13 November 17			The coverage should be left up to the private employer as they see fit. The private employers are the best qualified to determine the impact to their business and what they can or cannot afford. If they are losing people because of their policies they will change their policies appropriately.
<b>TurboSpencer</b>			
AGREES	DISAGREES	REPLIES	
2	0	0	

13 November 17			Never. None, we libertarians do not want government dictated mandatory sick leave.
<b>bdm2701</b>			
AGREES	DISAGREES	REPLIES	
0	0	0	

13 November 17			Never. None, we libertarians do not want government dictated mandatory sick leave.
<b>bdm2701</b>			
AGREES	DISAGREES	REPLIES	
0	1	0	

13 November 17			This policy SHOULD NOT be created. But an employee can start earning when they are hired, but can't redeem until they have been employed full time for a year.
<b>strugglingsmallbizowner</b>			
AGREES	DISAGREES	REPLIES	
1	1	1	

## FORUM TOPIC

### At what point during employment should workers begin to earn and use paid sick time?

13 November 17			3 months if they are salaried full time employees
Renee787			
AGREES	DISAGREES	REPLIES	
0	0	0	

15 November 17			No waiting, accrual as % of time worked immediately.
Melanieavant			
AGREES	DISAGREES	REPLIES	
0	0	0	

15 November 17			They should be able to start earning time immediately. Nobody plans to get sick, flu season is coming up, then allergy season, etc. Workers need these days as soon as possible.
lillian_m			
AGREES	DISAGREES	REPLIES	
1	1	0	

17 November 17			Employees should begin to earn and use their sick leave immediately. This is because humans are generally incapable of predicting when they will fall ill. Further restrictions here may be difficult for business owners to properly record and implement-an issue brought up by many business owners.
Ashkan			
AGREES	DISAGREES	REPLIES	
0	0	1	

17 November 17			I do not support this suggestion because I am unaware of a mechanism by which hum an workers can decide to not become sick in their first year of employment at a new jo b.
Ashkan			
AGREES	DISAGREES	REPLIES	
0	0	0	

17 November 17			I work in an industry with very high turn over (we are a lawn care company). It would be very burdensome to track all of the employees that don't stick around. I think that if this is implemented (which I hope it isn't) that people should start earning after 180 da ys (or the equivalent hours for part time).
Nolan			
AGREES	DISAGREES	REPLIES	
0	0	0	

17 November 17			Business owners regularly keep records of PTO accrual and vesting. That's what we do. The difficult part is regulation. And in your scenario, let's say I hire a human for \$2 5/hour. The human shows up for a day or two which will mostly be orientation and trai ning. Then human says they are sick and does not come back for two weeks (or neve r). I now owe this human \$2,000.00?
strugglingsmallbizowner			
AGREES	DISAGREES	REPLIES	
0	0	1	

## FORUM TOPIC

### At what point during employment should workers begin to earn and use paid sick time?

17 November 17			No, I have stated in a separate comment that earned paid sick leave should be accrued alongside hours worked. In the situation you've described, that person would not have accrued even one hour of paid sick leave and thus could not put an undue burden onto your business. It is to be earned. I agree that the situation you've proposed would be untenable if allowed by law- though I don't see it happening.
Ashkan			
AGREES	DISAGREES	REPLIES	
1	0	0	
18 November 17			Right away. Illness is unplanned, so they should start accruing hours immediately.
Sarah			
AGREES	DISAGREES	REPLIES	
0	0	0	
18 November 17			Hello, I keep accidentally referring comments to a moderator. Sorry about that.
Sarah			
AGREES	DISAGREES	REPLIES	
0	0	0	
23 November 17			6 months after full time employment
TanDao			
AGREES	DISAGREES	REPLIES	
0	0	0	
25 November 17			Immediately they can begin to accrue it on each paid hour. Sick time kicks in on the 3rd day of absence due to illness/injury. If first day of absence is due to surgery then sick time is paid on day 1. Medical certification is required after 3 days.
Arawin86			
AGREES	DISAGREES	REPLIES	
0	0	0	
29 November 17			After 6 months or a year of employment. Employer decides .
Wtaylor23			
AGREES	DISAGREES	REPLIES	
0	0	0	
29 November 17			requiring this of employers is bad policy. But if the COA does require this there should be at least a 1 year length of employment requirement. Similar to other federal requirements. More employers may see it as a retention tool and not another government giveaway employers are required to fund.
Jeff Evins			
AGREES	DISAGREES	REPLIES	
0	0	0	

## FORUM TOPIC

### At what point during employment should workers begin to earn and use paid sick time?

30 November 17			<p>Immediately. Nobody plans to have illnesses or emergencies and they certainly do NOT only start after some arbitrary waiting period. Those types of situations do not wait for the "right time" to show up and what we want is to encourage people to take time off, especially if they are ill and contagious. I don't want to deter contagious people from staying home because they're in a "waiting period" of some sort.</p>
sanajaved7			
AGREES	DISAGREES	REPLIES	
0	0	0	

30 November 17			<p>One cannot predict when one will falls sick. Employees should start earning sick time immediately.</p>
sclaytor			
AGREES	DISAGREES	REPLIES	
0	0	0	

30 November 17			<p>Workers should be able to earn and use time right away.</p>
Laura R			
AGREES	DISAGREES	REPLIES	
0	0	0	

## FORUM TOPIC

### At what rate should workers earn paid sick time? How much should be earned per year?

VISITORS <b>134</b>	CONTRIBUTORS <b>42</b>	CONTRIBUTIONS <b>121</b>
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19 October 17			again, a leading question.... this should say "do you think workers should earn paid sick time? If so, how do you think employers would pay for those benefits? and do you think by offering these benefits jobs could be lost?"
<b>Jennifer Stevens</b>			
AGREES <b>3</b>	DISAGREES <b>1</b>	REPLIES <b>1</b>	

24 October 17			All PTO decisions should be made by employers not the city. Employers know better when they need to pay employees PTO to compete for talent. The city should not mandate that any employer be compelled to offer any benefit.
<b>mturpin</b>			
AGREES <b>2</b>	DISAGREES <b>2</b>	REPLIES <b>1</b>	

30 October 17			Thanks for your comments. -Moderator
<b>Larry Schooler</b>			
AGREES <b>0</b>	DISAGREES <b>0</b>	REPLIES <b>0</b>	

30 October 17			Thanks, Jennifer; see other responses on other posts. -Moderator
<b>Larry Schooler</b>			
AGREES <b>0</b>	DISAGREES <b>0</b>	REPLIES <b>0</b>	

31 October 17			People who work should be able to accrue up to nine days a year of sick time.
<b>JoseGarza</b>			
AGREES <b>0</b>	DISAGREES <b>0</b>	REPLIES <b>1</b>	

31 October 17			City over-reach. Stay out of private companies' business. Clean up your own house!
<b>mkcl</b>			
AGREES <b>3</b>	DISAGREES <b>2</b>	REPLIES <b>1</b>	

01 November 17			All workers should have enough time to recover, and it would be preferable to have hours available, even if they are accrued, as soon as possible when workers begin employment. That's because paid sick days help worker productivity and reduce turnover.
<b>Bo Delp</b>			
AGREES <b>2</b>	DISAGREES <b>0</b>	REPLIES <b>1</b>	

## FORUM TOPIC

### At what rate should workers earn paid sick time? How much should be earned per year?

01 November 17			Thanks for your comments, Bo. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

01 November 17			Thanks for your comments; can you clarify what you mean by cleaning up? What specifically about the City of Austin's policies or practices do you think needs attention? - Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

01 November 17			Thanks for your comments, Jose; any specific reason you chose that number? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

01 November 17			This question, like all the questions on this forum, assume that the city should implement a sick leave policy. I take issue with that premise; I think citizens should discuss the merits of the policy in general before getting into specifics. To respond to this question, however, I think that there is no easy, one-size-fits-all answer. Employees in certain industries are more likely to become ill than employees in other industries. Certain employers can be more flexible than others based on the goods and services they provide. Any attempt to answer this question, and a hundred like it, for the entire city would be a mistake. This is a complicated question and any answer needs to take into account the diverse needs of employees and employers. Monolithic answers crush diversity. We need to honor the individual circumstances of employees and employers.
mattwore			
AGREES	DISAGREES	REPLIES	
2	2	1	

01 November 17			I think 1 hour for every 40 hours worked is fair as opposed to a fixed amount. That threshold should be the minimum.
Julia K			
AGREES	DISAGREES	REPLIES	
0	0	1	

01 November 17			It should be more than 1 hour every 40 hours worked.
Wendykalthoff			
AGREES	DISAGREES	REPLIES	
1	1	1	

## FORUM TOPIC

### At what rate should workers earn paid sick time? How much should be earned per year?

01 November 17			1 hour accrued for every 52 hours worked
Feedback2017			
AGREES	DISAGREES	REPLIES	
0	0	1	
02 November 17			Since illness are unplanned, workers should have the opportunity to start earning sick leave as soon as possible.
onefl			
AGREES	DISAGREES	REPLIES	
3	0	1	
02 November 17			Employers should provide more than just a few days a year of sick leave - the policy should enable people to recover from a variety of kinds of illnesses, including those that take a while to recover from (for instance, many surgeries require at least a week of recovery time, or often more).
sbz			
AGREES	DISAGREES	REPLIES	
2	1	1	
02 November 17			This should be decided by whatever mutual agreement the worker and the employer have come to.
kyleafh			
AGREES	DISAGREES	REPLIES	
1	1	1	
02 November 17			Employee could earn 4 hours per pay period, if paid biweekly. If paid monthly, 8 hours per month. If paid weekly, 2 hours per week.
Vivian Martin			
AGREES	DISAGREES	REPLIES	
1	0	1	
03 November 17			Provided the employee receives no other Paid time off (vacation), 1 hour for every 50 hours worked or the equivalent of 40 hours (1 week) per year. If the employee accrues PTO already, additional sick leave should only be accrued as would be necessary to bring the total of PTO and sick leave up to 40 hours per year.
ayork			
AGREES	DISAGREES	REPLIES	
0	0	1	

## FORUM TOPIC

### At what rate should workers earn paid sick time? How much should be earned per year?

05 November 17		
<b>Typical Austinite</b>		
AGREES	DISAGREES	REPLIES
1	0	1

Again, this question is phrased as a self fulfilling prophecy and presumes that everyone agrees that the City of Austin should mandate paid time off. I do not believe they should. This is an issue that should be resolved by business Owners and employees directly, not by the local government. If an employee does not like their job, or feels like they should receive some different or additional type of benefit, then they should discuss with the employer. If the employer does not want to (or cannot) provide this, the employee has the right to look for another job. If enough employees leave (or strike), the company will either go out of business, or will be forced to adjust their policies. This is how the "market place" works in a capitalist society. Local government has no business in this discussion. We are in a very robust economy right now with plenty of work. There is no better time for workers to instigate these discussions with their employers. I firmly believe that if research was conducted, the findings would show that the vast majority of businesses in Austin already provide some form of paid time off for their workforce. This is not an issue that effects such a large proportion of the community that it needs to have a blanket law or ordinance applied to every business. Rather, it should be more of a targeted approach. People who have never started or run a business seem to have no concept of the realities of business. The biggest one being that there is not an infinite amount of money that comes in the door. You cannot pay for something if there is no revenue behind it. Salaries, hourly wages and benefits are all based upon the amount of revenue a company can create and the value those workers have in creating revenue. Just as there is the notion of the value of sustainability in our environmental systems, so too one must realize that there is the same notion in our financial/economic systems. Well run businesses that can provide steady employment are ones that have created a sustainable business model. This means that through the services or products they sell, they create enough revenue to pay their work force, weather downturns in the economy and viably compete with their competitors. An unsustainable business model is one that spends more dollars than they make. If you have an unskilled hourly construction worker working for you, they provide a service or benefit to the company for the dollars they are paid. They are paid for every hour that they work in a 40 hour work week, and in many situations, paid 50% more per hour for overtime. If they are not there to work, there is no benefit to the company. Thus, paid time off does not make sense. The solution here is to allow unpaid time off, and the opportunity to make up the hours. This is different than a salaried employee. A salaried employee has the benefit of the same pay each week, but may be (and is often) asked to work to more than 40 hours/wk for the same pay. In this circumstance, there is a natural trade-off of work vs benefit that allows for paid time off. If you demand that everyone gets paid time off regardless of their employment status (i.e. hourly vs. salaried), there has to be dollars coming in the door to pay for it. If the hourly worker does not provide his work or service, the only other way to pay for the increase in overhead is to raise prices. This is what causes inflation. Think about that the next time your rent goes up, your grocery bill gets higher, your electricity bill increases. It is precisely these kind of issues that are causing Austin to become one of the most expensive places to live in the US. Folks, nothing comes for free. If you force businesses to offer paid time off, they will raise prices. Those increased prices will negatively effect the pocketbooks of the very same people you are trying to help. These are the lowest income, unskilled part of the workforce. Everything they buy and their taxes will increase, and they have the least ability to adjust to this. There are other and better solutions to this issue and, like most municipal governments, I do not think the City of Austin is the best equipped to solve it.

## FORUM TOPIC

### At what rate should workers earn paid sick time? How much should be earned per year?

05 November 17			This is 100% up to the employer and the prospective employee to negotiate on their own without interference from city bureaucrats.
JasonLockhart			
AGREES	DISAGREES	REPLIES	
1	1	2	

10 November 17			Thanks for your comment, Jason. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, Typical Austinite. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, ayork. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, Vivian. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, kyleafh. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, sbz--any further clarity you can give for how much leave should be provided? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

## FORUM TOPIC

At what rate should workers earn paid sick time? How much should be earned per year?

10 November 17			Thanks for your comment, onefl--any thoughts about how much leave should be given ? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, Feedback2017. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comment, Wendy--can you clarify? How much time do you recommend? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, Julia. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, mattwgore. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

13 November 17			The rate should be determined by the employer. The city should not be involved in private company policy.
cstrombe			
AGREES	DISAGREES	REPLIES	
1	0	2	

13 November 17			This level of minutia shows how expensive for businesses and intrusive into private situations such a city policy will become.
gift			
AGREES	DISAGREES	REPLIES	
2	0	1	

## FORUM TOPIC

### At what rate should workers earn paid sick time? How much should be earned per year?

13 November 17			After a 6 month review you should start getting sick pay. 1 day for every 2 months worked.
<b>Art Klempner</b>			
AGREES	DISAGREES	REPLIES	
0	0	1	

13 November 17			The coverage should be left up to the private employer as they see fit. The private employers are the best qualified to determine the impact to their business and what they can or cannot afford. If they are losing people because of their policies they will change their policies appropriately.
<b>TurboSpencer</b>			
AGREES	DISAGREES	REPLIES	
1	1	0	

13 November 17			Zero. None, we libertarians do not want government dictated mandatory sick leave.
<b>bdm2701</b>			
AGREES	DISAGREES	REPLIES	
2	1	1	

13 November 17			Which would work best? Nothing. How much time should workers expect? Again, nothing. This policy should not be created.
<b>strugglingsmallbizowner</b>			
AGREES	DISAGREES	REPLIES	
1	1	0	

13 November 17			Allowing employees to earn sick time is encouraging laziness. A salaried employee should get sick time for any amount of time that they are actually sick or too injured to work and a note from a physician is provided. The maximum time off should be one month for salaried, full time employees and should be paid in full.
<b>Renee787</b>			
AGREES	DISAGREES	REPLIES	
1	2	2	

14 November 17			But what can you do if you're sick just for a day? Like food poisoning? It's very difficult to see a physicians on the day of, and sometimes hard to leave the house. Also some people can't afford to go and pay to see a physician.
<b>JackJ25</b>			
AGREES	DISAGREES	REPLIES	
0	0	1	

14 November 17			Employees of healthcare often do not get enough sick days. Working with patients often puts us at risk and we have a greater chance of getting sick, but we usually don't have enough sick time. I frequently see employees coming in even though they're sick as they can't afford a sick day. I think allotted sick day should depend on the setting. As for general public, I think we should have a fixed amount provided per year and not have to earn sick day as being sick is unpredictable.
<b>JackJ25</b>			
AGREES	DISAGREES	REPLIES	
0	0	0	

## FORUM TOPIC

### At what rate should workers earn paid sick time? How much should be earned per year?

14 November 17			I usually let my employees make up the work on another shift when they get better no matter they have a doctor's note or not.
Renee787			
AGREES	DISAGREES	REPLIES	
0	0	0	

15 November 17			% of hours worked
Melanieavant			
AGREES	DISAGREES	REPLIES	
0	0	0	

15 November 17			"A salaried employee should get sick time for any amount of time that they are actually sick or too injured to work and a note from a physician is provided." Why only salaried, and not wage-earners or part-time? Also, sometimes you don't need to spend money to go to a doctor or don't have good health coverage and you just need some cough syrup, soup and sleep. Asking people to take a bus around town while they're already sick just to give you a note is silly.
Tyson_512			
AGREES	DISAGREES	REPLIES	
1	0	0	

15 November 17			Workers should fight for as much time as they can. A good opening suggestion is 1 hour for every 20 worked, but if workers need and want more we should win it.
Tyson_512			
AGREES	DISAGREES	REPLIES	
1	0	0	

15 November 17			Well, you probably don't want government dictated minimum age, government dictated child-labor laws, government dictated food-inspections either, right? I don't know how "libertarians" feel, but most people like those and would find the suggestion that they're bad just because they're "government dictated" ridiculous
Tyson_512			
AGREES	DISAGREES	REPLIES	
1	1	0	

15 November 17			Greetings! The rate of 20-25 hours per hour of paid sick time seems reasonable to me - as that is to my knowledge the rate state workers receive. I think it should be fixed annually - capped at a reasonable (10-15 days) number, and that it should roll over from one year to another. I think that would be most satisfactory for the employees and employers of Austin, keeping everyone healthy and profitable. Have a great evening! -- The Rational Atheist.
TheRationalAtheist			
AGREES	DISAGREES	REPLIES	
0	2	0	

15 November 17			I dont think so at all - it's a simple procedural inquiry that employers have to navigate anyway. If complexity scares you, the world of commerce, with its minutiae swirling like a rising sea, is simply not for you! Thank you for your time -- The Rational Atheist.
TheRationalAtheist			
AGREES	DISAGREES	REPLIES	
1	1	0	

## FORUM TOPIC

### At what rate should workers earn paid sick time? How much should be earned per year?

15 November 17			<p>The rate will be determined by employer - the additional rate that is! this is simply setting the bare minimum to be allowed. You're a little confused by the query it seems, but no matter - direct your questions to me and all shall be answered. -- The Rational Atheist.</p>
TheRationalAtheist			
AGREES	DISAGREES	REPLIES	
1	1	0	

15 November 17			<p>1 hour of paid time off for every 20 hours worked. Right now there are full-time workers in Austin with only 1-3 paid sick days a year and that just isn't enough.</p>
lillian_m			
AGREES	DISAGREES	REPLIES	
1	0	0	

17 November 17			<p>Earned paid sick leave should accrue immediately once an employee begins working for a company. 1 hour should be accrued for every 20 hours worked.</p>
Ashkan			
AGREES	DISAGREES	REPLIES	
1	0	0	

18 November 17			<p>As a state employee, I earn 12 sick days a year and 12 vacation days a year. I can't imagine working a low wage job that can barely cover my expenses and then losing \$100-\$200 any time life happens and I have to miss a day. I think that the policy implemented should be generous, providing the typical full-time employee with 12 or more days a year. As for enforcement, any type of PTO or paid sick days that an employer provides would count towards the 12 days. It doesn't all have to be "sick time."</p>
Sarah			
AGREES	DISAGREES	REPLIES	
1	0	1	

18 November 17			<p>The plight of working people in Austin is so bad that I would argue for more than 6 days a year (which seems to be what you're suggesting.) Keeping in mind that 38% of jobs currently offer nothing in the way of sick time or PTO, I think we should aim higher.</p>
Sarah			
AGREES	DISAGREES	REPLIES	
0	1	0	

18 November 17			<p>■ ■ _</p>
Sarah			
AGREES	DISAGREES	REPLIES	
0	0	0	

21 November 17			<p>Your salary is paid by taxpayers, that is why your benefits are generous. Private employers sell goods or services. They cannot collect money from residents just to meet their financial obligations. Increasing regulations and costs are a burden to small businesses. If Austin wants to keep small businesses thriving, they need to let market forces decide compensation issues, not governmental regulations that may be onerous.</p>
Maryd			
AGREES	DISAGREES	REPLIES	
0	0	0	

## FORUM TOPIC

At what rate should workers earn paid sick time? How much should be earned per year?

21 November 17			Likewise, the city should not force this issue onto businesses.
Maryd			
AGREES	DISAGREES	REPLIES	
0	0	0	

23 November 17			1 hour for every 40 hours of work.
TanDao			
AGREES	DISAGREES	REPLIES	
0	0	0	

25 November 17			56 hours annually divided to accrue over 26 per periods 80 hours per pay period. Eligible to rollover each year to the maximum of 480 hours. Sick Time will have no value at termination. Each sick time hour is paid at hourly rate.
Arawin86			
AGREES	DISAGREES	REPLIES	
0	0	0	

29 November 17			50-80%
Wtaylor23			
AGREES	DISAGREES	REPLIES	
0	0	0	

30 November 17			A ratio of 1 hour sick time/PTO per 20 hours worked seems reasonable, but employees should have access to that sick time as soon as they start working-- illnesses and other emergencies don't happen on a schedule.
sclaytor			
AGREES	DISAGREES	REPLIES	
0	0	0	

30 November 17			Paid sick time should be earned at a rate of 1 hour sick time per 20 hours worked, which equates to 12 days a year for a full-time worker.
Laura R			
AGREES	DISAGREES	REPLIES	
0	0	0	

## FORUM TOPIC

How should paid sick time be carried over from year-to-year, and how should/could employees access and use it?

VISITORS <b>101</b>	CONTRIBUTORS <b>47</b>	CONTRIBUTIONS <b>128</b>
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13 October 17			They should be allowed to carry over half the time they earn, up to a maximum of 1.5 times the potential. When they get to that level they use out of their pot until they earn more.
<b>Gary Stroud</b>			
AGREES <b>0</b>	DISAGREES <b>2</b>	REPLIES <b>1</b>	

13 October 17			It should be allowed to carry over and add up until a set maximum level.
<b>Beverly Gavenda</b>			
AGREES <b>0</b>	DISAGREES <b>3</b>	REPLIES <b>1</b>	

19 October 17			Austin is a city full of start ups and entrepreneurs who are doing their best to build businesses and create jobs. Businesses cant afford to carry benefits forward year to year without cutting costs elsewhere - this proposal WILL COST JOBS
<b>Jennifer Stevens</b>			
AGREES <b>3</b>	DISAGREES <b>1</b>	REPLIES <b>2</b>	

24 October 17			All PTO decisions should be made by employers not the city. Employers know better when they need to pay employees PTO to compete for talent. The city should not mandate that any employer be compelled to offer any benefit.
<b>mturpin</b>			
AGREES <b>5</b>	DISAGREES <b>0</b>	REPLIES <b>2</b>	

30 October 17			Thanks for your comments, Jennifer. -Moderator
<b>Larry Schooler</b>			
AGREES <b>0</b>	DISAGREES <b>0</b>	REPLIES <b>0</b>	

30 October 17			Thanks for your comments, Beverly. -Moderator
<b>Larry Schooler</b>			
AGREES <b>0</b>	DISAGREES <b>0</b>	REPLIES <b>0</b>	

30 October 17			Thanks for your detailed comments, Gary; can you clarify? If, for instance, someone earns 25 hours of paid sick time in a year, they would carry over 12.5 hours? Maximum of 1.5x the number of hours to which they are entitled? -Moderator
<b>Larry Schooler</b>			
AGREES <b>0</b>	DISAGREES <b>0</b>	REPLIES <b>0</b>	

## FORUM TOPIC

How should paid sick time be carried over from year-to-year, and how should/could employees access and use it?

30 October 17			Thanks for your comments, mturpin. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	
31 October 17			Carried over year to year
KMTBERRY			
AGREES	DISAGREES	REPLIES	
1	3	1	
31 October 17			The City has no business dictating policies of private companies. Quit wasting our time and taxpayer dollars on these stupid surveys. Get some real work done!
mkcl			
AGREES	DISAGREES	REPLIES	
4	2	2	
01 November 17			Employees should be allowed to carry over paid sick days they are entitled -- "use it or lose it" is not an ideal policy.
Bo Delp			
AGREES	DISAGREES	REPLIES	
0	3	1	
01 November 17			This is a complicated decision without easy, one-size-fits-all answers. I think it would be a mistake for this decision to be clumsily made at the city level. Austin is a cutting edge economy; let's not make clumsy, city-wide laws that don't honor the diverse needs of employees and employers.
mattgore			
AGREES	DISAGREES	REPLIES	
3	0	1	
01 November 17			Sick time should carry over. You should not be punished for not getting sick since you earned it.
Julia K			
AGREES	DISAGREES	REPLIES	
0	3	1	
01 November 17			I think it should be carried over year to year.
Wendykalthoff			
AGREES	DISAGREES	REPLIES	
0	3	1	

## FORUM TOPIC

How should paid sick time be carried over from year-to-year, and how should/could employees access and use it?

01 November 17			Should not be carried over
Feedback2017			
AGREES	DISAGREES	REPLIES	
0	1	1	
02 November 17			Sick time is earned, so it should carry over year to year.
onefl			
AGREES	DISAGREES	REPLIES	
0	2	1	
02 November 17			Sick leave should carry over to the next year, rather than expiring.
sbz			
AGREES	DISAGREES	REPLIES	
0	2	1	
02 November 17			There should not be any mandate requiring a private company to provide any sort of incentive. When the government uses force to demand action it oversteps its boundaries. This is a case of totalitarianism that I will not stand for.
kyleafh			
AGREES	DISAGREES	REPLIES	
3	0	1	
02 November 17			Should be allowed to accumulate and roll over to the next year. Hours should accrue to the individual. Advance notice should be given when possible. Employee should be allowed to use time as long as the employee has time on the books. Time is lost when the employee's employment is terminated or when the employee resign or retire.
Vivian Martin			
AGREES	DISAGREES	REPLIES	
0	1	2	
03 November 17			No more than 40 hours of sick time may carry forward from year to year.
ayork			
AGREES	DISAGREES	REPLIES	
0	2	2	
05 November 17			It should happen in whatever manner the employer chooses. If the employees don't like the policy, they can work elsewhere.
JasonLockhart			
AGREES	DISAGREES	REPLIES	
3	0	1	

## FORUM TOPIC

How should paid sick time be carried over from year-to-year, and how should/could employees access and use it?

07 November 17			What!?
Jess.M			
AGREES	DISAGREES	REPLIES	
0	0	1	

07 November 17			So sick time ad infinitum?! omg. Advance notice!!! The whole point is that sick time is supposed to be unpredictable... You're not suggesting sick time.. you're suggesting government mandated vacation.
Jess.M			
AGREES	DISAGREES	REPLIES	
0	0	1	

07 November 17			Let's be clear here. This is a government mandated vacation policy. Not a sick policy and it will be abused as such. The only legitimate confirmation of illness would be for employers to require a doctors note. Research how much of our already overburdened healthcare system is filled with appointments for patients who need a doctors note... Not only is it totally unnecessary but it contributes to public health crisis such as flu pandemics. This is insane. Horrible policy making. Many repercussions.
Jess.M			
AGREES	DISAGREES	REPLIES	
2	0	1	

10 November 17			Thanks for your comments, Jess.M. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, Vivian. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, Jess M. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, ayork. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

## FORUM TOPIC

### How should paid sick time be carried over from year-to-year, and how should/could employees access and use it?

10 November 17			Hi, Jess.M.--I'm assuming you disagree, but could you share what you would support instead? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comment, JasonLockhart. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comment, kyleafh. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, sbz. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, onefl. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comment, Feedback2017; to clarify, would unused paid sick leave expire at a certain point, and if so, when? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comment, Wendy. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

## FORUM TOPIC

How should paid sick time be carried over from year-to-year, and how should/could employees access and use it?

10 November 17			Thanks for your comment, Julia. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comment, mattwgore; do you have recommendations for an alternative approach? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	1	

10 November 17			Thanks for your comment, Bo. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, mkcl. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comment, KMTBERRY. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

13 November 17			Carry over, never expiring, treated as an earned benefit, with the employee being able to cash it out or donate to another employee.
Ali Shu			
AGREES	DISAGREES	REPLIES	
0	2	0	

13 November 17			One alternative is for the city to stay out of it altogether.
cstrombe			
AGREES	DISAGREES	REPLIES	
2	0	0	

## FORUM TOPIC

### How should paid sick time be carried over from year-to-year, and how should/could employees access and use it?

13 November 17			This should be determined by the employer. The city should not be involved in dictating private employer policies.
cstrombe			
AGREES	DISAGREES	REPLIES	
1	0	0	

13 November 17			Agree completely. This is a perfect example of why it's so expensive to live in Austin. I can't imagine what business owners must deal with. My plumber told me Friday they are considering ending service to Austin addresses due to the permitting headaches Austin imposes on them.
cstrombe			
AGREES	DISAGREES	REPLIES	
2	1	0	

13 November 17			Give it up---how disappointing that this concept even is being pursued by the city.
gift			
AGREES	DISAGREES	REPLIES	
1	0	0	

13 November 17			Your sick days are good for 1 calendar year. No accumulation . You don't extra days f or being healthy!
Art Klempner			
AGREES	DISAGREES	REPLIES	
0	0	0	

30 October 17			Thanks for your comments. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

30 October 17			Thanks for your comments. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

13 November 17			The coverage should be left up to the private employer as they see fit. The private employers are the best qualified to determine the impact to their business and what they can or cannot afford. If they are losing people because of their policies they will change their policies appropriately.
TurboSpencer			
AGREES	DISAGREES	REPLIES	
0	0	0	

## FORUM TOPIC

### How should paid sick time be carried over from year-to-year, and how should/could employees access and use it?

13 November 17			There should not be any. None, we libertarians do not want government dictated mandatory sick leave.
bdm2701			
AGREES	DISAGREES	REPLIES	
0	0	0	
13 November 17			This policy SHOULD NOT be created. With each question answered it is becoming clear that the City has no place in regulating and enforcing something like this. There is no way an employer should be forced to carry over mandated sick leave.
strugglingsmallbizowner			
AGREES	DISAGREES	REPLIES	
0	0	0	
13 November 17			Sick leave should never be carried over or paid from year to year. It is only to be used during the time that an employee is actually sick.
Renee787			
AGREES	DISAGREES	REPLIES	
0	0	0	
15 November 17			Accrued unused PTO should roll over. Use it or lose it encourages using it when it is not needed. Could incentivize not using it in some way at employer discretion.
Melanieavant			
AGREES	DISAGREES	REPLIES	
0	0	0	
15 November 17			Paid sick leave should absolutely roll over, you can't plan for sickness and if you don't need to use a sick day you shouldn't be forced to use it.
Tyson_512			
AGREES	DISAGREES	REPLIES	
0	0	0	
15 November 17			It's also important to roll over because the time at the end of December and beginning of January is a cold, rainy season when lots of people get sick. Graduating in fall, getting a job, earning a few days of sick leave but being unable to use them because it's January 1st would be absurd.
Tyson_512			
AGREES	DISAGREES	REPLIES	
0	0	0	
15 November 17			Unused paid sick days/hours should be carried over to the next year
lillian_m			
AGREES	DISAGREES	REPLIES	
1	0	0	

## FORUM TOPIC

### How should paid sick time be carried over from year-to-year, and how should/could employees access and use it?

17 November 17			Hours should not expire and the use of earned paid sick leave hours should not be terribly restricted. To do so would be a message to all affected workers that they are too irresponsible to conduct themselves appropriately when afforded this protection. There is no reason to believe this is the case.
<b>Ashkan</b>			
AGREES	DISAGREES	REPLIES	
0	0	0	

17 November 17			If it is implemented (which I oppose) there should be a cap for accumulation. Let's cap it at 60 hours or higher.
<b>Nolan</b>			
AGREES	DISAGREES	REPLIES	
0	0	0	

18 November 17			I don't think there should be a cap. They should all carry over.
<b>Sarah</b>			
AGREES	DISAGREES	REPLIES	
1	0	0	

23 November 17			No carry over
<b>TanDao</b>			
AGREES	DISAGREES	REPLIES	
0	0	0	

25 November 17			The 56 hours full time employees have accrued will be rolled over each year to the maximum of 480 hours. Employees can use it for surgery, illness, serious injury, bereavement, for self. For immediate family of employee who is ill, employee can use up to 1/2 of their annual accrual or 28 hours annually. Sick time begins on 3rd day if absence due to eligible reason under sick time policy. Medical certification is required after 3 days. If first day of absence is due to surgery, sick time begins on day 1. Coordination of pay is given with income disability benefits. Sick leave pay and disability benefits will not be greater than regular pay.
<b>Arawin86</b>			
AGREES	DISAGREES	REPLIES	
0	0	0	

29 November 17			It should carry over up to a certain amount.
<b>Wtaylor23</b>			
AGREES	DISAGREES	REPLIES	
0	0	0	

## FORUM TOPIC

### How should paid sick time be carried over from year-to-year, and how should/could employees access and use it?

30 November 17			<p>I support carrying over sick leave to the following year. If people get a serious illness or need an operation, etc., they may need a lot of sick days, so there should be a way to "bank" or collect time. But a person could have this happen at any time in their employment, so carrying over from one year to another may not solve the problem. Some companies allow employees to give sick leave to other employees in these circumstances, which I support. There should not be a "use it or lose it" policy, which would encourage people to take sick days when they are not sick. People should not be able to cash in their sick days, like they can for vacation days in some places, because sick days should be for taking time off when you are sick.</p>
Susan Pantell			
AGREES	DISAGREES	REPLIES	
0	0	0	

30 November 17			<p>I am against a "use it or lose it" policy-- If workers earned their sick days they should be able to keep them until they need them. I am very much against any kind of policy that requires a doctors note for 1-3 days--often times in the case of a cold or a virus, a doctor's visit is an unnecessary financial and logistical expense.</p>
sclaytor			
AGREES	DISAGREES	REPLIES	
0	0	0	

30 November 17			<p>Paid sick time should be carried over from year to year. Employees should be able to use it when they begin work.</p>
Laura R			
AGREES	DISAGREES	REPLIES	
0	0	0	

## FORUM TOPIC

### How might the City of Austin manage and fund enforcement of a private employer paid sick leave ordinance?

VISITORS <b>272</b>	CONTRIBUTORS <b>66</b>	CONTRIBUTIONS <b>422</b>
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13 October 17			By keeping your nose out of private employer business you are helping.
<b>Gary Stroud</b>			
AGREES <b>16</b>	DISAGREES <b>3</b>	REPLIES <b>1</b>	

13 October 17			The City of Austin has zero business dictating to private employers what their policies should be. People will want to work places that have good time-off policies, and they will not want to work places with bad policies. If you want to give generous paid time off to City employees, hold a bond election and raise the funds to pay for it. But you shouldn't be making it more expensive to do business in Austin than it already is due to high taxes and high rents. You will just cause businesses to close and that will hurt the people you claim you want to help. Unemployed people have TOO MUCH time off, and its unpaid.
<b>Rob Turk</b>			
AGREES <b>16</b>	DISAGREES <b>3</b>	REPLIES <b>1</b>	

13 October 17			A private employer should not have a sick leave policy dictated to them by the City of Austin.
<b>Tres</b>			
AGREES <b>15</b>	DISAGREES <b>2</b>	REPLIES <b>1</b>	

13 October 17			Here is the problem will all things ordinance. How to enforce it? How much will it cost, how will it be funded, how big a priority is it in the scheme of things and does it actually provide a benefit to those folks it purports to help? Short answer you don't know and no.
<b>Larry Sunderland</b>			
AGREES <b>8</b>	DISAGREES <b>1</b>	REPLIES <b>1</b>	

15 October 17			The last thing this city government needs is more "enforcers" or more funding for excessive regulation.
<b>Gordon Walton</b>			
AGREES <b>12</b>	DISAGREES <b>1</b>	REPLIES <b>2</b>	

19 October 17			The City of Austin should STOP with mandates that COST jobs and COST more tax money and should focus on doing a few things and doing them well. The City of Austin MUST cut taxes, significantly, if we hope to make the city affordable again.
<b>Jennifer Stevens</b>			
AGREES <b>10</b>	DISAGREES <b>2</b>	REPLIES <b>1</b>	

## FORUM TOPIC

### How might the City of Austin manage and fund enforcement of a private employer paid sick leave ordinance?

19 October 17			Amen
Jennifer Stevens			
AGREES	DISAGREES	REPLIES	
4	0	0	

24 October 17			All PTO decisions should be made by employers not the city. Employers know better when they need to pay employees PTO to compete for talent. The city should not mandate that any employer be compelled to offer any benefit.
mturpin			
AGREES	DISAGREES	REPLIES	
0	0	0	

30 October 17			Thanks for your comments, Gordon. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

30 October 17			Thanks for your comments, Jennifer. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

30 October 17			Thanks for your comments, Larry; could you share more about why you think it does not provide a benefit to those folks it purports to help? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

30 October 17			Thanks for your comments, Tres. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

30 October 17			Thanks for your comments, Rob. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

## FORUM TOPIC

### How might the City of Austin manage and fund enforcement of a private employer paid sick leave ordinance?

30 October 17			Thanks for your comments, Gary. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

31 October 17			The City of Austin has become an entity that knows what is best for everyone who lives here. Somehow, I don't believe that to be true. Employers should be allowed to manage their business as they choose. If they do not treat employees fairly, they will no longer have employees. That should be simple enough for everyone to understand. Private enterprise is called that because it is owned privately. Allow that to remain true, even in Austin.
Annette Naish			
AGREES	DISAGREES	REPLIES	
12	2	2	

31 October 17			This would be a quick way to deter business start-ups, entrepreneurs, and small business growth in Austin...that would not benefit anyone. City government simply does not have a role in this issue. There IS no equitable way to manage, enforce, and fund such an ordinance. I agree with Jennifer Stevens that local government should stick to a few things and do those things well. We all want this city to be the best it can be, but there is a limit on human and financial resources. We have to spend those resources wisely and this idea just isn't a good one, IMHO. (And just because other cities have done this doesn't mean it's the right thing for Austin. Wait and see how it plays out for them and their business communities in a few years. I will still be on the side of limited government interference in this area of business management.)
WorkedMyButtOff			
AGREES	DISAGREES	REPLIES	
10	6	3	

31 October 17			This is none of the City's business. Quit wasting your time and our taxpayer dollars.
mkcl			
AGREES	DISAGREES	REPLIES	
11	4	1	

01 November 17			The city must ensure robust enforcement of a paid sick day ordinance, where workers know their rights, can feel free to file a complaint with the city free from retaliation, and where employers are held accountable by appropriate city policies to deter employers. Employers who exploit workers and refuse to adhere to the paid sick days ordinance should be brought to justice and prosecuted to the fullest extent of the law.
Bo Delp			
AGREES	DISAGREES	REPLIES	
4	8	1	

01 November 17			The easiest solution is not to pass additional regulation at the city level. However, if regulation is passed it should be vigorously and evenly enforced across employers. When regulations are poorly enforced, only ethical employers follow them and their unethical competitors gain an unfair advantage. One way to make enforcement less expensive would be to write a simple, narrowly defined law that is easy for enforcers, employers, and employees to understand.
mattgore			
AGREES	DISAGREES	REPLIES	
1	3	1	

## FORUM TOPIC

### How might the City of Austin manage and fund enforcement of a private employer paid sick leave ordinance?

01 November 17			Distributing information to employees about their rights and allowing employees to an onymously report employers who don't obey the ordinance. Fines should be levied ag ainst repeat offenders.
Julia K			
AGREES	DISAGREES	REPLIES	
4	5	1	

01 November 17			I am not sure because it is very difficult to enforce these rules.
Wendykalthoff			
AGREES	DISAGREES	REPLIES	
2	1	1	

01 November 17			Should not be enforced
Feedback2017			
AGREES	DISAGREES	REPLIES	
8	1	1	

02 November 17			The city should require employers to inform their employees about their rights under t his ordinance. The city should also do its part in informing workers of their rights. Final ly, a system to report employers for failing to follow the ordinance should be put in pla ce.
onefl			
AGREES	DISAGREES	REPLIES	
1	6	1	

02 November 17			Require all employers to inform their employees about the policy, and/or run a bilingual ad campaign to inform city residents so that employees know about it. There should be a mechanism for employees to report employers who don't comply with the law.
sbz			
AGREES	DISAGREES	REPLIES	
1	5	1	

02 November 17			There should not be any mandate requiring a private company to provide any sort of i ncentive. When the government uses force to demand action it oversteps its boundari es. This is a case of totalitarianism that I will not stand for.
kyleafh			
AGREES	DISAGREES	REPLIES	
9	1	1	

02 November 17			Through private companies' reporting and audit processes that City staff oversee.
Vivian Martin			
AGREES	DISAGREES	REPLIES	
1	5	1	

## FORUM TOPIC

### How might the City of Austin manage and fund enforcement of a private employer paid sick leave ordinance?

03 November 17			Enforcement should be by complaint to the City with warnings for first offenders, escalating to small fines, then larger fines for repeat offenders. Repeat offenders could also be barred for some time from city contracts. City should bear the entire cost for advertising worker rights and methods for filing complaints. No obligation should be placed on employers. Funding the enforcement office should be limited to fines received.
ayork			
AGREES	DISAGREES	REPLIES	
1	5	1	

03 November 17			absolutely agree
dburg			
AGREES	DISAGREES	REPLIES	
7	0	0	

03 November 17			this is a terrible idea and sure to discourage business start up and existing business's expansion. the COA needs to stay out of private enterprise.
dburg			
AGREES	DISAGREES	REPLIES	
9	1	1	

05 November 17			They should stay out of private negotiations between workers and employees. This question is foolish and assumes the government already belongs between two private, consenting parties, which it does not.
JasonLockhart			
AGREES	DISAGREES	REPLIES	
7	1	1	

07 November 17			The city of Austin should not be involved with private business decisions and should stay out of it. It is absolutely none of their business. Adding additional code enforcement rules on private companies already stretched thin with city ordinances that are ridiculous is too much. All of which are costing everyone more money and you politicians should remember, (IT IS OUR MONEY). Stop acting like it is your money.
roger murray			
AGREES	DISAGREES	REPLIES	
7	1	1	

07 November 17			It shouldn't. This whole thing is misguided. Just because other cities have done it is not a reason to do it. If we want vulnerable people to have a safety net when they get sick (and I agree that might be a nice thing) then the City of Austin should find a way to set it up, administer it, and pay for it. Please stay out of business and requiring more and more costs to do business in Austin. And keep in mind that a large and growing percentage of our workforce is independent contractors. A City-provided safety net could help them, too. This would not. This only hurts businesses and taxpayers, without much benefit to anyone.
Shelley			
AGREES	DISAGREES	REPLIES	
4	1	1	

10 November 17			Thanks for your comments, Shelley. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

## FORUM TOPIC

### How might the City of Austin manage and fund enforcement of a private employer paid sick leave ordinance?

10 November 17			Thanks for your comments, Roger. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, JasonLockhart. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, dburg. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, Annette. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, ayork. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comment, Vivian. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, kyleafh. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

## FORUM TOPIC

### How might the City of Austin manage and fund enforcement of a private employer paid sick leave ordinance?

10 November 17			Thanks for your comments, sbz. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, onefl. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comment, Wendy. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, Julia. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, mattwgore; any suggestions about what the components would be of the simple, narrowly defined law you mention? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, Bo. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, mkcl. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

## FORUM TOPIC

### How might the City of Austin manage and fund enforcement of a private employer paid sick leave ordinance?

10 November 17			Thanks for your comments, WorkedMyButtOff. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
1	0	0	

13 November 17			This is another example of the COA placing themselves in an area that they do not need to be in. They are called private employers for a reason-they operate in the private sector. Businesses have a hard enough time sustaining themselves in the Austin area-between rising property taxes, sluggish permitting processes, employees getting to work on time due to poor traffic planning, being able to afford housing, etc. Mandating a HR policy is yet another layer added onto the cost of doing business in Austin. Sadly, this will give another reason for new businesses and existing businesses to look into moving to areas outside of the COH.
speedyguy			
AGREES	DISAGREES	REPLIES	
7	3	2	

13 November 17			Agree wholeheartedly with this sentiment. Let the market handle this- we don't need City Council dictating policies for local businesses.
someguy			
AGREES	DISAGREES	REPLIES	
5	2	1	

13 November 17			This is categorically a function of government.
Ali Shu			
AGREES	DISAGREES	REPLIES	
2	5	0	

13 November 17			The market would pay in chits if it were permitted to.
Ali Shu			
AGREES	DISAGREES	REPLIES	
1	2	0	

13 November 17			Impose fines and penalties on non-compliant employers. MASSIVE fines and penalties for retaliation against employees who file a complaint. Increasing fines and penalties correlated to the number of complaints. Revocation of business license if non-compliant over multiple complaints. Sick people going to work spread illnesses and disease which has a widespread detrimental effect, some of which ends up being added on the public nickel.
Ali Shu			
AGREES	DISAGREES	REPLIES	
3	5	0	

13 November 17			Just what we need---more city employees/bureaucracy to control our populace (code enforcement can't even keep up with ongoing issues of unsafe rental housing, residential neighborhood concerns, etc.), disincentives to open and operate a small business in Austin, etc.
gift			
AGREES	DISAGREES	REPLIES	
3	3	0	

## FORUM TOPIC

### How might the City of Austin manage and fund enforcement of a private employer paid sick leave ordinance?

10 November 17			Thanks for your comment, Feedback2017.
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

13 November 17			Well obviously on the backs of everyone that lives here. The city has NO business doing this and obviously could care less about affordability issues in this city. Instead they seem to just want to burnish their resumes to say they "did" something. This is between the employer and their employees. People are still free to quit if they wish and if the employer cannot find employees they will change their policies. That is the way it should work anyway.
TurboSpencer			
AGREES	DISAGREES	REPLIES	
2	2	0	

13 November 17			Don't bother. Overbearing government interference is not welcome here.
bdm2701			
AGREES	DISAGREES	REPLIES	
4	3	0	

13 November 17			I suggest that the enforcement and lawsuits that follow be deducted from the Mayor, Council and their staff's payroll budget only.
strugglingsmallbizowner			
AGREES	DISAGREES	REPLIES	
3	2	0	

13 November 17			It should not be passed! This is a free country and businesses should have the freedom to offer what they can to their employees. This will discourage business. Enforcing it would be a huge undertaking! The Texas Workforce Commission is already doing his job as needed and they get lied to all the time and have more cases than they can handle. How about assuming the best of business owners here in Austin instead of assuming you have to regulate us in order for us to do the best we can for our community!!!!
Renee787			
AGREES	DISAGREES	REPLIES	
2	1	0	

13 November 17			The City already had such a bag log on building permits that it took me a year to get my most recent location open here in Austin. The building was ready for 3 months before I could use it. I had to take out a loan just to stay open while waiting for a permit! The City has enough on its plate to enforce! Creating a section to enforce sick leave would be very costly and inefficient!
Renee787			
AGREES	DISAGREES	REPLIES	
3	0	1	

13 November 17			Similar experience here. Permitting was a nightmare. Contributed to the early closure of my small business. COA can barely manage the essential (don't get me started on traffic) and they want to get into trying to enforce more regulation. We don't even have enough money to hire the necessary police officers to enforce the current laws that actually maintain safety. If this abomination comes to pass, try self enforcement. I think that's about as good as it will get. Get companies to self report.
VAF84			
AGREES	DISAGREES	REPLIES	
1	0	0	

## FORUM TOPIC

### How might the City of Austin manage and fund enforcement of a private employer paid sick leave ordinance?

14 November 17			<p>The COA should not manage or fund employer paid sick leave. If we want to help make Austin more affordable, the COA cannot keep adding to the budget items that are not established municipal functions and deriving up the cost of employing people.</p>
sbresnen			
AGREES	DISAGREES	REPLIES	
3	1	0	

14 November 17			<p>The City can't manage its too-many responsibilities now. DON'T get involved in mandating sick leave policies for local employers. That will drive them away AND may run afoul of state or federal regulations.</p>
overreach 2017			
AGREES	DISAGREES	REPLIES	
2	1	1	

15 November 17			<p>That's simply not true. The City can Manage lots of Tasks - the question is How to do it! Use your reason and answer will come. -- The Rational Atheist.</p>
TheRationalAtheist			
AGREES	DISAGREES	REPLIES	
1	1	0	

15 November 17			<p>Greetings! I think a mandatory body overseeing paid sick leave claims can be set up, or integrated in other bodies already overseeing violation of city ordinances. I don't think citizenry at large is familiar enough with the workings of the various legal bodies overseen by the City Hall, so a satisfactory answer is unlikely to emerge from popular consensus alone - I would advise amending your query to be more specific, by giving examples of existing options, for example. Have a glorious day -- The Rational Atheist.</p>
TheRationalAtheist			
AGREES	DISAGREES	REPLIES	
1	0	1	

15 November 17			<p>This should be pro-actively enforced, not a complaint-based system. There are 223,000 workers in Austin without paid sick days. When this ordinance passes, a lot of those people might not hear the news or employers might intentionally keep the information from them. It's the city's responsibility to make sure people know</p>
lillian_m			
AGREES	DISAGREES	REPLIES	
1	0	1	

16 November 17			<p>Although my employer already has a PTO policy that would meet similar paid leave or ordinances in other cities, the compliance pains would outweigh the benefits. Our salaried, exempt employees currently do not have to track their time (and boy do they not want to). In order to prove that our employer has provided an hour of sick leave per 30 or 40 hours worked, every salaried employee would have to begin tracking their time. Employers have to stay competitive with the market, which is most critical. With Austin's low unemployment rate, employers are already improving benefits to be competitive. We do not need the government dictating this.</p>
whiteke2			
AGREES	DISAGREES	REPLIES	
1	0	0	

17 November 17			<p>My only concern with this is the cost to the city. How expensive would it be to enforce a complaint based system and how expensive would it be to enforce proactively?</p>
Nolan			
AGREES	DISAGREES	REPLIES	
0	0	0	

## FORUM TOPIC

### How might the City of Austin manage and fund enforcement of a private employer paid sick leave ordinance?

17 November 17		
Ashkan		
AGREES	DISAGREES	REPLIES
1	0	0

It is critical that there is some sort of awareness campaign. This can be done in part by the businesses themselves- judging by their engagement in the stakeholder process , many employers are aware of this process and would be positioned to inform their employees. Enforcement should be both proactive and responsive. There should be random audits of businesses. These audits should be informed by available data on which industries violations are most likely to be found- for example, hospitality-related enterprises are common wage theft violators (happy to cite this), thus, these businesses may be more frequently audited than businesses with less history of violating workers' rights. For responsive or reactive enforcement- there should be an email and phone number where anyone can anonymously report a potential violation, triggering an investigation identical to the auditing procedure. This investigation should cover more than the single location reported if the business owners or managers are responsible for multiple locations, both because it is likely that a violation is not specific to one worker (effective of management) and also to protect the identity of the reporter. Otherwise, a reporter of violations may be identified and punished (fired) for speaking out for their rights.

