

Concerns	Proposed ordinance
<p>Uses of sick time</p> <p>-Strong supporters of sick time advocated for an expansive use of sick time, including school meetings related to a child's discipline or academics, meeting with a parole officer, or being forced to stay home with a child unexpectedly because of a school cancelation.</p> <p>-Those with concerns about paid sick time preferred an ordinance that only applied to health and safety.</p>	<p>This ordinance states that sick time can be used if you or a family member is dealing with a health or safety issue.</p>
<p>Employer notification of time earned</p> <p>-Most cities with successful policies require that employers notify employees of sick time that is available.</p>	<p>This ordinance states that businesses shall provide in writing to each employee the amount of earned sick time accrued and available to employees no less than on a monthly basis. Businesses are required to keep these records for the same time period that the U.S. Department of Labor requires employment and earning records to be kept.</p> <p>Businesses shall put up a City poster about employees' right to sick time next to other workplace posters.</p>
<p>Documentation/Verification Requirements</p> <p>-Strong advocates for earned sick days advocated against employers refusing employees' requests based on "verification of illness," citing employer abuse of such systems.</p> <p>-Those with concerns advocated for "verification" systems, citing employee abuse of sick days.</p>	<p>Employers are allowed to ask for verification of illness/need for sick time for an absence extending over 3 days of work.</p>
<p>Accrual process versus automatic access</p> <p>-Some strong supporters of providing sick time advocated for employees' right to quickly access sick time by front-loading the hours expected to earn, and not have to work for months or potentially years, for part-time workers, to accrue several sick days.</p>	<p>Accrual policies, which require employees to work hours in order to earn sick time, or automatic access policies are both acceptable under the ordinance.</p>

<p>-Some of those with concerns about sick time advocated for an accrual process; and others with concerns about sick time advocated for flexibility: the choice for businesses to choose accrual, automatic access, or both.</p>	
<p>Amount and rate of sick time earned -12 days of sick time per year was the most common proposal during the stakeholder process.</p> <p>-Proposals generally ranged from 6-21 sick days.</p> <p>-Those with concerns about sick time consistently advocated for an accrual process that ensures that amount of sick days accessed is proportional to hours worked by the employee.</p>	<p>The ordinance does not require a number of sick days per year, instead the ordinance requires a minimum accrual rate of 1 hour of sick time earned per 30 hours worked. A cap is included at 8 total sick days a year, unless the employer wants to allow for more. This means that working about a year full-time, an employee will earn 8 days of sick time.</p>
<p>Maximum amount of sick time -Some strong supporters advocated for no cap on the amount of sick time a worker could earn, or a relatively high cap.</p> <p>-Those with concerns about sick time advocated for a cap on the maximum amount of hours that a business could be required to give an employee.</p>	<p>The ordinance places a 64 hour cap on the amount of sick time. A full time employee should reach this cap after about a year, a 20 hour a week employee, after about two years.</p>
<p>Existing PTO policies -Some advocates asked for those with PTO policies to add sick time in addition to those policies.</p> <p>-Some of those with concerns about sick time policy advocated for recognition of PTO policies that already go above and beyond the Council's goals.</p>	<p>Policies that already provide paid time off and go above and beyond the paid sick days requirements in the ordinance, are recognized and respected as in compliance with the ordinance.</p>
<p>Tipped Workers -Strong advocates for earned sick days supported an ordinance that ensured tipped workers would be compensated their wage, plus their average tips, when taking sick time.</p> <p>-Those with concerns advocated for tipped workers' wage only—with no tips, overtime, or other commissions—to be the standard for tipped workers.</p>	<p>Tips, overtime, and commissions are not required to be compensated in the ordinance.</p>

Payout of Sick Time -Strong supporters of paid sick time advocated for employees to have the chance to be paid for unused sick time once they end their employment with a business. -Those with concerns about paid sick time advocated against a required pay out.	Payout of sick time is not included in the ordinance.
Enforcement -Strong supporters of paid sick time advocated for a private right of action for employees to be able to sue employers that refused to comply with the ordinance. -Those with concerns about paid sick time preferred that the City investigate complaints and manage enforcement like other civil penalties.	No private right of action is included in the ordinance. Enforcement is initiated by complaints, the City would then have the ability to investigate. The City may assess a fine of up to \$500 for a violation and may assess no fine in the case of voluntary compliance. Retaliation against employees under this ordinance is prohibited.