17 November 17		
Nolan		
AGREES	DISAGREES	REPLIES
0	0	0

Could the city report the expected costs of enforcement? Perhaps the report could be tiered (complaint based, proactive, etc). If I am not mistaken, there is currently not a mechanism in place to enforce city labor laws and this would have to be created. I am skeptical that the city could do this well. I would prefer they use resources to enforce current labor laws that are poorly enforced (wage theft, OSHA Standards, etc). There are already laws in place that we should support. Additional question: Who would the enforcement team report to? I welcome answers and thoughts.

17 November 17		
Nolan		
AGREES	DISAGREES	REPLIES
0	2	1

There are thousands of people moving to Austin from the very places that have these policies. Why? Because Austin has a better cost of living (hard to believe), and has a better environment for start ups. Let's put two and two together...don't make Austin like those other places.

17 November 17		
Ashkan		
AGREES	DISAGREES	REPLIES
1	1	1

This is preposterous, there is no basis to say that people are moving away from other cities because of their earned paid sick leave policy or other aspects of the "environment for start ups." Most people are unconcerned with that environment, they are concerned about being able to pay for their rent and food. A robust earned paid sick leave policy alleviates some of those concerns. Perhaps when worker security is higher, more people will be able to contemplate their feelings on which city in the world has the best "start up environment" and how that might intersect with their own lives.

17 November 17		
Nolan		
AGREES	DISAGREES	REPLIES
2	0	1

Ashkan, thanks. I should have been clearer. I have seen a lot of people moving here from cities / regions that are more restrictive on business (not necessarily paid sick leave). I believe this policy could make it harder for businesses to start, succeed and grow (more administratively burdensome). Businesses (especially the small ones) are a group of people. If the businesses don't start, succeed and grow, then people lose their jobs (or new jobs aren't created) and there isn't as much opportunity for upward mobility. At least that is what I have seen happening. Why else would someone move from 72 degree California? Other than Texas is great...

## FORUM TOPIC

### How might the City of Austin manage and fund enforcement of a private employer paid sick leave ordinance?

17 November 17			Fair enough, thank you for clarifying.
Ashkan			
AGREES	DISAGREES	REPLIES	
0	0	0	
18 November 17			1. Require businesses to inform employees by posting the ordinance. 2. Randomly audit or inspect businesses and issue as stiff of fines as possible if businesses are not giving the employees paid sick days that they have earned. 3. More moderate fines for businesses who make mistakes on the details. 4. Make it clear to Austinites where they can report an employer who isn't letting their employees take paid sick days.
Sarah			
AGREES	DISAGREES	REPLIES	
2	0	1	
21 November 17			This ordinance should not be passed. Thus, no enforcement issues would arise.
Maryd			
AGREES	DISAGREES	REPLIES	
0	1	0	
21 November 17			So taxpayers pay to oversee a new policy that the majority probably don't approve of in the first place. Why don't we enact policies that do away with wasteful government spending?
Maryd			
AGREES	DISAGREES	REPLIES	
1	0	0	
25 November 17			Introduce a tax on cigarettes, alcohol, gasoline tax. Small amount equally divided. Certain Employees may take advantage of sick leave pay., hopefully not many. Having said that collect an annual report from HR or owner and supply an email or 1-800 number. Make sure it is fair and balance since both sides may have folks that abuse the system or slow to implement the system. Only instill the max for business 50 employees and over.
Arawin86			
AGREES	DISAGREES	REPLIES	
0	0	0	
26 November 17			This is a great solution!
Tyson_512			
AGREES	DISAGREES	REPLIES	
1	0	0	
26 November 17			Nobody is going to leave a city of a million people with a top-ranked university and a strong tech scene just because of a sick leave ordinance. Businesses will keep coming here because the customers with money are here, not in Buda or Kyle. Why is there no equitable way to enforce it? What's different about this than any other regulation?
Tyson_512			
AGREES	DISAGREES	REPLIES	
2	0	0	

## FORUM TOPIC

### How might the City of Austin manage and fund enforcement of a private employer paid sick leave ordinance?

29 November 17			The city should give tax breaks to employers for compliance. Fines for non compliance.
Wtaylor23			
AGREES	DISAGREES	REPLIES	
0	0	0	

30 November 17			Seconding Sarah's suggestions, they make a lot of sense and seem like they would enable efficiency : 1. Require businesses to inform employees by posting the ordinance. 2. Randomly audit or inspect businesses and issue as stiff of fines as possible if businesses are not giving the employees paid sick days that they have earned. 3. More moderate fines for businesses who make mistakes on the details. 4. Make it clear to Austinites where they can report an employer who isn't letting their employees take paid sick days.
sclaytor			
AGREES	DISAGREES	REPLIES	
0	0	0	

30 November 17			Robust outreach should be seen as a part of enforcement. When more employers are aware of the policy there should be less violations. Enforcement should be proactive (random audits) particularly of higher risk industries versus complaint driven. Penalties should be enough to deter non-compliance.
Laura R			
AGREES	DISAGREES	REPLIES	
0	0	0	

## FORUM TOPIC

### What types of circumstances should paid sick leave cover?

VISITORS <b>205</b>	CONTRIBUTORS <b>67</b>	CONTRIBUTIONS <b>257</b>
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13 October 17			<p>If an employee has to be off work because they are sick they should be awarded the benefit, if offered. Crimes are not being sick, domestic violence is not being sick - sick is being under the care of a physician. The question the employer needs to ask, should we require a note from a physician? If so, after how many days? For instance, a person has a cold and does not want (contagious) to go to work, should they have to have a note to return to work? That is a practice that needs to be determined by the company.</p>
<b>Gary Stroud</b>			
AGREES <b>1</b>	DISAGREES <b>2</b>	REPLIES <b>1</b>	

19 October 17			<p>Why doesn't this question say "do we need to mandate paid sick leave"? The questions in this survey are all biased toward the idea that Austin needs to pass this mandate and I fundamentally disagree with that premise. My company doesn't provide "paid sick leave" we provide "paid time off" that can be used for a sick day or to run errands or take a vacation. The government should NOT be involved in this discussion.</p>
<b>Jennifer Stevens</b>			
AGREES <b>7</b>	DISAGREES <b>1</b>	REPLIES <b>1</b>	

21 October 17			<p>Only personal sick time -- with note from Physician to confirm. All other exceptions only promote abuse.</p>
<b>Tom Fortin</b>			
AGREES <b>0</b>	DISAGREES <b>3</b>	REPLIES <b>1</b>	

23 October 17			<p>Austin should set a positive example for other cities by creating a robust sick-leave policy that protects people who are dealing with a variety of circumstances beyond their control. It is shameful that we don't have more protections for workers who need to care for sick relatives or contend with domestic abuse. We finally have an opportunity to raise the bar and protect the people who are most vulnerable, so let's use it.</p>
<b>erothbauer</b>			
AGREES <b>4</b>	DISAGREES <b>4</b>	REPLIES <b>2</b>	

24 October 17			<p>All PTO decisions should be made by employers not the city. Employers know better when they need to pay employees PTO to compete for talent. The city should not mandate that any employer be compelled to offer any benefit. Also, if you want to really care off potential employers including Amazon and drive others to Pflugerville, Round Rock, Georgetown and Kyle then we should pass this policy. Why does the chamber try so hard to bring business here for the City council to scare them away?</p>
<b>mturpin</b>			
AGREES <b>4</b>	DISAGREES <b>3</b>	REPLIES <b>1</b>	

24 October 17			<p>The employees have had chance to raise their personal bar since grade school. Business owners should have the right to choose whether they want to pay these benefits as do the workers where they want to work. Why should I have to pay because someone else is in an abusive relationship? That is poor decision making on the part of the person in the abusive relationship not the business owner.</p>
<b>mturpin</b>			
AGREES <b>2</b>	DISAGREES <b>3</b>	REPLIES <b>1</b>	

## FORUM TOPIC

### What types of circumstances should paid sick leave cover?

30 October 17			Thanks for your comments. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

30 October 17			Thanks for your comments, Tom. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

30 October 17			Thanks, Jennifer; your concern makes sense. Just to reiterate, this discussion includes questions that the Austin City Council has asked be posed to the public as outlined in their resolution, but your points will be shared with them as well. Resolution: <a href="http://www.austintexas.gov/edims/document.cfm?id=286396">http://www.austintexas.gov/edims/document.cfm?id=286396</a> . -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

30 October 17			Thanks for your comments, Gary; I gather you feel that paid sick leave should not be given to someone who is a victim of domestic violence or a crime, correct? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
1	0	0	

30 October 17			Thanks for your comments. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

30 October 17			Thanks for your comments, mturpin. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

31 October 17			All of the examples listed in the question should be covered.
JoseGarza			
AGREES	DISAGREES	REPLIES	
0	1	1	

## FORUM TOPIC

### What types of circumstances should paid sick leave cover?

31 October 17			The City of Austin should not be interfering in private companies' benefits. Enough said.
mkcl			
AGREES	DISAGREES	REPLIES	
5	1	1	

01 November 17			The conversations I'm having with workers across the city strongly indicates a preference for a paid sick days policy to apply to all types of workers and should apply to all of the examples listed above.
Bo Delp			
AGREES	DISAGREES	REPLIES	
1	2	1	

01 November 17			Thanks for your comments, Bo. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

01 November 17			Thanks for your comments. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

01 November 17			Thanks for your comments, Jose. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

01 November 17			I think any city regulation on this subject would be a mistake. It is already difficult to find good employees in Austin, and so smart employers already work with their employees to be flexible around life events from illness to parole meetings. Although I believe any regulation on this subject from the city would be a mistake, an even greater mistake would be to make a cumbersome, vague, or broad law. Such a law would be difficult for employees to understand, and therefore difficult to know when their employers are not honoring it. Such a law would also be difficult for employers to implement, and therefore more expensive and more likely to lead to mistakes and misunderstandings. Although I think no city-level regulation should be implemented, if it is implemented it should be narrow, precise, and clear.
mattwgore			
AGREES	DISAGREES	REPLIES	
6	1	1	

01 November 17			I believe paid sick should cover the individual and all dependents relying on the individual for care and include all mental health needs, illness, and injury.
Julia K			
AGREES	DISAGREES	REPLIES	
3	0	1	

## FORUM TOPIC

### What types of circumstances should paid sick leave cover?

01 November 17			I believe all important life events should be covered. Family should come before anything else.
<b>Wendykalthoff</b>			
AGREES	DISAGREES	REPLIES	
3	0	1	

01 November 17			It should be for actual employee illness only. Anything else should be vacation or leave without pay
<b>Feedback2017</b>			
AGREES	DISAGREES	REPLIES	
1	1	1	

02 November 17			In order for paid sick leave to be effective, it should be flexible and cover a variety of things, including family illness.
<b>onefl</b>			
AGREES	DISAGREES	REPLIES	
2	0	1	

02 November 17			Paid sick leave should cover personal illness recovery time, recovery from a domestic violence or a sexual assault situation, and should be used to help someone to attend to an ongoing medical condition.
<b>sellerle</b>			
AGREES	DISAGREES	REPLIES	
2	0	1	

02 November 17			It should allow for numerous uses related to health care, including family illness, domestic violence, medical appointments for preventative care, and dealing with chronic conditions. Allowing a wide range of uses will help ensure that everyone--regardless of disability, domestic abuse, etc--has access to the care they need. It will also allow kids who are sick to stay home with a working parent rather than going to school and making other students sick.
<b>sbz</b>			
AGREES	DISAGREES	REPLIES	
2	0	1	

02 November 17			This should be decided by whatever mutual agreement the worker and employer come to.
<b>kyleafh</b>			
AGREES	DISAGREES	REPLIES	
6	3	2	

02 November 17			Should cover physical and mental sickness the employee and employee's immediate family which includes spouse, children, and other family living in the household.
<b>Vivian Martin</b>			
AGREES	DISAGREES	REPLIES	
1	0	2	

## FORUM TOPIC

### What types of circumstances should paid sick leave cover?

03 November 17			Illnesses or injuries for the worker or a minor dependent of the worker.
ayork			
AGREES	DISAGREES	REPLIES	
0	0	1	

05 November 17			None, this is not a proper function of a city government to tell one individual what they must provide in exchange for goods or services.
JasonLockhart			
AGREES	DISAGREES	REPLIES	
2	2	1	

10 November 17			Thanks for your comments, Vivian. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comment, Kyleafh. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, sbz. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, sellerle. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, onefl. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

## FORUM TOPIC

### What types of circumstances should paid sick leave cover?

10 November 17			Thanks for your comments, Feedback2017. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, Wendy--can you clarify? How would you define an important life event? And which family members' events would the policy cover? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, Julia. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, matt--how might you recommend the policy be narrow, precise, and clear? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	1	

13 November 17			All of the above. We simply won't have a functioning society if we continue to treat the need for time off of work as something that is aberrant. Other developed nations recognize that people have obligations outside of work, and that when they can't meet those obligations, we all suffer (increased crime, sick kids go to school and get more people sick (and some people end up DEAD as a result of communicable illnesses spread in the workplace and schools that could have been easily avoided if people could stay home)).
Ali Shu			
AGREES	DISAGREES	REPLIES	
2	0	0	

13 November 17			Yeah, when we have a level playing field, then this is realistic. For now, with systemic bias towards employer rights and away from employee rights, this is just ignorant.
Ali Shu			
AGREES	DISAGREES	REPLIES	
1	2	1	

13 November 17			The shortest policy would be a non-existent one.
someguy			
AGREES	DISAGREES	REPLIES	
2	0	1	

## FORUM TOPIC

### What types of circumstances should paid sick leave cover?

13 November 17			<p>In what way would individual rights ever change? Rights are objective derivations of the nature of man. If you think rights can change by any means, then you have no ability to protect those rights. If, lets say that you think rights are a majority vote, then when the majority votes away your rights you are left with nothing. No... I do not support such a barbaric system. I understand that all individuals, no matter their race/sex/exuality/minority/majority group, have the same individual rights. And a right protects you from the actions of others. It doesn't give you a freedom to act upon others. When we discuss if an employee has the right to force their employer to give them something, you have to understand what a right is and how benefits a worker gets is not a right... Benefits are an agreement. A mutual agreement. To vote, as a majority, to use force against a corporation, in any capacity, is a barbaric and evil act. I hope you can look at this in a different light to see why demanding something from a corporation is evil.</p>
kyleafh			
AGREES	DISAGREES	REPLIES	
1	0	2	

13 November 17			<p>Thanks for your comments, someguy. -Moderator</p>
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

13 November 17			<p>Too many words for a simple premise. For their to be any real "negotiation", the playing field must be level. It's not level. Have you tried to "negotiate" the terms of your mortgage, or credit card agreement? Not level either.</p>
Ali Shu			
AGREES	DISAGREES	REPLIES	
1	0	2	

13 November 17			<p>Whatever circumstances the employer decides.</p>
cstrombe			
AGREES	DISAGREES	REPLIES	
3	2	1	

13 November 17			<p>"the playing field must be level." What an empty statement. When the government respects all individuals the same by enforcing the law that protects all individuals and their individual rights, that is a level playing field. "Have you tried to "negotiate" the terms of your mortgage, or credit card agreement?" If you don't try to negotiate every aspect of your life for your benefit, you are doing it wrong. You can't just have everything you desire, but you can sure as hell make a voice for yourself and benefit from speaking up for yourself. But when you start to demand, with force, that others provide something to you... That is evil. And that is what you are advocating for if you support mandatorily paid sick leave. You are supporting the evil premise that if workers don't get what they want, they can demand it with force. Is that really what you want?</p>
kyleafh			
AGREES	DISAGREES	REPLIES	
1	0	0	

## FORUM TOPIC

### What types of circumstances should paid sick leave cover?

13 November 17			Again, concentrate on critical city responsibilities/duties, services and enterprises and stop interfering in private business affairs.
gift			
AGREES	DISAGREES	REPLIES	
4	4	2	

13 November 17			It should cover every issue you mentioned
Art Klempner			
AGREES	DISAGREES	REPLIES	
1	1	0	

13 November 17			If it's so valuable to businesses to provide PTO then go and educate businesses or lobby them, don't regulate yet another thing you have no business interfering with. Please don't drive low-paid jobs outside of city limits!
fabfab			
AGREES	DISAGREES	REPLIES	
2	2	3	

10 November 17			Thanks for your comments. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

13 November 17			The coverage should be left up to the private employer as they see fit. The private employers are the best qualified to determine the impact to their business and what they can or cannot afford. If they are losing people because of their policies they will change their policies appropriately.
TurboSpencer			
AGREES	DISAGREES	REPLIES	
0	2	2	

## FORUM TOPIC

### What types of circumstances should paid sick leave cover?

13 November 17			None, we libertarians do not want government required sick leave.
bdm2701			
AGREES	DISAGREES	REPLIES	
1	0	0	

13 November 17			None, we libertarians do not want government dictated mandatory sick leave.
bdm2701			
AGREES	DISAGREES	REPLIES	
2	3	0	

13 November 17			None, we libertarians do not want government dictated mandatory sick leave.
bdm2701			
AGREES	DISAGREES	REPLIES	
0	0	0	

13 November 17			A policy SHOULD NOT be created. And having the City police a disagreement if someone has the flu or is just taking the day off to go swim seems like a thousand lawsuits waiting to happen. But the question is what circumstances should be paid, and it should ONLY include personal physical and mental illness.
strugglingsmallbizowner			
AGREES	DISAGREES	REPLIES	
1	1	0	

13 November 17			Sick time should not apply to domestic violence because this could cause employers to discriminate against people that they may know are in a bad situation and really need a job. There are already services in place to help victims of domestic violence. Criminal justice related appointments should be allowed but the time should be made up by the employee not paid as leave by the employer. Sick leave should cover only personal sick time.
Renee787			
AGREES	DISAGREES	REPLIES	
0	0	0	

14 November 17			There are no circumstances under which the COA should regulate this aspect of the employer/employee relationship.
sbresnen			
AGREES	DISAGREES	REPLIES	
3	2	0	

14 November 17			Paid sick leave should be available for all workers when they are too sick to go to work and when they need to take care of a sick dependent. This way parents wouldn't have to make the impossible choice of deciding to miss a day's pay to stay home with a child or send them to school. It's common sense that a child is going to have a difficult time learning when they spend the day feeling awful, and it opens up the possibility of spreading illness to others. The same logic applies to a sick worker. In addition, I support the policy covering the other issues mentioned in the prompt.
WindsorParker			
AGREES	DISAGREES	REPLIES	
2	0	0	

## FORUM TOPIC

### What types of circumstances should paid sick leave cover?

15 November 17			I prefer PTO to sick time, but anything is better than nothing.
Melanieavant			
AGREES	DISAGREES	REPLIES	
1	0	0	
15 November 17			Sick leave should be available to all persons working, even temporary persons on assignment who get sick...
badeutsch			
AGREES	DISAGREES	REPLIES	
0	0	0	
15 November 17			Paid sick time should be available for workers who need to take care of sick children, recover from physical violence, and meet legal obligations like parole or jury duty if needed. Forcing workers to choose between keeping a job and being a good parent is morally disgraceful.
Tyson_512			
AGREES	DISAGREES	REPLIES	
3	0	0	
15 November 17			Protecting residents from serious harm and abuse seems like a pretty serious responsibility/duty. Making sick people work is harmful to their health, their coworkers' health, and the public interest.
PaidSickDaysNow			
AGREES	DISAGREES	REPLIES	
3	0	0	
15 November 17			There was a time when Texas employers had the power to determine all work conditions, but it came to an end in 1865. Nowadays we expect there to be certain minimum protections and paid sick days not only protect the workers, they protect their coworkers and the public. I have worked at a restaurant with the flu before because I couldn't afford to miss a day's pay. That could have been your kids I got sick, and if employers aren't going to care enough to protect their health then we need our elected officials to step in and make them.
PaidSickDaysNow			
AGREES	DISAGREES	REPLIES	
2	0	0	
15 November 17			Greetings. I think paid sick leave should have the widest possible interpretation. Let us go through the options one by one. Family illness certainly qualifies as a health emergency in my book - if my family is seriously ill, it requires my immediate attention. Skipping a parole meeting can be a crime - so making it an unpaid day off would just be an unfair tax. Mental health should be included as well - this would ensure the best possible performance from our employees. Let's make our country great by passing the best paid sick leave policy! Good night friends -- The Rational Atheist.
TheRationalAtheist			
AGREES	DISAGREES	REPLIES	
2	0	0	

## FORUM TOPIC

### What types of circumstances should paid sick leave cover?

15 November 17			I think people being ill on the job is absolutely a critical responsibility! If you were sick, I should treat that as more critical than a parking ticket, don't you think? By observing my simple reasoning you'll arrive at the right conclusion, that paid sick leave is an absolutely necessary reform. Also, this comment does not answer the query! Please amend it with your response -- The Rational Atheist.
TheRationalAtheist			
AGREES	DISAGREES	REPLIES	
1	0	0	
15 November 17			A just policy would be really inclusive. Apart from the worker getting sick, they should be able to use their sick days if someone in their family is sick. Dealing with disabilities or chronic illness count as "sick." They should also be allowed to use their days to recover from or settle domestic violence cases, which can be physically and emotionally distressing.
lillian_m			
AGREES	DISAGREES	REPLIES	
2	0	0	
17 November 17			Circumstances covered under paid sick leave should be fairly open-ended and flexible. Health is an expansive topic, it is appropriate to use sick leave for doctor's visits, personal time off if ill, facilitating the health of one's child by transporting them to and from the doctor, the pharmacy, school, etc. It should cover time off to support any family member in this capacity, and family members are defined by the individual, not just blood relations. It should cover parents or caretakers who need to retrieve a child from school for whatever reason: snow day, personal troubles, etc. In terms of how to codify proper use, I urge the city to take extreme care in imposing any restriction. We should trust beneficiaries- our fellow Austinites- to be responsible users of the benefits and protections they are provided.
Ashkan			
AGREES	DISAGREES	REPLIES	
2	0	0	
17 November 17			I think we should all support privacy. How do you have accountability without intruding on privacy? How would an employee or employer prove their need to take paid sick leave. I don't think it should be a requirement for all employers, so let's let the employers decide how to handle these unique issues.
Nolan			
AGREES	DISAGREES	REPLIES	
2	0	0	
18 November 17			Employers should not have the right to inspect what reason the employee is taking a sick day for. The employee should be able to use the days as they need them, whether it is for their own health, a family member's health, a death in the family, a court appearance, or any other reason that they should need to be absent from work. I don't think that a set of rules about "why" would be useful.
Sarah			
AGREES	DISAGREES	REPLIES	
2	0	0	
18 November 17			This type of free-market principle does not work in practice, unfortunately. Employers tend to have the upper hand and employees don't have as much power to look for new jobs as we would hope.
Sarah			
AGREES	DISAGREES	REPLIES	
0	1	0	

## FORUM TOPIC

### What types of circumstances should paid sick leave cover?

18 November 17			<p>Most jobs are so location-based, such as food service and retail, that we don't need to worry about the companies moving the store because of a new policy. It will be interesting to see if there is any fallout from implanting this ordinance, but almost all businesses will find that they can provide a few paid sick days and not go belly-up. The ones that do go belly-up were probably going to go out of business due to rising rent costs or some other financial difficulty anyway.</p>
Sarah			
AGREES	DISAGREES	REPLIES	
0	0	1	
18 November 17			<p>You negotiate your mortgage or credit card agreement by taking your business elsewhere. However if all banks and credit card companies are in collusion against you, a monopoly, or working together, then I would agree with you and they should and are regulated so that this is not the case. If that is not so, then that should be changed (ant-trust laws). You negotiate your employee benefits for working for an employer that supplies what you want.</p>
TurboSpencer			
AGREES	DISAGREES	REPLIES	
0	0	0	
18 November 17			<p>You seem to lack business experience. What percentage of employees do you think work in brick and mortar retail locations? I have a food delivery business and it's very small with 6 employees, barely profitable so far, and of course I'm going to move it to Pflugerville or Round Rock or Hays county. Every catering business and every food truck and every plumber and every accountant and every cleaning service etc. will rent a mailbox outside of city limits of this is passed. No one's even asking if this proposed regulation should apply to businesses with less than 10 employees.</p>
fabfab			
AGREES	DISAGREES	REPLIES	
1	1	1	
20 November 17			<p>It should be available to cover a wide range of things like taking care of your family members, preventative care, time to deal with a domestic violence incident, mental health issues, etc</p>
Jessica W			
AGREES	DISAGREES	REPLIES	
2	0	0	
21 November 17			<p>I'm sorry that your business is barely profitable. That must be stressful. But I'm more sorry about the 38% of Austinites who aren't able to take a couple days off work to get over strep throat without losing a lot of their earnings. There are many individuals making even more heart-breaking choices. So I feel for the person who is stressed trying to run a business, but I feel much more for the working poor in this city. (For all I know, you may pay your workers a good wage and you may try to do well by them, but there are so many other workers who will not get any kind of fair treatment from their bosses until the city requires them to provide some baseline, best-practice benefits.)</p>
Sarah			
AGREES	DISAGREES	REPLIES	
1	0	1	

## FORUM TOPIC

### What types of circumstances should paid sick leave cover?

21 November 17			<p>Can't be done at a city level. All you do is make things worse. You do not better the world by regulating things at a micro level where it can't work. You do not achieve betterment for the majority of poorly paid hourly workers by regulating PTO at a city council level. What this regulation would do is reduce low-wage jobs which drive poor people further out of town (or worse: make them even poorer with nowhere to go), and it will increase illicit work relationships. The latter problems you can only fight by pouring money into enforcement, wasting good money that could be used to actually help people. And the former will of course increase the need for money to help people who now can't help themselves. I would love for everyone to have PTO. I too feel for the working poor and I bet I can outdo you in describing a terrible situation someone close to me is in. And I would love for a sensible sick leave regulation to be put in place, and mandatory health insurance, and btw a sensible maternity leave requirement, and I wouldn't even be half done. BUT YOU DO NOT DO THIS AS A CITY. That's truly idiotic. And you have to consider different industries, size of revenue, number of employees, etc. And you need to understand that it will increase prices of goods (which usually hurts the poor btw, especially in the prepared foods industry, it's basically a non-regressive tax), so you have to adjust for that. And understand that it will quickly drive automation, and a host of other things that clearly our city council members have little clue about. This public hearing process is hilarious because they don't ask fundamental questions, just some half-cocked details that show how little they understand about the economics of this topic.</p>
fabfab			
AGREES	DISAGREES	REPLIES	
1	0	0	

23 November 17			<p>Paid sick leave should cover employees who need to visit a primary care doctor and have proof of the visit.</p>
TanDao			
AGREES	DISAGREES	REPLIES	
0	1	1	

26 November 17			<p>You don't always need to go to a doctor when you're sick, and sometimes it's better to stay in bed for the day instead of busing around town to medical providers and paying for visits. Better to just trust your workers.</p>
Tyson_512			
AGREES	DISAGREES	REPLIES	
3	0	0	

26 November 17			<p>You could make the same argument against minimum wage and health inspections. Jobs aren't going to leave a city of a million people just because employers have to provide time off, that has never happened anywhere.</p>
Tyson_512			
AGREES	DISAGREES	REPLIES	
0	0	1	

26 November 17			<p>Why? We don't leave health inspections, minimum wage and fire safety up to private employers or let them decide "what they can afford." I'm not gonna let them decide they can "afford" sick people making my food either.</p>
Tyson_512			
AGREES	DISAGREES	REPLIES	
1	0	0	

## FORUM TOPIC

### What types of circumstances should paid sick leave cover?

26 November 17			<p>That doesn't work when you sprint too far ahead and beyond what you should regulate at a local level. Health inspections exist everywhere and sensibly so. But where crazy \$15 minimum wages get introduced, like what rich people consider to be "livable wage", yes, the number of available jobs goes down significantly.</p>
fabfab			
AGREES	DISAGREES	REPLIES	
0	0	0	

26 November 17			<p>Paid sick leave should cover personal or family illness and doctor's appointments. A healthy workforce benefits everyone, including employers.</p>
Charlene Gelb			
AGREES	DISAGREES	REPLIES	
1	0	0	

26 November 17			<p>"...don't regulate yet another thing you have no business interfering with." That's what 19th century robber barons said about child labor, minimum wage, and workplace safety regulations.</p>
Charlene Gelb			
AGREES	DISAGREES	REPLIES	
0	0	1	

26 November 17			<p>Even if I let your comparison stand... it isn't CITIES who regulate that. Just because you have a worthy cause, it doesn't mean you have the expertise of how it can be implemented properly.</p>
fabfab			
AGREES	DISAGREES	REPLIES	
0	0	0	

27 November 17			<p>"We at Civitas Learning believe that every full time employee deserves ample time for not only sick days and personal health days, but also for flexible additional time that may be needed for special or unforeseen situations (i.e. wedding or child's graduation to helping a sick loved one). Our company has been able to successfully set "norms" and a process of manager-to-employee planning that allows us to thrive as a business while allowing our people the time out of office they need to thrive in their lives. We are still a small, growing company, and this plan has allowed us to have teams that successfully keep our business moving forward while reducing software, reporting and time investments required to create tracking for a more structured and meticulous time tracking plan. A one-size-fits-all government-mandated sick leave policy does not reflect the innovation and enhanced benefits tech companies, like Civitas Learning, have afforded our employees. Flexible sick leave and time off policies have become the standard in tech and innovation companies, and forcing changes to these options will be a disruptive shift for current employees. In addition, forcing Austin-area employers to adopt these one-size fits-all policies, while employers in other cities in Texas have no similar obligations, puts Austin businesses at a competitive disadvantage. We strongly recommend, if the City of Austin does adopt a mandatory sick leave policy for private employers, that such policy allows existing innovative paid time off and flexible vacation policies to satisfy any new adopted regulation, and that such policy minimize any burdensome notice, tracking, and notification requirements."</p>
Irroberts			
AGREES	DISAGREES	REPLIES	
1	0	0	

## FORUM TOPIC

### What types of circumstances should paid sick leave cover?

27 November 17			What's barbaric is forcing employees to come to work sick.
Charlene Gelb			
AGREES	DISAGREES	REPLIES	
0	0	1	

28 November 17			<p>Who said anything about using force? The only people advocating the use of force would be people in support of forcing companies to pay employees paid sick leave. I am anti-force. If an individual is sick, they should probably not come into work or else other people will get sick. Any business knows they will save money by preventing their workforce from getting sick. So most businesses will just say, "oh, just stay home today and get better soon." But honestly, it is up to whatever the contract is between the employer and the employee. If the worker agreed to always coming in to work no matter what, then they better stay true to their word. If they didn't read the sign on contract, then that is their problem and we can't blame the ignorance of a majority of people if most people don't read what they sign. But seriously, do you really think that a company will force its workers to come to work sick? No. Workers that are actually sick under perform and will only spread that sickness to others who will then also under perform. A smart business would just send them home, or keep them home, and just not pay them for the day or days that they miss. Any kind of paid leave is merely an added incentive to attract better skilled employees for hire. Also, most companies do have paid leave, its just that you have to work first and earn that kind of leave. Most companies are actually switching to just calling it "leave" instead of labeling it "sick leave" or "vacation leave" because if you want to be away from work for whatever reason, it doesn't matter to them so long as you have earned that leave.</p>
kyleafh			
AGREES	DISAGREES	REPLIES	
0	0	0	

29 November 17			Please allow employees to include maternity, paternity, family, and sick leave.
Wtaylor23			
AGREES	DISAGREES	REPLIES	
1	0	0	

30 November 17			<p>An employer could provide "paid time off" and/or "sick leave". The former covers whatever the employee wants. The later covers mental or physical health issues, including when someone feels they are coming down with something and needs to rest to avoid that. I strongly oppose requiring a doctor's note because in many cases going to the doctor is a waste of time, and the sick person would be better off resting at home. It also wastes doctor's time. Regarding family members, judgement in each case is required. If a young child is sick or a child needs to go to the doctor, it should be allowed for that, but not if an older child stays home from school. A spouse's illness should not be covered unless they need to be taken to the doctor or cared for. If a person is the victim of any violence or a car crash etc. and is unable to work, that would of course be included. Parole meetings or other types of meetings are not covered unless they are taken under the broader category of paid time off or vacation time.</p>
Susan Pantell			
AGREES	DISAGREES	REPLIES	
1	0	0	

## FORUM TOPIC

### What types of circumstances should paid sick leave cover?

30 November 17			<p>Paid time should be given to workers to use as they see fit and necessary. Sometimes a worker needs to miss a day for legitimate reasons aside from sickness including a sick child and court appointments. I am an employee of a charter school district here in Austin and I get PTO for doctors appointments, private appointments, and being sick. Those situations and obligations would not disappear if I were a low wage worker in the food industry. We need policies that recognize and accomodate a variety of circumstances that might occasionally prevent someone from coming into work.</p>
<b>sclaytor</b>			
AGREES	DISAGREES	REPLIES	
1	0	0	

30 November 17			<p>People can have a variety of different situations and circumstances in their life and a modern city like Austin should allow people to take time off for these types of things that can happen. It shouldn't be limited only to medical sickness. The prompt above mentions situations with family illness, domestic violence, criminal justice-related appointment like parole meetings, mental health and all of those scenarios should be covered. Sometimes people also care for elderly parents or relatives and sometimes people have different family structures. Perhaps some of us live very privileged lives where everyone is healthy and happy all the time but even those privileged people need to take time off for emergencies. Other people with less privilege who sometimes are providing for other family or community members should be treated like adults and professionals as well and be able to take the same time off.</p>
<b>sanajaved7</b>			
AGREES	DISAGREES	REPLIES	
0	0	0	

30 November 17			<p>There should be a number of flexible uses for paid sick time. Workers should be able to use the time to seek needed or preventative care for themselves or a family member. It should also be used as SAFE time for victims of domestic violence, to visit incarcerated family members, and for parents to attend school meetings regarding their child's disability or health condition.</p>
<b>Laura R</b>			
AGREES	DISAGREES	REPLIES	
0	0	0	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

VISITORS <b>987</b>	CONTRIBUTORS <b>167</b>	CONTRIBUTIONS <b>3108</b>
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13 October 17			First off it should be voluntary whether an employer offers or not. Second, it should be rolled out for all employees. Temporary employees are not covered under any benefits, except salary.
<b>Gary Stroud</b>			
AGREES <b>7</b>	DISAGREES <b>4</b>	REPLIES <b>4</b>	

13 October 17			There should be paid sick leave. Up to x amount of hours should be allocated and the longer the person works the more this number increases. These hours should roll-over each year but there should be a cap that can be accumulated . When an employee l eaves the job they should get the dollar amount of these hours accumulated. This accumulation of sick time would encourage workers to not take them unless needed. Eac h position should have a clearly written job description on both sick leave and vacation time stating if they are provided for that position.
<b>BILL Predmore</b>			
AGREES <b>3</b>	DISAGREES <b>8</b>	REPLIES <b>3</b>	

13 October 17			By paying when they leave encourages them to not take, save up for the pay out. It also puts the company on the hook for a bunch of money that influences their ability to borrow money.
<b>Gary Stroud</b>			
AGREES <b>8</b>	DISAGREES <b>0</b>	REPLIES <b>1</b>	

13 October 17			This type of policy is a good example of bureaucratic overreach that make companies less competitive if they stay in Austin. The cost of the actual benefits aside, how much time and money will companies have to waste on compliance reporting for this and how many tax dollars will be wasted on unionized government bureaucrats to trac k these compliance reports?
<b>Aaron Cooke</b>			
AGREES <b>20</b>	DISAGREES <b>10</b>	REPLIES <b>3</b>	

13 October 17			First and only question should be " Should the City of Austin create a sick leave policy for Austin Businesses?" The answer is no.
<b>Larry Sunderland</b>			
AGREES <b>8</b>	DISAGREES <b>7</b>	REPLIES <b>2</b>	

13 October 17			To even come close to addressing everything involved it should include how sick, vac ation, spousal leave, etc. is there or not there and how it is treated. These all should b e in a compensation package when a job offer is made. But each company, the city, t he county, and the state should be able to offer the plan they think best or nothing. Th e city or the other governmental agencies should not force others to offer it as part of the compensation package offered. From my work experience, any and all benefits off ered such as sick time are very important when considering a job offer.
<b>BILL Predmore</b>			
AGREES <b>4</b>	DISAGREES <b>1</b>	REPLIES <b>0</b>	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

14 October 17			<p>We - as citizens - don't have enough information here to make an informed judgement on whether this is a good idea. Our only basis for judging, so far, are our political leanings and biases. We're told that "33 cities and eight states have passed paid sick leave policies." Does Austin need one, also, in order to maintain its overall reputation as a progressive city, a reputation that attracts businesses to our city? Personally, I'd be in favor of it. It's a humane policy that helps those most in need. It raises us all up. But then I vote as a liberal, politically, so of course I would feel this way. As a small business owner in Texas, I also understand there will be an outcry from those who feel the city should not dictate to small business. To satisfy everyone, it would be helpful to know ... how is this policy faring in the other cities and states that have enacted it? Which cities and states are those? How are they enforcing it? What are some comments from small business owners in those places about this policy? What are the long-term benefits to business of enacting such a policy? What are the long-term benefits to the city of Austin? P.S. It bothers me when the city asks for input from citizens without giving citizens enough information to make an informed judgement. It makes me think the city is just "going through the motions" of asking for input ... but not really taking our input into account.</p>
Deborah Byrd			
AGREES	DISAGREES	REPLIES	
9	1	2	

15 October 17			<p>I strongly disagree that companies should be forced to offer sick leave. Most larger companies have moved to a combined PTO policy that includes sick leave. All companies need the freedom to offer competitive compensation packages that may or may not include sick leave.</p>
Gordon Walton			
AGREES	DISAGREES	REPLIES	
7	8	1	

17 October 17			<p>Yes everyone should be offered sick leave! As a society, it's important that we invest in our community's health. Healthy society benefits us tremendously. Compared to the other first world countries, like Europe, we do not provide near enough for our citizens as other countries. Two weeks of vacation plus leave for women who have a baby but men do not get same as they do in other countries. Vacation leave in other first world countries? 6-8 weeks a year. Unfortunately the reason companies thrive here in America is because they make so much money off the backs of its employees. Corporations do well here, China and India. Although we are a first world country compared to China and India, they open up shop here because our citizens' citizenry has bought into this idea that corporations should not have to do anything for their workers but the workers must do everything for their employees. Bottom line? A minimum amount of sick leave should be mandatory. Additional can be negotiated. Healthy employees make for happy employees. Less accidents at work and less expensive costs in the long run as well as providing a sense of comfort to the blue collar citizenry that other first world countries do, but we are lacking.</p>
Joyce Lally			
AGREES	DISAGREES	REPLIES	
8	8	2	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

<p>18 October 17</p> <p><b>Cgiles</b></p> <table border="1"> <thead> <tr> <th>AGREES</th> <th>DISAGREES</th> <th>REPLIES</th> </tr> </thead> <tbody> <tr> <td>4</td> <td>3</td> <td>1</td> </tr> </tbody> </table>	AGREES	DISAGREES	REPLIES	4	3	1	<p>The links and white paper provided focus on benefits of having leave, but don't talk about consequences of government legislative leave plans that have been enacted in other regions. Any policy enacted must focus on minimum thresholds and flexibility. It should address the fact that many employers offer a combined paid leave policy that includes vacation and sick time. Requiring all to change to separate banks for the two would be a burden and might result in employees who currently have benefits losing some. Salaried exempt employees, if properly managed by business, should not need to be given leave either, as DoL guidelines should protect them. Any legislation passed by the City should focus only on providing benefits minimums. Full time employees in all industries should be entitled to some minimum leave, perhaps 5-10 days a year, and those who work more than half time should be entitled to some pro-rated amount. I do not believe seasonal or temporary employees who are employed less than three months should be entitled to paid leave.</p>
AGREES	DISAGREES	REPLIES					
4	3	1					
<p>19 October 17</p> <p><b>Jennifer Stevens</b></p> <table border="1"> <thead> <tr> <th>AGREES</th> <th>DISAGREES</th> <th>REPLIES</th> </tr> </thead> <tbody> <tr> <td>7</td> <td>5</td> <td>3</td> </tr> </tbody> </table>	AGREES	DISAGREES	REPLIES	7	5	3	<p>I am upset that there is no question on here about whether this will cost jobs. If employers have to spend more money to provide paid sick leave they will not take it from their bottom line, they will have to cut expenses and this could result in layoffs.</p>
AGREES	DISAGREES	REPLIES					
7	5	3					
<p>21 October 17</p> <p><b>David Hickernell</b></p> <table border="1"> <thead> <tr> <th>AGREES</th> <th>DISAGREES</th> <th>REPLIES</th> </tr> </thead> <tbody> <tr> <td>7</td> <td>8</td> <td>1</td> </tr> </tbody> </table>	AGREES	DISAGREES	REPLIES	7	8	1	<p>Everyone should be covered by this policy.</p>
AGREES	DISAGREES	REPLIES					
7	8	1					
<p>23 October 17</p> <p><b>Joseph_George</b></p> <table border="1"> <thead> <tr> <th>AGREES</th> <th>DISAGREES</th> <th>REPLIES</th> </tr> </thead> <tbody> <tr> <td>9</td> <td>13</td> <td>2</td> </tr> </tbody> </table>	AGREES	DISAGREES	REPLIES	9	13	2	<p>A vast improvement in the life of hundreds of thousands of your fellow Austinites isn't incentive enough for you?</p>
AGREES	DISAGREES	REPLIES					
9	13	2					
<p>23 October 17</p> <p><b>erothbauer</b></p> <table border="1"> <thead> <tr> <th>AGREES</th> <th>DISAGREES</th> <th>REPLIES</th> </tr> </thead> <tbody> <tr> <td>9</td> <td>7</td> <td>2</td> </tr> </tbody> </table>	AGREES	DISAGREES	REPLIES	9	7	2	<p>This policy has the potential to avert public health crises-- but only if it is applied to all workers, whether they are part time or full time, hourly or salaried, temp or otherwise. We don't want anyone handling our food while sick, period.</p>
AGREES	DISAGREES	REPLIES					
9	7	2					
<p>24 October 17</p> <p><b>pbratton-5d88heo</b></p> <table border="1"> <thead> <tr> <th>AGREES</th> <th>DISAGREES</th> <th>REPLIES</th> </tr> </thead> <tbody> <tr> <td>2</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	AGREES	DISAGREES	REPLIES	2	0	0	<p>Gary, many temporary staffing firms offer more benefits than just pay. Temporary staffing firms must meet the same ACA requirements as any other employer, of course temporary employees covered by spouse or other insurance coverage may and usually opt out because their assignments by nature are less than 90 days. Temporary firms must remain competitive in the market place and many offer PTO, vacation, ACA, 401K and other benefits. Please keep in mind the average temporary assignment is less than 520 hours - even when converting to full time with the client to which they were assigned. Just wanted you to have the facts.</p>
AGREES	DISAGREES	REPLIES					
2	0	0					

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

24 October 17			<p>The City of Austin is acting as a 'union' who wants to establish benefits and rules for all employers. This is killing the competitive, free-enterprise system. With the shortage of good employees and low unemployment rate in Austin, business are already competing for good talent. If the city want to enact an ordinance that refers ONLY to businesses who want to do business with the city, let them, but stay out of free enterprises.</p>
<p>pbratton-5d88heo</p>	<p>AGREES</p> <p>10</p>	<p>DISAGREES</p> <p>5</p>	
24 October 17			<p>All PTO decisions should be made by employers not the city. Employers know better when they need to pay employees PTO to compete for talent. The city should not mandate that any employer be compelled to offer any benefit. Also, if you want to really care off potential employers including Amazon and drive others to Pflugerville, Round Rock, Georgetown and Kyle. Why does the chamber try so hard to bring business here for the City council to scare them away.?</p>
<p>mturpin</p>	<p>AGREES</p> <p>20</p>	<p>DISAGREES</p> <p>15</p>	
25 October 17			<p>Personal time off or sick leave should not be mandated by a city but only by a federal law. We have offices in five Texas cities for staffing temporary employees. It doesn't make sense to have different laws in each city. Also, temporary employees work at a number of different companies and may have time between assignments. Temporary services each have their own policy regarding time off and vacation pay. If this was enacted for temporaries, then our clients would be charged more and that is difficult to figure when a temporary works for different companies. We are very opposed to Austin City Council setting employment benefit rules for private employers. The State Legislature can make laws for state employees but City Council should not make rules for private companies. Sue Burnett Burnett Specialists</p>
<p>Sue Burnett</p>	<p>AGREES</p> <p>6</p>	<p>DISAGREES</p> <p>4</p>	
25 October 17			<p>No I do not agree with this.</p>
<p>Sue Burnett</p>	<p>AGREES</p> <p>0</p>	<p>DISAGREES</p> <p>1</p>	
30 October 17			<p>Hi, Gary--thanks for your comments. Can you clarify--you would like the City to encourage all employers to offer paid sick leave to all employees, temporary and part-/full-time? How might that work? -Forum Moderator</p>
<p>Larry Schooler</p>	<p>AGREES</p> <p>0</p>	<p>DISAGREES</p> <p>0</p>	
30 October 17			<p>Thanks for your comments, Bill; to clarify, are you supportive of an ordinance that would require employers to provide paid sick leave, or are you instead saying employers should offer it but not be required to by law? -Forum Moderator</p>
<p>Larry Schooler</p>	<p>AGREES</p> <p>0</p>	<p>DISAGREES</p> <p>0</p>	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

30 October 17			Hi, Sue--thanks for your post; can you clarify what you disagree with? Is it the idea of a policy requiring employers to offer paid sick leave?
Larry Schooler			
AGREES	DISAGREES	REPLIES	
1	0	1	

30 October 17			Thanks for your comments, Sue--to clarify, are you suggesting that you would support a federal law requiring paid sick leave but not one implemented locally? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	1	

30 October 17			Thanks for your comments. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

30 October 17			Thanks for your comments; to clarify, are you suggesting you would support a policy whereby any companies doing business with the city would be required by law to provide paid sick leave? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	1	

30 October 17			Thanks for your comments; to clarify, do you support a local ordinance requiring employers to provide paid sick leave to all employees? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
1	2	1	

30 October 17			Thanks for your comments, Aaron. Joseph (below) seems to be saying that a paid sick leave policy would improve quality of life for employees; how would you respond to his point? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
1	1	1	

30 October 17			Joseph, thanks for your post; to clarify, it sounds like you are saying that a paid sick leave policy (i.e., a law requiring employers to provide paid sick leave) would, in your opinion, improve life for many Austinites. Is that what you are saying? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
3	0	1	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

30 October 17			Thanks for your post, David; to clarify, do you mean that the City should require all employers to provide paid sick leave to all employees? -Moderator
<b>Larry Schooler</b>			
AGREES	DISAGREES	REPLIES	
0	1	1	
30 October 17			That is right, they should remember that anything that is given away that costs money is being paid for by the taxpayers. If they feel so strong about having that policy, put it to a vote.
<b>Gary Stroud</b>			
AGREES	DISAGREES	REPLIES	
2	1	1	
30 October 17			Yes that is what I mean. But I was also trying to say that I think this should cover anyone who works and gets sick; just saying "employees" could leave out a lot of people who have a job but aren't technically employees at a company.
<b>David Hickernell</b>			
AGREES	DISAGREES	REPLIES	
2	1	1	
30 October 17			All employers in the city should provide paid sick leave. No one should have to risk their job or have to worry about making rent because they fall ill and need a day to recover.
<b>Alisar</b>			
AGREES	DISAGREES	REPLIES	
5	4	2	
30 October 17			No, I would not support a federal law for this but my point was that Federal and State Legislators have the power to make rules for a state or a company, but each city should not have their own laws concerning employment. I have offices in five Texas cities and we should not have different rules for each city. Most companies have vacation and personal days now and requiring sick pay is unrealistic. Most companies do not require that someone be sick to take a personal day. I do not support government telling employers what type of vacation or personal days they should have.
<b>Sue Burnett</b>			
AGREES	DISAGREES	REPLIES	
3	1	1	
30 October 17			What study has shown that hundreds of thousands of people in Austin are working without paid sick leave?
<b>Aaron Cooke</b>			
AGREES	DISAGREES	REPLIES	
5	0	1	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

30 October 17			<p>@Larry Schooler: Nothing is free. The added cost of this type of regulation along with the cost (and inefficiencies) of the bureaucracy to manage the regulation will destroy Austin jobs. This means people will go unemployed to pay for this "benefit". This type of self-reinforcing bureaucracy is the cause of our current cost of living issues in Austin. How many lost jobs is it worth for a few extra people to have sick leave? Do you think a homeless person who can't get a job because of government regulation like what is proposed here cares that some teenagers have sick days for their summer jobs? The city of Austin should not be trying to "help" people with the private employment terms between them and their employers. It is condescending and irresponsible for any government to try to tell a person what they should want/need for job benefits.</p>
Aaron Cooke			
AGREES	DISAGREES	REPLIES	
12	3	2	

30 October 17			<p>Thanks, David; do you mean, for instance, contractors? Just clarifying whom you think policy should apply to. -Moderator</p>
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	1	

30 October 17			<p>Understood; thanks for clarifying, Sue! -Moderator</p>
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

30 October 17			<p>Hi, Aaron: Joseph may or may not be referring to research provided to the Austin City Council (<a href="http://www.austintexas.gov/edims/document.cfm?id=285073">http://www.austintexas.gov/edims/document.cfm?id=285073</a>) about access to paid sick time. -Moderator</p>
Larry Schooler			
AGREES	DISAGREES	REPLIES	
1	0	1	

30 October 17			<p>Understood; thanks for the clarifications, Aaron. -Moderator</p>
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

30 October 17			<p>Thanks for your post, Alisar; to clarify, would you support an ordinance requiring employers to provide paid sick leave? Or do you believe employers simply should do this but not be legally mandated to do so? -Moderator</p>
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

30 October 17			Thanks for your comments, Larry. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

30 October 17			Gary, thanks for your comments; at the conclusion of this public dialogue, the Council may choose to do so. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
1	1	0	

30 October 17			Thanks for your comments, Gary. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

30 October 17			Jennifer, thanks for your comments. The reason that question is not here is because we have been directed by the Austin City Council to ask the questions we have posted ( <a href="http://www.austintexas.gov/edims/document.cfm?id=286396">http://www.austintexas.gov/edims/document.cfm?id=286396</a> ). -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

30 October 17			Thanks for your comments. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

30 October 17			Thanks for your comments, Joyce. To clarify, do you support an ordinance requiring employers to provide paid sick leave to employees? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	2	0	

30 October 17			Thanks for your comments, Gordon. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

30 October 17			<p>Thanks for your comments, Deborah; it is very important that the City provide the public with enough information to make informed decisions. You may want to review the material posted here: <a href="http://austintexas.gov/department/city-council/2017/20170928-reg.htm">http://austintexas.gov/department/city-council/2017/20170928-reg.htm</a>. Go to item #55 on the Council agenda for additional background. I will also pass along your comments to subject-matter experts to see if they can give you additional background. I do believe that the City Council will be taking your input into account as it determines what course to take. -Moderator</p>
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

30 October 17			<p>I am sorry. I do agree with Bill Predmore that the city should not force others to offer it as part of the compensation package for employers.</p>
Sue Burnett			
AGREES	DISAGREES	REPLIES	
5	1	1	

30 October 17			<p>Thank you for clarifying, Sue! -Moderator</p>
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

30 October 17			<p>Yes contractors are one example.</p>
David Hickernell			
AGREES	DISAGREES	REPLIES	
0	1	1	

30 October 17			<p>Thanks, David. -Moderator</p>
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

30 October 17			<p>Yes, I support a local ordinance requiring all employers to provide paid sick leave to all employees in Austin. Full-time, part-time, temporary, and contract employees should be included. Also, to elaborate on my point: Sick days are a matter of public interest because they reduce the spread of outbreaks. A major medical outbreak would force city/state/government funds to deal with it. So, private companies are profiting by putting public health at risk (and counting on a government bailout). A sick leave ordinance would address this.</p>
erothbauer			
AGREES	DISAGREES	REPLIES	
7	8	1	

31 October 17			<p>I strongly support a local ordinance requiring ALL private employers to provide paid sick leave to ALL employees, including part-time workers and contractors. All people deserve dignity and safety on the job!</p>
jacobaronowitz			
AGREES	DISAGREES	REPLIES	
14	15	3	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

31 October 17		
pbratton-5d88heo		
AGREES	DISAGREES	REPLIES
5	0	2

What is not clear on the research provided to the city showing that 37% of people do not have paid sick leave is? 1. How many employers were surveyed? 2. Did this cover PTO or just 'paid sick leave'? 3. Were these employees full time (40 hours per week) or part time (30 or less); or temporary/seasonal; or contractors? Keep in mind contractors are usually 1099 and there self-employed therefore a company would not provide benefits. It would be helpful to know the details of the survey questions and pool size surveyed.

31 October 17		
pbratton-5d88heo		
AGREES	DISAGREES	REPLIES
6	2	1

I oppose the city requiring companies to provide benefits. The City of Austin should be governing the city, not acting as a union negotiating benefits.

31 October 17		
chsaustin		
AGREES	DISAGREES	REPLIES
6	3	1

Increasing the cost of doing business in Austin will drive businesses to locations with fewer regulations and lower overhead with the ultimate result being fewer jobs in Austin. Let businesses determine which benefits to offer.

31 October 17		
dgarrick		
AGREES	DISAGREES	REPLIES
1	2	1

First of all, even if we accept the argument that this proposal would increase unemployment, it does not follow that the City of Austin's primary concern in this matter should be to reduce or maintain the current unemployment rate. If that was the city's primary goal, then we could simply propose to legalize child labor or reduce other labor protections. However, doing so would not increase the quality of life of Austin's residents — which is the purpose of employment — because any new jobs created as a result would not be gainful, meaningful jobs. Instead, I propose that it is the duty of the people of Austin to define what a meaningful job is in service of the goal of maximizing the quality of life of all Austinites, and the city should create legislation which reflects and enforces that definition. The free enterprise system is, as you noted, very strong in Austin, and it should remain free and unimpeded by bureaucracy as much as possible. However, we should keep in mind that the goal of this system is to serve the people of Austin. As such, I believe that mandating that employers provide sick days for any part-or-full time job would improve the quality of life of all Austinites, and the economic cost of doing so would be justified by its benefits. Working while sick is a public health cost which is the responsibility of employers. It not only reduces productivity, but endangers public health and, in many cases, multiplicatively incurs health costs by putting sick people in contact with many more people who are otherwise healthy — often customers. By not offering sick days, companies are able to simply shift this economic cost onto individuals and the City's health care system. Instead, the City should mandate that sick days should be provided by employers, as they should be responsible for bearing the cost. So, providing sick days may incur an economic cost, but it is a cost worth paying, as it will improve the quality of life and public health of the residents of Austin overall.

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

31 October 17			Got it; thanks for clarifying. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

31 October 17			Thanks for your comments. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

31 October 17			Thanks for your comments. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

31 October 17			Hi--I am sharing your questions with study authors to see if I can get more information . -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

31 October 17			Thanks for your comments. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

31 October 17			Thanks for your clarification and additional comments. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

31 October 17			If the city of Austin truly cared for the workforce they would focus on the truly vulnerable, those who are working for cash under the table without a valid social security number or work visa or work permit to be here. These undocumented folks drive down wages for the rest of the low income employees in Austin. If you want to regulate businesses please begin by enforcing the laws which are already on the books regarding proper reporting of every single employee getting paid to work in a business. If all undocumented labor were to stop wages would increase and low income workers would then have more economic opportunities and could afford to take a day off to see a doctor when they fall ill
TrayvonJenkins			
AGREES	DISAGREES	REPLIES	
3	5	1	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

31 October 17			<p>I think the city is overstepping on this. I could support not losing a job because of illness but not being paid sick time. Lots of service workers get low wages and rely on tips to make up the gap in minimum wage. They would get a pittance. How much time would they get? The flu might take a day or two for recovery but a serious accident or life-threatening illness can put an employee out for weeks or months. A small business may not be able to absorb paying a long term salary as well as hiring a temp to perform the work that still needs to be done. If you dump the extra work on other employees then this is a recipe for job dissatisfaction.</p>
Leslie McMaster			
AGREES	DISAGREES	REPLIES	
9	4	2	

31 October 17			<p>Employers are a privilege - not a right. No one is required to provide jobs. But Austin City Council continuously burdens employers with new requirements, costs, paperwork and penalties for compliance mistakes. The recycling program is the most recent example. Two dumpsters are twice the cost. And there are COA dumpster police. Stop burdening and start supporting employers. Only employers dependent on local traffic are captive to Austin.</p>
Ep Ep			
AGREES	DISAGREES	REPLIES	
2	3	1	

31 October 17			<p>Become an employer and offer these benefits.</p>
Ep Ep			
AGREES	DISAGREES	REPLIES	
4	5	1	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

31 October 17		
Larry Schooler		
AGREES	DISAGREES	REPLIES
2	1	1

Here's some more information: The short answer to the first question is that the access rates are based on modeling of 2013-2015 National Health Interview Survey (NHIS) and local 2015 IPUMS American Community Survey (ACS) data, not a survey of Austin workers or businesses. Here are some additional methodology notes: · Access rates are for individuals, 18 years and older, working in Austin regardless of their place of residence. Percentages and figures may not add to totals due to rounding. "Other race" category includes American Indian or Alaska natives and individuals reporting multiple racial identities. None of these populations were individually large enough for separate estimations; all were kept in the interest of inclusion. White, Black, and Asian racial groups are non-Hispanic. Source: Institute for Women's Policy Research analysis of 2013-2015 National Health Interview Survey (NHIS) and 2015 IPUMS American Community Survey (ACS). · Estimates of the numbers and percentages lacking access include National Health Interview Survey (NHIS) responses of "Don't Know" because these workers and their employers are behaving as if paid sick leave is not available. Nationally, of the NHIS participants that responded to the question about whether they have access to paid sick leave, approximately one percent respondents answered "Don't Know." · The methodology employed to estimate the number of people that do not have access to paid sick days controls for both differences in the treatment of race/ethnicity/gender groups and differences in characteristics specific to Austin workers that are correlated with access to paid sick days such as occupation, industry, health insurance coverage, and work hours. The estimates are based in part on an analysis of 41,760 employed, adult respondents to the 2013-2015 administrations of the National Health Interview Survey (NHIS) nationwide. Access to paid sick days was estimated using probit regression in STATA 13 for respondent reports of access to paid sick days, and a series of independent variables for the race/ethnicity/gender groups described above, as well as controls for major geographic region, educational attainment, personal income, age, work hours (including part-time and long-hour schedules, as well as their interaction with gender), foreign-born status, health insurance coverage, occupational categories, industry of employment, and public sector employment. The regression explained a significant fraction of the variance in access to paid sick days. The coefficients were saved and multiplied by the mean values of the same variables from the 2015 American Community Survey (ACS). The access rates relate specifically to paid sick days, not PTO. Paid sick time is particularly rare for seasonal and part-time workers. We don't have seasonal worker data, but only 27 percent of part-time workers have access to paid sick time. Self-employed workers only make up about 7% of the employed population in Austin, but if they don't have employees I don't think they would be impacted at all by any citywide policy.

31 October 17		
Ep Ep		
AGREES	DISAGREES	REPLIES
0	0	1

Become an employer and offer these benefits.

31 October 17		
Ep Ep		
AGREES	DISAGREES	REPLIES
0	0	0

Become an employer and offer these benefits.

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

31 October 17			Become an employer and offer these benefits.
Ep Ep			
AGREES	DISAGREES	REPLIES	
0	0	0	
31 October 17			Is there anyone on City Council who has been an employer?
District3			
AGREES	DISAGREES	REPLIES	
9	1	1	
31 October 17			Employees need to consider what such a policy might do to their paid vacation.
Ep Ep			
AGREES	DISAGREES	REPLIES	
5	0	1	
31 October 17			I do not think sick leave should be covered at a local level at all; this issue, if addressed, needs to be done at a state or (preferably) national level.
Trainwreck20			
AGREES	DISAGREES	REPLIES	
2	3	1	
31 October 17			All people who work.
JoseGarza			
AGREES	DISAGREES	REPLIES	
6	2	1	
31 October 17			The City of Austin can't manage and enforce its own policies. Why should it interfere with private business? Private companies remain competitive by offering employee benefits. Small companies cannot compete with national and global companies ... you can't treat them the same. Benefits are relative ... a sick leave policy will take away from other benefits when a company is required to fund any level of sick leave. Maybe the city government should quit the sick leave accrual and roll-over and apply the annual use-it-or-lose-it philosophy ... same thing for vacation.
mkcl			
AGREES	DISAGREES	REPLIES	
1	3	1	
31 October 17			Sick leave encourages people to lie and rewards people who are sick. We don't have any sick leave, but we give 20 days of PTO/year +1 for each year of service up to 30 total. They can be used for any purpose. If someone is sick a lot they use it for sick leave. People that aren't sick use it for whatever purpose. Segmenting types of leave penalizes healthy or honest people while rewarding unhealthy or dishonest people
NWATX			
AGREES	DISAGREES	REPLIES	
4	5	2	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

01 November 17			All people who work in Austin should be covered under a paid sick day policy.
Bo Delp			
AGREES	DISAGREES	REPLIES	
6	3	1	

01 November 17			Thanks for your comments, Bo. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

01 November 17			Thanks for your comments. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

01 November 17			Thanks for your comments; can you clarify what you mean in the first sentence or be specific? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

01 November 17			Thanks for your comments, Jose; do you think it should be anyone working for a company with an Austin location, anyone who lives in the city limits, etc.?
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

01 November 17			Thanks for your comments. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

01 November 17			Thanks for your comments; can you say more about what you mean? Do you mean that the policy could reduce paid vacation days? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	1	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

01 November 17			Thanks for your comments; can you clarify or expand on that? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	1	

01 November 17			Thanks for your comments; can you say more about what you mean by "only employers dependent on local traffic are captive to Austin?" -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	1	

01 November 17			Thanks for your comments, Leslie. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

01 November 17			Thanks for your comments, Trayvon. Do you have any additional thoughts about paid sick leave? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	1	

01 November 17			I am concerned about implementing any policy, no matter what category of workers it covers. I am an entrepreneur trying to build a business. The last several times I have considered hiring another employee in Austin, I have decided not to because the regulatory burden is so high. Instead, I hire freelancers, frequently overseas. If we added more paperwork and more cost, I would be even more hesitant to hire folks in my hometown. I want to hire Austinites - let's not make it harder!
mattwgore			
AGREES	DISAGREES	REPLIES	
13	13	3	

01 November 17			<p>1. I do not think people should be rewarded for bad health. 2. For a small private company a policy like this could put them out of business. I saw it happen with the ridiculous Obama Care. Several business went under because they could not afford the expensive health insurance for the employees needed to complete their tasks. 3. Paying people to be sick is a waste of money, there is no work returned. Austin will just create more hypochondriacs and have more lawsuits on their hand that will require tax paying dollars to settle. 4. In construction We have seen companies from other cities and out of state become much more competitive in the Austin area due to the high cost of living. With any more regulation we are going to cause big problems for Austin businesses. Less regulation the better!</p>
Dpmoney			
AGREES	DISAGREES	REPLIES	
8	7	1	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

01 November 17			Employers who are not dependent on local traffic can leave Austin. Austin City Council is driving employers to leave. Other governing agencies are trying to attract employers. Employers who want perspective can contact chambers of commerce, google "state economic development", inquire on websites like city-data.com, etc. Many communities need jobs. And they may not have extraordinary regulatory burden, severe compliance penalties, high business and real estate property taxes, rampant property theft, out of control homeless population, dumpster police and mandated leave.
Ep Ep			
AGREES	DISAGREES	REPLIES	
1	1	1	

01 November 17			There needs to be another survey - one for employers: How has the City of Austin supported or not supported your business?
Ep Ep			
AGREES	DISAGREES	REPLIES	
2	0	1	

01 November 17			Yes. Paid leave is part of an employee's salary. Is Austin City Council going to create a salary mandate?
Ep Ep			
AGREES	DISAGREES	REPLIES	
2	0	0	

01 November 17			Thanks for your comments. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

01 November 17			Most employers already offer paid leave. Austin City Council has provided no data to refute this position. Furthermore, it is clear that Austin City Council has no idea of what it takes for employers to offer jobs and paid leave. Instead, it wants to solve a problem that doesn't exist by burdening employers with additional cost, paperwork, compliance, penalties, etc. Why doesn't Austin City Council spend its efforts on supporting employers: increasing workforce skills, reducing property crime, etc.? Why does Austin City Council view employers as wayward subordinates? The proposed leave mandate comes across as superior and contemptuous.
Ep Ep			
AGREES	DISAGREES	REPLIES	
1	2	1	

01 November 17			Thanks for your comments; you may want to refer to background information located here regarding data on employers and paid leave. <a href="http://speakupaustin.us.engagementhq.com/1166/documents/1123">http://speakupaustin.us.engagementhq.com/1166/documents/1123</a> -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	1	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

01 November 17			Thanks for your additional comments. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

01 November 17			Thanks for your comments; can you say more about why you believe a paid sick leave policy would put a small private company out of business? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	1	

01 November 17			Thanks for your comments. Do you mean to say that you fear what a paid sick leave policy would cost you as a business owner? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
3	0	2	

01 November 17			The article does not refute the position above: Most employers offer paid leave. Articles with numbers and graphs seem authoritative and definitive. How was the data gathered? What is the impact of offering or not offering sick leave? What are the types of sick leave? How does their impact differ from each other? What is the impact of mandated sick leave? What are the implications of government requiring businesses to offer leave that isn't used for sickness?
Ep Ep			
AGREES	DISAGREES	REPLIES	
1	1	0	

01 November 17			Austin has higher overhead costs for businesses (property tax, office space rental costs, insurance, more breaks required for workers, higher wage, etc...) it cost more to do business in Austin; therefore businesses in Austin have to charge more for the work they do. This makes it very difficult to compete with contractors in the same trade coming in from cities like Houston and Dallas. So Austin business have to cut their costs to compete with these other contractors, this lowers the profit margin. Adding sick pay increases the overhead costs even more and makes it very difficult for Austin business to stay competitive and turn a profit. We need to find ways to help small business to grow and stay competitive with contractors from outside Austin. I understand the idea is to help the employees, but they get paid better in Houston and Dallas because the companies make more money with the lower overhead businesses are paying. Plus, more jobs are available in these markets because the businesses are growing. Companies that are moving out of Austin are able to pay their employees better overall, but it is taking jobs away.
Dpmoney			
AGREES	DISAGREES	REPLIES	
4	0	1	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

01 November 17			<p>I am not concerned as much about offering paid sick leave - I already offer paid sick leave - but there is a cost to complying with each piece of regulation. Although I am confident my sick leave policy would be equal or more generous than anything required by the City, I would spend time (or waste money asking lawyers to spend time) looking at our policies and the city's requirements and proving that our policy meets the requirements. Most laws end up being vague, so I would never really be certain that my policy is legal. I'd spend more money, spend more time, and worry more, without actually offering a new benefit to employees.</p>
mattgore			
AGREES	DISAGREES	REPLIES	
11	3	1	

01 November 17			<p>All workers should be able to stay home if they are sick! Or if they have to care for a sick dependent. Every single last one.</p>
Julia K			
AGREES	DISAGREES	REPLIES	
7	4	3	

01 November 17			<p>It's going to increase the cost of operating a business within Austin. Small businesses will be forced into Buda, Hutto, Round Rock, Pflugerville and their tax dollars and employees will go with them. This idea is another step that forces small innovative companies OUT of Austin and greases the wheels for bigger corporate entities to roll in and take their place. If Austin is going to be a place that fosters creativity, new ideas and unique businesses then this idea should stop right here and right now. We need to instead focus on reducing bureaucracy and reducing the myriad of regulations small businesses have to deal with so they can focus on creating jobs and growing the business.</p>
TrayvonJenkins			
AGREES	DISAGREES	REPLIES	
9	3	1	

01 November 17			<p>Every single worker should be covered under a paid sick policy. It should be a given that if someone or someone's family member gets sick they should be able to take a sick day and not worry about loss wages.</p>
Jessica W			
AGREES	DISAGREES	REPLIES	
11	7	1	

01 November 17			<p>Please provide data on the following questions: 1) How much does mandated sick leave cost employers? Average per employee? Cumulative? 2) Does mandated sick leave reduce workplace illness? 3) Does mandated sick leave reduce absenteeism and increase productivity? 3) Does mandated sick leave reduce public health costs? 4) How has mandated sick leave negatively affected employers and employees? 5) How does mandated sick leave help the employer, employee or the public when depleted? 6) How does mandated sick leave attract or deter employers? 7) How many tax dollars are required to administer mandated sick leave?</p>
Ep Ep			
AGREES	DISAGREES	REPLIES	
6	1	2	

01 November 17			<p>All but possibly short term temporary workers.</p>
Wendykalthoff			
AGREES	DISAGREES	REPLIES	
3	3	1	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

01 November 17			<p>Personally I think this is a wonderful campaign-all workers should have access to Paid Sick Leave. That said, I do worry about adopting this kind of policy at the local level-it might be something that needs to be pursued at the state level. Also, I would like to understand why certain employers don't offer paid sick leave. Is it because it's a burden? If so, what other policies can help businesses so that implementing a policy like this is doable? I look forward to learning more about this and following the campaign!</p>
groovyshazz			
AGREES	DISAGREES	REPLIES	
6	5	1	

01 November 17			<p>Should the conversation be steered towards mandatory leave to be used for any purpose? If so, would you support this?</p>
Alayna			
AGREES	DISAGREES	REPLIES	
1	2	1	

01 November 17			<p>As a society, it is important that human rights come first and foremost ahead of business rights. Individuals should not have to worry about losing their job because they have to get a Pap smear, or cancer screening, or even proactive vaccines. People with the flu, pregnancies, and even horrible Austin allergies should be able to take a day off work to recover without risking their job. Many comments are worried about behavioral patterns and abusing the system but that's a management issue, not a City Council issue. All employee types except for contract employees should be allowed to take a certain amount of sick leave without risking their job.</p>
Alayna			
AGREES	DISAGREES	REPLIES	
7	7	1	

01 November 17			<p>None. The City should not interfere with the relationship between employers and employees. Employees are free to work for any employer they wish to. Employers should be free to offer whatever level of benefits they can afford. Requiring employers to provide benefits they cannot afford will force some of them out of business. Austin needs a friendly business climate.</p>
Feedback2017			
AGREES	DISAGREES	REPLIES	
10	4	2	

02 November 17			<p>All workers should be able to have paid sick time so that they can recover themselves or take care of sick family members without fear that they won't have enough money to get by for that month. Taking time off because you or your family members are sick can cause increased economic hardship for families who are trying to stay afloat. Additionally, this policy benefits the community at large by encouraging better health practices and supporting families.</p>
sellerle			
AGREES	DISAGREES	REPLIES	
7	5	2	

02 November 17			<p>Everyone gets sick, so everyone should be covered.</p>
onefl			
AGREES	DISAGREES	REPLIES	
9	5	2	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

02 November 17			All workers
PatrickWood			
AGREES	DISAGREES	REPLIES	
8	5	1	

02 November 17			<p>The City should NOT deny workers choices. Forcing paid sick leave represents an effort by politicians to impose their own choices on workers. It is a denial of freedom. Paid sick leave is one form of compensation. Leave for any purpose, paid or unpaid, is another form of compensation. These forms of compensation can substitute for monetary compensation. If you require one form of compensation, a consequence is that you are diminishing another form. Some workers may prefer higher wages in lieu of paid or unpaid leave. Why deny them this choice? Additionally, there is nothing that prevents workers from seeking paid sick leave from an employer or seeking a job from an employer who offers it. The city's proposal for mandatory paid leave represents government suppression of freedom for workers and should be REJECTED.</p>
MartinAustin			
AGREES	DISAGREES	REPLIES	
7	7	1	

02 November 17			<p>8) How many hours a year is mandated sick leave on average? 9) How many hours a year is a person sick on average? 10) What is the average family size? (Mandated leave typically extends to family members.)</p>
Ep Ep			
AGREES	DISAGREES	REPLIES	
3	0	1	

02 November 17			<p>To read assessments of existing municipal sick leave mandates, google "impact of mandated sick leave". Or google "economic policies institute connecticut" to get started.</p>
Ep Ep			
AGREES	DISAGREES	REPLIES	
1	0	1	

02 November 17			<p>This policy should apply to everyone. Everyone is prone to illness, regardless of what industry they work in or whether their job is temporary or hourly. Anyone who works should have the right take a day to care for themselves or their children when they need to - and they should be able to do so without worrying about being able to make rent that month. People with no earned sick leave are highly likely to go to work sick or to send their kids to school sick, which can be a public health risk.</p>
sbz			
AGREES	DISAGREES	REPLIES	
13	7	3	

02 November 17			<p>I am unaware of any worker who is required to work every day, sick or not. Everyone is different and we all make different choices. Understanding that sickness is inevitable, the responsible thing to do is to anticipate that need and make provision for it. No one is dependent on an employer or government to do it. As it is now, a worker is free to negotiate whatever benefits they want or choose an employer willing to do so. Mandating these choices shows a preference for some workers over others and is antithetical to individual freedom.</p>
MartinAustin			
AGREES	DISAGREES	REPLIES	
8	10	2	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

02 November 17			<p>I would argue the opposite: NOT mandating sick leave shows a preference for some workers over others. Many workers--particularly in low-wage industries--risk being fired if they take a day off when they get sick. Even if they don't get fired, they won't get paid, which could leave them unable to pay the bills. Additionally, many workplaces discriminate against people who are chronically ill, have disabilities, have families, etc by not allowing sick leave to be used for taking care of sick children, preventative care, or care for chronic conditions. Getting the care you need shouldn't depend on your wage level, the industry you work in, or the type of illness you suffer from. As for workers being free to negotiate the benefits they need or choose an employer that gives appropriate benefits - we all know that many people don't have this choice. If this method worked, then we wouldn't be in a position where more than a third of Austinites--most of them low-income--don't have sick leave.</p>
sbz			
AGREES	DISAGREES	REPLIES	
11	3	1	

02 November 17			<p>What happens when the employee uses all sick hours and has to deal with a sickness? It happens all the time.</p>
Ep Ep			
AGREES	DISAGREES	REPLIES	
2	0	2	

02 November 17			<p>Many insurers offer some form of sick pay coverage.</p>
Ep Ep			
AGREES	DISAGREES	REPLIES	
2	0	0	

02 November 17			<p>If it's a management issue to detect abuse, that's an additional hidden cost to employers - on top of any abuse.</p>
Ep Ep			
AGREES	DISAGREES	REPLIES	
2	2	1	

02 November 17			<p>That's equivalent to mandating additional salary.</p>
Ep Ep			
AGREES	DISAGREES	REPLIES	
1	0	0	

02 November 17			<p>What other costs of life should an employer be mandated to pay?</p>
Ep Ep			
AGREES	DISAGREES	REPLIES	
2	0	2	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

02 November 17			No. I offered employees paid leave but not paid sick leave. It was up to them how they used it. If I had to offer paid sick leave too, I would have to reduce the paid leave or eliminate it. How is that better? It isn't.
MartinAustin			
AGREES	DISAGREES	REPLIES	
5	0	2	

02 November 17			There should never be a totalitarian government that demands, by force, any incentive to be provided by a private company. It is disgusting that anyone would use the point of a gun to force others to do anything.
kyleafh			
AGREES	DISAGREES	REPLIES	
8	4	2	

02 November 17			I agree. Arguments for paid sick leave do not withstand scrutiny. If someone is chronically ill and cannot maintain a job, they are "disabled." There are programs for the disabled. Some argue that people need "sick leave" to care for others, which shows that they are want to take off work when they themselves are NOT sick. If a husband or wife stays home as a full-time parent and the other spouse works, that couple might be better off if the working spouse is paid more instead of receiving paid sick leave as part of compensation. The city's proposed compulsory sick leave denies this family that opportunity.
MartinAustin			
AGREES	DISAGREES	REPLIES	
5	6	1	

02 November 17			Those are the unintended consequences of the ideologues running the city. They offer incentives and rewards to attract large companies to Austin to compete with local businesses and impose costly, burdensome, rules that disproportionately hurt small companies. If you want to offer leave, paid or not, you and your employees should retain as much flexibility as possible to maximize your own choices, not the political philosophy of council members who believe they know best.
MartinAustin			
AGREES	DISAGREES	REPLIES	
8	1	3	

02 November 17			It is already part of management to detect abuse, is it not?
Alayna			
AGREES	DISAGREES	REPLIES	
2	1	1	

02 November 17			All employees
Vivian Martin			
AGREES	DISAGREES	REPLIES	
6	5	2	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

03 November 17			<p>If the business doesn't offer paid sick leave, then it has no system to detect abuse. Any system costs money to implement and administer. Any abuse detected by the employer creates a liability for the employer. Will the employer recover those funds? Will the employer terminate the employee? Will the employee sue the employer? More hidden costs. As long as we are talking about abuse of paid sick leave, be aware that existing policies prevent employers from asking about the usage of paid sick time. Put another way, employers are mandated to allow their funds to be abused.</p>
Ep Ep			
AGREES	DISAGREES	REPLIES	
1	0	1	

03 November 17			<p>Margaret Thatcher said "The trouble with Socialism is that eventually you run out of other people's money." The trouble with a sick paid leave mandate is that no one is legally required to offer a job in your community.</p>
Ep Ep			
AGREES	DISAGREES	REPLIES	
7	3	0	

03 November 17			<p>That sounds great in theory.</p>
Ep Ep			
AGREES	DISAGREES	REPLIES	
6	0	0	

03 November 17			<p>The problem with mandating preservation of a job is that an employee is hired to fill a vital function in a business - i.e. a function that allows the business to exist. If the position weren't vital, it wouldn't exist.</p>
Ep Ep			
AGREES	DISAGREES	REPLIES	
1	0	1	

03 November 17			<p>Keep piling mandates and costs on employers - health care, sick leave, etc. - and watch how easy it is to find a job.</p>
Ep Ep			
AGREES	DISAGREES	REPLIES	
6	3	1	

03 November 17			<p>Austin wants Amazon to offer jobs here. Why would Amazon want to offer jobs to Austin? Mandates? Entitlement? Not attractive. UPDATE: <a href="https://www.bizjournals.com/austin/">https://www.bizjournals.com/austin/</a> Austin is no longer ranked for Amazon.</p>
Ep Ep			
AGREES	DISAGREES	REPLIES	
6	3	1	

03 November 17			<p>Here's a quote from a workersdefense.org article describing the effort by Work Strong Austin to mandate paid sick leave: "We demand the freedom to organize in union for the paid sick leave that we earn everyday." Scary. The article also claims support from local businesses but doesn't list them. What business wants a union?</p>
Ep Ep			
AGREES	DISAGREES	REPLIES	
4	4	1	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

03 November 17			<p>If you are an employer, it is time to network with your business contacts and contact your city representatives. According to KXAN, city council views the mandate as a foregone conclusion: "Austin City Council voted unanimously late Thursday night to develop a policy for private employers to offer paid sick leave to their workers." <a href="http://kxan.com/2017/09/29/council-unanimously-votes-to-explore-paid-sick-leave/">http://kxan.com/2017/09/29/council-unanimously-votes-to-explore-paid-sick-leave/</a></p>
Ep Ep			
AGREES	DISAGREES	REPLIES	
6	1	1	
03 November 17			<p>The City is overreaching here. Leave benefits in the hands of employers. If an employer does not offer attractive benefits, employees will vote by working elsewhere. Additionally, it should be up to the employer to determine the best mix of benefits. Maybe a higher 401k matching is more attractive than sick leave, maybe maternity leave, maybe something else. Mandating benefits takes away from the freedom to offer attractive benefits.</p>
fsacasa			
AGREES	DISAGREES	REPLIES	
9	5	1	
03 November 17			<p>I strongly disagree with the city council here. This is a tremendous overreach for the reasons so many others have posted. As a small business owner, my opinion is for this not to be mandated by any council or gov't entity.</p>
ddzurilla			
AGREES	DISAGREES	REPLIES	
8	6	1	
03 November 17			<p>This measure is being pushed by CM Greg Casar and his previous employer workersdefense.org. (Visit and draw your own conclusions.) His council bio includes: "unified against unlawful and unfair actions in their community including evictions." Eviction is legal and fair. Eviction occurs when an individual violates a legal contract and withholds payment while receiving a service from a property owner who is paying mortgage, property tax, insurance, management, etc. Should property owners be mandated to provide free days of housing? Does CM Greg Casar rent property?</p>
Ep Ep			
AGREES	DISAGREES	REPLIES	
0	0	0	
03 November 17			<p>To avert public health crises, the policy would have to apply to all sick claims from all workers. I.e. Unlimited paid sick leave.</p>
Ep Ep			
AGREES	DISAGREES	REPLIES	
2	1	0	
03 November 17			<p>This benefit will cost money. To pay it, a business must have the means. If they don't, then they must find the means, which means they will need additional revenue. Most likely, that means raising prices. Businesses can't create revenue out of thin air (I've tried), so then it becomes a tax on the people of Austin. For a local small business that does not have the scale of a national chain, I will have to raise prices. I hope my clients are willing to pay it.</p>
congress1902			
AGREES	DISAGREES	REPLIES	
6	2	1	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

03 November 17			<p>This benefit will cost money. To pay it, a business must have the means. If they don't, then they must find the means, which means they will need additional revenue. Most likely, that means raising prices. Businesses can't create revenue out of thin air (I've tried), so then it becomes a tax on the people of Austin. For a local small business that does not have the scale of a national chain, I will have to raise prices. I hope my clients are willing to pay it.</p>
congress1902			
AGREES	DISAGREES	REPLIES	
0	0	0	

03 November 17			<p>Austin employers are currently mandated to pay on behalf of employees: salary, overtime, social security, medicare, federal unemployment, state unemployment, and healthcare.</p>
Ep Ep			
AGREES	DISAGREES	REPLIES	
2	0	0	

03 November 17			<p>Any comments referencing council members - our representatives - involved in this proposed mandate will be deleted by the moderator, making it difficult to hold them accountable. Less censored discussions are taking place on other social media websites.</p>
Ep Ep			
AGREES	DISAGREES	REPLIES	
1	0	1	

03 November 17			<p>Hourly who do not receive other paid time off (vacation)</p>
ayork			
AGREES	DISAGREES	REPLIES	
2	1	2	

03 November 17			<p>This question presumes that one already agrees that the City of Austin should make this requirement. I do not agree that COA should. I am a small business owner and already provide a reasonable amount of sick time to my employees. This is based upon my financial ability to do so and what the rest of my competitors are doing to retain quality staff. There is no clear cut or fair way that the COA can determine what a business owner can afford to do. This type of legislation is not the mandate of City Government, and is very heavy handed.</p>
Typical Austinite			
AGREES	DISAGREES	REPLIES	
20	12	8	

03 November 17			<p>Definitely all hourly employees, and all FLSA nonexempt employees who make less than \$750 per week, even if salaried. I am board certified in labor and employment law. Thus would make a huge difference for these kinds of employees</p>
Lmccollom			
AGREES	DISAGREES	REPLIES	
6	4	2	

03 November 17			<p>As a labor and employment lawyer who mostly represents employers, I know of no laws that prevent an employer from investigating abuse of sick leave or FMLA leave (unpaid leave) or taking disciplinary action for abuse or fraud. I do frequently see situations in which I believe doctors write fraudulent excuses for employees, for which they do often, if not always, get paid. Very hard to address that problem, though.</p>
Lmccollom			
AGREES	DISAGREES	REPLIES	
1	0	1	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

<p>03 November 17</p> <p><b>Lmccollom</b></p> <table border="1"> <thead> <tr> <th>AGREES</th> <th>DISAGREES</th> <th>REPLIES</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>2</td> <td>0</td> </tr> </tbody> </table>	AGREES	DISAGREES	REPLIES	1	2	0	<p>I think paid sick leave could and should be applied to any employer whose employees are working in austin, no matter where the principal place of business of the employer is located. But I do wonder what the potential enforcement mechanisms would be. And I agree that in some businesses, such as construction, it would disadvantage local companies if not applied to out of town companies performing contracts in austin. This is one reason why it is much better for employment policies to be adopted at state level. Not currently an option in texas, unfortunately.</p>
AGREES	DISAGREES	REPLIES					
1	2	0					
<p>03 November 17</p> <p><b>Lmccollom</b></p> <table border="1"> <thead> <tr> <th>AGREES</th> <th>DISAGREES</th> <th>REPLIES</th> </tr> </thead> <tbody> <tr> <td>9</td> <td>4</td> <td>2</td> </tr> </tbody> </table>	AGREES	DISAGREES	REPLIES	9	4	2	<p>There are plenty of employers in Austin who currently violate state and federal laws, such as overtime pay, minimum wage, prompt wage payment, and ACA health insurance requirements. It is very hard for many workers to enforce these rights, and many are afraid to try out of fear of being fired for doing so. I am supposed to be an employment expert, and I do not know what effective method there is to go after an employer who is not offering ACA compliant insurance. And so I really do wonder how a paid or unpaid sick leave mandate at the municipal level would be effectively enforced.</p>
AGREES	DISAGREES	REPLIES					
9	4	2					
<p>04 November 17</p> <p><b>Ep Ep</b></p> <table border="1"> <thead> <tr> <th>AGREES</th> <th>DISAGREES</th> <th>REPLIES</th> </tr> </thead> <tbody> <tr> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	AGREES	DISAGREES	REPLIES	0	0	0	<p>Google "Ten Things Businesses Might Not Know About California's Paid Sick Leave Law".</p>
AGREES	DISAGREES	REPLIES					
0	0	0					
<p>04 November 17</p> <p><b>Ep Ep</b></p> <table border="1"> <thead> <tr> <th>AGREES</th> <th>DISAGREES</th> <th>REPLIES</th> </tr> </thead> <tbody> <tr> <td>11</td> <td>7</td> <td>1</td> </tr> </tbody> </table>	AGREES	DISAGREES	REPLIES	11	7	1	<p>Employers who already provide paid sick leave will be punished by the mandate: possible additional sick leave payroll and payroll taxes, cost to report and prove compliance, possible cost for compliance mistake penalties, possible cost for lawsuits from employees who feel wronged.</p>
AGREES	DISAGREES	REPLIES					
11	7	1					
<p>04 November 17</p> <p><b>Ep Ep</b></p> <table border="1"> <thead> <tr> <th>AGREES</th> <th>DISAGREES</th> <th>REPLIES</th> </tr> </thead> <tbody> <tr> <td>8</td> <td>1</td> <td>2</td> </tr> </tbody> </table>	AGREES	DISAGREES	REPLIES	8	1	2	<p>This question does assume that mandated sick leave is a foregone conclusion. It assumes that business owners are sheep. Business owners by definition are not sheep. It takes considerable initiative, effort and fortitude to provide jobs. Business associations are actively exchanging communications about this proposed measure. If instituted, businesses are preparing for legal alternatives: reduced benefits, subcontracting, online hiring, automation, layoffs, closure, etc.</p>
AGREES	DISAGREES	REPLIES					
8	1	2					
<p>05 November 17</p> <p><b>JasonLockhart</b></p> <table border="1"> <thead> <tr> <th>AGREES</th> <th>DISAGREES</th> <th>REPLIES</th> </tr> </thead> <tbody> <tr> <td>6</td> <td>4</td> <td>1</td> </tr> </tbody> </table>	AGREES	DISAGREES	REPLIES	6	4	1	<p>None. This is not a proper function of a city government.</p>
AGREES	DISAGREES	REPLIES					
6	4	1					

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

05 November 17			<p>Why hourly employees? Why \$750/week? What does being board certified in blah blah have to do with your arbitrary standards and limits? From where do you believe the city derives there power to insert itself into the private negotiations of a employer and a prospective employer?</p>
JasonLockhart			
AGREES	DISAGREES	REPLIES	
3	0	1	

05 November 17			<p>Moderator - all of your questions seem to be setting up a future situation where you do the following: 1) claim the people have spoken and they fear this will cost businesses too much money, 2) claim that we "know" everyone really wants this (even though they don't), so we "must" implement it, and 3) claim the solution is to pass this abomination of a law/ordinance, then provide a "subsidy" to businesses to offset the costs....all the while slipping more tax hikes in to make everyone pay for this garbage. Booooooo</p>
JasonLockhart			
AGREES	DISAGREES	REPLIES	
7	3	2	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

06 November 17		
Citabria		
AGREES	DISAGREES	REPLIES
9	5	6

I own eight businesses in Austin, the largest of which is a mid-sized manufacturer(50-250 FTEs). I have previously worked in several countries with varying degrees of labor protection ranging from extensive protections to none at all. I have also worked in several U.S. states, including some of the places the COA cites as having similar sick day ordinances. I currently employ people in at least one of these cities. From an entrepreneur and business owner perspective, I can tell you a few things: 1. For the most part, people will do exactly what they are incentivized to do. When I have acquired companies with separate vacation and sick leave policies, I have always been amazed by how sick the staff is. The people become remarkably healthier and more predictable, and far fewer family members die the instant sick leave, bereavement leave, and vacation leave policies are simply translated into an equivalent amount of PTO. I suggest in the strongest possible terms that the city not try to force companies with PTO policies to break their policies down by types of leave. Such policies incentivize dishonesty, which hold the capacity to destroy the very careers well-meaning politicians are trying to help. 2. For the most part, people will do exactly what they are incentivized to do. That includes not only employees, but also entrepreneurs and business owners. I could have started my businesses anywhere in the world, and actively considered several cities on two continents. I chose Austin and Texas for its culture, low cost of living, and pro-business climate. I still love Austin with all my heart, but the culture has shifted a bit, the cost of living is not so low anymore, and the pro-business climate has eroded to the point we will likely move our manufacturing operations out of the city at our next lease renewal. If the city continues to give small and mid-sized employers of lower wage labor the middle finger, it will have a detrimental impact on the city's ability to create a diverse and robust workforce. With each new regulation, the entrepreneur must spend more effort avoiding or complying with the new regulation, and less effort on economically beneficial activity. The city will see an incremental reduction in businesses created, more businesses making elections to move elsewhere (including locations just outside the city limits, more 1099s, outsourcing, more offshoring, and so on). The extent to which this takes place is directly proportional to the cost and administrative burden the city elects to create. 3. For the most part, people will do exactly what they are incentivized to do. If the city makes unenforceable laws, it will create an environment where most business owners are lawbreakers. My business competes on a national scale with businesses that do not face equivalent burdens. My companies are well managed, so we can afford to offer great benefits. This regulation will likely have little or no impact on us. There are, however, other businesses that operate at the margins, and this effort may be the difference between survival and shutting down. I urge you to consider the disproportionate impact this potential ordinance would have on lower wage, lower margin, less profitable (and more likely to be minority owned) businesses. You may wind up hurting the very people you seek to help.

06 November 17		
Citabria		
AGREES	DISAGREES	REPLIES
0	0	0

Not sure why the paragraph breaks disappeared...

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

06 November 17			<p>No one. Both as a small business owner, and as an individual who worked as an independent contractor prior to that, I object so very strenuously to this whole idea. The HR compliance and costs both are potential killers for locally-owned small businesses, and will prevent the growth of local businesses and discourage startups. Plus, with half the workforce projected to be independent contractors within the next 5 or so years, it wouldn't apply to them regardless and they are MUCH more vulnerable than employees, oftentimes, because they can't even get unemployment (which an employee could, if they did lose their job). I would much prefer that some portion of our already astronomical taxes go to a temporary disability/sick day compensation insurance fund for the most vulnerable people, whether they are employees or self-employed. I do agree that it would be nice to have a security net for anyone who gets sick, but if the City of Austin wants it, then the City of Austin should pay for and administer it, not saddle small business owners with an ever-increasing load of compliance issues and costs. It's hard enough to make a business succeed from the ground up. Please don't make it worse. Local businesses are the heart and soul of Austin.</p>
Shelley			
AGREES	DISAGREES	REPLIES	
4	4	2	

07 November 17			<p>The city of Austin has no business dictating how a private company offers sick leave/pay. The council is wasting our money (and it is our money) having discussions about it at all.</p>
roger murray			
AGREES	DISAGREES	REPLIES	
5	5	1	

07 November 17			<p>All workers, full-stop. The only reasonable exemptions should be for businesses with very low revenues. The hour count should be pro-rated according to a 36-hour full time standard rate, meaning workers who work 18 hours a week accumulate paid sick leave at half the rate of a full time employee, but ensuring they can still collect these necessary hours. This is absolutely the business of the city government and I'm glad it's being considered.</p>
davidabliss			
AGREES	DISAGREES	REPLIES	
6	5	2	

08 November 17			<p>I have started 8 venture funded companies and I absolutely agree. Implementing this is damaging to small businesses and completely unnecessary.</p>
RWarwick			
AGREES	DISAGREES	REPLIES	
7	2	0	

08 November 17			<p>Sounds like class warfare is a real thing.</p>
Joseph_George			
AGREES	DISAGREES	REPLIES	
0	0	2	

08 November 17			<p>Union organizing is the only method short of revolution to hold business owners accountable.</p>
Joseph_George			
AGREES	DISAGREES	REPLIES	
6	8	3	

## FORUM TOPIC

Who should be covered under a policy that requires employers to provide paid sick days?

08 November 17			Totally agree
RWarwick			
AGREES	DISAGREES	REPLIES	
2	0	0	

08 November 17			The means of production.
Joseph_George			
AGREES	DISAGREES	REPLIES	
0	0	1	

08 November 17			The relationship of employer and employee is an antagonist one. It is one of class struggle.
Joseph_George			
AGREES	DISAGREES	REPLIES	
0	2	1	

08 November 17			Absolutely.
Joseph_George			
AGREES	DISAGREES	REPLIES	
2	3	0	

08 November 17			In the real world, most people don't have the money to become Capitalists. Which why they have to work for uncaring people.
Joseph_George			
AGREES	DISAGREES	REPLIES	
4	7	0	

08 November 17			They could cut down their take of the profit.
Joseph_George			
AGREES	DISAGREES	REPLIES	
2	2	2	

08 November 17			"I own eight businesses" I think you'll do alright.
Joseph_George			
AGREES	DISAGREES	REPLIES	
5	4	2	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

08 November 17			<p>This an extremely damaging idea if we want businesses to grow and thrive in Austin. Having started 8 businesses in Austin, I can say it is EXTREMELY hard to build a profitable business. Anyone who thinks this is a good idea has never created new jobs by creating a new business, which means they do not understand the impact of this. If my employees get sick, I encourage them to stay home until they are well, but they know they better be sick because everyone is depending on them. Being sick a certain amount of time is not a God given right. It is just something that unfortunately happens. If they can get better pay or better benefits somewhere else, then they will leave. To be a profitable business, I must be competitive in my products and services, as well as in what I pay my employees, or I fail. That is the check and balance. It can NEVER be what the government thinks I should pay because that is not capitalism. It is socialism.</p>
RWarwick			
AGREES	DISAGREES	REPLIES	
6	5	1	

08 November 17			<p>Jason, you are spot on here. I do NOT get the feeling the City of Austin really cares what business owners and entrepreneurs who are driving the local economy think. I think they only care about the opinion of the masses who want more free time off.</p>
RWarwick			
AGREES	DISAGREES	REPLIES	
9	4	3	

08 November 17			<p>Why would you make such a broad statement like that? Is that just a policy of where you work? I've worked in 11 companies from very small to over 300,000 employees and in every case, hourly employees have always had the same amount of vacation as salary employees. The amount earned was just prorated if they are not full time.</p>
RWarwick			
AGREES	DISAGREES	REPLIES	
0	1	2	

08 November 17			<p>Everyone. It is not just a matter of basic human dignity, but also of public health. When people are forced to choose between going to work while sick and losing money, they will often infect others with whatever they have. And if employers can't afford to run a business properly while considering the well-being of their employees and customers, maybe they need to rethink their whole model.</p>
dc			
AGREES	DISAGREES	REPLIES	
2	3	1	

08 November 17			<p>Yeah, who is the government FOR, anyway? The PEOPLE?</p>
dc			
AGREES	DISAGREES	REPLIES	
1	0	1	

09 November 17			<p>I recommend attempting to create a profitable business and providing a competitive work environment for your employees and then see how your opinion changes.</p>
RWarwick			
AGREES	DISAGREES	REPLIES	
2	0	2	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

09 November 17			FANTASIC question. Moderator, PLEASE answer this question. Has anyone on the City Council ever created a *profitable* business with greater than 10 employees? Even 5?
RWarwick			
AGREES	DISAGREES	REPLIES	
3	1	1	

09 November 17			This is terrible idea. I would be at a competitive disadvantage with competitors outside the city. Plus, this is a solution in search of a problem. If an employer is mistreating you in your opinion, find another job you like better. There is a labor shortage in Austin and plenty of other employers. Most employers take care of their employees in this area without the government meddling where it doesn't belong or have knowledge. At most this should be studied for quite a while to see if there really is any need. Most data comes from labor unions or other special interests.
robert			
AGREES	DISAGREES	REPLIES	
5	2	1	

09 November 17			I doubt it. They appear to only listen to the special interests and have no idea about the free market and what really happens.
robert			
AGREES	DISAGREES	REPLIES	
2	1	1	

09 November 17			Totally correct. It will cost jobs and hurt any reputation Austin hopes to build about being a business friendly city.
robert			
AGREES	DISAGREES	REPLIES	
2	0	1	

09 November 17			You mean the city could take less of our money?
robert			
AGREES	DISAGREES	REPLIES	
0	0	0	

09 November 17			Most of us have this already and treat our employees like the gold they are. What would change? You may not be aware of how business and the free market works?
robert			
AGREES	DISAGREES	REPLIES	
0	0	0	

09 November 17			You are totally correct. If the Council even attempted to study this issues they would drop this idea.
robert			
AGREES	DISAGREES	REPLIES	
2	1	1	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

09 November 17			Totally true!
robert			
AGREES	DISAGREES	REPLIES	
0	0	0	

09 November 17			So correct and you get this when you have uninformed ideologues running the city. They have no clue about the real world.
robert			
AGREES	DISAGREES	REPLIES	
3	0	1	

09 November 17			Totally agree. Keep up the comments and contact your council people and others to do so. They need to feel the heat that this is a stupid idea.
robert			
AGREES	DISAGREES	REPLIES	
6	1	1	

09 November 17			I don't believe you understand the business world and the free market. If you did, you would recognize a stupid idea when you saw one. I bet you don't work in business? Government employees don't have a clue.
robert			
AGREES	DISAGREES	REPLIES	
5	6	2	

09 November 17			I thought that went out with communism and socialism?
robert			
AGREES	DISAGREES	REPLIES	
0	0	1	

09 November 17			Very well said and I hope many others are listening, including the moderator.
robert			
AGREES	DISAGREES	REPLIES	
4	0	0	

09 November 17			What do you mean? Socialism, a proven failure?
robert			
AGREES	DISAGREES	REPLIES	
0	0	1	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

09 November 17			I have been told that this is all a union initiative including the "study".
robert			
AGREES	DISAGREES	REPLIES	
3	1	1	

09 November 17			Who are the classes?
robert			
AGREES	DISAGREES	REPLIES	
0	0	0	

09 November 17			Too much government at all levels. This is prime example of catering to special interests.
robert			
AGREES	DISAGREES	REPLIES	
3	2	1	

09 November 17			Totally spot on. The questions themselves are biased. Typical for City of Austin
robert			
AGREES	DISAGREES	REPLIES	
7	4	1	

09 November 17			Not by law or ordinance. Let the market decide
robert			
AGREES	DISAGREES	REPLIES	
0	1	0	

09 November 17			This is just one more example of good intentions but bad policy. Consider the well intention folks who thought raising the minimum wage on a state or local level would be good for workers. Well now you have WALMART and other companies using self check outs. How did that work out? Did the employee get a raise? NO! The job got eliminated. McDonald's and other fast food places are also starting to use KIOSK instead of people making minimum wage. EVERY cost you mandate to employers will have a negative effect on workers as the employer must cut payroll or benefits to make up for this cost. How many employers will reduce vacation time or other benefits if required to provide sick days? How many employers will not add that extra employee because they are getting regulated to death. How many people will completely abuse this??? ? Good intentions - Bad idea - will cost people jobs
Paul C			
AGREES	DISAGREES	REPLIES	
5	2	1	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

<p>09 November 17</p> <p><b>Citabria</b></p> <table border="1"> <thead> <tr> <th>AGREES</th> <th>DISAGREES</th> <th>REPLIES</th> </tr> </thead> <tbody> <tr> <td>7</td> <td>1</td> <td>1</td> </tr> </tbody> </table>	AGREES	DISAGREES	REPLIES	7	1	1	<p>Indeed. As my prior statement indicated, we offer great benefits, and any such regulation would likely have little if any impact on my businesses. The impact would be felt most by small, lower margin, less profitable businesses, which are also more likely to be minority owned, as well as workers themselves, in the form of slightly lower aggregate W-2 employment in the employment sectors that are likely to be impacted. It will also have a disproportionate impact on companies that compete with entities which are not similarly burdened, including those which are located just outside the city limits. Those are facts. It is also my opinion that this is not the kind of regulation that city government should be involved in, although at the same time I do acknowledge there are shortcomings in terms of worker protections at the national level.</p>
AGREES	DISAGREES	REPLIES					
7	1	1					
<p>09 November 17</p> <p><b>RWarwick</b></p> <table border="1"> <thead> <tr> <th>AGREES</th> <th>DISAGREES</th> <th>REPLIES</th> </tr> </thead> <tbody> <tr> <td>2</td> <td>1</td> <td>1</td> </tr> </tbody> </table>	AGREES	DISAGREES	REPLIES	2	1	1	<p>EXACTLY! Well said.</p>
AGREES	DISAGREES	REPLIES					
2	1	1					
<p>10 November 17</p> <p><b>Larry Schooler</b></p> <table border="1"> <thead> <tr> <th>AGREES</th> <th>DISAGREES</th> <th>REPLIES</th> </tr> </thead> <tbody> <tr> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	AGREES	DISAGREES	REPLIES	0	0	0	<p>Thanks to you both for your comments. -Moderator</p>
AGREES	DISAGREES	REPLIES					
0	0	0					
<p>10 November 17</p> <p><b>Larry Schooler</b></p> <table border="1"> <thead> <tr> <th>AGREES</th> <th>DISAGREES</th> <th>REPLIES</th> </tr> </thead> <tbody> <tr> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	AGREES	DISAGREES	REPLIES	0	0	0	<p>Thanks for your extensive comments. -Moderator</p>
AGREES	DISAGREES	REPLIES					
0	0	0					
<p>10 November 17</p> <p><b>Larry Schooler</b></p> <table border="1"> <thead> <tr> <th>AGREES</th> <th>DISAGREES</th> <th>REPLIES</th> </tr> </thead> <tbody> <tr> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	AGREES	DISAGREES	REPLIES	0	0	0	<p>Thanks for your comments; I want to be sure that all comments here relate to the substance of the issues under discussion, rather than the people making the comments. -Moderator</p>
AGREES	DISAGREES	REPLIES					
0	0	0					
<p>10 November 17</p> <p><b>Larry Schooler</b></p> <table border="1"> <thead> <tr> <th>AGREES</th> <th>DISAGREES</th> <th>REPLIES</th> </tr> </thead> <tbody> <tr> <td>0</td> <td>0</td> <td>1</td> </tr> </tbody> </table>	AGREES	DISAGREES	REPLIES	0	0	1	<p>Thanks for your further comments; do you have thoughts about how the shortcomings you mentioned should be addressed? -Moderator</p>
AGREES	DISAGREES	REPLIES					
0	0	1					

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

10 November 17			Thanks for your comments, robert. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks, Julia--can you clarify? Do you believe that all employees of all companies in the City should receive paid sick leave, or are there any limitations on who should receive paid sick leave? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments; can you share more about how you decide how much sick time to your employees? Do you provide it as distinct time off separate from vacation? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
1	1	0	

10 November 17			Hi, Robert--please be advised that these questions come directly from the resolution adopted unanimously by the Austin City Council ( <a href="http://www.austintexas.gov/edims/document.cfm?id=286396">http://www.austintexas.gov/edims/document.cfm?id=286396</a> ). -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
1	1	1	

10 November 17			Thanks for your comments; can you clarify how you would define the exemptions you mention for businesses with very low revenues? How might you define those businesses? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, Robert; can you clarify which special interests you believe the City is catering to? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

10 November 17			Thanks for posting; can you clarify what you mean? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments; should a policy be enacted, do you have thoughts about whom it should cover? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments; can you clarify how that relates to a paid sick leave policy for the City? Are you suggesting that union organizing should help ensure workers receive paid sick leave? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Hi, Robert--just to reiterate, this comes from the Austin City Council's resolution: <a href="http://www.austintexas.gov/edims/document.cfm?id=286396">http://www.austintexas.gov/edims/document.cfm?id=286396</a> .
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	1	

10 November 17			Thanks for your comments; can you clarify what you mean by "all workers?" Do you mean all employees of all businesses in the city of Austin? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your post; can you clarify your question? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks robert, Ep Ep, and Joseph_George; it would be helpful to hear more clarification from all of you. It sounds as if Ep Ep believes paid sick leave is a "cost of life," and requiring the provision of paid sick leave would lead to other mandated provisions for workers that make Ep Ep uncomfortable. I'm less clear on Joseph_George's and robert's comments; can you clarify? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

10 November 17			I appreciate all of your comments; I would encourage you to focus on the topic of a paid sick leave policy and whom might be covered by it. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, Aaron. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Hi, Robert and Joseph_george; please be sure to keep the focus on the substance of the issues discussed here (scope of a potential paid sick leave policy) rather than on personalities. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
2	0	1	

10 November 17			Thanks for that clarification. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Hi, Jason--thanks for your comments. My questions relate to the Austin City Council's approved resolution directing the City to collect input from the public on the scope of a potential paid sick leave policy. They have not yet approved a policy and are interested in this kind of feedback. The resolution can be found at: <a href="http://www.austintexas.gov/edims/document.cfm?id=286396">http://www.austintexas.gov/edims/document.cfm?id=286396</a> . -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
1	0	0	

10 November 17			Hi, RWarwick: thanks for your comments. The City of Austin is very much interested in what business owners and entrepreneurs think; that's one of the reasons we have set up this forum and are hosting meetings to hear that input. Our next meeting is Thursday, November 16th, at 4pm, at Town Lake Center (721 Barton Springs Road), with a third meeting on Thursday, November 30th, at 4pm, at Fiesta Gardens (Fiesta Gardens, 2101 Jesse E. Segovia Street, 78702). -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
1	0	0	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

10 November 17			The questions clearly assume this should happen.
robert			
AGREES	DISAGREES	REPLIES	
9	2	1	

10 November 17			Thanks for your comments. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, robert. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, RWarwick: can you clarify what you think might happen if Joseph_george did so? We're focused here on understanding the ramifications for a paid sick leave policy. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Maybe, but the "facts" behind the resolution came from biased unions and like minded special interests.
robert			
AGREES	DISAGREES	REPLIES	
4	1	2	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

10 November 17			Thanks for the question; we will research it and do our best to post an answer.
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, Robert. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, dc. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, ayork. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your response, RWarwick; what would you suggest as an alternative to ayork's suggestion? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, RWarwick. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, Shelley. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

10 November 17			Thanks for your comments, Roger. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, Lmcollom. Can you share more about what made you define the scope in this way? That is, why \$750/week? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, JasonLockhart; please keep your comments focused on the substance of the issues, rather than the individuals posting. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comment. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Hi, Ep Ep--I've not deleted any comments referencing City Council Members. Sorry for any confusion. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comment. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments. At this point, quoting its resolution, the City Council has asked for feedback on elements of a paid sick leave policy for private employers in Austin ( <a href="http://www.austintexas.gov/edims/document.cfm?id=286396">http://www.austintexas.gov/edims/document.cfm?id=286396</a> ). They have not yet voted to develop that policy. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

10 November 17			Hi, Ep Ep--thanks for your post. Can you clarify how this relates to the scope of a potential paid sick leave policy? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
1	0	0	

10 November 17			Hi, Ep Ep--thanks for your post. Can you clarify how this relates to the scope of a potential paid sick leave policy? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, Vivian; can you clarify? Do you mean all employees of employers conducting business in the city of Austin? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, Ep Ep. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks, Ep Ep--can you clarify your comment around "mandating preservation of a job?" -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments--can you clarify? Do you mean the Austin City Council is acting as a totalitarian government? What does "use the point of a gun to force others to do anything" mean in this case? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments--can you clarify? Should this apply to employees of all employers in the city of Austin? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
1	1	0	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

10 November 17			I'll share that feedback with the Austin City Council. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
2	0	1	

10 November 17			Thanks for sharing your perspective, Robert. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments, sbz and MartinAustin. MartinAustin, can you clarify what you mean? Why would you have had to eliminate paid leave if you offered paid sick leave? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	1	

10 November 17			Thanks for your comments, MartinAustin. To clarify--do you believe that sick leave should not be used by employees caring for an ill spouse, child, or parent? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	1	

10 November 17			Thanks for your comment; can you clarify your definition of "everyone?" All employees of all employers across the city of Austin? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your post. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			I've requested those who may have that information to respond. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
2	0	0	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

10 November 17			Thanks for your comment; can you clarify? All employees of all employers in the city of Austin? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your comments; I do recommend employers to respond to your questions aimed at them. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Thanks for your post; can you define that category of workers? What is short-term/temporary in your view? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
1	0	0	

10 November 17			Thanks for your elaboration. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

10 November 17			Don't mean it personally to anyone. Just need to point out that it is obviously an unnecessary and stupid law. Call it what it is.
robert			
AGREES	DISAGREES	REPLIES	
2	2	0	

10 November 17			Leave of any kind, paid or unpaid, is compensation at the expense of the employer. The employer determines the value of the work performed by the employee. If the current compensation reflects that value and the City mandates sick leave that is not currently a part of the compensation paid, the employer can be expected to reduce other forms of compensation. The overall value of the job will not change so the added cost will force an adjustment elsewhere, and this could be regular paid leave that may be used for any purpose.
MartinAustin			
AGREES	DISAGREES	REPLIES	
6	0	0	

10 November 17			How sick leave should be used is a matter for the employer and employee, not the City or me. Proponents often argue that a person shouldn't be "forced" to work when they are sick. And then some argue that it should be used when the worker is not sick. This shows just how people wrongly perceive this as a "benefit" without any cost and one to be exploited for reasons other than ones stated. I have offices in Austin and surrounding cities. If the city passes what is essentially an unfunded mandate, I will have a disincentive from employing anyone in Austin. Advocates ignore this consequence of the so-called benefit.
MartinAustin			
AGREES	DISAGREES	REPLIES	
8	3	1	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

10 November 17			You are not aware of people forced to work while ill? How do I get into this bubble of p rivilege? Welcome to Austin. Libertarian values aren't the values of the City.
Sound_Reasoning			
AGREES	DISAGREES	REPLIES	
5	2	0	

10 November 17			Every worker should have an equal right to accumulate earned sick time regardless of employer. Mandating employers sock away one hour pay for every 30 hours a worker works is not an outrageous burden. Any business with margins so slim that they can't provide such an incredibly modest, incredibly important policy shouldn't be in business . For companies that don't claim tip credits against the minimum wage, we wouldn't exempt them from the min wage law simply because their margins are too thin to pay the minimum wage. For companies that do claim tip credits against the wage, how ma ny handouts do these companies need to stay afloat? Business owners act like they are entitled to run a business any way their whims might desire, but they have to follo w laws that people put in place to provide some basic level of human dignity for worki ng people. When they say "oh we can't afford that because of the market," what they are saying is that democracy should bend to what business owners want, not that busi ness owners should be held to higher standards if they want to be considered successful in our city. The fact is, businesses enter and exit markets all the time. Som e have models that allow them to adapt and compete under new conditions where wo rkers have better rights and conditions, others do not and go under because they can't function up to the standards society has set for them. There is no reasonable wa y to argue that even the most ambitious earned sick leave policy would fundamentally undermine and destroy literally any market at all. Yes, there will be some friction for b usiness owners, but workers have been bearing the brunt of extreme economic frictio n for several decades now. We were always expected to hike our britches up because of how things were changing. Well, business owners, it's time to hike your o wn britches up and adapt to a frankly very modest and important policy reform.
fastfoodworker			
AGREES	DISAGREES	REPLIES	
6	3	0	

10 November 17			Are your profit margins that small? You'll leave the Capital City (and revenue from it) b ecause of a few paid days a year (that would keep contagious workers from coming in to work?)
Sound_Reasoning			
AGREES	DISAGREES	REPLIES	
6	3	1	

10 November 17			The size of my margins is irrelevant. It appears you acknowledge a mandate would a dd costs. If this cost enhanced my business, I would already do it without a threat of fo rce. If it doesn't enhance my business, I must do what I do in every other instance and find some way to offset it. When you are in a competitive market, this is essential. "Le aving" the city doesn't mean I don't serve clients in it. I shift employees where I can el sewhere, where I already operate. Technology makes this increasingly possible. Final ly, I do not ask sick employees to work. I afford leave that is earned by working. Assuming the employee doesn't squander their leave, they can use it when sick. That is their business. If they exhaust their leave, then they must take time off without pay. Either way, no one is coming to work sick. Arguing that the cost of paid leave is so insignificant for the employer while claiming it is enormously important for employees i s contradictory. It is also a gross generalization that simply does not apply to all jobs in Austin.
MartinAustin			
AGREES	DISAGREES	REPLIES	
7	1	1	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

<p>10 November 17</p> <p><b>Sound_Reasoning</b></p> <table border="1"> <thead> <tr> <th>AGREES</th> <th>DISAGREES</th> <th>REPLIES</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>2</td> <td>2</td> </tr> </tbody> </table>	AGREES	DISAGREES	REPLIES	1	2	2	<p>Okay, so you can afford to continue giving your staff paid time off as you have been only with some added nuance. If you openly support giving workers ethical treatment of paid time off, advertise that fact &amp; that will appeal to customers. I'm not the only person in this market that spends money informed on my values.</p>
AGREES	DISAGREES	REPLIES					
1	2	2					
<p>10 November 17</p> <p><b>MartinAustin</b></p> <table border="1"> <thead> <tr> <th>AGREES</th> <th>DISAGREES</th> <th>REPLIES</th> </tr> </thead> <tbody> <tr> <td>8</td> <td>2</td> <td>0</td> </tr> </tbody> </table>	AGREES	DISAGREES	REPLIES	8	2	0	<p>I don't agree with the characterization of paid time off as "ethical treatment." That implies that other forms of compensation are less ethical. When I offer a job and it is accepted, that is a bargain we strike as consenting adults. If we choose for the hourly compensation to be higher in lieu of other benefits, that is not unethical. It is just another choice. If I have a good employee, their value to the company is what motivates me to satisfy their desires and reward them, not some metaphysical concept of ethics adopted by politicians.</p>
AGREES	DISAGREES	REPLIES					
8	2	0					
<p>10 November 17</p> <p><b>maryplumbmentjes</b></p> <table border="1"> <thead> <tr> <th>AGREES</th> <th>DISAGREES</th> <th>REPLIES</th> </tr> </thead> <tbody> <tr> <td>4</td> <td>4</td> <td>0</td> </tr> </tbody> </table>	AGREES	DISAGREES	REPLIES	4	4	0	<p>Sick leave should be available for all workers, particularly low paid workers who are more vulnerable.</p>
AGREES	DISAGREES	REPLIES					
4	4	0					
<p>10 November 17</p> <p><b>Joseph_George</b></p> <table border="1"> <thead> <tr> <th>AGREES</th> <th>DISAGREES</th> <th>REPLIES</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>3</td> <td>1</td> </tr> </tbody> </table>	AGREES	DISAGREES	REPLIES	1	3	1	<p>I understand that the free market is an absolute myth. The state is the only thing that keeps this pitiful economic system going.</p>
AGREES	DISAGREES	REPLIES					
1	3	1					
<p>10 November 17</p> <p><b>Joseph_George</b></p> <table border="1"> <thead> <tr> <th>AGREES</th> <th>DISAGREES</th> <th>REPLIES</th> </tr> </thead> <tbody> <tr> <td>4</td> <td>0</td> <td>1</td> </tr> </tbody> </table>	AGREES	DISAGREES	REPLIES	4	0	1	<p>And I'm sure the Chamber, and it's variations that are spending so much effort fighting this are totally unbiased, huh?</p>
AGREES	DISAGREES	REPLIES					
4	0	1					
<p>10 November 17</p> <p><b>robert</b></p> <table border="1"> <thead> <tr> <th>AGREES</th> <th>DISAGREES</th> <th>REPLIES</th> </tr> </thead> <tbody> <tr> <td>2</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	AGREES	DISAGREES	REPLIES	2	0	0	<p>do you really believe that? Where do you work?</p>
AGREES	DISAGREES	REPLIES					
2	0	0					
<p>10 November 17</p> <p><b>robert</b></p> <table border="1"> <thead> <tr> <th>AGREES</th> <th>DISAGREES</th> <th>REPLIES</th> </tr> </thead> <tbody> <tr> <td>3</td> <td>1</td> <td>0</td> </tr> </tbody> </table>	AGREES	DISAGREES	REPLIES	3	1	0	<p>Maybe, but Council should not claim to use a biased "study" and hold it out as unbiased.</p>
AGREES	DISAGREES	REPLIES					
3	1	0					

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

11 November 17			<p>All workers deserve access to paid sick leave. With more and more people relying on increasingly precarious employment arrangements, it would provide necessary financial stability. Such stability isn't possible when you're one missed paycheck or medical emergency away from destitution. Those with children or other dependents are especially vulnerable. For those who work in food service/handling, or any other job that carries a risk of spreading infection, this would also be even more important from a public health standpoint. Since existing plans do vary from employer to employer (for employers that offer any sort of paid leave), I do think the specifics of implementation need to be carefully considered. Some employers offer a a single pool of paid time off per time period, so it would be ideal if such an ordinance was crafted in a way that didn't effectively let employers with such existing plans give employees "less time off" if they didn't need to use that leave expressly as sick leave. Similarly, at least for short periods of leave any requirement of a doctor's note would be an excessive burden placed upon employees. Realistically speaking, sometimes people just need a day to recover and/or prevent spread of infection. There have been many posts here stressing that such an ordinance would be a burden on business. Many posts as such have also claimed that they already provide generous leave policies to their employees and that they would still be subjected to excessive fees and bureaucratic oversight to prove compliance. If I'm not mistaken, would this not be the case unless a violation were found and reported to those who would enforce it. I doubt any employer who is already providing the benefits that workers deserve has anything to fear from such an ordinance. Furthermore, the claim made that workers should simply "get a job somewhere else" if they aren't satisfied with their current benefits is quite dubious when the power imbalance between employers and workers is taken into consideration. Competition within the free market isn't going to guarantee just and fair treatment of workers.</p>
DanielB			
AGREES	DISAGREES	REPLIES	
13	13	2	

11 November 17			<p>Most employees need to be covered or employers will use the unprotected classes to avoid the ordinance. Yet, in some cases, such as a GENUINE short-term temporary worker who works only for say a week, sick leave doesn't seem appropriate. Perhaps sick leave should only apply after a worker has earned say \$600 from the employer during the calendar year. I do see some issues with enforcement and also with educating the public and employers about the law. But where there is a will there is a way, but will require thought.</p>
petico			
AGREES	DISAGREES	REPLIES	
1	2	0	

11 November 17			<p>An answer might be to require x much sick leave but consider that an employer who permits x much paid leave (that can be used as sick or other leave) HAS met the requirement.</p>
petico			
AGREES	DISAGREES	REPLIES	
4	1	0	

11 November 17			<p>As in most jobs with paid sick leave, I imagine the new requirement would have a limited number of days. No, the employer cannot continue paying wages indefinitely. But should offer SOME sick leave to accommodate normal needs.</p>
petico			
AGREES	DISAGREES	REPLIES	
1	2	0	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

11 November 17			Very helpful answer, and shows there is a problem for many, many of whom are in a weak position with regard to employers.
petico			
AGREES	DISAGREES	REPLIES	
1	0	0	

11 November 17			I agree that if the business provides x amount of leave that can be used for sick leave, there should not necessarily be a separate requirement for sick leave. But there should be some leave earned to be available to be used when sick, not NO paid leave as many employers have. I do agree that possibly some businesses with very low revenue might need to be exempt.
petico			
AGREES	DISAGREES	REPLIES	
0	1	1	

11 November 17			I am willing to pay a bit more in prices for the contractors I hire for this (mostly various forms of stuff I hire as a homeowner).
petico			
AGREES	DISAGREES	REPLIES	
2	1	0	

11 November 17			I'd like to present a scenario where this ordinance can severely harm a small business. Lets say you own a Subway franchise. Yes its a national brand, but the franchisee receives no financial support from Subway and is entirely on their own as to how they will make a profit. If the Subway is struggling to make a profit either from high overhead or simply declining sales, they can't simply absorb this new expense. Where will the additional money come from? If the franchisee decided to raise prices, I can assure you, no matter how good it makes you feel, you won't pay \$3 more for the same sandwich that is cheaper a few blocks away. This situation won't be unique to Subway franchisees. The same will apply to donut shops, hair salons and clothing stores. So while many large employers can shrug this off and absorb the cost or they will simply raise prices, I can assure this is going to hurt many businesses in Austin. It should be called a tax because that's exactly what it is. Owners will either pass it on to their clients or they won't. Either way, many businesses will be hurt.
congress1902			
AGREES	DISAGREES	REPLIES	
13	6	3	

11 November 17			The most effective method for holding business owners accountable is to stop working for them. Just as employers can terminate at will, employees can terminate at will also. The labor market is competitive. The idea that unionization is needed to hold business owners accountable might be good rhetoric for organizing but it is nonsense.
MartinAustin			
AGREES	DISAGREES	REPLIES	
8	4	4	

11 November 17			Why wasn't the National Federation of Independent Business invited to provide input?
MartinAustin			
AGREES	DISAGREES	REPLIES	
2	0	1	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

11 November 17			All employees need this protection, especially lower-income workers, whose illness of even a couple days can lead to increased poverty. Without this protection, workers will come to work sick and infect others. If the sick worker has contact with the public, we are all at risk. I wouldn't want a restaurant worker with the flu to serve me food, for example. Paid sick leave is required of a minimally-decent society.
karel_riley			
AGREES	DISAGREES	REPLIES	
3	7	1	

13 November 17			Thanks for your comments, karel_riley. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

13 November 17			Hi, MartinAustin: this process is open to anyone with an interest. I'm not aware of any specific reason that NFIB wasn't named in the Austin City Council resolution, but the City would welcome their participation. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	1	

13 November 17			Thanks for your elaboration, MartinAustin. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

13 November 17			Thanks for your elaboration, MartinAustin. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

13 November 17			Thanks for your comments, DanielB. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

13 November 17			<p>Businesses don't have the fundamental right to exist. You have to prove you can be competitive in the market given the particular constraints that society has put you under. I'm sure there were many scrappy upstart coal mining operations forced to shutter their doors because of the increased costs of no longer hiring child labor. This hypothetical Subway you are talking about has to be already on the absolute verge of going under already to not be able to afford to save one hour wage for every thirty hours a worker works. That business already needs to exit the market, but it is relying on subsidies from the workers, who are being denied their basic human rights in order for a poorly run operation to continue to survive. The next argument that will come is that "those workers will lose their jobs!" True, but economic friction is a fact of life. Workers will have access to unemployment to help facilitate their transition to a new job, one that can respect their right to have paid sick leave and fill the gap in the market left by the poorly run operation's exit. With unemployment at 3%, a worker replacing their former job is guaranteed. This paid sick leave opposition has nothing to do with helping workers, but only with owners maintaining as close to complete control as possible over their workforce. These business owners see this right of theirs to exist above and superior to democratic law.</p>
fastfoodworker			
AGREES	DISAGREES	REPLIES	
4	8	0	

13 November 17			<p>This is patently untrue. It wasn't holy or divine function of the labor market that gave us the weekend or OSHA or overtime or anything else. It was workers organizing on the shop floor to improve conditions on the job directly, as well as organizing the working class as a whole to fight for legislation to secure those rights in law. Earned sick leave is an incredibly modest reform and is part of a long and proud tradition of fighting to raise the standard of living and increasing the power of working class people.</p>
fastfoodworker			
AGREES	DISAGREES	REPLIES	
5	2	1	

13 November 17			<p>A government mandate limits workers' choices. It doesn't raise the standard of living or increase their power. It does just the opposite. Just because you prefer paid sick leave over higher wages, doesn't mean that I do. No one knows my interests better than I do. It is arrogant and tyrannical for government to dictate my choice.</p>
MartinAustin			
AGREES	DISAGREES	REPLIES	
6	2	1	

13 November 17			<p>The Council should direct staff to contact NFIB like it did for other organizations.</p>
MartinAustin			
AGREES	DISAGREES	REPLIES	
1	0	0	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

13 November 17			<p>This argument simply doesn't hold. We know that there are times where the majority of society realizes that we desperately need legislation that raises the labor standards for ALL workers, not just a particular section who may or may not have negotiation leverage. This would mean the absolute dissolution of all legal labor standards for the sake of an abstract "choice," and against a "government mandate." Workers have the right to come together to advocate for our interests as a whole, not just as isolated, market-induced actors. The ability to get sick without fear of eviction or financial ruin or hardship is a fundamental human right. The argument against paid sick leave has nothing to do with freedom of choice, but only with keeping workers as isolated from each other as possible, thus limiting their ability to exercise their democratic rights to secure their basic human rights. These arguments are fundamentally anti-democratic philosophically, and lack any understanding of economics outside a very limited theory of the firm, a myopically micro view in a macro world.</p>
fastfoodworker			
AGREES	DISAGREES	REPLIES	
5	4	1	

13 November 17			<p>There is a fundamental difference between workers "rights" negotiated by unions and forced mandates by government. No one disputes the ability of workers "to come together to advocate." The issue is whether the power of government should substitute for that advocacy and compel choices on workers as well as employers.</p>
MartinAustin			
AGREES	DISAGREES	REPLIES	
6	3	1	

13 November 17			<p>Workers have the right to do both: come together on the shop floor to organize directly , as well as organize politically to advance their interests. The two are not mutually exclusive. The "power of government" so terribly lamented is really the "power of democracy." Businesses are not private fiefdoms where the business owner reigns absolutely supreme. People have every right to pass legislation to raise the standards for ALL workers. Businesses unable to operate when labor standards are raised, especially raised so modestly as with an earned sick leave policy, should then exit the market, just like businesses that cannot survive because they can't afford to pay minimum wage or follow OSHA standards.</p>
fastfoodworker			
AGREES	DISAGREES	REPLIES	
4	3	1	

13 November 17			<p>All workers need this protection and employers who whine they can't afford it should re-think the viability of their business model.</p>
Ali Shu			
AGREES	DISAGREES	REPLIES	
6	11	1	

13 November 17			<p>We should be cutting back on regulations, not increasing them. Forcing employers to provide paid sick days will add undue cost to their businesses, force them to lay workers off, and increase prices for their goods/services. Most businesses aren't operating with massive profit margins, so these costs- and make no mistake, it's a cost to provide this benefit to the worker- will be borne by the consumer. Free is never free, even if the City says it should be.</p>
someguy			
AGREES	DISAGREES	REPLIES	
11	4	0	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

13 November 17			<p>Businesses don't have the fundamental right to exist. You have to prove you can be competitive in the market given the particular constraints that society has put you under. I'm sure there were many scrappy upstart coal mining operations forced to shutter their doors because of the increased costs of no longer hiring child labor. This hypothetical Subway you are talking about has to be already on the absolute verge of going under already to not be able to afford to save one hour wage for every thirty hours a worker works. That business already needs to exit the market, but it is relying on subsidies from the workers, who are being denied their basic human rights in order for a poorly run operation to continue to survive. The next argument that will come is that "those workers will lose their jobs!" True, but economic friction is a fact of life. Workers will have access to unemployment to help facilitate their transition to a new job, one that can respect their right to have paid sick leave and fill the gap in the market left by the poorly run operation's exit. With unemployment at 3%, a worker replacing their former job is guaranteed. This paid sick leave opposition has nothing to do with helping workers, but only with owners maintaining as close to complete control as possible over their workforce. These business owners see this right of theirs to exist above and superior to democratic law.</p>
fastfoodworker			
AGREES	DISAGREES	REPLIES	
9	9	3	

13 November 17			<p>As a small employer I already provide all the benefits I can afford. With this additional benefit being forced on me I can either not hire, reduce pay, cut other benefits or raise prices.</p>
ps			
AGREES	DISAGREES	REPLIES	
14	7	2	

13 November 17			<p>Part of being a business owner is making those decisions based on the market environments you operate within. No one is saying that this ordinance will come with ZERO friction, just that the friction is perfectly manageable within a competent, competitive firm. If you can't afford to save one hour of pay for every thirty that a worker produces for you, in order to cover the cost of something as basic as sickness, then why should we allow such a firm to exist? Should we lower the minimum wage and exempt such small businesses from OSHA standards as well? Perhaps environmental regulations too?</p>
fastfoodworker			
AGREES	DISAGREES	REPLIES	
6	10	2	

13 November 17			<p>The employees covered should be the ones that their employer decides to cover. The city should not be involved in private company policy.</p>
cstrombe			
AGREES	DISAGREES	REPLIES	
9	4	1	

13 November 17			<p>Why shouldn't the employee be responsible for putting away 1 hour of pay for every 30 days of work? Why not put the regulation on them and that way they can change jobs and keep the money they saved up. Whatever happened to personal responsibility and saving for a rainy day? Please don't try to tell me that you're ALLOWING my business to exist. Who do you think you are? I've never asked a single person to ALLOW my business to exist. I've earned every customer and every dollar with hard work. All this will do is what I already said. You think you'll get an extra benefit at your employers expense but you'll just end up with less wages or higher costs at businesses you allow to exist.</p>
ps			
AGREES	DISAGREES	REPLIES	
11	2	1	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

13 November 17			<p>This topic has nothing to do with the remit of the City Council. Employment law should be handled at the State level to prevent unclear, complicated, and costly administration for companies active in multiple jurisdictions within Texas and the US. No employees of private companies should be covered, and Austin should not have a policy on this at all.</p>
mconroytx			
AGREES	DISAGREES	REPLIES	
15	4	3	
13 November 17			<p>How do you construe this proposal as a city government function? All residents of this city, whether operators of businesses or private citizens, renters or homeowners, college students or retirees, etc., are experiencing an affordability crisis, yet it seems all we are hearing is how the city needs to "expand the pie" (meaning, produce more revenue streams) in order to fund any number of dubious ventures, most concentrated around downtown which benefit only the higher income elites or power players in local politics. Focus on your responsibilities to all citizens (power, water, sewage, garbage, public safety, transportation infrastructure and simple operations such as better coordinated/automated traffic lights, certain amenities like neighborhood libraries, pools and parks, flooding issues, giving homeowners that promised 20% city homestead exemption), and let the free market offer whatever services and job benefits the customer and/or employee demands.</p>
gift			
AGREES	DISAGREES	REPLIES	
8	1	0	
13 November 17			<p>I'm not aware of any coal mining operations in Austin.</p>
ps			
AGREES	DISAGREES	REPLIES	
5	4	2	
13 November 17			<p>Who are you to determine that and when you pay higher prices at the counter I wonder who will be whining then?</p>
ps			
AGREES	DISAGREES	REPLIES	
4	2	1	
13 November 17			<p>Thanks for your comments, cstrombe. -Moderator</p>
Larry Schooler			
AGREES	DISAGREES	REPLIES	
1	0	0	
13 November 17			<p>Thanks for those comments, ps. Do you currently offer your employees paid sick leave? If so, how do you offer it (i.e., how much, etc.) and if not, why not? -Moderator</p>
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	1	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

13 November 17			<p>Society as a whole allows your business to exist, not any one person. Society gets to set the standards on how businesses operate, not vice versa. Employers should be mandated to provide paid sick leave in the same way other important standards are mandated. This reform is modest and cheap. If it puts a firm out of business, the firm was already poorly run anyway and the gap will be filled by a stronger, better managed firm that can abide by basic labor standards and regulations.</p>
<b>fastfoodworker</b>			
AGREES	DISAGREES	REPLIES	
6	10	0	

13 November 17			<p>Thanks for your comments, fastfoodworker. From your perspective, what employees should be specifically covered under a policy like this? For instance, should it only be for hourly employees, temporary workers, service workers, or all workers? Are there specific types of employees not mentioned that should be considered? Please be as specific as you can. -Moderator</p>
<b>Larry Schooler</b>			
AGREES	DISAGREES	REPLIES	
0	1	1	

13 November 17			<p>All workers should be covered, including temporary workers. The time temp workers earn for each company should be matched by the temp agency and available for each temp worker to use regardless of the company they currently work for.</p>
<b>fastfoodworker</b>			
AGREES	DISAGREES	REPLIES	
9	6	0	

13 November 17			<p>Actually, this debate is not about the power to decide but about the merits of the proposed policy. It is bad for workers and employers. Nevertheless, you are free to advocate for it and the City has the power to adopt it. It is a fundamental error to believe forcing workers to be paid sick leave instead of some other benefit or a higher wage is raising the standard for anyone. It isn't. That's the fraud. Also, the "power of democracy" is wonderful but it is not preeminent in a constitutional republic where there are rights protected even where the majority disfavors them.</p>
<b>MartinAustin</b>			
AGREES	DISAGREES	REPLIES	
2	4	1	

13 November 17			<p>Hmmmm... somehow I don't think fastfoodworker is really a fast food worker. Sounds more like a social justice warrior lying to convince others that they are something they're not... kind of like all the fake protesters and "white supremacists" that didn't really exist after the last election. Agreed -- this is a free market issue, not an issue for the elitists down at city council to be using taxpayer dollars to pick their own winners and losers. If the market demands paid sick leave, the market will provide it. Elected politicians ought to remember they supposed to represent all constituents -- including hard working, tax paying Austinites who own businesses, provide jobs, and are truly the engine that makes this city prosperous.</p>
<b>slm417</b>			
AGREES	DISAGREES	REPLIES	
8	4	2	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

13 November 17			<p>We don't offer sick leave because we pay some of the highest wages in the industry, 80% of a good health insurance plan, holidays and vacation. Not to mention a lot of other more personal perks that come with working at a well respected business. If you force us to add more benefits then others will go away. It's that simple. We don't offer sick leave because people will abuse it. If I offer paid vacation or holidays then it's scheduled and the business can plan around it. If I'm forced to offer sick leave then every hangover will be a paid day off that I wasn't able to plan for. Every day someone wakes up and feels lazy and wants to go fishing will be a sick day while the business is left blowing in the wind. I think that it's common knowledge that employees will show up for work sick so they can use their sick days for fun. Does part of your policy require the employee to visit a doctor since his/her illness is preventing them from working?</p>
ps			
AGREES	DISAGREES	REPLIES	
3	5	1	

13 November 17			<p>Every employee who works 20 hours a week</p>
Art Klempner			
AGREES	DISAGREES	REPLIES	
1	6	0	

13 November 17			<p>We are not a communist country yet. City needs to butt out of employment rates, benefits and wasting our tax dollars. Save our tax dollars by NOT wasting time telling me how to run my business. City overpays employee's and benefits the city gives are outrageous</p>
Karen Wren			
AGREES	DISAGREES	REPLIES	
6	4	0	

13 November 17			<p>So the truth is that it isn't unfeasible, it's just that you don't trust your workers and think them lazy liars. It's also pretty clear you haven't looked into how Earned Sick Leave actually functions. Workers would earn their paid sick leave over time, which they could then use as they see fit. If they use it frivolously, then they won't have it when they need it. If management has so little trust over their workers that they need to see a note, they should be asked to cover the cost of the visit to the doctor, since so many workers also lack access to health insurance and a trip to the doctor simply for a note would be a tremendous burden for many, many workers.</p>
fastfoodworker			
AGREES	DISAGREES	REPLIES	
8	4	1	

13 November 17			<p>Why do you think I don't work fast food? Because I can form arguments and write clearly? Fast food and low wage workers have to always be dumb and inarticulate?</p>
fastfoodworker			
AGREES	DISAGREES	REPLIES	
4	2	1	

13 November 17			<p>You obviously have never had employees fastfoodworker. Or a business. Right?</p>
ps			
AGREES	DISAGREES	REPLIES	
3	2	1	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

13 November 17		
fastfoodworker		
AGREES	DISAGREES	REPLIES
4	2	1

Paid Sick Leave would definitely raise the living standards of low wage and fast food workers like myself and my coworkers. We have literally no other benefits and no mechanism by which to negotiate with our employers. When we leave one workplace, its a merry go round to another low wage, no benefit job. And our "constitutional republic" has shown very clearly that citizens have the right to regulate businesses in the interest of the public good, which is exactly what this ordinance would do. The right for businesses to be free from any and all regulations does not exist, not in the US constitutional republic or any other system of government.

13 November 17		
VAF84		
AGREES	DISAGREES	REPLIES
6	4	0

I vehemently disagree that private employers should be forced to pay sick leave for any employees if they choose not to, or are unable to. I firmly believe the employer and the employee should agree on what the terms of compensation should be. If the economy is strong, the employer will be forced to compete with others for labor and will be forced to increase benefits, and if the economy is weak the company will have one less burden to worry about so they can at least keep people employed. Also, adding sick pay will place a downward pressure on wages and/or increase the cost of living. Plenty of people have already made excellent points to this effect. I have experience working everything from service industry in Austin, to cubicle in a Fortune 500, to a small business owner in Austin (who shuttered his business), to 1099 contractor. So far the 1099 seems to offer the the best combination of flexibility and pay (unless you have a six figure gig in a tech company). This added burden will tighten the stranglehold on small business in this city, in addition to increasing the cost of living on the same people who are clamoring about affordability and supporting this added regulation. The city should not be involved in mandating sick pay to private companies on any level. If you enact this policy, expect a loss of small and mid-sized dynamic businesses in exchange for more big box stores and retailers. The city will continue to lose its competitiveness.

13 November 17		
fabfab		
AGREES	DISAGREES	REPLIES
1	1	1

So nice to see what the city council is spending tax money on. But to answer the question: if you want to introduce a regulation that you can't enforce, and which will drive employers of low-wage employees out of the city limits, and which is simply not something that a city government should spend any time or money on, then it should definitely cover all employees equally.

13 November 17		
MartinAustin		
AGREES	DISAGREES	REPLIES
3	3	0

I'm not aware of anyone being enslaved in Austin. To say you have no means to negotiate is belied by the political power you are attempting to exert here to use government for your own private interests. You don't represent me. You can't rightly claim to advocate for the "public good."

13 November 17		
Nicole Stasek		
AGREES	DISAGREES	REPLIES
7	4	1

Over 40 cities in the United States mandate paid sick leave and roughly 60% of employers in Austin already offer it and their businesses still manage to stay afloat. Perhaps you should consider learning how to operate your business from their model once the policy is in place.

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

13 November 17		
Ben		
AGREES	DISAGREES	REPLIES
11	6	2

Our city council should focus on the numerous city issues and problems facing our growing city. Private employment contracts should not be in scope which the council nor anyone else in city government is focused. For the council to take this topic up tells me they do not care about the issues that are critical to our residents - traffic, education, safety, and our parks and pools. I find it frustrating to see this discussion given that my property taxes ratchet up every year while the quality of each of these vital elements that are under city government scope declines. Get the basics right before taking on issues that are seen by residents as outside local government scope.

13 November 17		
VAF84		
AGREES	DISAGREES	REPLIES
12	3	3

I'd like to second what Robert said. I came across this on NextDoor. It said, "City seeking input on paid sick leave policy", then referred me here to voice my thoughts (since I can't make the meeting). Let me tell you how outraged I am when I find out that the question does not ask what our input is on the topic, but rather how we think it should be implemented. It is extremely biased. Not only that, but it just re-enforces the idea that our COA representatives are engaged in group think without consideration of the thoughts of the very people this policy will affect, or their constituents in general. I suggest whoever is coming up with these ideas go and speak to all of their constituents not just the ones who will reinforce their viewpoints. Especially those who will foot the bill. A feel good regulation is of no use to the city if either the employers or tax base disappear.

13 November 17		
Nicole Stasek		
AGREES	DISAGREES	REPLIES
7	1	1

The thing is, you're not going to be able to raise your prices /that/ much. People will only pay so much for whatever product you sell (feel free to let us know what your business is, by the way! I'd love to talk to your employees about what they think). You might raise your prices some, but more likely it will just have to come out of your pocket and back into your employees' -- where it came from in the first place. If prices go up slightly across the board, then so be it. We'll all be getting paid a little more, so it all averages out in the end. If not, well, a better business will come in behind you, one that can do what thousands of businesses have already managed to do- pay a living wage and offer basic human needs like paid sick leave.

10 November 17		
Larry Schooler		
AGREES	DISAGREES	REPLIES
0	0	0

Thanks for your comments. -Moderator

10 November 17		
Larry Schooler		
AGREES	DISAGREES	REPLIES
0	0	0

Thanks for your comments. -Moderator

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

10 November 17			Thanks for your comments. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

13 November 17			<p>Look, I started my business 30 years ago without a penny to my name and you're going to tell me that I don't know how to run my business? Read what I wrote. If they pass this then wages will suffer and/or prices will go up. The money has to come from somewhere. I never said my business will go under or that I couldn't adapt. Why are you asserting that? What I'm trying to tell you is that employees and customers will be the ones who pay for it. The city and state both offer jobs in the same field as mine with great benefits at about 20-30k a year less. If an employee would rather go there then it's great that they have that option. It's also great that if they are more motivated and hard working and independent that they should be rewarded with employment choices and higher wages. I don't know where you get the 60% number from but I wonder how many of those jobs are lower paying government jobs. Do you want me to match city or state pay and benefits? Fine. That'll be more money in my pocket. It'll also mean different employee challenges because I'll lose the goods ones to a company outside the city limits that has less restrictions. What I'm saying is leave us alone. We're all fighting for the best employees. If a competitor offers better benefits than me and I lose out on good employees then I have to match that. I don't need the city telling me how to compete. I've already been doing that for a long time. I'm better at my job than they would be. I'm not a bad person because I don't offer paid sick leave. I'm a good person for offering higher pay and other better benefits to employees who are looking for those things. Let the employees and employers have choices.</p>
ps			
AGREES	DISAGREES	REPLIES	
6	7	4	

13 November 17			<p>The employees covered should be left up to the private employer as they see fit. The private employers are the best qualified to determine the impact to their business and what they can or cannot afford. If they are losing people because of their policies they will change their policies appropriately.</p>
TurboSpencer			
AGREES	DISAGREES	REPLIES	
7	4	1	

13 November 17			<p>No one. Overbearing government interference is detrimental to a free market.</p>
bdm2701			
AGREES	DISAGREES	REPLIES	
9	4	1	

13 November 17			<p>A policy SHOULD NOT be created in the first place. But if the question is who should be covered, it would be a full time employee. As a small business owner with two employees, I can barely afford the lost production when an employee is sick. If I had to pay, in addition to losing a day's work this would be a game changer. And not in a good way.</p>
strugglingsmallbizowner			
AGREES	DISAGREES	REPLIES	
7	2	0	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

13 November 17			Spot on, ps. I hope you will speak at the public hearing Thursday night.
rclick			
AGREES	DISAGREES	REPLIES	
5	3	0	

13 November 17			As a small business owner it is so difficult already to get ahead. I could not pay two people to do one person's job if an employee was out. I would have to pay both the person on leave and the person filling in for them. This could very easily put a small business out of business. I offer paid sick leave for salaried, full time employees. It took me 15 years of being in business to finally get enough money to afford doing that. I think each business should continue to have the freedom to offer what they feel the business can afford. Any smart business owner wants to offer sick leave so that they can attract long term employees. When a business can afford it, I believe they will do it because it makes them a better prospect for good workers. Part time employees should not be offered sick leave.
Renee787			
AGREES	DISAGREES	REPLIES	
10	3	1	

13 November 17			This policy's potential impact on a business should not be prioritized above public health, especially in an era when antibiotics-resistant illnesses are on the rise.
erothbauer			
AGREES	DISAGREES	REPLIES	
4	3	1	

13 November 17			Of course I will. The reason I'll be able to do it is because every other business will have the same increase in their overhead and they'll increase their prices too. How can you say that I'm not going to be able to raise my prices that much? What qualifies you to say that? How would you know? Why do you think you can say that the money came from the employees in the first place? What are you saying? That I do nothing? That I should accept the same workload and responsibility of an owner and receive the same pay as a beginner? If you want the money to go back to where it came from in the first place then I should be giving it back to the customer which is exactly what I want to do by keeping prices lower. Not by raising my overhead and prices because you have some warped idea that business owners are all greedy users stealing from the public and employees. That I didn't create a business? Provide jobs that people are glad to have? That they aren't making more money working for me than they ever did anywhere else? That all I do is sit around smoking a cigar and watch the money roll in like a feudal lord? Why would you say something like a better business will come in behind me? Mine is as highly respected as you can find so what's better? Tell me. How can you consistently make statements like that without knowing a single thing about me or my business? Why is sick leave a basic human need? Where does it state that somewhere? Why are you so comfortable saying that the money will come out of my pocket? Do you mean that my livelihood is insignificant? My family doesn't matter? And now you're also suggesting that I don't pay a living wage? Prove it. Why don't you tell me where you work. I'd love to talk to your boss about how you feel about business owners. Or maybe you should do it yourself. Okay, well a couple of you on here are too comfortable just making any baseless statement that crosses your minds. I feel like I'm talking to Karl Marx and this is America.
ps			
AGREES	DISAGREES	REPLIES	
4	1	0	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

13 November 17			Public health concerns are a very critical issue to Austin residents, and make no mistake, insufficient paid sick leave is very much a public health concern. Your fixation on property taxes, however, is not as relevant, given that most Austin residents can't afford to buy property in the first place, let alone pay taxes on it.
erothbauer			
AGREES	DISAGREES	REPLIES	
5	5	1	

13 November 17			Our local co-ops are small, successful businesses that support the paid sick leave resolution. Maybe all you business owners should follow their example and transition to the co-op model, instead of whining about how the government might not allow you to exploit people for profit.
erothbauer			
AGREES	DISAGREES	REPLIES	
10	4	1	

13 November 17			Why can't our city government wean itself from socialism? The so-called "benefits" are, for the employer, pay for the workers. How much the employer can pay depends upon the value of the work put in by the employees, in relation to the price which can be charged for the product. It is not a matter of generosity or meanness of the employer. No wonder municipal taxes keep increasing. There are too many city employees who need to justify a salary (and benefits!) by concocting schemes like this. If you force employers to pay more than the employees produce as value, they will just close shop or move out. The first to do that will be those with marginal profits which typically employ the lowest (least value producing) employees, i.e., those that these schemes claim to protect. Dr. Dan Farcasiu Beverly Road
dfarca			
AGREES	DISAGREES	REPLIES	
6	1	0	

13 November 17			This policy could put even more small Austin businesses out of business and give more and more power to big chain businesses that are not owned by Austinites! We need to support local small business. The City is being over-run by big corporations and they can already afford sick leave for their employees. This will only hurt Austin owned small businesses! Paid sick leave is something that should not be passed by the City! It is something that each person owning a business must decide for themselves.
Renee787			
AGREES	DISAGREES	REPLIES	
6	1	0	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

13 November 17		
Sparkyp		
AGREES	DISAGREES	REPLIES
6	2	0

Twenty + year resident here. Someone who loves her city and what it USED to be, but is being slowly disillusioned by the constant need to expand its population and infrastructure. I am a fan of progress, but not at the expense of everything that made Austin great. This is another instance of Austin NOT supporting small, locally owned businesses. This is a "me too" of the City Council who wants so desperately to hang with the other liberal cool kid cities. Meanwhile, they are killing what Keeps Austin Weird by taxing us to death, and, after all, this is essentially a small business tax. This on top of a 200% increase in commercial property tax and amid the general rise in expenses due to our massive inflation (thanks to our unsustainable growth). The Amazons and Apples of the world are incentivized with huge tax breaks while locals are taxed out of our commercial leases. Please consider the number of small businesses closing, including many long-running Austin institutions before passing this. My four year old business has seen a \$17,000 a year rent increase due to commercial property tax rates going up - that is over FOUR YEARS!!!! The City should pass these resolutions only with a plan to help small businesses offset the cost. Add another 2% tax to hotels and let the visitors who invade us every weekend support tax rebates to LOCALLY owned businesses that make Austin what it is, and create the environment these visitors are here for (they aren't coming to tour Samsung or see the Home Depot data center after all)... I am all for paying a living wage and providing benefits for my employees, but give me some relief so I can keep my business open.

13 November 17		
Typical Austinite		
AGREES	DISAGREES	REPLIES
5	3	1

Eroth, you are making some very unfounded and rash judgements here. I am a small business owner and also an active member of several co-ops here in Central Texas. One of the most successful Co-ops here in Austin, Wheatsville Food Coop, had a labor dispute over wages and benefits just within the last few years (Look it up). So, your rosey over generalization about Co-ops is not supported by facts. They too struggle finding a balance between the economic realities of running a business and providing wages/benefits for the staff. Either way, the main issue here is that they worked out that labor issue internally and without the need for City legislation. Further and again, (if you read the comment I made, and to which you have replied) I too already provide paid sick leave to my employees. I also do not need anyone, especially not the City, telling me what is right for my employees or my business. I have employees that have worked with me and my company for decades, raised their children and sent them to college; all of this is a product of the supposed "exploitation" you have indicated that I must be guilty of because I dared to open my own business.

13 November 17		
TurboSpencer		
AGREES	DISAGREES	REPLIES
2	1	1

And we have such a crisis in public health in this city? Sorry I don't see that as the problem the COA is trying to solve. They are using that as a red herring. When the smaller/local businesses that are trying to provide the more expensive, healthy foods that have no antibiotics find that they need to cut the bottom line to pay for this where do you think they might cut costs? Maybe like MacDonald's or other fast food places they will decide to buy the cheaper, factory farmed (cheaper) products which are full of antibiotics. Gotta find the money somewhere.

13 November 17		
TurboSpencer		
AGREES	DISAGREES	REPLIES
7	3	0

Yes! Isn't this ridiculous! I saw this on my NextDoor app as well. I am not a small business owner but had heard about this awhile back on the news. Thought I would be coming to this site to say this should be rejected and it looks from the questions like it is a done deal. Really really outrageous!

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

13 November 17			They have a solution, and are looking for a problem basically. Like we don't have enough problems. Affordability for people to live in this city is evidently a non priority, because basic economics tells you this plan will raise prices.
TurboSpencer			
AGREES	DISAGREES	REPLIES	
4	1	1	

13 November 17			Well said!
TurboSpencer			
AGREES	DISAGREES	REPLIES	
2	2	0	

13 November 17			You mean all those now unemployed workers?
TurboSpencer			
AGREES	DISAGREES	REPLIES	
1	0	0	

13 November 17			I seriously doubt that this policy would result in real price increases. If so, they'd be negligible.
erothbauer			
AGREES	DISAGREES	REPLIES	
0	5	0	

13 November 17			So there is the solution. Without having this mandate, why doesn't the city just say that businesses should advertise whether employers have paid sick leave. And then leave the decision to the consumers. Problem solved. Let's see how many people will pay the higher prices. I buy organic foods at the grocery store and incur the higher prices, but I don't try to force everyone else to buy organic (better for the environment) produce!
TurboSpencer			
AGREES	DISAGREES	REPLIES	
5	0	1	

13 November 17			Key members of the Austin Cooperative Business Association stand behind the proposed sick leave policy. They even publicly voiced their support prior to the resolution vote. I never said that co-ops don't contend with a difficult economic climate. I never said they don't have internal disputes. The whole reason they tend to make ethical business decisions in tough circumstances (without government interference) is precisely because they're cooperatively owned. Until every business is a worker co-op, we need the city government to step in and provide valuable worker protections, such as the paid sick leave ordinance.
erothbauer			
AGREES	DISAGREES	REPLIES	
7	6	1	

13 November 17			Or their owners could just do the right thing and lose a tiny sliver of their profit margin.
erothbauer			
AGREES	DISAGREES	REPLIES	
3	2	0	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

13 November 17			Those who rent indirectly pay property taxes. My point is that our local government needs to focus on the many problems that are in their scope and not try to tackle this issue. If they do, it will end up in years of litigation and to enormous expense. We the taxpayers have a voice in deciding what our government works on and my voice is strongly against any effort and expense on this issue.
Ben			
AGREES	DISAGREES	REPLIES	
3	1	0	

13 November 17			Those making arguments regarding the unfair nature of the financial imposition on businesses are misinformed. We have seen study after study regarding the mutual benefits of paid sick leave. It is also rather heartless to argue against this most basic level of protection for a fellow human being. This is especially true for a small businessperson, given that they often make money when they are sick or otherwise not at work.
Ashkan			
AGREES	DISAGREES	REPLIES	
9	10	3	

13 November 17			If you think it's hard in your position, imagine what it's like working for someone with that attitude.
Joseph_George			
AGREES	DISAGREES	REPLIES	
2	4	0	

13 November 17			Is it detrimental to unicorns, and other imaginary creatures as well?
Joseph_George			
AGREES	DISAGREES	REPLIES	
0	3	0	

13 November 17			The idea that business owners don't need to be held accountable as a collective Class, is the root of your misunderstanding. It's not about "a few bad apples" it's about the moldy barrel called Capitalism.
Joseph_George			
AGREES	DISAGREES	REPLIES	
1	4	0	

13 November 17			Texas has some of the worst state labor laws in the country. Which I assume you are blissfully aware of.
Joseph_George			
AGREES	DISAGREES	REPLIES	
5	6	0	

14 November 17			I'm glad the city is doing such an excellent job running itself that it can waste time and taxpayer money getting involved in things that are none of its business.
Ron Riley			
AGREES	DISAGREES	REPLIES	
5	4	1	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

14 November 17			This is blatant government overreach! Which part of "PRIVATE" employers do you not understand? City of Austin BUTT OUT!
Mabear			
AGREES	DISAGREES	REPLIES	
8	6	2	

14 November 17			No one should be covered by an ordinance passed by the COA. It's these kinds of "initiatives" that cause the Legislature to intrude into Austin's legitimate functions, such as enacting tree ordinances and other land use policies that are established municipal functions.
sbresnen			
AGREES	DISAGREES	REPLIES	
3	3	1	

14 November 17			<p>Eroth, once again your comments are over-generalized, naive, insulting and worst of all, prejudicial. First and foremost, to say that the only ethical businesses (or business owners) are the members of Co-ops is a ridiculous statement. There is no difference between your blanket statement about the presumed ethics of every single conventional business owner, than any of the other thousands of racial, gender, sexual or class stereotypes and biases our society struggles with. Yours are equally unfounded and dangerous presumptions. Your comments are further made ridiculous by the presumption that no one can act ethically on this issue without the intercession of the government. It fails to recognize all of the ethical businesses, like mine, and business owners who already provide PTO, health insurance, bonuses, sick leave, etc., to their employees. I treat our staff fairly and reasonably because it is not only the right thing to do, but it is also good business. Others that make similar decisions (and they are already the majority of business owners) do so because their moral compass guides them in this direction and it is sustainable by their business model. I too believe Co-ops have a place in our economy. Again, I am a member of several and support their mission and objectives. However, they are not the end-all and be-all that you suggest. To choose to go into business and to choose a Cooperative business model or a conventional one are choices afforded us by The Constitution and The Bill of Rights. However, neither of those choices -in themselves- guarantees that those businesses will or will not be run ethically, successfully or for the benefit of the employees or community. These are all products of the skill, foresight, tenacity and yes, morals and values of the people who start and run them. Legislation like this, however well intentioned, will not make a person become moral or force them to share your values. If a person is inclined to exploit their workforce, it is highly likely they will be similarly inclined to skirt an ordinance or law that they believe does not suit them. It happens all of the time, every day. In this instance, I can confidently tell you that an ordinance like what the city is proposing will be largely ineffective. Further, it will do more harm than good to both the local businesses who already provide these benefits to their employees within their means (and that are the heart of the livability of our wonderful city), and those in the workforce that you intend to help. There are two much better approaches than a law or prescriptive ordinance. The first is to incentivize and reward companies to offer PTO, not create laws to punish them if they can't or don't. There are myriad ways to do this. It is not rocket science to know that you will catch more flies with honey than with Sh@t. The second is to personally support the companies that already provide this benefit to their employees, and do not purchase products or services from those that do not. I like the suggestion by one of the other commenters on here that the role of The city should be limited to requiring companies to report or advertise if they provide PTO or not, and then have a database online.</p>
Typical Austinite			
AGREES	DISAGREES	REPLIES	
5	1	2	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

14 November 17		
Phil Thoden		
AGREES	DISAGREES	REPLIES
6	8	4

I am writing on behalf of the Austin Associated General Contractors (AGC), a trade association of commercial builders with 250 company members employing over 10,000 people in the Central Texas economy. The Austin AGC believes that the decision whether to offer paid sick leave is best left up to employers as part of their efforts to recruit a workforce. But given that some form of a paid sick leave policy appears likely to be approved by the City Council in 2018, the AGC would like to share the following concerns of the commercial construction industry for consideration: 1) Who will be subject to this new requirement? Will it only apply to construction companies based in Austin, or will it apply to any construction worker on an Austin jobsite? The construction workforce is nomadic, moving regularly from jobsite to jobsite as needed on a daily, weekly or longer basis. This creates challenging and time-consuming HR oversight for employers trying to account for accrued sick-time. In this regard, construction is much different than other industries where employees stay in the same location throughout the work period. Further, if Austin-based companies are required to provide sick leave even for workers on jobs outside the city, they will be at a competitive disadvantage when bidding against other firms not required to provide sick leave. 2) Many companies offer paid time off (PTO) that is available to employees for any reason. Will these firms be forced to switch to a sick leave policy? Many firms already offer a paid leave benefit that can be used for a variety of personal reasons, not just for illness. Will workers at those firms lose this benefit and subsequently have to feign "illness" to take a personal day? Consideration should be given to companies that offer PTO, and they should be exempted from offering sick leave. 3) Will prime contractors be liable for subcontractor violations? Determining whether a subcontractor is abiding by this sick leave policy is impossible for prime and upper-tier contractors. A prime contractor has no available means to determine whether or not a subcontractor happens to be working for that prime contractor at the time of the sick leave request. Under carryover provisions of a sick leave policy, subcontractor violations can occur years after the relationship between subcontractor and prime contractor has ended. There needs to be a "safe harbor" for prime contractors to protect them from any wrongdoing on the part of a subcontractor. 4) Will companies working under a collective bargaining agreement be exempt? Some construction workers are covered under collective bargaining agreements (CBAs) and have the ability to negotiate these sick leave benefits if they choose. Some may opt not to include paid sick time in lieu of higher wages. If the City decides not to exempt CBA's, they will be interfering with these workers right to negotiate and could adversely affect the outcome of those negotiations. 5) Will different cities around Texas begin offering varying forms of sick leave? Currently 17 states have laws that prohibit cities from developing these types labor laws. The reason behind these restrictions is because these states understand that asking businesses to comply with different laws in each city adds a significant administrative burden. These increased costs limit the company's ability to invest in expansion, new technologies or raise wages. Adding another regulatory burden for Austin employers encourages economic growth elsewhere. 6) Who will monitor/enforce this new policy? Will the City hire professional staff to monitor and enforce this new policy? Or, will the City hand off this power to an outside 3rd party, either a private consultant or a non-governmental organization? 7) What about the benefit of overtime pay? While hourly construction workers may not typically have the benefit of paid sick leave, they do enjoy the benefit of overtime (at a rate of one-and-a-half time their hourly rate) and also double time pay. Meanwhile, salaried employees do not have this benefit. This is an important consideration when attempting to level a playing field between hourly and salaried employee benefits. 8) In what increments can sick time be used? Due to the scheduling needs of construction work and the number of people required on a crew, allowing the use of sick time in small increments is challenging. Construction companies should be given flexibility to determine the increments as feasible for their work.

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

14 November 17			Please send me links to each "Study after Study" that you refer to. I would like to read them please.
Typical Austinite			
AGREES	DISAGREES	REPLIES	
6	0	1	

14 November 17			<p>Take your pick, I just searched "paid sick leave" so as to not bias the search results. <a href="https://scholar.google.com/scholar?hl=en&amp;as_sdt=0%2C44&amp;q=paid+sick+leave&amp;btnG=If+you+don't+have+access+to+a+particular+article+you'd+like+to+read,+please+email+me+at+ashkanjah@gmail.com.+I+could+quote+these+all+day,+here+is+one+from:+http://paysickdays.nationalpartnership.org/site/DocServer/No_Time_To_Be_Sick.pdf">https://scholar.google.com/scholar?hl=en&amp;as_sdt=0%2C44&amp;q=paid+sick+leave&amp;btnG=If you don't have access to a particular article you'd like to read, please email me at ashkanjah@gmail.com. I could quote these all day, here is one from: http://paysickdays.nationalpartnership.org/site/DocServer/No_Time_To_Be_Sick.pdf</a></p> <p>"The value of lost productivity of workers who are on the job when not fully healthy is greater than the combined cost of employee absence and health and disability benefits (Goetzel, Long, Ozminowski, Hawkins, Wang and Lynch 2004)." We live among other people, sometimes people need help through no fault of their own. Paid sick leave is a pretty trivial recognition of that fact. If you would like to discuss a particular article or book, please email me (ashkanjah@gmail.com) and I'll read it and reply within a day or as soon as I can. I see from the other comments that you are a small business owner. I would be delighted to have you advocating for this policy. Thanks, Ashkan Jah angiri</p>
Ashkan			
AGREES	DISAGREES	REPLIES	
5	7	1	

14 November 17			<p>This is WRONG. Laws like this will just drive business into Round Rock where there is no public transportation for anyone to be able to get to work and no one can afford to live. What we really NEED is not PAID sick days, but protections against workers getting fired for taking sick days. It is very common for employers to fire people for missing even one day of work, or to have policies saying you can't miss even one day of work. That is especially a problem with temporary jobs, but not limited to them. Even more common, no one can miss more than three days of work in a three month period - and that usually applies even if they are paid sick days. I myself have been fired for missing one day of work, even for going home from work clearly sick and for getting hauled away from work in an ambulance. I have had to go to the emergency room outside of work hours, with the flu, that wouldn't ordinarily have seen a doctor, because the doctor can't treat the flu, in order to have a doctor's note for my boss who in theory was going to fire me anyway. I doubt the upper middle class liberals who hatched this idea, and say things about it like the gem of philosophizing immediately below, have absolutely no idea that the real problem is people getting fired for missing work, not people not getting paid for missing work, because they've never worked at a low paying job in their lives.</p>
villandra			
AGREES	DISAGREES	REPLIES	
8	5	6	

14 November 17			zzz
villandra			
AGREES	DISAGREES	REPLIES	
0	2	0	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

14 November 17			<p>A paid sick leave ordinance that would allow ALL workers to earn paid sick days would allow workers to have more financial stability, especially low wage workers. Workers who earn minimum wage know it is insufficient and often have to choose between working while sick or losing pay that is necessary for bills or rent. Temporary and part time workers often don't receive any employee benefits and are vulnerable to losing their employment if they get sick and don't go to work, which is the healthy thing to do and leads to a faster recovery. I believe that Austin would be a safer and better place to work if a paid sick leave ordinance that covered all worker were to pass.</p>
laurah			
AGREES	DISAGREES	REPLIES	
4	4	1	

14 November 17			<p>While I think this is overreach from the city council, I do believe that businesses of a certain size, or number of locations should offer paid sick leave to full-time employees.</p>
Rio Brewster			
AGREES	DISAGREES	REPLIES	
1	3	1	

14 November 17			<p>The COA should not be telling private employers what or how their sick leave policies should be operated. The COA needs to run it's own affairs &amp; not meddle in the private sector.</p>
alexm122			
AGREES	DISAGREES	REPLIES	
8	4	2	

14 November 17			<p>That should be something that is negotiated between the employee and the employer. It's not a good idea for a city government to try to force all employees and employers to handle sick leave in a specific way.</p>
cxico			
AGREES	DISAGREES	REPLIES	
6	3	1	

14 November 17			<p>No cost is a trivial cost to small business. As Ep Ep noted, it's the additional requirements that substantially increase costs.</p>
Zhukov			
AGREES	DISAGREES	REPLIES	
6	4	0	

14 November 17			<p>That should be something that is negotiated between the employee and the employer. It's not a good idea for a city government to try to force all employees and employers to handle sick leave in a specific way.</p>
cxico			
AGREES	DISAGREES	REPLIES	
0	0	0	

14 November 17			<p>That should be something that is negotiated between the employee and the employer. It's not a good idea for a city government to try to force all employees and employers to handle sick leave in a specific way.</p>
cxico			
AGREES	DISAGREES	REPLIES	
0	0	0	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

14 November 17		
Howintex		
AGREES	DISAGREES	REPLIES
7	4	2

Saying it's "heartless" and "basic level of protection" is poor, subjective argumentation . There is nothing basic about asking employers to pay for people not doing work - paid sick leave has always been considered a benefit, not a "right". Trying to surmount a battle to change that is probably the argument to which you subscribe. It is good th at the COA is offering a forum to "speak out" on this topic. My input on COA getting in volved on "paid sick leave policy for private employers" (as quoted in Nextdoor) is that they should stay out of this business. When City Council gets around to actually creati ng and approving a policy of this nature, I could almost guarantee that the state legislature will find a way to override it anyway.

14 November 17		
Ashkan		
AGREES	DISAGREES	REPLIES
5	4	0

Taking care of each other in society is a fundamental tenet that we all subscribe to an d participate in to varying degrees. Besides, the facts are so obviously in favor of prov iding paid sick leave that I don't see the value in making the economic argument agai n and again. However, as this is an issue that is argued amongst humans, I see poten tial in appealing to other people's humanity. Anyway, I don't see the difference betwe en this argument and an argument against paying social security taxes. Employers, b y virtue of profit collection and general capital accumulation, have the ability to provid e protections like this to ensure that the world chugs along. Seriously, think this throug h. If you go to work every day and it only pays you enough to live, and then you can't work because you're sick, what are you supposed to do? Do you deserve less food, d o you deserve to get evicted? I don't think so, and I see at least a partial solution in pr oviding earned paid sick leave.

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

14 November 17		
Typical Austinite		
AGREES	DISAGREES	REPLIES
5	1	2

Forgive me, but I asked if you could send me or reference me the "Study after Study" that you had mentioned. My presumption from your comment was that you had personally read a bunch of studies and could give me links to specific information. What I got was Google search results, which to me implies that you may not have anything specific to point to and/or that you yourself have read. In your links, I found one study that suggests what your saying "may" be true, but does not offer the basis for their conclusions. I keep reading terms like "averting a public health crisis," but see no actual data or even anecdotal evidence supporting that there is one, or that one it is imminent if the policies don't change. I see opinions by people who are advocating for a policy that mainly benefits them (or only) considers their own audience and constituency. I already know what is right and what works for my business. If you want to convince me to change what I am doing (or anyone else), you are going to have provide more than an opinion. If you provide the links here, then others can read them too. I have looked up the link that the moderator has listed. Again, the study is written from a very narrow perspective and is advocating for only certain portions of the population and not looking at the problem holistically. Paid Sick Leave is not a trivial notion, nor a trivial cost. For any business, but especially small ones like mine, absorbing the cost for anything new without revenue to pay for it is not trivial. Allow me to give you a very clear example. Along with PTO, I already provide health insurance to my employees. I am currently looking at my health insurance premium renewals for this upcoming year. Like it has almost every year, my premium will be dramatically increased. This year it is approaching a 25% increase. Which means that just about every four years, my insurance costs are 100% more than they were just four years prior. Do you think my revenue has increased 100% in four years? Do you think I can raise my prices/fees 100% every four years? No I cannot. Do you think my employees can afford to pay for a larger share. No, they cannot either. Would you pay twice as much for your groceries than you did just four years ago. No you would not or could not. No, and I cannot either, which means every year I have to try to remain profitable (and sometimes not) by charging my customers nearly the same fees, all while my overhead goes up. Profit gets cut every year until I have to increase prices, cut staff (or their wages) or go out of business. This is just not sustainable. Let's just presume for the sake of this discussion that I do not currently offer PTO and now the City wants to force me to provide it for all workers, regardless of whether they are hourly or salaried, transient, part-time, etc. Where do I get the money to pay for this new benefit? As many people have discussed on here, this type of blanket legislation can do nothing else but cause prices to increase. Common sense tells us it will most negatively affect those people who can afford it the least; the working poor and low wage workers. All the pleasant platitudes about why this should be offered are not in sync with reality. It is better to have a job with a company that can continue to offer the job indefinitely, than it is to squeeze that same company until they go out of business or leave. I grew up in the Midwest and watched the auto, steel and tire industries leave in the 70's and 80's because of these same types of issues. Many in my family lost their good paying long-term jobs because those companies could not afford to continue to employ them with the wages and benefits that they were earning. There are lessons that should have been learned from that time, but seem to have been forgotten.

14 November 17		
JackJ25		
AGREES	DISAGREES	REPLIES
5	0	0

Not everybody can afford an unpaid sick day. I've seen plenty of people coming in even when they're miserable from being so sick because they're single moms raising children.

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

14 November 17			Not everybody can afford an unpaid sick day. I've seen plenty of people coming in even when they're miserable from being so sick because they're single moms raising children. I also agree that people shouldn't be punished for taking sick days.
<b>JackJ25</b>			
AGREES	DISAGREES	REPLIES	
2	0	1	

14 November 17			I have been thinking about this. I agree - in one of the greatest countries on earth, employees should be able to take a few days off for an emergent event without fear of losing one's job. At the same time, employers should be able to navigate a path to profitability and earn a reasonable return on their at-risk capital. That includes small and minority owned businesses and those where labor is a large fraction of costs and margins tend to be thin, like manufacturing and trades in which a large fraction of costs is unskilled labor. It is a laudable goal for governments to try to maximize aggregate employment, provide adequate labor protection, and provide a level playing field. I would support this type of legislation at the national level, as I feel it would have minimal impact on national employment, provide a new labor protection, and do so while creating a level playing field insomuch as all competitors in the U.S. have to abide by the same rules. I also feel the national government has the tools and sophistication to measure the economic impact and enforce such a law. At the city level however, it will definitely reduce employment, and it tilts the playing field towards larger and higher margin entities and those just outside the city limits as well as towards national competitors unburdened by similar regulations. I also feel our city demonstrably lacks the sophistication to enforce such an ordinance. It is really, really difficult to follow the patchwork of local labor ordinances currently cropping up around the country. I have to learn and follow certain ones if I want access to the 2-3 largest markets in the country, which is not an easy task. If the tenth or twelfth largest city in the country does the same, I will just make my next hire elsewhere. It's just too difficult for employers my size, who are big enough to employ lots of people, but not big enough to have a legal or compliance staff, to keep up.
<b>Citabria</b>			
AGREES	DISAGREES	REPLIES	
1	0	0	

14 November 17			All workers should be entitled to paid sick leave.
<b>AuroraSB</b>			
AGREES	DISAGREES	REPLIES	
6	2	1	

14 November 17			All workers should be covered under a paid sick leave policy! Doing so would encourage workers to NOT come into work when they are sick. Such a policy could encourage workers to take time they need to rest appropriately and not bring their germs/sicknesses/etc to the workplace.
<b>granola</b>			
AGREES	DISAGREES	REPLIES	
4	2	1	

15 November 17			Wow, that's very difficult to deal with. From my perspective, it is clear that you are suffocating under corporate tyranny, in this case insurance companies. I'm just asking not to pass the buck onto workers. You should fight back instead. Both of our problems, your business, my demand for mandatory earned paid sick leave, would be greatly mitigated by a universal healthcare program. Please reach out to me if you're interested in discussing this or getting involved.
<b>Ashkan</b>			
AGREES	DISAGREES	REPLIES	
1	4	1	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

15 November 17 <b>Melanieavant</b>			Yes, for all employees, earned as a percentage of hours worked if paid hourly.
AGREES 2	DISAGREES 2	REPLIES 1	
15 November 17 <b>Melanieavant</b>			It would be nice if your experience represented the norm, but the data proves it does not.
AGREES 0	DISAGREES 0	REPLIES 0	
15 November 17 <b>jakeak2</b>			Hello Austin Feedback people: I am a small to mid-size construction firm. I think this would be fine. We've been thinking about instituting a paid sick leave program for quite some time now. Of course, the devil's in the details and we'd run the risk of having to fight folks abusing the program. I could see something like offering one week of paid sick leave. It doesn't accrue from year to year. You qualify for it after a probationary period, anywhere from 3 months to a year of service. And you must get a doctor's note to get paid for it. I do understand, however, the sentiment from others that this should be left to the individual companies to decide what works best, but I don't have a problem with the city mandating a very minimum standard to help people in the workforce. - Just my two cents.
AGREES 0	DISAGREES 1	REPLIES 1	
15 November 17 <b>Timothy Bray</b>			All workers. All types of people get sick and need the security that paid sick leave provides.
AGREES 2	DISAGREES 0	REPLIES 1	
15 November 17 <b>Timothy Bray</b>			If every business is required to do it you lose any competitive disadvantage from it. This is why we create minimum workplace standards to avoid a race to the bottom.
AGREES 5	DISAGREES 1	REPLIES 1	
15 November 17 <b>mturpin</b>			The COA does not care what you think. I went to the first "discussion" meeting and it was completely one sided. It was a set up so they can say that we as a community discussed and decided that sick pay is a good idea. This is a very corrupt city council that solicits only feedback that they want to hear. The entire idea is a tax on business that will hamper economic growth in Austin.
AGREES 2	DISAGREES 1	REPLIES 3	

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15 November 17			<p>Your Darwinian explanation that those businesses with smaller profit margins will be c ompeted out does not always bare out. That's a different argument. I think you are pr oving the answer to the question "will this hurt businesses?". Based on the additional " economic friction" that Austin will put on these enterprises the answer is YES. You ma y think the trade-off is fair. I don;t.</p>
congress1902			
AGREES	DISAGREES	REPLIES	
2	0	0	

15 November 17			<p>Have you done any research yourself on how this would "avert a public health crisis"? There are plenty of studies out there: <a href="https://www.sciencedaily.com/releases/2013/06/130613161831.htm">https://www.sciencedaily.com/releases/2013/06/130613161831.htm</a></p>
austin_worker			
AGREES	DISAGREES	REPLIES	
2	1	1	

15 November 17			<p>Thanks for your comments; Ashkan, do you have thoughts about what employees should be specifically covered under a policy like this? For instance, should it only be f or hourly employees, temporary workers, service workers, or all workers? Are there s pecific types of employees not mentioned that should be considered? -Moderator</p>
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	1	

15 November 17			<p>Thanks, all, for this thread; if anyone wants to share more about how a paid sick leave policy would work in practice, please do. -Moderator</p>
Larry Schooler			
AGREES	DISAGREES	REPLIES	
1	0	0	

15 November 17			<p>Thanks for your comments, Howintex. -Moderator</p>
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

15 November 17			<p>Thanks for your comments, congress1902. -Moderator</p>
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

15 November 17			<p>Fastfoodworker and slm417, please be sure to keep your comments focused on the is sues at hand, rather than the individuals involved. Thanks. -Moderator</p>
Larry Schooler			
AGREES	DISAGREES	REPLIES	
1	0	0	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

15 November 17			Thanks for your extensive comments, Typical Austinite. Please keep your language clean. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

15 November 17			Hi, mturpin: we will be happy to provide you with notes from the meeting, which documented the multiple perspectives on this issue, both for and against a policy. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

15 November 17			Good thinking - this policy should also include an added protection for workers that request a paid sick day.
austin_worker			
AGREES	DISAGREES	REPLIES	
1	1	0	

15 November 17			Thanks for your comments, Timothy. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

15 November 17			Thanks for your comments, jakeak2; any thoughts about how would be eligible for paid sick leave? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

15 November 17			Thanks for your comments, melanieavant. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

15 November 17			Thanks for your comments, granola. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

15 November 17			Thanks for your comments, AuroraSB.
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

15 November 17			Thanks for your comments, petico; any thoughts on who would be eligible for paid sick leave? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

15 November 17			Poor little rich boy.
Joseph_George			
AGREES	DISAGREES	REPLIES	
0	0	0	

15 November 17			Thanks for your comments, villandra; please focus your comments on the issues involved, rather than the individuals.
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

15 November 17			Thanks for your comments, JackJ25; any thoughts on who should be covered by paid sick leave? -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

15 November 17			Thanks for your comments, cxico. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

15 November 17			Thanks for your comments, alexm1122. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

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### Who should be covered under a policy that requires employers to provide paid sick days?

15 November 17			Thanks for your comments, Rio Brewster. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

15 November 17			Thanks for your comments, laurah. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

15 November 17			Thanks for your comments and questions, Phil; I'll be sure Council receives them, and to the extent answers are available, I will let you know. In the meantime, if you/AGC have your own answers, please share here. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

15 November 17			Thanks for your comments, sbresnen. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

15 November 17			Thanks for your comments, Ron. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

15 November 17			Thanks for your comments, mconroytx. -Moderator
Larry Schooler			
AGREES	DISAGREES	REPLIES	
0	0	0	

15 November 17			The Texas State Legislature is unable to address the needs of Austin workers. On the ir watch, Texas achieved the highest rate of construction worker deaths in the nation. Why would Austinites trust our safety to out of towners? <a href="https://www.texastribune.org/2015/09/17/workplace-deaths-texas-us-leader/">https://www.texastribune.org/2015/09/17/workplace-deaths-texas-us-leader/</a>
Tyson_512			
AGREES	DISAGREES	REPLIES	
3	0	0	

## FORUM TOPIC

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15 November 17			<p>The private sector is already meddled in, constantly, and it's far better than before. Child labor laws? Meddling. Food safety standards? Meddling. Minimum wage? Meddling. Not being allowed to dump toxic sludge in my yard? Meddling. The private sector needs to be meddled in, because we see what it looks like when we don't.</p>
Tyson_512			
AGREES	DISAGREES	REPLIES	
3	3	0	

15 November 17			<p>Jobs can't just be driven to other cities, like Round Rock, especially in areas like food service, bars, hospitality etc. They're always gonna be near major population centers like Austin. Businesses didn't start fleeing Seattle when the wages went up, they didn't run away from Portland to small-town Oregon when sick leave passed. Can you imagine businesses leaving NYC just because they had to give a few sick days? Of course not. There's no customer base that's big enough out there.</p>
Tyson_512			
AGREES	DISAGREES	REPLIES	
1	1	0	

15 November 17			<p>"This is based upon my financial ability to do so and what the rest of my competitors are doing to retain quality staff. " Your competitors will also need to pay sick leave, so your margins relative to them won't change at all. If providing some paid sick leave to your employees will break your business, and you're not a good enough businessman to adapt, you're probably not profitable anyway and should gracefully exit the marketplace.</p>
Tyson_512			
AGREES	DISAGREES	REPLIES	
4	1	2	

15 November 17			<p>No, these forums online and by phone, and at 4:00PM meetings instead of after work, make it much easier for older, wealthier, and more tech-savvy people to have their say compared to low-wage workers. The fact that the city still thinks sick leave is a good idea despite that sampling bias shows just how obviously good Paid Sick Leave is.</p>
Tyson_512			
AGREES	DISAGREES	REPLIES	
6	3	0	

15 November 17			<p>There is coal mining in Manor.</p>
PaidSickDaysNow			
AGREES	DISAGREES	REPLIES	
1	0	0	

15 November 17			<p>Absolutely every worker. Full stop.</p>
Joseph_George			
AGREES	DISAGREES	REPLIES	
5	2	0	

15 November 17			<p>All private employees should be covered, including part-time workers. To those who oppose this, try considering Paid Sick Time as a part of an employee's overall compensation. If the extra cost in wages is a hardship on businesses, those businesses can just hold off on the next raise they were going to give until their finances balance out. Giving a worker several paid days a year (maybe 1 hour for every 25 hours worked) would only increase payroll costs by around 4%. If you can't afford to increase your employees' compensation by 4% every now and then, you're giving them a pretty raw deal.</p>
Sarah			
AGREES	DISAGREES	REPLIES	
4	3	0	

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15 November 17		
Mark McKim		
AGREES	DISAGREES	REPLIES
3	2	0

I believe the city should pass as far-reaching of a paid sick day policy as possible. There are approximately 200,000 Austin area workers who don't currently receive any paid sick days, including myself. I am a Substitute Teacher with Austin ISD and don't receive any benefits such as health insurance, paid sick days, or bereavement days. There are approximately 3,000 substitute teachers in the district and for many of us, this is our full time job and we deserve to receive some level of paid sick leave. As we know, the majority of construction, service and retail sector jobs do not provide paid sick days. It is entirely reasonable to expect the majority of business owners and other employers to provide paid sick days to their employees. In that case, I urge the city to develop a sick day policy that encompasses hourly employees, temporary workers, service workers, and all workers. Yes, this may pose a minor financial burden to certain small business owners, but it will also benefit them by having healthier and happier employees, thus reducing turnover and increasing worker productivity.

15 November 17		
masonayer		
AGREES	DISAGREES	REPLIES
6	2	2

I appreciate the intent behind mandating paid sick time, but in reality this policy will have the effect of punishing businesses that already do right by their team members and offer paid sick time. I am the CEO of a restaurant group that employs 600+ Austinites, and in a jobs market with 2% unemployment one of our competitive advantages is the fact we offer paid sick time across the board to all team members. We really stand out because of this and it would hurt our hiring practices if every restaurant could say they offer comparable benefits. Wouldn't it be better to let businesses choose on their own whether to do the right thing and allow those of us that do to shine and those that don't to suffer the consequences?

15 November 17		
RWarwick		
AGREES	DISAGREES	REPLIES
2	0	0

Good point. I agree.

15 November 17		
RWarwick		
AGREES	DISAGREES	REPLIES
4	4	1

Very well said. You are correct, but unfortunately anyone who has not created or grown a business (created jobs) simply can not (or will not) truly understand what you are saying. That is what worries me about our City Council asking this question. I don't get the feeling they are trying to understand the true ramifications of what they are proposing. They appear to just be looking for people who agree with it based on the theme of the moderators responses.

15 November 17		
RWarwick		
AGREES	DISAGREES	REPLIES
1	1	0

Yes, I totally agree. It is clearly biased.

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15 November 17			I for one appreciate the thoroughness of your feedback. I also agree with it.
RWarwick			
AGREES	DISAGREES	REPLIES	
1	0	0	

15 November 17			This should be handled between employer and employee. If you don't like their policies, don't work for them. Get a job at another company. It is a free country. Adding a government policy for everything for which you have an opinion is a very slippery slope and does not end until it is no longer a free country.
RWarwick			
AGREES	DISAGREES	REPLIES	
4	4	2	

15 November 17			What business do you own, Typical Austinite? I'd love to ask your workers how they feel about the paid sick leave ordinance. I'm willing to bet that even if they have wonderful benefits, as you claim, they have friends and family members who are struggling to pay the bills, and whose lives would be significantly improved by this ordinance.
erothbauer			
AGREES	DISAGREES	REPLIES	
1	2	1	

15 November 17			Overtime is not a benefit. Being paid time and a half or double time for overtime work is also not a benefit, it's a right mandated by the government. As a construction worker covered by a CBA, I wholeheartedly welcome this policy and will advocate that it covers ALL workers, regardless if they are organized or not. Considering that the paid sick leave policies in over 40 cities across the nation are incredibly modest, the cost of implementing it should not affect a contractor's ability to pay their workers a living wage and further increase pay alongside the increasing cost of living in Austin, granted they are operating a viable business. Construction workers are no different than any other kind of worker- we have doctors appointments, children to take care of, injuries and illnesses to recover from, domestic violence issues to address, incarcerated family to visit. These issues do not dissappear for us in light of construction schedules. We already attend to these and miss work without paid sick leave, and it's incredibly difficult to recover from financially. We are the ones actually doing the work of building and maintaining the structures and deserve to have some financial security in the face of these problems. I think you bring up a lot of important questions. In response to your question regarding the nature of scheduling and size of crews needed- paid sick days should be accrued. If a worker is laid off, the hours earned should be cashed out with their last paycheck.
Nicole Stasek			
AGREES	DISAGREES	REPLIES	
4	4	0	

15 November 17			" Who will monitor/enforce this new policy? Will the City hire professional staff to monitor and enforce this new policy?" Do you ask this same question over every other regulation? When workers fought for weekends, the end of child labor and a minimum wage, were people complaining about "oh no, we need some staff at the federal, state or municipal level to enforce this!?" If there needs to be staff to enforce the laws, that's fine and manageable - it's never been an issue for any other worker rights. Compared to the absurdly bloated budget of APD, enforcing some minimum sick day rules - which workers can report themselves - is nothing. It's not a real concern whatsoever, and this comes across as trying to get corporate bosses happy with your union. Workers don't want or need exemptions, we're not stressed about the trivial issue of enforcement. Again, like that's ever been a reason not to support other common-sense regulations.
Tyson_512			
AGREES	DISAGREES	REPLIES	
1	0	0	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

15 November 17		
Typical Austinite		
AGREES	DISAGREES	REPLIES
2	1	1

Your last comments are just more speculation by someone who has no actual facts to support their opinion. Further, you dare to judge people and circumstances in which you have no actual knowledge. The reality that you fail to see is that I too struggle to pay my bills and these include paying for the Health Insurance and other benefits that I already provide to my employees. This year, health insurance alone will increase nearly 25%. As an employer of less than 50 current employees, I am not required to provide any of this. So, insurance and the other benefits I provide are completely voluntary. During the recession, I cut my own salary in order to continue to provide the same level of salaries and benefits coverage to keep my commitment to these valuable employees and their families. In turn, My employees are very grateful and reciprocate the loyalty that has been shown to them. Many of them working for me for over a decade through thick and thin. I'm sorry that your cynical view of the world prohibits you from seeing that it is possible for decent, mature people in a conventional business situation to work with each other towards sustainable and livable wages and benefits without the government (and people like you) presuming that we have to be told to do so. I imagine that the real shocker for you is that, as a business owner, I am not as unique as you would like to believe. This great city is already filled with business owners like me, and thus this is precisely the point that most of the people that object to this ordinance are trying to say. Now, what have you done that makes you such an expert on every else's business, including mine? Have you ever owned a business of your own? In over 20 years, I have successfully kept my business afloat during three downturns in the economy. I have provided jobs for nearly 200 employees in that time, and only had to layoff 2 people because of economics. Have you done this or anything remotely like this?

15 November 17		
Typical Austinite		
AGREES	DISAGREES	REPLIES
0	2	1

Tyson, that may be but thankfully this is not your choice. Do you own a business?

15 November 17		
Tyson_512		
AGREES	DISAGREES	REPLIES
2	1	1

"This should be handled between employer and employee. If you don't like their policies, don't work for them. Get a job at another company." Do you feel this way about minimum wage or child labor laws? What about kitchen sanitation requirements or OSHA standards? " It is a free country." What in the world is free about having to choose between several employers, none of whom offer sick leave, in order to keep a roof over your head and food in your kid's mouths? That's freedom for a handful of bosses, not for us.

15 November 17		
Typical Austinite		
AGREES	DISAGREES	REPLIES
3	2	1

Tim, on the surface your comment would appear to be correct. However, it is not. It would only be correct if all of my competitors are exactly the same size, with exactly the same number of employees (and salaries), same overhead, same same rent, charged the same fees, etc. I regularly compete against companies many times my size who have entirely different financial circumstances. This is another one of the problems when one tries to apply a blanket policy like this, and PRECISELY why many of us here have said it will most assuredly, negatively damage small, local businesses.

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15 November 17			<p>"Tyson, that may be but thankfully this is not your choice" --- No, it absolutely is my choice. I'm a worker in Austin and I will fight for policies that benefit me as a worker. I want higher wages, more sick days, more vacation days, and better healthcare. That's good for me and for my family. Maybe you as (at least on the internet) an employer want to pay me less, give me no sick days, and pay little if anything for health insurance. That's your choice, and I see you're gonna fight for it - but there's more workers than there are business owners, and we're not going to let you make all the rules. We've done that long enough in this country.</p>
Tyson_512			
AGREES	DISAGREES	REPLIES	
2	1	0	

15 November 17			<p>MTurpin, thanks for your comments. I would not go so far to characterize City Council as corrupt. However, I am comfortable in saying that I believe they are misguided and wrong headed about this issue. Further, I believe that are overreaching on both their mandate as well as their mission. Thanks again, keep speaking up.</p>
Typical Austinite			
AGREES	DISAGREES	REPLIES	
1	2	1	

15 November 17			<p>Greetings. I think all people in Austin should be covered by the paid sick policy. Paid Sick Leave is a necessary reform, like Health and Safety regulations and minimum wages per year) that can have a lot of impact in people's lives. It would protect the most vulnerable in our community - especially those with families and on low salaries. No exceptions should be made. Salutations.</p>
TheRationalAtheist			
AGREES	DISAGREES	REPLIES	
2	3	0	

15 November 17			<p>City of Austin already provides a variety of services to businesses. You should think of it as a reversal of a subsidy to the employers who do NOT already pay sick leave - i.e., justice being done.</p>
TheRationalAtheist			
AGREES	DISAGREES	REPLIES	
0	2	0	

15 November 17			<p>I think business owners should treat basic benefits they're not required to provide yet as subsidies. If you're not paying a living wage, if you're not providing healthcare, if you're not giving your employees paid sick leave, you're being subsidised by the rest of us tax payers. I don't think that's very fair to the tax payer to leave these lavish gifts for a few people. The right solution is to level the playing field and provide basic services to the people of Austin. Enjoy your day.</p>
TheRationalAtheist			
AGREES	DISAGREES	REPLIES	
2	3	0	

15 November 17			<p>I think the fact you're required to compete against these bigger companies is the problem. Maybe you should compete with your direct competitors instead, so you're not overstretching yourself and forcing people to go to work sick. Just a thought, enjoy your night! - the Rational Atheist.</p>
TheRationalAtheist			
AGREES	DISAGREES	REPLIES	
0	0	2	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

15 November 17			I think you should be more charitable to your elected officials. Discussions in good faith are the foundation of our democracy. I'm sure they're doing their best to help Austinites, and I really don't think either of us has more knowledge about the subtleties of the legal mandate to lecture them. Have a good night -- The Rational Atheist.
TheRationalAtheist			
AGREES	DISAGREES	REPLIES	
0	0	0	
15 November 17			Let's not be too harsh with each other. Tyson raises a good point - if you're too overstretched to pay sick leave, the market is clearly indicating you're not profitable enough to compete on our free market. Some people are just not cut out for the ruthless world of commerce. Worry not though - there's plenty of service-level jobs you can take instead of running inefficient, unprofitable businesses! Thank you for your time -- The Rational Atheist.
TheRationalAtheist			
AGREES	DISAGREES	REPLIES	
0	0	0	
15 November 17			I disagree. I think our employers are too burdened with other tasks to worry about paid sick leaves. Having a simple, universal policy clears up their thinking and allows them to work more efficiently at making our country great. Thanks for your input though - - The Rational Atheist.
TheRationalAtheist			
AGREES	DISAGREES	REPLIES	
0	0	0	
15 November 17			I think you're basing your thinking on a wrong set of assumptions. If you're not able to pay paid sick leave, you're not making enough money to run a business - fair and simple! Some are just not cut out to be businesspeople, even though our country gives everyone a turn. It's not me telling you this - it's the market. Have a great day though - - The Rational Atheist.
TheRationalAtheist			
AGREES	DISAGREES	REPLIES	
1	2	1	
15 November 17			I think what he's saying is really easy to understand, but I disagree with his premise, rendering his argument false! I have outlined my thinking below. I think the City Of Austin is doing a great job, and I wish them luck on their endeavour -- The Rational Atheist.
TheRationalAtheist			
AGREES	DISAGREES	REPLIES	
0	3	0	
15 November 17			Let me explain to you why that's nonsense. First of all you must have never owned a business. If you had then you would understand that they all compete for customers and employees. That competition centers around money. If overhead increases then so do prices and employee incentives are likely to drop too. Why is that so difficult to understand? Maybe try to look at it this way since the city council wants this to pass. If the city wants new schools or to improve infrastructure do they sell their home and cut their own pay? No. They raise taxes, sell bonds, etc. They pass the costs on to the taxpayers. So why would it be any different for business owners? I'm not trying to save my business or myself money. I'm trying to save customers and employees money.
ps			
AGREES	DISAGREES	REPLIES	
2	0	0	

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15 November 17			Someone earlier said that 60% of Austin businesses pay sick leave. You're saying that none do. You two should talk about why you're both on the same side stating drastically different statistics. It makes it hard to take either of you seriously in an honest debate. You can't just have anything that sounds good to you spew out of your mouth and hope people believe you. You're discrediting yourselves.
ps			
AGREES	DISAGREES	REPLIES	
1	1	0	

15 November 17			All workers: full-time, part-time, temporary. Everyone gets sick so everyone that works should be given time to recover.
lillian_m			
AGREES	DISAGREES	REPLIES	
2	1	0	

16 November 17			<p>Many of my friends work as tipped workers in food service, temporary jobs, contract work like construction, and I work part-time. All of us should have paid sick days, because many of these jobs are very *physical* labor, many coworkers have kids that depend on them and need consistent income to make rent, and we're handling food and interacting with customers... It just makes sense to provide paid sick across the board. What happens if you show up to your construction job sick? You could hurt your self or your coworkers, and an injury like that costs everyone more--including taxpayers, btw, when an injury needs to be covered by the city because a lot of low-wage workers can't afford costly medical care. Isn't it so much better to encourage people to take paid time off when they are feeling really unwell? Avoid the long-term health issues people experience and have healthier, more productive people out there in the workforce, save taxpayers \$. Also--this policy is the MINIMUM. 1 hr for every 30, or 9 days for full-time workers throughout the year? People who say this isn't feasible are kidding themselves...businesses can definitely afford this, and if paid sick days were provided across industries, there would be an even playing field so companies wouldn't have to worry about competitors who do less for their workers. For example, at my old food service job, we didn't have paid sick leave as part-time workers, and the big grocery store chain that hired us would intentionally keep us from going full-time in order to not have to provide paid sick days. If this becomes a standard across companies, our big profitable employer wouldn't have to worry about competitors that don't provide paid sick. My biggest concern is for tipped workers and contract workers (often in construction). I think tipped workers should be ensured that they'll get paid something like the average hourly wage calculated through the aggregate of their paychecks, not just the minimum they'd get before tips. It needs to be more than just their tips or the minimum wage of \$7.25/hr, because it would be a huge disservice to them to say they can take 'paid sick leave' to be able to get a consistent income when they're sick, but then pay them less on those sick days than they usually make. For contract workers, y'all need to talk to advocates who work directly with construction workers like the Workers Defense Project to figure out how to track their hours worked for different employers and make this policy effective for them. Finally, many companies only hire us part-time (as I mentioned above) because they don't have to provide us more benefits. For that reason, we part-timers need this too. Thanks for providing this forum opportunity!</p>
young-worker			
AGREES	DISAGREES	REPLIES	
2	0	1	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

16 November 17		
young-worker		
AGREES	DISAGREES	REPLIES
0	0	0

If it wasn't clear from my username, when I say 'many of my friends' I'm mostly talking about late teens, ppl in their twenties and thirties. I should also mention that when I did have to take several unpaid sick days off after an injury, my employer forced me to get a doctor's note to prove I was ill. This simple visit with my crappy insurance cost me several hundred dollars, and as a worker making \$10.50 an hour that put me back a week and a half or so, on top of my several missed days. A paid sick leave policy would have allowed this to be avoided, and I hope the policy will include that employers pay for the hospital visit if they require it. These issues made it so that rent, food and other basic necessities were at serious risk, and if I had kids depending on me as most of my coworkers did, that would have been even worse. On the other hand, if I'd shown up at work with my injury (I looked up online the healing rate for ppl after my injury type for those who immediately go to work or take time off), and stood on hard floors while serving food for hours on end, I would have had months more of chronic physical pain and probably more doctors visits/physical therapy. I would see my coworkers getting each other sick all the time when cooking and serving food because they have to come to work to pay for the basics even when they're sick. It's very sad. Just gotta make sure it's loud and clear that we need this.

16 November 17		
Typical Austinite		
AGREES	DISAGREES	REPLIES
1	0	0

Rational Atheist.... Your comments are absolutely disconnected from both the facts of this discussion, as well as reality. "Forcing people to go to work sick"..... If you read (and understood) my original comments, you would see that I already provide paid sick leave to my employees and have for 20 years. What I object to is having the City add another layer of beauracracy and management cost to something I am already doing. Second, if I already have an established small business here providing goods or services, and a much larger competitor comes into town providing the same goods or services; please tell me how am I supposed to "not" compete with them? Just close my doors? Well thank you Mr. Rational Walmart (aka Mr. Rational Starbucks). This is precisely the argument that most people who object to this ordinance are trying to make. Blanket legislation like this does not "level" the playing field. Rather it overburdens smaller local business and it will cause them to raise prices or maybe, as you suggest, "just not compete" with their bigger competitors anymore and close their doors. Wow.... that is a very good solution. Thank you and enjoy your evening.

16 November 17		
Maryd		
AGREES	DISAGREES	REPLIES
1	0	0

I agree. The city government should not be mandating how private businesses are run .

16 November 17		
cwtoliver		
AGREES	DISAGREES	REPLIES
2	1	0

Where is the question that asked if I agree or disagree with this proposal? The only questions asked here are how it is to be administered. I highly disagree with this. COA should not be involved in mandating what benefits a private company offer.

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

16 November 17			Where is the question that asked if I agree or disagree with this proposal? The only questions asked here are how it is to be administered. I highly disagree with this. COA should not be involved in mandating what benefits a private company offer.
cwtoliver			
AGREES	DISAGREES	REPLIES	
0	0	0	

16 November 17			An earned paid sick leave policy should cover all workers under the political jurisdiction of the city of Austin. Accrual of sick leave hours should begin from the moment a worker is hired, thus covering temporary workers and similar circumstances. Seasonal workers who return to the same company within one year should be allowed to retain their previously earned unused sick leave hours.
Ashkan			
AGREES	DISAGREES	REPLIES	
1	5	0	

16 November 17			It should not be implemented as a local mandate at all for these reasons: 1. Many small businesses cannot afford it. Mandates such as these are just another pressure which will force us to close our doors. 2. Business, by its very nature is a competition to create the best products or provide the best services, at the lowest cost with the help of the best people possible. As a business owner, it is ALWAYS in my own best interest to hire the best employees I can. If a preponderance of businesses, in a better financial position provide benefits such as PTO to employees then better employees will naturally migrate to these jobs, giving the small business a natural, organic incentive to improve benefits for employees to whatever extent is financially feasible at that time. In such a scenario, my offered PTO might not be as good as another, but provides a stepping stone which allows my business to absorb the impact gradually. A mandate is an unnatural incentive/lever and will simply cause me and others like me to fold-up the table and go do something in a place that recognizes the value of a freer market.
smallrestaurant			
AGREES	DISAGREES	REPLIES	
5	2	2	

16 November 17			Tyranny takes many forms. There is no doubt that large corporations - be they insurance companies or even large competitors to small business like ours make it that much more difficult to keep going. Now the city - driven by uninformed people such as yourself - are proposing to add another pressure on top of these which will ultimately result in the large competitors driving the smaller players into the ground. What is the result? You'll get your paid PTO, but you'll be working at McDonald's, Chili's and Applebees rather than at the small, individually owned places which give Austin the small amount of individuality we still retain.
smallrestaurant			
AGREES	DISAGREES	REPLIES	
5	0	2	

16 November 17			Just how would you propose competition be restricted in such a way? Let's make it easy. How do you propose to create conditions such that small restaurants such as mine don't compete against chains?
smallrestaurant			
AGREES	DISAGREES	REPLIES	
0	0	0	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

16 November 17		
Ashkan		
AGREES	DISAGREES	REPLIES
2	3	1

Sorry, but the "many small businesses cannot afford it" argument is often made and it is not terribly convincing. Perhaps there are businesses that cannot afford to provide a minimum wage either. That's fine, they can go out of business. I don't share the view that a business has a right to live. A person, however, does, and that is why I am advocating for all businesses in the city of Austin's political jurisdiction to provide earned paid sick leave- I have outlined some of the specifics in a separate comment. I wish you the best in your pursuit of the freest possible market. It is unfortunate that you will have a difficult time finding such an area within the United States, where the market for any given sector is so tied to the state that it is difficult to distinguish the two. Your industry provides a wonderful example from every point in the process of food production and service, from state interference in crop production to the unnatural nature of wage allocation to food service workers- a combination of \$2.13 from an employer, whatever a consumer feels like providing, and perhaps whatever the government provides in social services when these wages fail to provide a minimum standard of living.

16 November 17		
Ashkan		
AGREES	DISAGREES	REPLIES
1	4	0

Yes, I am also wary of the power held by corporations, that is why I am an informed advocate for earned paid sick leave. So long as there are businesses in Austin that employ humans, those humans should be afforded a minimum standard of living. This includes earned paid sick leave.

16 November 17		
smallrestaurant		
AGREES	DISAGREES	REPLIES
1	1	0

This is a great example of a point I made earlier. Mason's group is in a better position to compete in the job market than we are. I'm betting we've had prospective employees go with one of his restaurants because they provided a better package. (As an aside, I'm also betting their success is primarily a function of maturity due to a longer time in the business.) The business climate in Austin provides a natural and organic environment for me to compete for those better employees and I do so - to the extent that I can at the moment. A mandate forces me to provide an additional benefit (read "cost") at a time that I and other employers may be unable to afford to do so.

16 November 17		
Ashkan		
AGREES	DISAGREES	REPLIES
1	4	1

I'd like to highlight that while you may see a difference between large and small corporations, wealth-lacking individuals who are forced to rent themselves to companies in order to make enough to pay for rent and perhaps some food are generally unconcerned with the size or "character" of a business. That individuality, as you put it, is a luxury that you may be able to appreciate, but many cannot. They cannot do so in part because they do not have earned paid sick leave, so they have a sword over their head at all times because the natural occurrence of an illness may make it impossible to pay rent that month. It's impossible to enjoy life in such circumstances.

16 November 17		
smallrestaurant		
AGREES	DISAGREES	REPLIES
1	0	1

fastfoodworker - You've made the free-market point for us. In a jobs market like Austin, you can absolutely find another job tomorrow (maybe even today) and there is a good chance none of the prospective employers you have to choose from will even bother to check your references. (There are a number of reasons we won't.) If you don't feel like the job you are working at provides you with your basic human rights then by all means go take the job that does. Concepts of free market competition and dynamics apply to workers as well as businesses/employers.

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

16 November 17		
smallrestaurant		
AGREES	DISAGREES	REPLIES
7	0	1

You clearly don't know what it's like to own your own small business. My wife works upwards of 80 to 90 hours per week. I put in about 60 to 70. We have cooks who make more per hour than we do and our servers are definitely making more. We took the risk and are willing to accept the consequences of having taken that risk. We employ about 30 people at any given time - all of whom are free to choose where they want to work. You speak of wealth as if it grows on trees. Perhaps you will see it differently when you are actually trying to build some of it for yourself.

16 November 17		
smallrestaurant		
AGREES	DISAGREES	REPLIES
3	0	1

Ashkan - I see you have replied to several of the conversations I gave input to. I'm not going to have time to answer them all. Suffice to say, we disagree. Unfortunately, you do not appear to possess the experience to speak on both sides of this argument. I do, having been on both sides. Best of luck to you. Please feel free to let me know once you venture out on your own and try to make a go of it. I'd love to hear your perspective at that point.

16 November 17		
smallrestaurant		
AGREES	DISAGREES	REPLIES
3	3	1

And of course, as is usually the case, small business owners are not considered to be people...

16 November 17		
Tyson_512		
AGREES	DISAGREES	REPLIES
0	1	0

"If you want to offer leave, paid or not, you and your employees should retain as much flexibility as possible to maximize your own choices, not the political philosophy of council members who believe they know best." --- This is just your political philosophy, though. You're no less of an ideologue than anybody else, it's just an ideology that benefits business owners instead of workers. " If you want to offer leave, paid or not, you and your employees should retain as much flexibility as possible to maximize your own choices" -- This is entirely arbitrary. Why not use the same logic to argue against minimum wages, food safety inspections and so on?

16 November 17		
Tyson_512		
AGREES	DISAGREES	REPLIES
3	2	0

"Many small businesses cannot afford it. " --- Most can, and where this has been implemented in other cities and states this hasn't been a problem. But sure, one or two businesses might not be able to. And that's OK - companies go out of business all the time for a wide variety of reasons. Sometimes they can't compete with the big companies, sometimes people don't need their product anymore, sometimes they've got bad leadership. There were probably a few companies that went out of business when child labor was abolished, when the automobile was introduced, and when minimum wages were instituted. But you know what? Other, better businesses took their place and we're better off for it. That's just the reality of business.

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

16 November 17			<p>"If you don't feel like the job you are working at provides you with your basic human rights then by all means go take the job that does" Why would a worker want that? It benefits workers to make companies provide at least a minimum of pay, safety and things like sick leave, and it's a lot easier for workers than shopping around for the rare job that offers a combination of all of the above. It might benefit you as a "smallrestaurant" but there's no reason the rest of us should want to roll the dice on sick leave.</p>
Tyson_512			
AGREES	DISAGREES	REPLIES	
0	0	2	

16 November 17			<p>As a smart and successful business owner I'm sure you can find other things to offer your employees. This is like complaining about a minimum wage because it would hurt your higher-paying business in attracting employees; maybe that's a concern for you but it definitely doesn't concern workers. We'll look forward to you competing for us with even better benefits than paid sick leave, and we trust you're clever enough to come up with them.</p>
Tyson_512			
AGREES	DISAGREES	REPLIES	
1	0	0	

16 November 17			<p>This betrays the contempt anti-Paid Sick Leave posters have for working-class people. They don't believe someone could work in fast food and take an active involvement in their community and workplace rights, or figure out how to use a discussion website. Arrogant elitists like that shouldn't be responsible for making decisions about worker health and safety.</p>
Tyson_512			
AGREES	DISAGREES	REPLIES	
0	0	0	

16 November 17			<p>"Your Darwinian explanation that those businesses with smaller profit margins will be competed out does not always bare out. That's a different argument. I think you are proving the answer to the question "will this hurt businesses?". Based on the additional "economic friction" that Austin will put on these enterprises the answer is YES. You may think the trade-off is fair. I don't." ----- And that's fine, what benefits you is what you'll consider "fair." Lots of employers consider \$7.25 "fair", while workers will consider \$15 or above "fair." An employer might consider 0 days of sick leave fair, while workers might think taking as many as they need is fair. But hey, life's not fair - welcome to life and politics. This is a policy that the majority of workers and the majority of Austinites like, so we're going to fight for it and win it. If you want to say "no fair!" as you pay us better wages and give us sick leave, that's fine by us.</p>
Tyson_512			
AGREES	DISAGREES	REPLIES	
1	0	0	

16 November 17			<p>I think you've missed my point, Tyson. To quote fastfoodworker, "... With unemployment at 3%, a worker replacing their former job is guaranteed. ...". My point is to say that the current jobs market makes it easy for workers such as yourself to go to a job that provides the kind of benefits you believe to be important. The mandate is natural, and therefore more sustainable.</p>
smallrestaurant			
AGREES	DISAGREES	REPLIES	
0	0	0	

16 November 17			<p>"My point is to say that the current jobs market makes it easy for workers such as yourself to go to a job that provides the kind of benefits you believe to be important." May be or maybe not, but why wouldn't I want to make it even easier? What do I have to lose from making it guaranteed EVERYWHERE, and letting businesses find additional benefits to differentiate themselves with?</p>
Tyson_512			
AGREES	DISAGREES	REPLIES	
0	0	0	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

17 November 17			<p>My father has owned small businesses before I was born. He works at least ten hours a day every single day. Even today, it is an incredible privilege if he gets home before 9pm, though he's out of the door by 9am. I have lived in a million dollar mcmansion and I have lost my hair from malnutrition. My personal experience is irrelevant to my judgement on this issue- as is yours. You are taking the issue of earned paid sick leave incredibly personally. Please remember this is an issue for the people of the city of Austin and not your anonymous self. No one cares that you work hard. Many of us work hard. I simply hope that whenever you cannot work that you are taken care of and do not suffer needlessly. I want this to be true for everyone and earned paid sick leave is possible, as demonstrated by the existing cities and states that have implemented this policy without the collapse of their local corporations.</p>
Ashkan			
AGREES	DISAGREES	REPLIES	
1	2	0	

17 November 17			<p>I've responded elsewhere- my family has owned small businesses in Dallas and Austin for the past 30 years. I know exactly what it is to work hard and have the entire family contribute. It is unfortunate that you have not executed a business plan that allows you to receive proper compensation for your time. Again, I have had incredible wealth and I have been hungry for lack of money, but my personal experience and yours are not relevant to the judgement of how an earned paid sick leave policy should be implemented.</p>
Ashkan			
AGREES	DISAGREES	REPLIES	
0	4	0	

17 November 17			<p>No, small business people are humans just like their workers- we all deserve a good life. This necessitates people caring about and taking care of each other to some extent. It is why we pay taxes (never mind how exactly they are used at present). It is why we have minimum wage laws. It is why we will have a robust earned paid sick leave policy in Austin.</p>
Ashkan			
AGREES	DISAGREES	REPLIES	
3	2	0	

17 November 17			<p>I think it is imperative that employers and employees are given as much flexibility as possible to negotiate compensation. One employee might rather higher pay. One might rather the security of paid sick leave. One might rather more time off. Let each unique circumstance drive the proper and unique compensation. Therefore, I think that employees (and employers) should receive paid sick leave if they value it above an equivalent compensation increase.</p>
Nolan			
AGREES	DISAGREES	REPLIES	
3	4	0	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

17 November 17			<p>I'm a small business owner, the Compost Pedallers. We are happy to comply with the new ordinance and think its in the public interest that every other business in Austin does so too. We currently provide paid sick leave and think everyone else should do so too as a minimum cost of employment. Paid sick leave will lead to more productive workers, workers that don't have to make choices between the health of their child and their paycheck, and workers that are more likely to stay with a job because they can get through short term health issues and get back to work. This can save business owners from the costs of rehiring and retraining a new worker. Ultimately however, as a city we need to do what we can to take care of the people that live here. That's why every one who works in Austin should be allowed to accrue paid sick days, no matter if they are full-time, part-time, seasonal, or temp workers. Accrual will work so they only accrue hours of paid sick leave for the time they work. Furthermore, a robust sick leave requirement will create an opportunity for a business owner to procure insurance to cover the risk of a higher than normal pay period due to paying one or more extra shifts. An insurance product could easily allow business owners to pool risk and spread the cost across an entire year or budget period. Lets do the right thing, Austin.</p>
Eric Goff			
AGREES	DISAGREES	REPLIES	
6	3	1	

17 November 17			<p>I think it is really cool that you have figured out how to provide paid sick leave. That is clearly something that your employees value and something you can use to encourage people to work for you. If everyone is required to do it, then you won't have that advantage anymore.</p>
Nolan			
AGREES	DISAGREES	REPLIES	
5	1	1	

17 November 17			<p>I don't want my business to have that advantage. I want workers to have that advantage. It's a moral obligation, and there are clearly businesses that want to avoid it.</p>
Eric Goff			
AGREES	DISAGREES	REPLIES	
5	3	0	

17 November 17			<p>It sounds like we haven't learnt anything from having a healthcare mandate. "Affordable Care Act" = most expensive insurance I ever bought since I have been employed. It was supposed to help make insurance more affordable for Americans but to help a few people we ended up with sky high rates for the rest of us premium payers!! I am in complete opposition to having any mandate. Let business owners decide what benefits better suit their employee base. Having a blanket paid sick policy will not only increase operating costs it will also burden business owners with additional administrative and even potential legal costs. I don't think that paid sick time is a basic right. . . It has always been a benefit and offering such benefit is what makes some employers be a lot more competitive than others. Your employer doesn't offer it?? find one that does!!</p>
Lilykennedy			
AGREES	DISAGREES	REPLIES	
6	5	0	

21 November 17			<p>City government should not mandate policies for private businesses. Austin touts itself as being friendly to small businesses, but this policy is in direct opposition to that</p>
Maryd			
AGREES	DISAGREES	REPLIES	
3	3	0	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

23 November 17			Only full time employees should be covered.
TanDao			
AGREES	DISAGREES	REPLIES	
1	4	0	

25 November 17			The employee is eligible for sick time equal to what they have accrued. Note: the sick time paid accrues sick time. Also employee may take sick time off for for sick child, parent, guardian, grandchild, grand parent, sibling. For immediate family listed employee may use up to 28 hours which is 1/2 the annual accrual of 56 hours( roll over each year to the maximum of 480 hours, no cash value upon termination) Note: employee may use sick leave time for bereavement time of immediate family mentioned previously. Sick time begins on 3rd day of absence due to illness/injury. If absence is due to surgery on first day of absence, sick time begins on day 1.
Arawin86			
AGREES	DISAGREES	REPLIES	
1	0	0	

25 November 17			Benefit eligible employees, full time and part-time over 20 hours a week. Full-time 40 hours a week can accrue up to 56 hours annually. Each regularly paid hour accrues a portion of the 56 hours. For part time it is pro-rated.
Arawin86			
AGREES	DISAGREES	REPLIES	
2	0	0	

26 November 17			Everyone should be covered because everyone gets sick.
Charlene Gelb			
AGREES	DISAGREES	REPLIES	
5	2	0	

28 November 17			The government should not mandate policies for private businesses. Let business owners decide what benefits best suit their employee and their budget needs. If the person doesn't like the benefits that employer offers, then they can find other employment. There are plenty of jobs in Austin and employees can choose where they want to work. This mandate is going to cause more work for employers. For instance, my company has an extremely generous PTO policy. If this is mandated we are going to have manage a separate sick leave policy in order to comply with the mandate, when we were really already doing it all along. Let businesses decide how they want to treat their employees.
ctrbula			
AGREES	DISAGREES	REPLIES	
3	3	0	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

28 November 17		
Laura R		
AGREES	DISAGREES	REPLIES
3	1	0

I've been studying this policy and wanted to share some research on your questions:

1. How much does mandated sick leave cost employers? Average per employee? Cumulative? Businesses already incur costs by not providing paid sick days through reduced worker productivity and increased worker turnover. Research finds that workers are 25 percent less likely to leave their job over a 5-month period if they have the ability to earn sick days (<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3825168/>). Researchers estimate that working sick Americans cost employers \$160 billion annually from decreased productivity and unnecessarily extended illnesses (<http://www.nationalpartnership.org/research-library/work-family/psd/lost-productive-work-time-american-productivity-audit.pdf>).
2. Does mandated sick leave reduce workplace illness? Research has found that flu infection rates decreased by approximately 6 to 7 percent in cities with an earned sick days policy (<https://docs.google.com/viewer?url=http%3A%2F%2Fwww.nber.org%2Fpapers%2Fw22530.pdf>). A study examining the impact of New Jersey's paid sick days law after it went into effect found that 28% of employers reported a reduction in the number of sick employees coming to work ([https://smlr.rutgers.edu/sites/default/files/documents/Jersey\\_City\\_ESD\\_Issue\\_Brief.pdf](https://smlr.rutgers.edu/sites/default/files/documents/Jersey_City_ESD_Issue_Brief.pdf)). 15 percent of surveyed Connecticut employers reported decreases in the spread of illnesses at work as a result of their policy (Good for Business? Connecticut's Paid Sick Leave Law).
3. Does mandated sick leave reduce absenteeism and increase productivity? Some studies report paid sick days policies lead to increased employee productivity. 32 percent of employers in Jersey City reported increased employee productivity as a result of their policy ([https://smlr.rutgers.edu/sites/default/files/documents/Jersey\\_City\\_ESD\\_Issue\\_Brief.pdf](https://smlr.rutgers.edu/sites/default/files/documents/Jersey_City_ESD_Issue_Brief.pdf)).
3. Does managed sick leave reduce public health costs? Paid sick days reduce health care expenditures, reducing workers' visits to expensive hospital emergency rooms to receive care after work. It's estimated that a national earned sick days policy could save \$500 million annually in emergency hospital costs to public health insurance programs such as Medicare and Medicaid (<http://www.iwpr.org/publications/pubs/paid-sick-days-and-health-cost-savings-from-reduced-emergency-department-visits>).
4. How has mandated sick leave negatively affected employers and employees? Employers in places with paid sick days policies have generally expressed positive or neutral experiences with the laws. For example in Seattle, a year after the city implemented its policy 70 percent of employers reported supporting the law (<http://www.seattle.gov/Documents/Departments/CityAuditor/auditreports/PSSTOUWReportwAppendices.pdf>).
6. How does mandated sick leave attract or deter employers? A few studies that have examined the impact of a paid sick days policy after it has been implemented have found that paid sick days do not cause businesses to shut down or inhibit the creation of new businesses. In Seattle, the policy did not cause businesses to shut down or relocate outside of the city (<http://www.seattle.gov/Documents/Departments/CityAuditor/auditreports/PSSTOUWReportwAppendices.pdf>). In Washington D.C., the policy did not discourage entrepreneurs from starting businesses in or cause businesses to leave the district (<http://www.dcauditor.org/sites/default/files/DCA092013.pdf>).

29 November 17		
Wtaylor23		
AGREES	DISAGREES	REPLIES
6	1	0

All employees should be covered.

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

29 November 17			What gives the COA authority to mandate private employers benefit policies?
JZ			
AGREES	DISAGREES	REPLIES	
3	3	0	

29 November 17			<p>The questions in this survey seem slanted to how to implement this policy as opposed to if it should be implemented. COA should not implement this law for private employers. If they want to require City Contractors to provide sick leave they can do so. But it will raise the cost of doing business with the city and inevitably raise taxes to pay for that requirement. One of the questions in this list is how to fund enforcement. So that means a tax of sorts to enforce the new onerous requirement. It seems so easy to put this off on employers shoulders and pocketbooks but it is not. Many employers will find it costly to do this and will have to cut costs somewhere. The labor market sets its own rules. Pay and benefits are market driven. Not all jobs are "career" jobs and there will always be differences in pay, benefits, and opportunities for growth. Do a good job today and get a better job as you learn new skills and apply yourself. In a job market like Austin there is always opportunity to get a better paying job with better benefits. COA should be more supportive of the businesses that are creating jobs. And not just the large companies. Many people in Austin choose to work for small employers or on the gig economy because it fits their needs and lifestyle. Employers today are over regulated and burdened by government rules. The COA should not add to the mess. But if the COA insists on this bad policy there should be some length of service requirement as is customary with typical vacation policies so that employees with may be 1 year of service qualify. At least that way it might encourage retention of employees and reward workers who stay. Isn't that the business reason for benefits anyway?</p>
Jeff Evins			
AGREES	DISAGREES	REPLIES	
2	2	0	

29 November 17			<p>To anyone reading, my first question is why is it that these questions are already framed as if the decision on whether to mandate sick time is already decided? I am not here to argue against the benefits of paid sick time. When provided (within reason) it is certainly helpful to both employees and employers. That being said, mandating something that the labor market already mediates quite well for itself, adds further bureaucracy, cost, and onerous enforcement that has caused so many companies to pack up and leave areas like California to move to Texas in the first place! While this rule alone is not enough to do so, it becomes part of a growing new set of rules that deter employers from wanting to either move to a market, expand in it, or provide other benefits to their employees because they are HAVING to abide by so many rules already. This is not an atypical reaction by employers by any means. In my own time as an HR manager in California, I have seen this effect first hand. The law of unintended consequences really does apply here. (If you must know, one company I worked with removed more days from the overall time off policy than the new mandate in CA had added, backfiring completely). I would strongly suggest that Austin not take on more and more "feel good" policies that when placed in effect may end up causing employers to lower other employee benefits, and starting on a path that has disrupted and massively hurt labor markets in other parts of the country. Austin has been a destination city for many employers and employees and that in itself will pressure the labor market to better treat their employees. Allow the market to decide these things for itself much like it has. In defense of Austin continuing to be a great city for businesses and their people alike, onerous mandates like these should not be taken further, before Austin ends up becoming one of the cities that companies end up leaving.</p>
KS			
AGREES	DISAGREES	REPLIES	
1	2	0	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

29 November 17			<p>I have to wonder if anyone on the City Council has actually ran a business and had to make money to keep it alive. Mandating sick leave within the city is a very bad idea and will drive many businesses to start else where or move else where. Most businesses are competing not only with other businesses in Austin, but rather with other businesses all over the area, state, nation and world. Most small business owners want to offer employees benefits and most who can afford them do. The idea that all business owners should be mandated to offer the same sick leave benefits across industries with very different capital requirements, employee skill requirements, different competitive environments and differing margin profiles seems irrational to someone who has actually built and/or ran a business. The city should stay out of this and leave it to the marketplace.</p>
Gary T...			
AGREES	DISAGREES	REPLIES	
1	3	0	
30 November 17			<p>If a business wants to operate in a city as exceptional as Austin, then it should operate according to our values. Paid sick time reflects our acknowledgement of people's humanity and their family obligations. All people become sick. In Austin, paid sick time should not be reserved for only certain occupations. All work has value in Austin, so all workers should accrue time.</p>
Aguero			
AGREES	DISAGREES	REPLIES	
4	0	0	
30 November 17			<p>All people become sick, and not all illnesses are ones that can be seen and heard. All employees should accrue sick time. Sick time would keep our city healthier and leave its people more able to lead full, balanced lives.</p>
emthom			
AGREES	DISAGREES	REPLIES	
3	0	0	
30 November 17			<p>The city should stay out of dictating private companies benefits!</p>
JDoherty00			
AGREES	DISAGREES	REPLIES	
0	3	0	
30 November 17			<p>All workers should be guaranteed paid sick days, because all workers get sick and should have access to basic human dignity in their workplace.</p>
gcato			
AGREES	DISAGREES	REPLIES	
2	0	0	
30 November 17			<p>hourly, service, and temp workers should have earned sick leave. Health benefits are basic to treating employees fairly and also protects the work force and public in general. It should also be applied to health care for family members as well. I think the best policy is "earned leave"- let the employee make the decision on how they care for the self or others in the family unit.</p>
elisstar			
AGREES	DISAGREES	REPLIES	
1	0	0	

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

30 November 17		
mbrooksbank		
AGREES	DISAGREES	REPLIES
2	0	0

I support all workers earning paid sick time, which could accrue either specifically as sick time or as a component of a flexible PTO program which allows employees to choose how to use the time. All workers and their families deserve the ability to stay home and take care of one another when they are sick. As a college student at UT I once lost a part time job I needed to pay my rent because I was miserably sick. As a parent, when my child is sick I need to be able to take care of her and not send her to school to infect the other kids and teachers. It is unacceptable that in 2017, workers still don't have protections for basic human needs.

30 November 17		
Jacquie		
AGREES	DISAGREES	REPLIES
2	0	0

There should be no distinction. Typically, agencies supplying temp workers do NOT provide sick time, so the temp worker has to either go to work sick or remain home and forfeit a day's pay (at least). This is not fair. A healthy workforce is contingent on everybody who IS sick, getting the time to recover that they need without fear of loss of income.

30 November 17		
sclaytor		
AGREES	DISAGREES	REPLIES
2	0	0

All workers-- hourly, temp, etc--- should be covered under a mandatory paid sick time policy. All people get sick occasionally, whether physically or mentally, and workers shouldn't have to decide between resting and seeking medical care for themselves and their families, or keeping their job to have income.

30 November 17		
sanajaved7		
AGREES	DISAGREES	REPLIES
2	0	0

Isn't it 2017? Don't we live in the United States? Part of me is baffled that this is even a question we still have to ask in this day and age and the other part of me is stunned that people could be against such a basic, common-sense measure. ALL workers, regardless of background, wage level, and occupation, should have access to earned sick days. It is astounding that 37% percent of the total workforce are at risk of losing wages or being fired if they follow doctor's orders when they or a family member are ill. Is that something that we as a city want to support and be known for? What about the fact that Latino and African-American workers are less likely to have paid sick time than workers in any other racial or ethnic group? Do we want to be known as a city with such sickening racial disparities? If 33 cities and eight states have passed paid sick leave policies, what are we in Austin waiting for? This is so obviously the right thing to do for the city and all those who live here.

30 November 17		
fareed		
AGREES	DISAGREES	REPLIES
2	0	0

The vast majority of people get sick, therefore everyone should have access to sick days. For those who think paid sick days are poor for the economy, please consider this: The cost to employers nationwide of people working while sick is \$160 billion a year from decreased productivity and unnecessarily extended illnesses. This statistic is from the Journal of Occupational and Environmental Medicine. I encourage people to check out this fact sheet provided by Work Strong Austin: [http://bettertexasblog.org/wp-content/uploads/2017/09/EO\\_2017\\_AustinPaidSickLeave.pdf](http://bettertexasblog.org/wp-content/uploads/2017/09/EO_2017_AustinPaidSickLeave.pdf)

## FORUM TOPIC

### Who should be covered under a policy that requires employers to provide paid sick days?

30 November 17			We all get sick. All workers should be covered including part-time seasonal and temporary workers.
Laura R			
AGREES	DISAGREES	REPLIES	
1	0	0	

01 December 17			The policy that is being proposed addresses private employers. Does this mean public entities will be excluded? Such as Austin ISD and other public schools? To my understanding some of these entities are experiencing financial difficulties that this new mandate would impact them on a higher level.
Question07			
AGREES	DISAGREES	REPLIES	
0	0	0	

01 December 17			To confirm, this policy would only be for private employers, correct? A recent article from KVUE referenced private employers only. Non-profit organizations and public schools would be exempt.
Austin2017			
AGREES	DISAGREES	REPLIES	
0	0	0	

## STORY TELLING TOOL

### I like having a job

author: Rob Turk

Having a job makes it possible for me to retain a home, pay taxes, and contribute to society. If you institute a policy that makes it more difficult for small- to medium-sized businesses in Austin to exist here by mandating paid-time off policies, you will drive those businesses (and all their jobs) out of Austin. If that is what you want, great, but if you don't want to kill businesses, don't implement anything like this. Please stick to keeping the streets safe and clean and stay the hell out of peoples' business where you don't belong.

VISITORS <b>11</b>	CONTRIBUTORS <b>1</b>	CONTRIBUTIONS <b>1</b>
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No Responses

## STORY TELLING TOOL

### Paid Sick Leave Would Be Detrimental to This Locally Owned and Operated Business

author: EN

I own a mobile food trailer. The majority of my employees are students or others looking to pick up extra shifts on weekends and holidays intermittently when not working at their other, "real job". As a small business, there is absolutely no way I could afford to pay sick leave to my employees. We are a local business which has been open since 1993, and over the past 24 years have employed about 30 part-time employees annually, with very low turnover, especially for a service industry job. It is common for our employees to return for 4 or 5 seasons, some working just during the school year and some working just during the summer. We operate and schedule differently than most companies, my employees essentially make their own schedule and can therefore schedule and make accommodations for class or appointments, and even have the opportunity to pick up more shifts throughout the month if needed/desired, allowing them the flexibility to hold a job when their schedule may otherwise not conform to a more structured and rigid job schedule. My employees are all paid hourly, and most work less than 20 hrs per week. My business is seasonal, and is only open for 8 months out of the year. Our work schedule works for my business and my employees. Before owning the business, I did work here throughout high school and even put myself through college working over spring break and the summer. The flexible schedule allowed me to work while going to school and even post-college while trying to decide the next step. This is a first job for over half of my employees, giving them work experience and many on the job training skills. I consider myself a fair and understanding employer, and like to work with my employees on a daily basis. I do my best to help them when unexpected circumstances arise, but also have a business to keep afloat. I have a strong and close relationship with all of my employees and former employees. I could support not losing a job because of an illness or a family illness, and being supportive and making accommodations for an employee, but do not believe it is fair to other employees or myself to be required to pay someone paid sick leave. Why should someone get paid for not working because they are sick, when someone else doesn't get paid because they are not scheduled to work that day? Or why should the sick person be paid while another employee is covering his/her shift or making up the difference in the work load for being short staffed? It just doesn't make sense. An ordinance can not be put in place to accommodate every single way businesses and work schedules are structured. Employees have a choice in who they work for and can take paid sick leave benefits in to consideration in the exact way they take other benefits in to consideration. I do NOT believe a city ordinance will solve these disparity problems listed above, and in fact would be detrimental to my business, my employees, and my family. Over the years, especially in the past year after having a baby, I have spent significant amount of time thinking about issues like PTO, whether it be for sick leave or maternity leave. In my position, if I take maternity leave or extended sick leave, my day to day business operations will stop, my business will close, and my employees will be out of work. No city ordinance will change my reality as the small business owner and the hands keeping this business running 7 days a week.

VISITORS <span style="background-color: #4CAF50; color: white; padding: 2px 5px;">0</span>	CONTRIBUTORS <span style="background-color: #4CAF50; color: white; padding: 2px 5px;">1</span>	CONTRIBUTIONS <span style="background-color: #4CAF50; color: white; padding: 2px 5px;">1</span>
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No Responses

## STORY TELLING TOOL

### Paid Sick Leave

author: Renee787

This policy could put even more small Austin businesses out of business and give more and more power to big chain businesses that are not owned by Austinites! We need to support local small business. The City is being over-run by big corporations and they can already afford sick leave for their employees. This will only hurt Austin owned small businesses! Paid sick leave is something that should not be passed by the City! It is something that each person owning a business must decide for themselves.

VISITORS <b>0</b>	CONTRIBUTORS <b>1</b>	CONTRIBUTIONS <b>1</b>
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No Responses

## STORY TELLING TOOL

### Mother dying of cancer - I need Paid Sick Days ASAP

author: Mark McKim

Dear City of Austin Staff, My name is Mark McKim and I am a Substitute Teacher with Austin ISD. Substitute teachers don't receive any benefits such as health insurance, paid sick days or bereavement. Three weeks ago, my mother was diagnosed with multiple myeloma, a rare blood cancer, and our family was devastated. I decided to take a week off of work in order to go visit and help take care of my mother in Garland, and sadly, lost \$500 of much needed income. It's quite unfortunate that in order to visit and support my now dying mother, I will suffer economically. Last month, my family lost our 27 year old cousin Ryan to leukemia and I had to take a day off to go to the funeral. I lost that day's income too. There have been multiple days in the past year where I was not feeling well and didn't take the day off because I know I needed the income. To be honest, this is unfair and no worker should have to decide between being taking care of their own illness or helping take care of a loved one. I have learned that the city cannot legislate AISD so I understand this policy may not immediately affect me, but I know if the city can pass a far reaching universal mandated paid sick leave policy, it will influence the various tax jurisdictions and other public and private sector employers in the Austin area. In addition, I know there are over approximately 220,000 workers in Austin who would greatly benefit from a paid sick day policy. No one should lose a days worth of income for taking a day off to care for themselves or a loved one. Please do whatever you can to pass the farthest reaching paid sick day policy to ensure all Austin area workers receive this much needed economic relief. With gratitude, Mark McKim - mark.i.mckim@gmail.com Austin ISD - Substitute Teacher

VISITORS <b>0</b>	CONTRIBUTORS <b>1</b>	CONTRIBUTIONS <b>1</b>
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No Responses

## STORY TELLING TOOL

### Sick leave is very important for food service workers

author: Lauren Lauren

Please consider adopting a paid sick leave policy in Austin. During and after college, I worked several food service jobs in Austin and none of them had paid sick leave. As a result, my coworkers and I frequently had to come to work sick, knowing that if we called in sick, we would not have enough money to pay rent or buy groceries. A proposal that would allow workers to earn paid sick days according to how many hours they had worked would help increase worker productivity, create a healthier work environment in the food service industry, and reduce worker turnover. It would also be fairer to these workers who serve Austinites everyday. I have paid sick leave benefits at my current job as an office worker, and those benefits help me stay healthier and be more productive at work. Food service workers should have these benefits as well. Studies have shown that paid sick days policies generally lead to no or negligible increases in cost for businesses and do not impede the creation of new businesses. Thank you for your time. -Lauren Ames, MPAff

VISITORS <b>0</b>	CONTRIBUTORS <b>1</b>	CONTRIBUTIONS <b>1</b>
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No Responses

Appendix C:  
Text-Based Survey Comments

# City of Austin Paid Sick Days Text Survey Report

## Participation

Started Survey	92
Question 1	88
Question 2	82
Question 3	75
Question 4	74
Question 5	73
Question 6	71

## Survey Responses

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

B

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

Able to take care of my kids

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

Na

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

Everyone

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

Two weeks a year

6. What purposes should an employee use paid sick leave?

Care for themselves or immediate family

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

a

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

it has been crucial to my emotional and physical well being

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

not an employer

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

full time and part time employees whether they are permanent or temporary

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

at least 10 days per year

6. What purposes should an employee use paid sick leave?

anything

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

A

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

Having sick leave has been beneficial throughout my life. My parents suffered chronic illnesses and we wouldn't have survived without the paid leave from my mom's job.

HOWEVER: I don't think we should require all businesses to provide paid sick leave; rather we should incentivize those who do. I'm really worried if we require this of private employers we will see a drop in wages which is exactly what Austin doesn't need. My job pays me less as a public employee than the private sector in part because of the healthcare benefits. I'm a young and healthy person I'd rather have the money in my pocket.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

I don't think we should require all businesses to provide paid sick leave; rather we should incentivize those who do. I'm really worried if we require this of private employers we will see a drop in wages which is exactly what Austin doesn't need. My job pays me less as a public employee than the private sector in part because of the healthcare benefits. I'm a young and healthy person I'd rather have the money in my pocket.

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

We should incentivize not punish companies. If we restrict and dictate too much we're not going to remain an attractive place to work. Major employers such as Samsung Dell the city and state and others can afford this. Mom and pop shops and small businesses can't. We're driving away the unique qualities of Austin and stifling future opportunities.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

NONEI don't think we should require all businesses to provide paid sick leave; rather we should incentivize those who do. I'm really worried if we require this of private employers we will see a drop in wages which is exactly what Austin doesn't need. My job pays me less as a public employee than the private sector in part because of the healthcare benefits. I'm a young and healthy person I'd rather have the money in my pocket.

6. What purposes should an employee use paid sick leave?

For personal sick and injury.

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

D

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

N/A

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

Not having has allowed me to create more jobs

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

None

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

None

6. What purposes should an employee use paid sick leave?

None

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

A

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

When I was temporary employee I did not have access to paid sick leave. I had to go to work sick and watched my coworkers struggle with scheduling doctor's appointments and taking unpaid days off. I found once I got paid sick days that I didn't struggle and was able to better take care of myself.

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

A

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

It's given me the ability to get better and get the care that I need instead of forgoing wages or going to work sick/getting others sick.

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

B

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

I have to work whether or not I am ill. I have seen this impact the quality of my work negatively. Also I have --more than once--put off most of my preventive care because paid work always come first.

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

B

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

It's scary not having it. There's so much pressure to push through feeling miserable- after all what if the next sickness is worse and I can't afford to miss more work? It makes everything worse.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

Doesn't apply to me

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

Everyone

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

2 weeks or until employee is well/not contagious

6. What purposes should an employee use paid sick leave?

When the employee is sick or contagious. Could be physical or mental illness.

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

No

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

I have had PSL before allowing me to stay home & not spread an illness. And I have Not had PSL and gone to work contagious--thus spreading my flu/etc..

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

N/A

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

At minimum people interacting with the public. Also minimum wage workers--they live on the edge.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

Figuring a 5-6 day work week I think a minimum of 5 days would also benefit a company-- someone would stay home & not infect others. Might consider some paid SL & some not-paid-but-no-penalty if you call in days.

6. What purposes should an employee use paid sick leave?

Personal illness & child or parent/spouse when the other should not be alone.

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

A

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

People will get sick and not having to drag myself to work when I feel terrible cannot focus and will make others sick is only humane.\n

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

Not an employer

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

Everyone

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

10 days or so.

6. What purposes should an employee use paid sick leave?  
Illness injury mental health days treatment

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL  
A

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL  
B

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL  
B

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

When I'm sick I either miss work (and lose money) or I go to work sick.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

N/A

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

Everyone who employs people in Austin!

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

9 days

6. What purposes should an employee use paid sick leave?

Take time to recover from illness go to the doctor or care for dependents or other family members who are ill.

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL  
A

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

It gives me peace of mind allows me to care for myself and my kids without worrying about reprisals at work and makes me feel that my wellbeing matters to my employer

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

N/a

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

All employers

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

96 hours

6. What purposes should an employee use paid sick leave?

For sick days personal doctors visits and those of others in their care

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

No

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

I'm a student and was recently an employee w/o PSL. I believe we should have PSL.

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

A

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

It has a huge impact on my life - I am able to take off when my body needs rest due to illness or fatigue. I can do this without fear of infecting others or without the fear that I have to choose whether or not to eat or do my work properly/in a healthy state.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

NA

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

ALL individuals over 17 or who are paying for their own livelihood

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

One day a month

6. What purposes should an employee use paid sick leave?  
Personal or family leave.

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

A

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

It diminishes the financial consequences of having to call in sick

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

n/a

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

Everyone over 16

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

1 day a month

6. What purposes should an employee use paid sick leave?  
Personal/ family illness

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

B

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

It forces me to work more which would aggravate any illness I may have

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

N/A

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

All employers

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

At least two weeks

6. What purposes should an employee use paid sick leave?  
To rest at home or make a doctors appointment

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL  
B

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?  
Less likely to stay home and heal when I need to

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?  
Na

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?  
Everyone

5. How much paid sick leave do you think the City of Austin should require an employer to provide?  
5 days

6. What purposes should an employee use paid sick leave?  
Physical and emotional health needs family health needs

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL  
A

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?  
It is absolutely essential for me to have paid sick leave. I make a decent wage but between having to be home when my son is sick as well as when I'm sick or have doctor's appointments I would not be able to afford the loss of income from not getting paid while out sick.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?  
N/A

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

Every employer regardless of size. Everyone gets sick and those in low wage jobs need paid sick leave even more so than people in high wage jobs.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

At least 1 week (7 days not 5) but 10 days would be even better.

6. What purposes should an employee use paid sick leave?

Doctors appointments mental health and illnesses for themselves and immediate family members.

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

A

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

PSL gives me the freedom to take care of my body my family and to make the responsible choice of not spreading illness to others. It makes us all safer.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

No

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

It should apply to all employees and their partners including same sex partners. It should also apply to their children and elderly dependents.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

At least 10 wks PSL and 20 wks Paid Parental Leave like most of the developed world (except the US). We could inspire other cities to do the right thing.

6. What purposes should an employee use paid sick leave?

(1/2) For themselves or a family member for the diagnosis care or treatment of an existing physical or mental health condition or preventive care or for domes

(2/2) tic violence sexual assault or stalking.

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1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

A

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

I need it for myself & to have days to take care of my kids

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

N/a

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

Everyone

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

5 days a year

6. What purposes should an employee use paid sick leave?

Illness doctor appointments sick kids

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1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

\n\n\nB

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

Stressed me out

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

N.a.

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

All companies employing Austin residents

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

16 hours or two days minimum

6. What purposes should an employee use paid sick leave?

When sick or needing a medical proxedure

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1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

B

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

The hardest part of not having sick leave is having to make the decision between not getting paid for not working or working through an illness. If I take off my paycheck is smaller and making ends meet is even more difficult and stressful. If I don't take off it seems to take three times as long to get better and I have accidentally given coworkers colds and the flu because I wasn't able to take off from work. Not having sick leave also makes me feel like the City doesn't care about my health even though they say they do. I get emails for health fairs and see lots of flyers advocating for health but I actually think the City doesn't care to do more than just talk about health and check the box. They seem pretty content to leave things the way they are and continue ignoring my health as long as my work gets done. And I know the City values loyalty but as soon as someone offers me a position with paid leave I will take it without even thinking.

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1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

B

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

I end up working while sick until the illness completely lays me out and as a result I end up sick for a longer period of time. I am constantly stressed about getting sick for fear of not getting paid which probably contributes to my getting sick more often. Heaven forbid I get seriously sick and can't pay my bills. It's stressful exhausting and scary.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

I am not an employer

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

Everyone.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

2-3 weeks minimum.

6. What purposes should an employee use paid sick leave?

Any and all physical and mental illness or injury

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1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

A

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1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

A

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

PSL gives me the freedom to take care of my body my family and to make the responsible choice to not spread illness to others. It makes us all safer.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

N/A

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

It should apply to all employees and their partners; including same-sex partners. It should also apply to their children and elderly dependents.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

At least 10 weeks of PSL and 20 weeks Paid Parental Leave like most of the developed world (excluding the USA). We could inspire other cities to do the right thing.

6. What purposes should an employee use paid sick leave?

For themselves or a family member for the diagnosis care or treatment of an existing physical or mental health condition or preventative care or for domestic violence sexual assault or stalking.

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1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

I am an employee who gets pto it can be used for vacation or sick leave.

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

I work with the public so paid sick leave allows me to stay home and recover instead of worrying about going back to work too soon. \n\nEarlier this year I

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

fractured my knee and having some pto gave me a little less to worry about while healing.

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

Not an employer.\n\nI would like to see paid sick leave required for all employers but I realize this might be a burden for very small businesses. Perhaps a

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

system where sick leave is offered to employees based on length of employment? Or to full time employees only?

6. What purposes should an employee use paid sick leave?

5 days of sick leave seems reasonable. Maybe another five at a reduced pay amount after that.

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Initial Text

Austin Hello the city council should not have any policy on businesses sick leave policy. This is not the proper role of government. Government is a gun and a gun has no place in business.

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

d

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

It hasn't and even if it had I am free to look elsewhere for employment

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

It hasn't we compensate our employees well and they are free to look elsewhere if they are not happy

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

To no one

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

Zero

6. What purposes should an employee use paid sick leave?

When sick

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1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

C

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1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

A

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

In a positive way - i do not have to worry about trying to go in while sick or make up time. This has allowed me to take better care of myself as well as keep from sharing the illness.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

N/A

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1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

Retired employee with paid sick leave

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

Paid sick leave allowed me to pay bills and survive through my illness and illness of my young children -

---

Initial Text

It is none of the City of Austin's business what PRIVATE BUSINESS does with benefits for their employees. The City is playing with socialism. That's why they are a PRIVATE BUSINESS. If an employee wishes a benefit the company provides they can find plenty of opportunities in Austin. In this country PRIVATE business (free enterprise) is private not governmental and should NOT be told by the City what they must provide to their employees.\nGene Merchant

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

Retired

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

N/A

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

N/A

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

They need along with the mayor be voted out of office and that could be the final straw to move out of Austin.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

NONE

6. What purposes should an employee use paid sick leave?

N/A

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1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

b

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

ppl come to work sick & it spreads around i have low immunity so i end up bed ridden & lose pay

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

n/a

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

everyone but especially govt\n\nif we had universal medicare for all wouldn't be an issue

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

min 4days/yr

6. What purposes should an employee use paid sick leave?

poorly worded question\n\nto stay home while sick

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

a

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

Shouldn't matter. The city should not be involved in private industry

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

employee business. The city should take care of legit city business.

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

Police Fire etc. Stay out of social issues.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

None!!!!

6. What purposes should an employee use paid sick leave?  
Whatever the business decides not the city.

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

b

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

Have to use pto when I get sick my co-workers even when they are really sick shows up to work since they run out of pto and not having PSL. This spread the disease and flu. I myself have gotten sick from my co-workers multiple times and I had to gone to work many times when I was sick not feeling well due to not having PSL and pto left over.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

Not an employer

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

All corporate companies private business small and large business and mostly all employers should be able to give PSL

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

At least 5 in a year

6. What purposes should an employee use paid sick leave?

To stay home when they're sick and take rest. Or if their kid is sick stay home and take care of the kid.

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

c. Employer providing PSL

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

It has not

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

It has created a double burden .For small employers- paying sick leave and paying temporary help to fill position.\nEmployees are in no hurry to come back. Job still has to be done. It creates a huge problem for the business.

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

No one!!!!

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

None. This is not fair to any company. This is way out of bounds for the City of Austin to even be discussing.

6. What purposes should an employee use paid sick leave?

That is up to each employer to decide

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

c)

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

No effect

---

Initial Text

As a small business owner I would like to say it is a terrible idea and would be a terrible burden on small business owners to have to pay sick pay for hourly employees. There is already way too much interference by the government on small businesses.

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

D.

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Initial Text

I oppose the paid sick leave.

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

D

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

It impacts my business.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

I use it as a part of our compensation plan. We give it to foreman. So the people that have shown the largest commitment to the company get it.

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

Large companies - with more than 500 worldwide full time equivalent employees

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

None

6. What purposes should an employee use paid sick leave?

Physical ailment.

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

A

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

I have paid sick leave as a government employee. I'm lucky to have the peace of mind that every single working person deserves no matter where they work. You should not have to overtax your body in order to subsist in the richest country in the world. It is time to do right by all of the people in this city and make their employers care about them as people.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

I am not an employer but it has impacted them by allowing them to take more value than they deserve from the people they employ.

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

All employers.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

I am not sure of the policy specifics but an accumulation of at least a day per month seems minimally appropriate.

6. What purposes should an employee use paid sick leave?

To care for herself or a close family member.

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1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

C

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

As someone who used to be an employee with paid sick leave it did not affect my life at all. I didn't use it. I wish I'd been paid more or given more vacation time instead.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

I am building a new company and am concerned about a law mandating paid sick leave. If the city of Austin requires paid sick leave I am substantially more likely to rely on independent contractors or overseas workers instead of hiring locals who are more expensive and more complicated to hire.

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

I think this law should not be enacted. If it is I think it should apply to as few employers as possible. Maybe look at specific industries. 1099 contractors should be exempt.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

None.

6. What purposes should an employee use paid sick leave?

I think this is a bad idea. If it is passed it should mandate paid time off which gives everyone more flexibility.

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

Concerned citizen

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

I think I was paid less because I had sick leave benefits I did not use

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

N/A

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

No one. This law is a really bad idea.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

None.

6. What purposes should an employee use paid sick leave?

It is important to keep the law simple so it's easy for busy people - both employers and employees - to understand. So make it cover anything (basically make it paid time off) or make it cover a very narrow set of circumstances like illnesses that you can get a doctor's note on.

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

I've been pretty much everything on that list

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

No impact that I noticed

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

It makes things more complicated to manage

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

Only contractors who work for the city of Austin. Mandating this for all employees in Austin will raise the cost of living and drive business away.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

None.

6. What purposes should an employee use paid sick leave?

Physical or mental illness serious enough to see a physician about.

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

Austin

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

Nothing

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

If this passes I will have to buy new HR software to track my employees' sick leave. That feels intrusive and will waste a significant amount of my time and my business' money.

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

I don't think it should apply to anyone. This whole law is really ill advised.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

None because I think this law is a bad idea

6. What purposes should an employee use paid sick leave?

All of these questions assume we should have a paid sick leave law. I think this whole debate was set up to minimize voices like mine.

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

Austin

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

Right now I'm more of an employer

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

I'm concerned it would increase the cost and complexity of hiring Austinites

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

Nobody. This law shouldn't get passed. If it has to apply to someone then let's make it as narrow as possible.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

None.

6. What purposes should an employee use paid sick leave?

This is the problem with this sort of thing - if we pass this law then employees are going to have to prove to their bosses that they really were sick or really had to take their kids to the doctor or really were sexually abused (talk about a horrifying dehumanizing conversation!). This shouldn't be passed at all. If something must be passed it should be PTO (paid time off) so then no one has to say why they took a day off.

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

C

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

Doesn't apply

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

We offer paid time off. It's more casual and let's me (the manager) avoid asking uncomfortable questions about employee health problems.

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

This law should not be enacted. I really think it will hurt business in Austin. I don't think it should apply to anyone.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

This law is a really bad idea. No employer should be required to offer any paid sick leave. It's a competitive business environment with unemployment at record setting lows. This is not necessary. Let the employees ask for what they want. If they are good at what they do then they will get it.

6. What purposes should an employee use paid sick leave?

Paid sick leave shouldn't be mandated at all

I'm really upset by these questions. They are all skewed in favor of paid sick leave. I think this is unfair. No where was I asked if this should happen in the first place. All the questions are predicated on the notion that this paid sick leave should pass.

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

More c than anything else

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

Hasn't impacted my life

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

New hires likely wouldn't get PSL (I prefer simpler systems like PTO instead). If this law gets passed it will limit choice for me and my employees and increase the cost of HR and regulation compliance. So passion this law would negatively impact me and my employees.

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

Nobody. This whole thing is a bad idea.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

None

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

I've been just about everything on that list

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

I way prefer no questions asked PTO to paid sick leave. I don't get sick very often (or work through illness when it does happen from home to meet key deadlines). Mandating PSL would eliminate my PTO which would really stink. Let's not do one size fits all solutions - I like how things are!

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

The paperwork burden of complying to even more regulations would overwhelm my dream of owning little side hustle businesses.

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

Zero. Please just let businesses and employees work this out.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

None!\n\nI can get a bunch of different jobs if I want them. I compare things like PTO vs PSL when I choose who to work for. I think we are plenty smart enough to figure out who takes care of us and who doesn't. I don't want my options reduced by forcing everyone to offer the same benefits.

6. What purposes should an employee use paid sick leave?

This makes me mad - you assume PSL is a good idea. I don't think it is!\n\nAnd I way prefer flexible PTO options. I don't want to tell anyone that I'm going to the doctor for reproductive health or because I was abused or for mental health care! I want privacy. PTO let's me take a day off for vacation or because I'm sick. That's way better.

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

I'm with a start up

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

No real impact - I use PTO for vacation or sick days. I don't get sick very often either.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

It's not so much how it affects us now but how it can affect our future hiring. If this means we have to spend more time worrying about paperwork and complying with confusing laws I'll just outsource more of my work to other towns or even other countries. It's really easy for me hire people all over the world so if it's harder to hire people in Austin I'll start hiring people other places (I'm a proud native Austinite so I'd prefer to hire locals but I also have to balance a lot of urgent demands on my limited time)

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

I really think this shouldn't be passed at all.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

None. Especially for the tech industry; we just work differently. We work all the time at all hours of the day and often get paid in equity. Trying to apply hourly or even daily rates of paid sick leave just doesn't make sense for my industry. I think any PSL mandate doesn't respect the diversity of workforce conditions.

6. What purposes should an employee use paid sick leave?

None. I think this is a bad idea.

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

I'm an engaged citizen

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

I've worked jobs with and without paid sick leave and haven't really noticed the difference as an employee

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

I'm worried it will add a lot of work to small business owners. Small businesses are what keeps Austin weird. I want the owners at Uncommon Objects to keep finding weird stuff and for Franklin to keep making great BBQ instead of worrying about complying with city labor regulations.

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

This shouldn't pass at all. If it does pass (which I think is a bad idea) we should limit it to the smallest possible group of people.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

Zero hours. Keep Austin weird and stop trying to stifle small businesses with regulations.

6. What purposes should an employee use paid sick leave?

Leave Austin businesses free to work these things out with their employees.

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1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

Don't put me in a box.

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

I don't like the idea that I would not be free to make a deal with my employer without the damn city council getting in the middle. I'm an adult. I don't need handholding. I can make an agreement with a boss without a bunch of busybody bureaucrats bothering us.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

Leave us alone. We have better things to do than worry about what half-cocked legislation the city council is cooking up.

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

Nobody! This whole thing is paternalistic bull.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

This thing shouldn't pass. Just because I don't make a fat salary doesn't mean I'm too stupid to know what I'm getting into when I take a job. Get the bureaucrats off my paycheck and out of my way. I can figure this out on my own.

6. What purposes should an employee use paid sick leave?

I don't want to tell anyone why I went to the doctor or had to stay home. I don't like long lists of things I'm allowed to do. Just stay out of my way.

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

I think this is a really bad idea.

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

I don't want this thing passed. This is a one size fits all "solution" to a complex problem.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

This will increase the cost of living and make small businesses without full time HR people suffer

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

No one at all! I hate this idea!

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

None!

6. What purposes should an employee use paid sick leave?

It should be decided by each business

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1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL  
Employer

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

I never thought it was as good as people said it was.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

I'm opposed to a city government mandated PSL. I want people to be able to take days off for anything (even ACL or SXSW) instead of just when they're sick. My employees work remotely and are a pretty healthy group. I really care more about flexibility than anything else. This would suck for me (because I'd have to track all of this and ask questions about why they're sick) and it would suck for my employees (because they'd be stuck in the office during ACL!)

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

No one at all because I think this whole law is a big mistake for Austin. It will drive business into round rock. Or heck we might even send people back to California!

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

None at all. This is making me sad - I'm afraid Austin might not be a good place to do business in the near future if we keep doing this stuff

6. What purposes should an employee use paid sick leave?

Gosh I do not want to talk to my employees about private medical issues? Am I even legally allowed to ask them about that? I don't want to police this. This sounds like it will get abused by unethical employees and unethical employers.

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

I am opposed to this legislation. I want to be free to enter contracts without the city bureaucracy bothering me. I am opposed!

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

It hasn't really had an impact

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

I don't think this should be enforced by the city. This is complicated and I think the city will mess it up.

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

No one

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

None

6. What purposes should an employee use paid sick leave?

None because it shouldn't exist

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

I wear multiple hats

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

N.A.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

Offering PTO instead of PSL does two things I like:\n\n1) keeps me from having to police my employees' days off. I don't have to violate their privacy by asking them for a note from their OBGYN. \n\n2) Lets my employees take days off for illness or for fun

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

I hate this idea. This should not happen.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

None

6. What purposes should an employee use paid sick leave?

Anything they want if their employers give it to them

---

Initial Text

Been working in the bar service industry the in Austin for 14 years. I don't know what a sick day is and envy people who get them. I try to stay healthy and probably do better than most but often have to work sick. I really don't have a choice. I guess it builds character but really if anyone is smart about it sick people shouldn't serve people as a general rule. Just common sense. If the prevention of spreading disease was a priority the spread of viruses/infection would decrease. Just do the math.

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

Typical Austin bar employee with zero benefits. Sick leave is completely unheard of in this industry and it's even worse in kitchens (where they make food).

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

I always have to work to get by. No exceptions. I try really hard to stay healthy because of this. The concept of having a sick day is from another planet.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

N/a but contamination of sickness is unavoidable.

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

The law should apply to the employers or the state. No way the employees can afford this especially with the cost of housing/living skyrocketing. We can barely keep up.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

As much as needed. The service industry is a cesspool for infection.

6. What purposes should an employee use paid sick leave?

For any infectious virus infection or medical inability to work (that one's for us and we deserve it).

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1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

B

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

It makes no difference on which job I select.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

I am not an employer

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

Companies who want to do it anyway

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

However much the market choose

6. What purposes should an employee use paid sick leave?

For whichever purposes valid. I don't want to meddle in folks' business.

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

B

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

Not much. I'm a hard worker and I don't need big government.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

N/a

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

Non-Travis County residents.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

None.

6. What purposes should an employee use paid sick leave?

For getting back to work.

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

I transcend labels

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

Paid sick leave is not something I want as an employee

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

No one at all. This is bull.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

None at all

6. What purposes should an employee use paid sick leave?

Anything at all

---

Initial Text

Vote yes to bring back paid sick days.

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

Employee w/o PSL c. It's not fair when an sick employee continue to go

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

to work and make others sick causing a domino effect. And we have to

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

use PTO.

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

Not having paid sick leave have affected me because I had to use my PTO in order to get paid due to someone else choosing to continuing to come to work while

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

they are sick. The private company is Flex.

6. What purposes should an employee use paid sick leave?

At least 5 days. An employee should use paid sick leave when they are sick.

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

D

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

If you can't work you shouldn't get paid. There is no reason for the city of Austin butting in on small business policy's.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

I'm a small company. I have 2 employees and if they get a a little sick they will think I can tough through it or I get paid either way so I'll just stay home then 1/2 my labor force is out for the day yet me labor costs are the same. The city of Austin has no business telling companies how to run their business.

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

They shouldn't do it

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

Zero

6. What purposes should an employee use paid sick leave?

People abuse it.

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

B

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

I will go to work even when I'm sick. I worry that I could get fired otherwise

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

N/a

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

To be fair it should apply to anyplace that has employees.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

Initial 40 hours but working up to 80 like most employers who already offer paid sick leave.

6. What purposes should an employee use paid sick leave?

Illness with the employee or a family member.

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Initial Text

Saw your number in the article on kvue about mandatory paid sick leave. I'm unable to make it to the event..but wanted to weigh in. Im a 47 yr old woman who loves working at my job at a well established revered Austin business..that only has 2 weeks of paid vacation..and no sick leave. As one with chronic health issues..I use up my vacation time every year on sick time. It would be so helpful to have sick leave. We are a flourishing company..I am certain it would not do damage to our bottom line numbers to find sick time for our full time staff. Besides..to have everyone there healthy..rather than force people to work sick and spread it around..will always help the bottom line!\n\nZoanna Payne

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

Employee w/out paid sick leave

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

I wind up having to use my vacation for my sick days.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

N/a

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

Every one!

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

1 week for sure..2 weeks is great!

6. What purposes should an employee use paid sick leave?

Sick leave should include for themselves..for care of children..or other family members unable to be alone while sick.

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1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

B

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

It sucks. People come into the office when sick and get everyone else sick. It is degrading and awful.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

Not an employer

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

Everyone. We should be better as a society

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

6 days is average.

6. What purposes should an employee use paid sick leave?

Anything health related. Doctor dentist common cold mental health

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1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

A

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

Paid sick leave is vital to a balanced work/home life and healthy employees. Without paid sick leave I would have to use PTO days (or go unpaid) while sick. If my company did not offer paid sick days I think many employees would suffer financially or would choose to come in to work while sick which would only spread illness and create a greater impact on company productivity.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

N/A

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

Every company. All full time employees should be eligible to receive paid sick leave.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

5 days per year for full time employees.

6. What purposes should an employee use paid sick leave?

When they are too sick or injured to preform job duties or need to go doctor appointments.

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1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

b

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1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

A

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

Valuable job protection and the ability to take care of myself and children when sick.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

Not an employer

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

Should mirror Family Medical Leave requirements - 50 employees or more. Should be a graduated implementation to permit a transition time in an effort to protect jobs.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

Minimum of two weeks per year.

6. What purposes should an employee use paid sick leave?

Should mirror FML Act requirements.

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1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

B

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

I have to use valuable vacation hours against my will.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

I'm not

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

Everyone

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

The same as paid time off

6. What purposes should an employee use paid sick leave?

Any mental or physical health concerns

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1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

B

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

Have to choose between staying home sick and not being paid or going to work so I can pay my bills

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

N/a

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

Small businesses not just in Austin

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

2 weeks annually

6. What purposes should an employee use paid sick leave?

Sickness or health f children are sick

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Initial Text

I support a Paid Sick Time ordinance

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

A

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

I have freedom and flexibility and a basic level of security

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

An

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

All private employers

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

1 hour for every 20 hours worked

6. What purposes should an employee use paid sick leave?

Whatever they want: illness court dates deaths etc

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1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

Not really applicable

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

No real impact. I think it's less of a big deal than y'all say it is.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

Every HR law increases the cost and complexity of hiring people. Just don't.

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

No one at all

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

None

6. What purposes should an employee use paid sick leave?

Whatever they want but I think they shouldn't have it forced on them by the city

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1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

I'm opposed to this measure

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

Hasn't super effected my life because I don't get sick much and my friends generally choose work even when sick and covered by PSL

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

Just makes things more complicated. More regulation is bad.

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

Nobody I think it's a bad idea

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

Zero hours

6. What purposes should an employee use paid sick leave?

Should be determined by the employer and the employees working together

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

D. (But we do have pto (paid time off))

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

NA

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

It has not

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

To employers with more than 5000 employees

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

0 I think employers should offer a benefit package most consistent with what will attract employees and employees should choose a job that has the aggregate compensation package ( including or not including sick leave) that best addresses their needs and desires.

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1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

Austin

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

No

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

Makes things expensive. I have better things to do than worry about HR compliance paperwork.

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

I don't think it should apply to anyone

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

None. Or make it determined by the employer.

6. What purposes should an employee use paid sick leave?

Should be determined by the employer

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1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

I've been almost everything on that list. I wear multiple hats.

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

I choose to work even when I am sick and have PSL

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

More work to manage benefits

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

Nobody at all

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

None

6. What purposes should an employee use paid sick leave?

Should be determined company by company

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

I'm opposed to paid sick leave law... really bad idea

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

No big deal. I don't think it actually matters much at all.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

I'm not worried about how much it would cost but about how it would limit the choices I have when putting together competitive benefits packages. My employees prefer paid time off and I'm afraid this will make me change my policies in ways my employees don't like.

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

No one

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

Let the employer decide

6. What purposes should an employee use paid sick leave?

Should be a case by case basis determined by the company the employees and the industry norms

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1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

It should not apply to anyone

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

It makes things more expensive

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

Really big employers - more than 3000

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1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

Employee

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

I don't use it. Prefer flexible paid time off. It's a lot simpler and I can use it for vacation

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

I don't think anyone should be forced to do this

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

None - I want to choose employers based on whatever benefits packages they offer

6. What purposes should an employee use paid sick leave?

I don't think the city should decide this

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

I oppose this whole project

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

Not a big deal. Largely irrelevant to my life.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

HR is more complicated and that's a problem

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

City employees only. Don't force private employers to do this.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

None - I oppose this whole project

6. What purposes should an employee use paid sick leave?

Whatever the employer decides

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1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

C/D

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

My friend used PSL but it turned out not to be what he thought it was and it kind of sucked.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

Next question

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

Nobody at all. I think this is a bad law that we shouldn't pass.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

Zilch

6. What purposes should an employee use paid sick leave?

Whatever the employee and employer decide

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

I'm not sure if i have PSL or not

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

PSL Hasn't affected me. I prefer more flexible PTO type arrangements.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

No one - I oppose this law. I think it is dangerous local government overreach.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

None at all. I oppose this law.

6. What purposes should an employee use paid sick leave?

Nothing at all.

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

I am a citizen and I think this law shouldn't pass!

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

I don't use PSL even when I've had it. I am in management and I can't take days off just because I'm sick.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

It's expensive and difficult to manage.

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

I oppose the law. The city council should not pass this!

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

None. It is not the place of the city council to do this.

6. What purposes should an employee use paid sick leave?

This should be left to employers and employees.

Don't pass this terrible law!

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

I don't want to be out in a box - what matters is that I oppose this law. The city council should definitely not pass this law!

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

I'm scared that it will significantly increase the cost of hiring locals. It's already tough to hire good people and this will make me even less willing to hire locals. It's so easy to outsource work to contractors overseas that I will start doing that even more instead of hiring my fellow austinites. That stinks but I can't afford to spend a lot of time and money hiring locals when it is easier and cheaper to hire people whose city councils don't make them prohibitively expensive to hire.

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

I don't want it to apply to anyone because I think this would be disastrous for the local economy. At least exempt startups; Austin's tech scene is growing but still fragile.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

None at least for small businesses. I am just trying to turn a profit and build a new thing; administering claims and dealing with more HR paperwork is the last thing I want.

6. What purposes should an employee use paid sick leave?

Let the businesses and the employees work that out in a dialogue among themselves. This is too complicated and industry specific for the city council to make a clumsy one-size fits all answer.

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

B

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

I chose my job for a lot of different reasons. I knew I wouldn't have PSL but the overall job offer (including compensation benefits flexibility learning opportunities etc) was more attractive than my previous job that did have a very generous PSL policy. As an employee I'm smart enough to choose who I want to work for taking into account things like PSL. I don't want the city council taking options away from me - let me decide!

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

Next

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

I oppose this law. No one at all.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

Zero hours because this whole law is an intrusion.

6. What purposes should an employee use paid sick leave?

Whatever they decide along with the employees.

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

The city council has no right to force PSL down the throats of the Austin Small Business Community!

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

This is a terrible question. The question should be "Should the city force all employers to offer PSL?" My answer to that question is "No!"

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

Complying with regulations takes time and money. More regulation won't make employees richer it will make lawyers richer. The small business community is already struggling to make ends meet in an increasingly competitive Austin marketplace. Don't make our lives even harder!

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

Not small businesses! We don't have a dedicated HR person to deal with this stuff.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

None - this is not the city's business!

6. What purposes should an employee use paid sick leave?

This should not be passed. Let the people decide. I don't think the city council should be deciding things like this.

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

I've been a lot of different things over the years and I don't want my opinions boxed in by saying what hat I wear now.

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

I never really noticed when I had it and or when I didn't. I care way more about the salary and the amount of flexibility I have. That matters a lot more to me.

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

It makes it harder to hire people. It's also more expensive.

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

Only businesses with more than 1000 employees.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

Very little. I think the entire law is a bad idea.

6. What purposes should an employee use paid sick leave?

Nothing.

---

1. Thanks for reaching out! We want your thoughts on a paid sick leave policy in Austin. Are you a) Employee w/paid sick leave (PSL) b) Employee w/o PSL c) Employer providing PSL d) Employer not providing PSL

D

2. If you are an employee, how has having (or not having) paid sick leave impacted your life?

Next

3. If you are an employer, how has providing (or not providing) paid sick leave impacted you, your company, and your employees?

My employees prefer paid time off that they can use however they need - for personal illness family care or vacation - and they don't have to tell me which it is! I like not poking into the private lives and health histories of my employees.

4. If the Austin City Council were to mandate paid sick leave for private employers, to whom should the law apply?

No one - this law should not be passed. \n\nIf it has to be passed make it apply to large companies in particular industries.

5. How much paid sick leave do you think the City of Austin should require an employer to provide?

Let the employees decide along with the employers. It's called freedom of contract.

6. What purposes should an employee use paid sick leave?

Again let the employees and employers decide. freedom of contract. Let individuals decide. Clumsy top-down solutions are not the answer.

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Appendix D:  
E-Mailed Comments

## Matthews, Douglas

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**From:** [REDACTED]  
**Sent:** Tuesday, October 31, 2017 2:38 PM  
**To:** Matthews, Douglas  
**Subject:** Austin Sick Time

In response to you sick time survey, I would recommend that you stop aiming towards anti-business initiatives. If you study the economics of the cities that adopt such policies, you will find that these will limit employment opportunities for the people you are trying to help and ultimately, degrade the economic situation of the city leading to no job and therefore, no sick time. Austin has grown because it has encouraged businesses. Don't make this the next Detroit which had similar well intended policies.

Thank you.

## Matthews, Douglas

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**From:** SA Staff  
**Sent:** Monday, November 06, 2017 9:24 AM  
**To:** 'janine.clark@austintexas.gov'  
**Subject:** Fw: Anti-business climate

---

**From:** Ryan Rodenbeck <apache@austintexas.gov>  
**Sent:** Friday, November 3, 2017 4:47 PM  
**To:** Adler, Steve; Houston, Ora; District 2; Renteria, Sabino; District 4; District 5; District 6; District 7; District 8; Tovo, Kathie; District10  
**Cc:** [REDACTED]  
**Subject:** Anti-business climate

This message is from Ryan Rodenbeck. [REDACTED]  
I was just notified about the ABJ article about city council mandating sick leave to Austin employers. I am all for paid sick leave, but I don't think the city needs to police it. The reason being is that we already have a reputation for being an anti-business climate. This is just another reason for employers to say "Austin is not business friendly". This is not to say that any employer would not want to provide paid sick leave. It's just another strike against Austin that adds up when they count regulations against businesses such as Uber and HomeAway. What you need to focus on are jobs. What are you doing to bring jobs to Austin?  
Street address: 2102 Matterhorn Lane, Austin TX 78704  
Council District: 5

## Matthews, Douglas

---

**From:** SA Staff  
**Sent:** Wednesday, November 15, 2017 3:16 PM  
**To:** Clark, Janine  
**Subject:** Fw: COA sick days

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**From:** randy fromberg <apache@austintexas.gov>  
**Sent:** Monday, November 13, 2017 3:10 PM  
**To:** Adler, Steve  
**Subject:** COA sick days

This message is from Randy Fromberg. [REDACTED]

It is not the COA's place to dictate how a private business is operated, period. I offer sick leave in my business in order to be competitive in attracting employees. In the past I've had some employees take every available sick day as it's earned; they see it as flexible vacation time, until I have to counsel them. I would estimate that <10% of sick days taken overall are for illness (maybe a hangover). This is ridiculous for the City to even consider. Thanks - Randy

## Matthews, Douglas

---

**From:** SA Staff  
**Sent:** Monday, November 06, 2017 9:24 AM  
**To:** 'janine.clark@austintexas.gov'  
**Subject:** Fw: mandated sick leave

---

**From:** Steve Sheets <apache@austintexas.gov>  
**Sent:** Friday, November 3, 2017 3:35 PM  
**To:** Adler, Steve  
**Subject:** mandated sick leave

This message is from Steve Sheets. [REDACTED]

I own and operate two Brass Tap craft beer bars. One in Austin and one in Round Rock. The taxes, utilities, and labor costs in Austin are 5 times what they are in Round Rock. Mandating sick leave will make it even harder to do business in Austin. The Austin City Council should not stick its nose into the employment relationship of private businesses. Please do not vote for this foolish proposition.

## Matthews, Douglas

---

**From:** SA Staff  
**Sent:** Thursday, November 16, 2017 10:48 AM  
**To:** Clark, Janine  
**Subject:** Fw: Mandatory Paid Sick Time

---

**From:** Mason Ayer <apache@austintexas.gov>  
**Sent:** Wednesday, November 15, 2017 5:41 PM  
**To:** Adler, Steve; Houston, Ora; District 2; Renteria, Sabino; District 4; District 5; District 6; District 7; District 8; Tovo, Kathie; District10  
**Subject:** Mandatory Paid Sick Time

This message is from Mason Ayer. [REDACTED]

I appreciate the intent behind mandating paid sick time, but in reality this policy will have the effect of punishing businesses that already do right by their team members and offer paid sick time. I am the CEO of a restaurant group that employs 600+ Austinites, and in a jobs market with 2% unemployment one of our competitive advantages is the fact we offer paid sick time across the board to all team members. We really stand out because of this and it would hurt our hiring practices if every restaurant could say they offer comparable benefits (and we all know the bad players would manipulate the system and play games if forced to be more generous with their workers). Wouldn't it be better to let businesses choose on their own whether to do the right thing and allow those of us that do to shine and those that don't to suffer the consequences?  
Street address: 5904 Shoalwood Ave.  
Council District: 7

## Matthews, Douglas

---

**From:** SA Staff  
**Sent:** Friday, November 17, 2017 9:33 AM  
**To:** Clark, Janine  
**Subject:** Fw: Opposed to Mandatory Paid Sick Leave Resolution

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**From:** Kendel Martin <apache@austintexas.gov>  
**Sent:** Thursday, November 16, 2017 2:51 PM  
**To:** Adler, Steve; Houston, Ora; District 2; Renteria, Sabino; District 4; District 5; District 6; District 7; District 8; Tovo, Kathie; District10  
**Subject:** Opposed to Mandatory Paid Sick Leave Resolution

This message is from Kendel Martin. [REDACTED]

My employer, Luminex Corporation, already has a PTO policy in place that would meet the requirements of other cities' mandated paid sick leaves for all Texas employees. For us, this is a solution in search of a problem. Our salaried employees are not currently required to track their hours. The requirement to track hours worked would add additional work and expense to my company as they would be required to track salaried, exempt hours worked in order to prove compliance. It would be very difficult to track accurately.

I do not believe this should be dictated by the City of Austin. Employers have to stay competitive with the market. With Austin's low unemployment rate, competition for workers is already improving benefits and the City of Austin should not attempt to regulate.

Street address: 4301 City Park Rd, Austin, TX 78730

Council District: 10

## Matthews, Douglas

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**From:** SA Staff  
**Sent:** Tuesday, November 07, 2017 8:54 AM  
**To:** 'janine.clark@austintexas.gov'  
**Subject:** Fw: Paid Sick Days

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**From:** Ginger Blankenship <apache@austintexas.gov>  
**Sent:** Monday, November 6, 2017 8:19 AM  
**To:** Adler, Steve; Houston, Ora; District 2; Renteria, Sabino; District 4; District 5; District 6; District 7; District 8; Tovo, Kathie; District10  
**Cc:** [REDACTED]  
**Subject:** Paid Sick Days

This message is from Ginger Blankenship. [REDACTED]  
All businesses need to have flexible workplace policies that meet the needs of both employers and employees. A one-size-fits-all government-mandated sick leave policy does not work for most tech companies, and will inhibit our ability to create an environment and PTO policy that works best for our business. Our company moved away from a Sick Leave/Vacation policy several years ago to a PTO policy. This allows employees more freedom with their time off. For those who don't get sick, they have available to them more vacation days. Implementing a mandatory sick leave policy will hurt these employees by reducing the number of vacation days they have available to them. It also hurts companies. Employees who are not sick will call in "sick" to take their time off. However it doesn't allow for companies to plan for appropriate coverage when this happens. Please do not pass a paid sick leave law.  
Street address: 5209 Rambling Range  
Council District: 6

## Matthews, Douglas

---

**From:** SA Staff  
**Sent:** Wednesday, November 15, 2017 3:17 PM  
**To:** Clark, Janine  
**Subject:** Fw: Paid Sick Time Resolution

---

**From:** Melissa Fruge <[REDACTED]>  
**Sent:** Tuesday, November 14, 2017 11:20 AM  
**To:** Adler, Steve  
**Cc:** Melissa Fruge  
**Subject:** Paid Sick Time Resolution

Dear Mayor Adler,

We are writing to respectfully provide our feedback on the possibility of a "Paid Sick Time" Resolution in Austin. Spredfast is a technology company which does its part in Austin to gainfully employ approximately 330 people and we hope to continue to grow. As is the case with many Austin technology companies, we are always striving to offer competitive benefits, which are typically far above and beyond what is required by law and this includes benefits relating to paid time off. We do this because we value our people and we want to ensure that they are treated well and provided what they need to lead healthy lives both in, and outside of, work. For example, we currently provide approximately 3 weeks of paid time off.

We value having the flexibility to define and offer what we think works best for our employees. For this reason, we OPPOSE having any "Paid Sick Time" policy mandated to be adopted by us. This would cause us additional administrative resources and may cause us to have to offer different benefits in different locations, among other negative effects.

We obviously support having generous benefits and support for our employees. However, regulation of these matters needs to be done in a way such that companies with multiple locations and offices are able to administer benefits in a consistent way. We also need the flexibility to meet the needs our own uniquely situated employees.

Kind regards,  
Melissa

--

**Melissa Frugé**  
Chief Legal Officer & General Counsel, Spredfast Inc.  
E [REDACTED] M (512) 422-7756  
Spredfast Inc.'s [Twitter](#) | [Facebook](#) | [Blog](#)

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## Matthews, Douglas

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**From:** SA Staff  
**Sent:** Tuesday, November 07, 2017 8:47 AM  
**To:** 'janine.clark@austintexas.gov'  
**Subject:** Fw: Sick Time Resolution - Support

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**From:** Charlie Jackson <apache@austintexas.gov>  
**Sent:** Monday, November 6, 2017 4:51 PM  
**To:** Adler, Steve; Houston, Ora; District 2; Renteria, Sabino; District 4; District 5; District 6; District 7; District 8; Tovo, Kathie; District10  
**Cc:** [REDACTED]  
**Subject:** Sick Time Resolution - Support

This message is from Charlie Jackson. [REDACTED]  
As a CEO and entrepreneur, I strongly support the Sick Time resolution and encourage its adoption by the Austin City Council. Charlie Jackson, CEO Acceleros  
Street address: 11900 Metric Blvd  
Council District: 7

## Matthews, Douglas

---

**From:** Randy Fromberg <[REDACTED]>  
**Sent:** Monday, November 13, 2017 3:15 PM  
**To:** Matthews, Douglas  
**Subject:** Proposed COA sick leave policy

Doug - I'm contacting you directly in order to not get sucked into an online debate. It is not the COA's place to dictate how a private business is operated, period. I offer sick leave in my business in order to be competitive in attracting employees. In the past I've had some employees take every available sick day as it's earned... they see it as flexible vacation time, until I have to counsel them. I would estimate that <10% of sick days taken overall are for illness (maybe a hangover). This is ridiculous for the City to even consider. Thanks - Randy

Randall E. Fromberg, AIA, CFP  
Fromberg Associates, Ltd :: *Architecture*  
2406 Lake Austin Blvd, Austin, TX 78703  
Phone: 512.495.9171 x28  
Fax: 512.495.1837

[www.fromberg.com](http://www.fromberg.com)

## Matthews, Douglas

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**From:** Mark Turpin <[REDACTED]@com>  
**Sent:** Friday, October 20, 2017 3:29 PM  
**To:** Matthews, Douglas  
**Subject:** RE: Sick Pay Shareholder group

I would appreciate that. I am a bit concerned reading the questions on the survey. They seemed to be written as if the ordinance has already passed and you are just looking for help on the specifics. I see no questions on how the policy would affect those currently employed or how business owners would be affected or how this is really a tax on workers. If council has decided to pass this regardless, I'm not sure if my input would be welcome.

--

**Mark Turpin**  
**Chief Executive Officer**  
**The HT Group**  
**Staffing | Professional | Technical | Search**  
*HT Staffing is now The HT Group.*

**Work: (512) 533-9700 | Cell: (512) 698-7188 | Fax: (512) 533-9705**  
**7718 Wood Hollow Drive, Suite 100 | Austin, Texas 78731**

---

**From:** Matthews, Douglas [mailto:douglas.matthews@austintexas.gov]  
**Sent:** Friday, October 20, 2017 2:58 PM  
**To:** Mark Turpin <[REDACTED]>  
**Cc:** [REDACTED]  
**Subject:** RE: Sick Pay Shareholder group

Hi, Mark – The contact we were given for TAS was Dena Culpepper, so correspondence has been going through her. The meetings will be open for those who wish to participate, but if there's a desire to have you on the core group, I'm happy to make that change.

Doug.

---

Doug Matthews  
Chief Communications Director  
City of Austin  
[Douglas.matthews@austintexas.gov](mailto:Douglas.matthews@austintexas.gov)  
Ofc – 512.974.2231  
Cell – 512.573.8757

*"It's easier to hold to your principles 100% of the time than it is to hold to them 98% of the time."*  
- Clayton Christensen

---

**From:** Mark Turpin [REDACTED]  
**Sent:** Thursday, October 19, 2017 8:47 AM

**To:** Matthews, Douglas <[douglas.matthews@austintexas.gov](mailto:douglas.matthews@austintexas.gov)>

**Subject:** FW: Sick Pay Shareholder group

Hi Douglas,

I am on the Texas Association Staffing board, as well as, a local business owner. My council member Leslie Pool has been unresponsive in getting us added a to the stake holder group. Can you add me and keep me up to date?

--

**Mark Turpin**

**Chief Executive Officer**

**The HT Group**

**Staffing | Professional | Technical | Search**

*HT Staffing is now The HT Group.*

**Work: (512) 533-9700 | Cell: (512) 698-7188 | Fax: (512) 533-9705**  
**7718 Wood Hollow Drive, Suite 100 | Austin, Texas 78731**

---

**From:** Pam Bratton [REDACTED]

**Sent:** Wednesday, October 18, 2017 2:13 PM

**To:** Mark Turpin [REDACTED] >

**Subject:** FW: Sick Pay Shareholder group

Reach out to this guy and tell him you represent TAS

**Pamela Bratton**

Vice President

Meador Staffing Services

p: 512-538-1653

---

**From:** Matthews, Douglas [<mailto:douglas.matthews@austintexas.gov>]

**Sent:** Monday, October 16, 2017 3:10 PM

**To:** Pam Bratton <[REDACTED]>

**Subject:** RE: Sick Pay Shareholder group

Thanks for reaching out, Pam. Will add you to the list! We'll be sending out a few more details this afternoon.

Doug.

---

Doug Matthews

Chief Communications Director

City of Austin

[Douglas.matthews@austintexas.gov](mailto:Douglas.matthews@austintexas.gov)

Ofc – 512.974.2231

Cell – 512.573.8757

*"It's easier to hold to your principles 100% of the time than it is to hold to them 98% of the time."*

- Clayton Christensen

---

**From:** Pam Bratton [REDACTED]  
**Sent:** Monday, October 16, 2017 2:43 PM  
**To:** Matthews, Douglas <[douglas.matthews@austintexas.gov](mailto:douglas.matthews@austintexas.gov)>  
**Subject:** Sick Pay Shareholder group

Douglas,  
I represent TX SHRM for the purposes of the Shareholder group. Can you let me know when the meeting would be scheduled and add me to the contact list. I also serve on the board of the Texas Association of Staffing, SHRM National, and the Austin Human Resource Management Association, however, they each have a different representative for the shareholder representation.  
Thank you,  
pam



**Pamela Bratton**  
Vice President  
p: 512-538-1653  
[www.meador.com](http://www.meador.com)

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## Matthews, Douglas

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**From:** Christopher Carrier <[REDACTED]>  
**Sent:** Friday, November 03, 2017 3:34 PM  
**To:** Matthews, Douglas  
**Subject:** Sick leave Resolution

Doug, while I certainly appreciate the sentiment involved by the City Council for a sick leave policy, the City of Austin should remain out of decisions made by private employers. This proposed resolution runs a significant risk of backfiring as employers lay off employees so that they may absorb the higher cost of doing business in Austin.

Thank you in advance for your consideration.

Christopher M. Carrier  
President  
Acquisition Alternatives, Inc.  
109 East 10th St., Suite 100  
Austin, TX 78701

512-347-1971

[REDACTED]  
[www.AcquisitionAlternatives.com](http://www.AcquisitionAlternatives.com)

Thanks to all of our customers as we celebrate 25 years in business!





December 5, 2017

Mayor Steve Adler  
City of Austin  
301 W. 2<sup>nd</sup> Street  
Austin, TX 78701

Dear Mayor Adler,

I am writing in response to the City of Austin proposal for a mandated paid sick leave policy. As a small business headquartered in Austin, I am strongly opposed to this proposal.

Municipal mandates further complicate the already intricate world of regulation on a federal and state by state basis. It is a challenge for employers who operate in multiple locations, as we do, to navigate federal, state, and city regulations, some of which may even be in conflict with each other.

A one-size fits all approach does not reflect the workforce of today, rather it is more appropriate to allow flexible options for companies to design benefit and time off plans that meet the needs of their workforce and their business such as programs like flex time, comp time or PTO policies that combine personal, sick time and vacation time.

In addition to the added administrative burden of complying with varying regional requirements, there is a significant cost burden to this plan. For example, for our Austin employees not eligible for sick time, implementation of a plan mandating 5 sick days per year would result in an additional cost of approximately \$125,000 per year. Rather than have a PTO policy we chose to structure a flexible compensation plan that allows our employees to take time off (substantially more than 5 days) when they need or want to and still meet their competitive compensation for the year. This is not a standard plan, but it works for our business and our employees. This mandate would necessitate a change in our operations that would not be favorably received, would put us at a competitive disadvantage, and would result in significant additional operating costs we would have to somehow mitigate elsewhere. For us, this *solution* creates a problem rather than solving one.

I'm sure you've looked at other regions who have gone down this path. When a similar mandate was passed in Connecticut, businesses took action to mitigate the cost of the new plan including raising consumer prices, scaling back other benefits, restricting expansion of business within the state, scaling back vacation time, reducing employee work hours, requiring a higher employee contribution for health insurance, and employee layoffs<sup>1</sup>. Most companies are not in a position to absorb cost of that magnitude without reducing costs in other places.

Dr. Thomas Ahn at the University of Kentucky conducted a study to gauge the impact of Connecticut's paid sick leave on employers. That study showed that younger employees were negatively impacted versus older employees. Dr. Ahn stated that 70% of older workers already had paid sick leave policies in place with their employers. Younger employees between the ages of 20-34 saw a 24 hour reduction in hours worked on an annual basis. The study states: "For a part-time employee in the service industry, that's the equivalent of roughly one lost week of work per year. These employees lost \$850 per year in annual income, the equivalent of 3.5 few pre-tax pay checks for someone working part-time at the state's minimum wage."<sup>2</sup> We don't want to implement a plan in Austin that may look like a benefit for sick time but results in less pay for lower income workers.

The Urban Institute conducted a study of businesses who implemented paid sick leave in San Francisco following their mandate enacted in 2006. That study showed that small and mid-sized businesses were more affected by the paid sick leave law over large employers. Considering how the bulk of businesses in Austin are small and mid-sized, this is a major concern. The study stated, "According to many owners, profit margins were tight, and the increased labor costs required companies to look for ways of decreasing costs in other areas of their business."<sup>3</sup>

We want to keep Austin a place where small and mid-sized companies can thrive and grow. The best way to do this is to keep regulation low and let businesses determine the benefit plans that best meet the needs of their company and employees.

Mayor, I appreciate your consideration. I know you will give this your thoughtful attention in the days ahead of the next vote. I am always available if you or anyone on your team would like to discuss this further.

Best Regards,



Ellen Wood,  
CEO  
Virtual CFO

<sup>1</sup>Michael Saltsman. "Paid Sick Leave in Connecticut. A Pilot Study of Businesses' Responses to the Law." The Employment Policies Institute. February 2013.

<sup>2</sup>Dr. Thomas Ahn, University of Kentucky. "The Labor Market Impacts of Paid Sick Leave. Evidence from Connecticut." The Employment Policies Institute. August 2016.

<sup>3</sup>Shelly Waters Boots, Karin Martinson, and Anna Danziger. "Employers' Perspectives on San Francisco's Paid Sick Leave Policy." The Urban Institute. March 2009

## Forum Topic: How might the ordinance?

Tool Status	archived	<b>Date of contribution</b>  Oct 13 17 01:13:57 pm  Oct 13 17 02:15:58 pm  Oct 13 17 02:45:19 pm  Oct 13 17 04:43:22 pm  Oct 15 17 12:51:45 am  Oct 19 17 10:48:16 am  Oct 19 17 10:48:52 am
Visitors	269	
CONTRIBUTORS	66	
Registered	64	
Unverified	0	
Anonymous	0	
Admin	2	
Contributions (Comments + Votes)		
Comments	83	

Votes	339
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Demographics Graphs Below

Oct 24 17 12:52:28 pm
Oct 30 17 04:19:05 pm
Oct 30 17 04:19:17 pm
Oct 30 17 04:19:49 pm
Oct 30 17 04:20:01 pm
Oct 30 17 04:20:16 pm
Oct 30 17 04:20:26 pm
Oct 31 17 02:23:14 pm
Oct 31 17 02:43:22 pm

Oct 31 17  
08:10:49 pm

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Nov 16 17

Public Meeting Notes

## DEMOGRAPHIC ANALYSIS of Co

ZIP Code	
Austin TX 78749	6
Austin TX 78759	5
Austin TX 78705	4
Austin TX 78745	4

Austin TX 78717	3
Austin TX 78731	3
Austin TX 78701	3
Austin TX 78723	3
Pflugerville TX 78660	2
Dripping Springs TX 78620	2
Austin TX 78753	2
Austin TX 78730	2
Austin TX 78703	2
Austin TX 78758	2
Austin TX 78727	2
Fort Lauderdale FL 33305	1
Austin TX 78748	1

Austin TX 78741	1
Austin TX 78704	1
Austin TX 78757	1
Austin TX 78750	1
Austin TX 78735	1
Austin TX 78754	1
Austin TX 78752	1
Austin TX 78746	1
Montopolis TX 78741	1
Sunset Valley TX 78745	1
Austin TX 78756	1
Austin TX 78747	1
Austin TX 78751	1



# City of Austin manage and fund enforcement of

Comments	Comments		
	Agrees	Disagrees	Replies
By keeping your nose out of private employer business you are helping.	16	3	1
The City of Austin has zero business dictating to private employers what their policies should be. People will want to work places that have good time-off policies, and they will not want to work places with bad policies. If you want to give	16	3	1
A private employer should not have a sick leave policy dictated to them by the City of Austin.	15	2	1
Here is the problem will all things ordinance. How to enforce it? How much will it cost, how will it be funded, how big a priority is it in the scheme of things and does it actually provide a benefit to those folks it purports to help? Short answer you	8	1	1
The last thing this city government needs is more "enforcers" or more funding for excessive regulation.	12	1	2
The City of Austin should STOP with mandates that COST jobs and COST more tax money and should focus on doing a few things and doing them well. The City of Austin MUST cut taxes, significantly. if we hope to make the city	10	2	1
Amen	4	0	0

All PTO decisions should be made by employers not the city. Employers know better when they need to pay employees PTO to compete for talent. The city should not mandate that any employer be compelled to offer any benefit.	0	0	0
Thanks for your comments, Gordon. -Moderator	0	0	0
Thanks for your comments, Jennifer. -Moderator	0	0	0
Thanks for your comments, Larry; could you share more about why you think it does not provide a benefit to those folks it purports to help? -Moderator	0	0	0
Thanks for your comments, Tres. -Moderator	0	0	0
Thanks for your comments, Rob. -Moderator	0	0	0
Thanks for your comments, Gary. -Moderator	0	0	0
The City of Austin has become an entity that knows what is best for everyone who lives here. Somehow, I don't believe that to be true. Employers should be allowed to manage their business as they choose. If they do not treat This would be a quick way to deter business start-ups, entrepreneurs, and small business growth in Austin...that would not benefit anyone. City government simply does not have a role in this issue. There IS no equitable way to manage.	12	2	2
	10	6	3

This is none of the City's business. Quit wasting your time and our taxpayer dollars.	11	4	1
The city must ensure robust enforcement of a paid sick day ordinance, where workers know their rights, can feel free to file a complaint with the city free from retaliation, and where employers are held accountable by appropriate regulation at the city level. However, if regulation is passed it should be vigorously and evenly enforced across employers. When regulations are poorly enforced, only ethical employers follow	4	8	1
Distributing information to employees about their rights and allowing employees to anonymously report employers who don't obey the ordinance. Fines should be levied against repeat offenders.	1	3	1
I am not sure because it is very difficult to enforce these rules.	4	5	1
Should not be enforced	2	1	1
The city should require employers to inform their employees about their rights under this ordinance. The city should also do its part in informing workers of their rights. Finally, a system to report employers for failing to follow the ordinance. Require all employers to inform their employees about the policy, and/or run a bilingual ad campaign to inform city residents so that employees know about it. There should be a mechanism for employees to report employers	8	1	1
There should not be any mandate requiring a private company to provide any sort of incentive. When the government uses force to demand action it oversteps its boundaries. This is a case of totalitarianism that I will not stand for.	1	6	1
	1	5	1
	9	1	1

Through private companies' reporting and audit processes that City staff oversee.	1	5	1
Enforcement should be by complaint to the City with warnings for first offenders, escalating to small fines, then larger fines for repeat offenders. Repeat offenders could also be barred for some time from city contracts. City should bear the	1	5	1
absolutely agree	7	0	0
this is a terrible idea and sure to discourage business start up and existing business's expansion. the COA needs to stay out of private enterprise.	9	1	1
They should stay out of private negotiations between workers and employees. This question is foolish and assumes the government already belongs between two private, consenting parties, which it does not.	7	1	1
The city of Austin should not be involved with private business decisions and should stay out of it. It is absolutely none of their business. Adding	7	1	1
addition code enforcement rules on private companies already stretched thin with city It shouldn't. This whole thing is misguided. Just because other cities have done it is not a reason to do it. If we want vulnerable people to have a safety net when they get sick (and I agree that might be a nice thing) then the City of Austin	4	1	1
Thanks for your comments, Shelley. -Moderator	0	0	0
Thanks for your comments, Roger. -Moderator	0	0	0

Thanks for your comments, JasonLockhart. - Moderator	0	0	0
Thanks for your comments, dburg. -Moderator	0	0	0
Thanks for your comments, Annette. -Moderator	0	0	0
Thanks for your comments, ayork. -Moderator	0	0	0
Thanks for your comment, Vivian. -Moderator	0	0	0
Thanks for your comments, kyleafh. -Moderator	0	0	0
Thanks for your comments, sbz. -Moderator	0	0	0
Thanks for your comments, onefl. -Moderator	0	0	0
Thanks for your comment, Feedback2017.	0	0	0

Thanks for your comment, Wendy. -Moderator	0	0	0
Thanks for your comments, Julia. -Moderator	0	0	0
Thanks for your comments, mattwgore; any suggestions about what the components would be of the simple, narrowly defined law you mention? -Moderator	0	0	0
Thanks for your comments, Bo. -Moderator	0	0	0
Thanks for your comments, mkcl. -Moderator	0	0	0
Thanks for your comments, WorkedMyButtOff. -Moderator	1	0	0
This is another example of the COA placing themselves in an area that they do not need to be in. They are called private employers for a reason-they operate in the private sector. Businesses have a hard enough time sustaining	7	3	2
Agree wholeheartedly with this sentiment. Let the market handle this- we don't need City Council dictating policies for local businesses.	5	2	1
This is categorically a function of government.	2	5	0

The market would pay in chits if it were permitted to.	1	2	0
Impose fines and penalties on non-compliant employers. MASSIVE fines and penalties for retaliation against employees who file a complaint. Increasing fines and penalties correlated to the number of complaints. Just what we need---more city employees/bureaucracy to control our populace (code enforcement can't even keep up with ongoing issues of unsafe rental housing, residential neighborhood concerns, etc.). Well obviously on the backs of everyone that lives here. The city has NO business doing this and obviously could care less about affordability issues in this city. Instead they seem to just want to burnish their resumes to sav thev "did"	3	5	0
Don't bother. Overbearing government interference is not welcome here.	3	3	0
I suggest that the enforcement and lawsuits that follow be deducted from the Mayor, Council and their staff's payroll budget only.	2	2	0
It should not be passed! This is a free country and businesses should have the freedom to offer what they can to their employees. This will discourage business. Enforcing it would be a huge undertaking! The Texas Workforce The City already had such a bag log on building permits that it took me a year to get my most recent location open here in Austin. The building was ready for 3 months before I could use it. I had to take out a loan just to stay open while Similar experience here. Permitting was a nightmare. Contributed to the early closure of my small business.	4	3	0
COA can barely manage the essential (don't get	3	2	0
	2	1	0
	3	0	1
	1	0	0

The COA should not manage or fund employer paid sick leave. If we want to help make Austin more affordable, the COA cannot keep adding to the budget items that are not established municipal functions and deriving up the cost of The City can't manage its too-many responsibilities now. DON'T get involved in mandating sick leave policies for local employers. That will drive them away AND may run afoul of state or federal regulations.	3	1	0
That's simply not true. The City can Manage lots of Tasks - the question is How to do it! Use your reason and answer will come. -- The Rational Atheist.	1	1	0
Greetings! I think a mandatory body overseeing paid sick leave claims can be set up, or integrated in other bodies already overseeing violation of city ordinances. I don't think citizenry at large is familiar enough with the workins of the various This should be pro-actively enforced, not a complaint-based system. There are 223,000 workers in Austin without paid sick days. When this ordinance passes, a lot of those people might not hear the news or employers might	1	0	1
Although my employer already has a PTO policy that would meet similar paid leave ordinances in other cities, the compliance pains would outweigh the benefits. Our salaried, exempt employees currentlv do not have to track their time (and boy	1	0	0
My only concern with this is the cost to the city. How expensive would it be to enforce a complaint based system and how expensive would it be to enforce proactively?	0	0	0
It is critical that there is some sort of awareness campaign. This can be done in part by the businesses themselves- judging by their engagement in the stakeholder process, many employers are aware of this process and would	1	0	0
Could the city report the expected costs of enforcement? Perhaps the report could be tiered (complaint based, proactive, etc). If I am not mistaken, there is currently not a mechanism in place to enforce city labor laws and this would	0	0	0

There are thousands of people moving to Austin from the very places that have these policies. Why? Because Austin has a better cost of living (hard to believe), and has a better environment for start ups. Let's put two and two together...don't This is preposterous, there is no basis to say that people are moving away from other cities because of their earned paid sick leave policy or other aspects of the "environment for start ups." Most people are unconcerned with that Ashkan, thanks. I should have been clearer. I have seen a lot of people moving here from cities / regions that are more restrictive on business (not necessarily paid sick leave). I believe this policy could make it harder for businesses to	0	2	1
	1	1	1
	2	0	1
Fair enough, thank you for clarifying.	0	0	0
1. Require businesses to inform employees by posting the ordinance. 2. Randomly audit or inspect businesses and issue as stiff of fines as possible if businesses are not giving the employees paid sick days that they	2	0	1
This ordinance should not be passed. Thus, no enforcement issues would arise.	0	1	0
So taxpayers pay to oversee a new policy that the majority probably don't approve of in the first place. Why don't we enact policies that do away with wasteful government spending?	1	0	0
Introduce a tax on cigarettes, alcohol, gasoline tax. Small amount equally divided. Certain Employees may take advantage of sick leave pay., hopefully not many. Having said that collect an annual report from HR or owner and supply an	0	0	0
This is a great solution!	1	0	0

Nobody is going to leave a city of a million people with a top-ranked university and a strong tech scene just because of a sick leave ordinance. Businesses will keep coming here because the customers with money are here. not in Buda or	2	0	0
The city should give tax breaks to employers for compliance. Fines for non compliance.	0	0	0
Seconding Sarah's suggestions, they make a lot of sense and seem like they would enable efficiency :	0	0	0
1. Require businesses to inform employees by posting the ordinance.2. Randomly audit or Robust outreach should be seen as a part of enforcement. When more employers are aware of the policy there should be less violations. Enforcement should be proactive (random audits) particularly of higher risk industries versus	0	0	0

Special committee dedicated to the enforcement

Advocate/point of communication

Hiring new people or assign to new

Recognize that cost could be issue, so could be housed in pre-existing department.

Companies required to post the rights of workers (multilingual)

If employee see's violations it should be frequent inspection & complaint driven

Protection of employees who do complain

Private right of action

Employee doesn't solely rely on process of city (lawyers, etc.)

Any funding concerns resolved by fines that could provide revenue?

Smallest burden on employers to report & employer representation on task force or committee making big decisions

Education/outreach for employers/employees

Look at other cities that have enforced this policy

Yearly orientation for employers/employees for education

City could develop the materials so less stress on employers

Reach out to business & get them involved

Education of employers

Clear consequences leads to them following the ordinance

Small business owner believes Health Dept. not involved in enforcement

Maybe make this similar to some laws/ordinances already in place

Proactive enforcement

Enforcement so that we can ensure employees' rights protected

Wage theft (86% employees vs employer)

Education of workers

Multilingual & accessible

Notification about policy in workplace so that this is heard (physical, multilingual)

Mechanism for people to file complaints

Court? To ensure it will be enforced

Funded through existed means & benefit will come

Complaint-driven fines to COA

Employees knowing their rights/resources

Employee go to EEOC/health inspectors could enforce

Above could be challenging

Pay fine, fine could be used for enforcement

TX Workforce Commission

Proactive enforcement, complaint-driven, outreach  
for employers & employees

Maybe call "personnel time off" instead of sick leave;  
This ensures that not only illnesses are covered

Enforced by businesses/internal

Vigorous enforcement

Maybe not state because of paperwork

This would allow fairness between different  
employers, etc.

Budgeting

If business in Austin pay taxes, clean up waste, take care of your people

Audits to keep accountability

City enforcement to ensure equity between all employees

At last meeting business said cost equals rent to auditing

The increase in regulations could cause outsourcing for employers

Incentives for those following guidelines: Discount water bill, tax break (what would this look like?)  
Incentives for those going above and beyond  
If it's basic standard should this be incentivized?

If this isn't being enforced in some industries, how to remedy?

Should be a RIGHT, not just benefit for employees

Should be earned by workers, not “given” because everyone gets sick and has family that depends on them

Policy should be simple so that it’s easy to enforce/follow

Try to make sure that workers are aware of policy so they don’t go to work sick

Licensure process (renewal of employer license as well, automatic auditing if City of Austin); 2 parts: do they enforce policy & do they actually have

Causes worry about time period for industry workers (example: if employer isn’t following the law/rule, then workers would have to “wait” 1 year which is too long, wage theft in construction, etc.)

May need to provide more education/raise awareness about how they can be proactive/use resources \*these are goals that the Workers Defense has, and would like to include the City of Austin in the conversation

Possible option to avoid/try to remedy the issues: grandfathering in and making audits happen immediately/immediately implement change

Cost of regular audits, as well as time consuming

This needs to be funded (can’t just use funds already have) needs to be effective

To check with actual workers right off the bat, this can clue in who to audit

Incentives

Self-reporting & random audits

Keeping fair within industry

Education of employees/city as a whole about the policy. This will allow employees to report and lead to audits, etc.

A reporting for employers, similar to 1095

Random auditing

Invest in public ordinance campaign in 1st year  
Have a way for people to anonymously report instance where law isn't being followed  
Have fines for non-compliance

weekly/monthly reporting for the employers  
Similar to Fair Chance Hiring  
If the employer follows the law, then there should be incentives  
Need to decide what this is (example: no fines, etc.)  
Possible incentive could be city provides software to

Look at the other cities that have passed similar laws,  
and see what they've done

Tie into Mayor's health & fitness council  
(certification/recognition for business & incentives)

Concern on how each industry would be checked/how  
concerns

Random auditing, random samples, spot check

Anonymous

\*Ultimately looking for it to be fair!

City currently enforces other things with audits, fair  
housing

City would need to create

Figure out costs (Austin) for enforcements

Hiring people to figure out how, need to consider how  
it'd affect those who already have a paid sick leave  
policy

-Outreach

Reinforcement

Figure out how complaints would work; -Per  
industry/type of business

Try to make this as easy as possible so that it is  
doable & compliance will be seen

An audit process to be enforced

Consider how it'd affect business & employers (cost,  
time, burden, etc.)

Randomize which might be incentive to follow

Try and enforce laws already in place (example some industries don't currently follow safety ones)

Try to combine this with laws already in place

Figure out the logistics on how to enforce this & make work and hold employers/employees accountable  
–there must be a standard

Look at general laws for workers

How would this affect entrepreneurs

Include language that would dispel fear of employees of repercussion of employers (worker protections)

Code Enforcement Department example – rest breaks

City created a Dept. of Labor funded by tax dollars

Texas Workforce Payday Law would cover (don't reinvent the wheel)

Take out of police budget

Employer or employee deductions into a pooled fund \*

From employee would be a kickback & undesirable (& illegal)

On site audits

Penalty – see that employee is compensated

Is there different standard for large vs small

Reward with property tax

Employees educated to find bad actors  
Bad actors pay those who actually not following

DECODE AUSTIN

Possible app that could include a set list of recognized employers

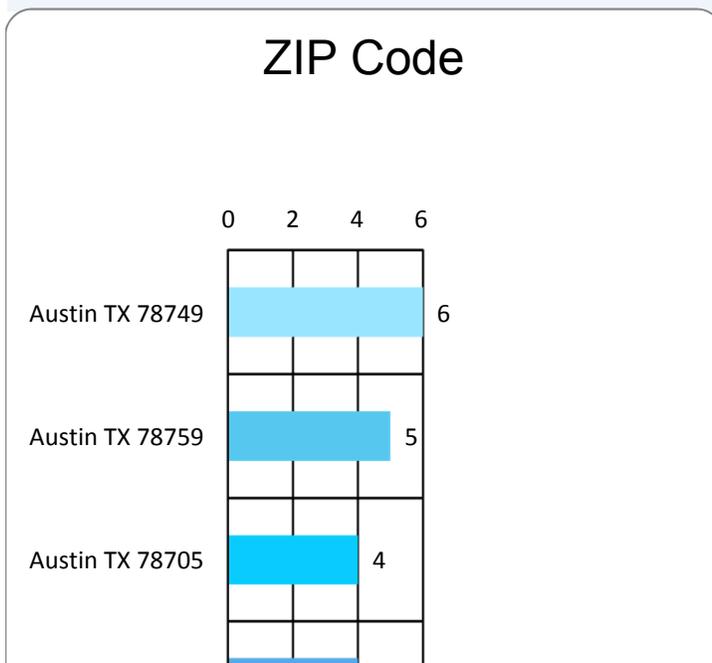
## Workers bill of rights

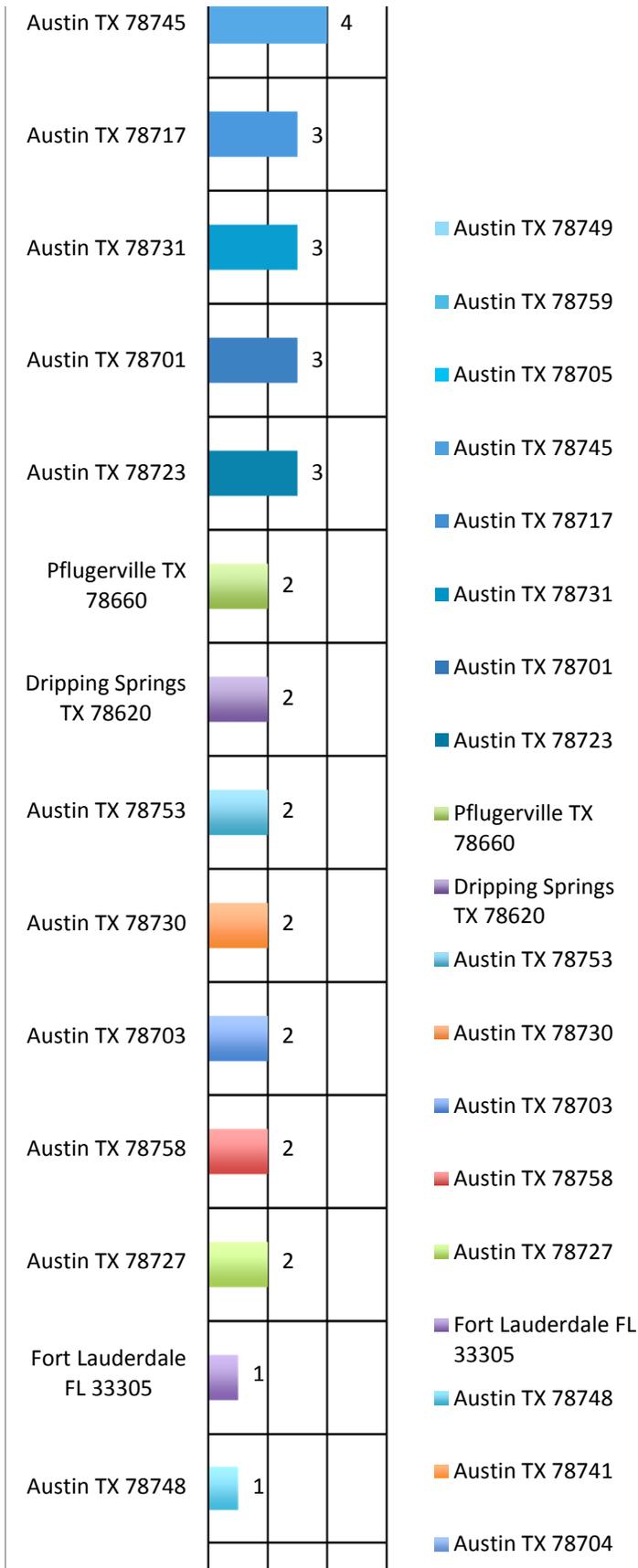
Have a way for people to be okay with going home/not going to work sick  
Also, all industries should have some standards

Simplicity so employers would be more likely to comply

A hotline to report if they see someone not complying with it  
Ensure easy access  
Possible online website/form  
\*LANGUAGES REPRESENTED

## Contributors - Based on Sign-up form responses





Austin TX 78741		1	
Austin TX 78704		1	
Austin TX 78757		1	
Austin TX 78750		1	
Austin TX 78735		1	
Austin TX 78754		1	
Austin TX 78752		1	
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-  Sunset Valley TX 78745
-  Austin TX 78756
-  Austin TX 78747
-  Austin TX 78751



## For a private employer paid sick leave

Comment Details			
In Response to	Votes	Login	ZIP Code
	19	Gary Stroud	Austin, TX 78748
	19	Rob Turk	Pflugerville, TX 78660
	17	Tres	Austin, TX 78731
	9	Larry Sunderland	Austin, TX 78741
	13	Gordon Walton	Austin, TX 78749
	12	Jennifer Stevens	
The last thing this city government needs is more "enforcers" or more funding for excessive regulation.	4	Jennifer Stevens	

	0	mturpin	Austin, TX 78757
The last thing this city government needs is more "enforcers" or more funding for excessive regulation.	0	Larry Schooler	Fort Lauderdale, FL 33305
The City of Austin should STOP with mandates that COST jobs and COST more tax money and should Here is the problem	0	Larry Schooler	Fort Lauderdale, FL 33305
will all things ordinance. How to enforce it? How much will it cost. how will it	0	Larry Schooler	Fort Lauderdale, FL 33305
A private employer should not have a sick leave policy dictated to them by the City of Austin.	0	Larry Schooler	Fort Lauderdale, FL 33305
The City of Austin has zero business dictating to private employers what their policies should be. People will	0	Larry Schooler	Fort Lauderdale, FL 33305
By keeping your nose out of private employer business you are helping.	0	Larry Schooler	Fort Lauderdale, FL 33305
	14		
	16	WorkedMyButtOff	Austin, TX 78750

	15	mkcl	Austin, TX 78730
	12	Bo Delp	
	4	mattwgore	Austin, TX 78735
	9	Julia K	Austin, TX 78754
	3	Wendykalthoff	Austin, TX 78752
	9	Feedback2017	Austin, TX 78701
	7	onefl	Austin, TX 78703
	6	sbz	Austin, TX 78723
	10	kyleafh	Austin, TX 78759

	6	Vivian Martin	
	6	ayork	Austin, TX 78746
The City of Austin has become an entity that knows what is best for everyone who lives here. Somehow. I	7	dburg	Austin, TX 78749
	10	dburg	Austin, TX 78749
	8	JasonLockhart	Austin, TX 78758
	8	roger murray	Pflugerville, TX 78660
	5	Shelley	Austin, TX 78749
It shouldn't. This whole thing is misguided. Just because other cities have done it is not a reason to do it. If	0	Larry Schooler	Fort Lauderdale, FL 33305
The city of Austin should not be involved with private business decisions and should stay out of it. It is	0	Larry Schooler	Fort Lauderdale, FL 33305

They should stay out of private negotiations between workers and employees. This question is foolish and this is a terrible idea and sure to discourage business start up and existing business's expansion. the COA	0	Larry Schooler	Fort Lauderdale, FL 33305
The City of Austin has become an entity that knows what is best for everyone who lives here. Somehow, I Enforcement should be by complaint to the City with warnings for first offenders, escalating to small	0	Larry Schooler	Fort Lauderdale, FL 33305
Through private companies' reporting and audit processes that City staff oversee.	0	Larry Schooler	Fort Lauderdale, FL 33305
There should not be any mandate requiring a private company to provide any sort of incentive. When the Require all employers to inform their employees about the policy, and/or run a bilinqual ad campaign	0	Larry Schooler	Fort Lauderdale, FL 33305
The city should require employers to inform their employees about their rights under this ordinance. The city	0	Larry Schooler	Fort Lauderdale, FL 33305
Should not be enforced	0	Larry Schooler	Fort Lauderdale, FL 33305

I am not sure because it is very difficult to enforce these rules.	0	Larry Schooler	Fort Lauderdale, FL 33305
Distributing information to employees about their rights and allowing employees to	0	Larry Schooler	Fort Lauderdale, FL 33305
The easiest solution is not to pass additional regulation at the city level. However, if regulation is passed it	0	Larry Schooler	Fort Lauderdale, FL 33305
The city must ensure robust enforcement of a paid sick day ordinance, where workers know their	0	Larry Schooler	Fort Lauderdale, FL 33305
This is none of the City's business. Quit wasting your time and our taxpayer dollars.	0	Larry Schooler	Fort Lauderdale, FL 33305
This would be a quick way to deter business start-ups, entrepreneurs, and small business growth	1	Larry Schooler	Fort Lauderdale, FL 33305
	10	speedyguy	Austin, TX 78723
This is another example of the COA placing themselves in an area that they do not need to be in.	7	someguy	Montopolis, TX 78741
This is another example of the COA placing themselves in an area that they do not need to be in.	7	Ali Shu	Austin, TX 78759

Agree wholeheartedly with this sentiment. Let the market handle this- we don't need City Council dictating	3	Ali Shu	Austin, TX 78759
	8	Ali Shu	Austin, TX 78759
	6	gift	Austin, TX 78749
	4	TurboSpencer	Austin, TX 78731
	7	bdm2701	Sunset Valley, TX 78745
	5	strugglingsmallbiz owner	Austin, TX 78745
	3	Renee787	Austin, TX 78717
	3	Renee787	Austin, TX 78717
The City already had such a bag log on building permits that it took me a year to get my most recent	1	VAF84	Austin, TX 78758

	4	sbresnen	Austin, TX 78701
	3	overreach 2017	Austin, TX 78745
The City can't manage its too-many responsibilities now. DON'T get involved in mandating sick leave	2	TheRationalAtheist	Austin, TX 78705
	1	TheRationalAtheist	Austin, TX 78705
	1	lillian_m	Austin, TX 78705
	1	whiteke2	Austin, TX 78727
This should be proactively enforced, not a complaint-based system. There are 223.000 workers in	0	Nolan	Austin, TX 78749
	1	Ashkan	Austin, TX 78705
	0	Nolan	Austin, TX 78749

This would be a quick way to deter business start-ups, entrepreneurs, and small business growth	2	Nolan	Austin, TX 78749
There are thousands of people moving to Austin from the very places that have these policies. Why?	2	Ashkan	Austin, TX 78705
This is preposterous, there is no basis to say that people are moving away from other cities because of Ashkan, thanks. I should have been clearer. I have seen a lot of people moving here from cities /	2	Nolan	Austin, TX 78749
	0	Ashkan	Austin, TX 78705
	2	Sarah	Austin, TX 78756
	1	Maryd	Austin, TX 78717
Greetings! I think a mandatory body overseeing paid sick leave claims can be set up. or integrated in	1	Maryd	Austin, TX 78717
	0	Arawin86	Dripping Springs, TX 78620
1. Require businesses to inform employees by posting the ordinance. 2. Randomly audit or	1	Tyson_512	Austin, TX 78701

This would be a quick way to deter business start-ups, entrepreneurs, and small business growth	2	Tyson_512	Austin, TX 78701
	0	Wtaylor23	Austin, TX 78747
	0	sclaytor	Austin, TX 78751
	0	Laura R	Austin, TX 78723





















