

ONE VOICE

CENTRAL TEXAS

Late Backup

To: Council Member Greg Casar

Re: Proposed City of Austin Ordinance Establishing Sick Time Standards
February 14, 2018

EXECUTIVE COMMITTEE

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Caritas of Austin
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Interfaith Action of Central Texas
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City of Austin Health & Human Services Liaison

Marsha Wier
H.A.N.D.
Standards of Excellence Committee Co-Chair

See our full membership at:
www.OneVoiceCentralTx.org
info@onevoicecentraltx.org

Dear Council Member Casar,

One Voice Central Texas is a coalition of the executive leadership of over 100 nonprofit health and human service organizations committed to making sure that everyone can reach their full potential and contribute to our community. We represent the community's integrated network of human services that connects every one of all ages and circumstance to the social resources, opportunities, and supports they need to thrive.

The members of One Voice Central Texas support the intent of the proposed City of Austin ordinance to increase access to paid sick time and believe that it will support the health and well-being of our clients and the whole community, by:

- Ensuring that community members do not have to make difficult decisions between working while sick and earning income to meet their other basic needs
- Enhancing the ability for community members to attend doctor's appointments, improving preventative and intervention care
- Reducing the spread of illness that results when a sick person attends work, especially protecting those in our community with compromised immune systems
- Allowing paid time for individuals to address and ensure their safety

One Voice is currently collecting input from our members regarding the specifics of the ordinance and its impact on their organizations. Since the specifics of the ordinance were recently released, it is challenging to determine its full impact. However, some members have expressed concerns in the following areas:

1. It will create increased administrative and labor costs, with no provision for increased resources to support them. It is always challenging for nonprofits to increase resources specifically for administrative costs.
2. While it appears that about two-thirds of our membership currently meet the proposed standards, for about one-third, this will require them to implement new policies and procedures.
3. Several organizations currently have Paid Time Off, which allows for sick time, and this ordinance would require separate tracking of sick time.
4. There are some provisions regarding the tracking for which members would like to provide additional input.

As we support the ordinance in principle, it could increase budget costs for non-profit organizations and may require additional funding for implementation. We would appreciate additional time to properly assess all of the implications and work with you to address the concerns.

Sincerely,

Jo Kathryn Quinn
2018 Chair, One Voice Central Texas
Executive Director, Caritas of Austin

ONE VOICE

CENTRAL TEXAS

Membership

- AGE of Central Texas
 - AIDS Services of Austin
 - American Heart Association
 - American YouthWorks
 - Any Baby Can
 - Arc of the Capital Area
 - Austin Area Urban League
 - Austin Center for Grief and Loss
 - Austin Child Guidance Center
 - Austin Clubhouse
 - Austin Community Design and Development Center
 - Austin Community Law Center
 - Austin Habitat for Humanity, Inc.
 - Austin Parks Foundation
 - Austin Recovery
 - Austin Speech Labs
 - Austin Tenants Council
 - Autism Society of Texas
 - AVANCE
 - Blackland CDC
 - BookSpring
 - Boys & Girls Clubs of the Austin Area
 - Breakthrough Central Texas
 - Breast Cancer Resource Center
 - Camp Fire Central Texas
 - Capital City Village
 - Capital IDEA
 - Care Communities
 - CareBOX Program
 - Caritas of Austin
 - CASA of Travis County
 - Center for Survivors of Torture
 - Central Texas Food Bank, Inc.
 - Child-Inc.
 - The Christi Center
 - College Houses
 - Communities for Recovery
 - Communities in Schools of Central Texas
 - Community Technology Network
 - Council on At-Risk Youth
 - Down Syndrome Association of Central Texas
 - Dress for Success Austin
 - Easterseals Central Texas
 - ECHO
 - El Buen Samaritano
 - Entrepreneurs Foundation
 - Excellence and Advancement Foundation
 - Explore Austin
 - Family Eldercare
 - Foundation Communities
 - Foundation for the Homeless, Inc.
 - Front Steps
 - Goodwill Central Texas
 - H.A.N.D. (Helping the Aging, Needy and Disabled, Inc.)
 - HealthStart Foundation
 - Hospice Austin
 - Integral Care
 - Interfaith Action of Central Texas
 - It's Time Texas
 - Jeremiah Program
 - Jewish Family Service of Austin
 - Kids in a New Groove
 - kidsActing Foundation
 - LifeWorks
 - Literacy Coalition of Central Texas
 - Meals on Wheels Central Texas
 - Multicultural Refugee Coalition
 - NAMI Austin
 - Open Door Preschools
 - Partnerships for Children
 - PelotonU
 - People's Community Clinic
 - Regarding Cancer
 - Ronald McDonald House Charities of Central Texas
 - Round Rock Area Serving Center
 - The SAFE Alliance
 - Saint Louise House
 - The Salvation Army
 - The Samaritan Center for Counseling and Pastoral Care
 - Seedling Foundation
 - The Settlement Home for Children
 - Sickle Cell Association of Texas
 - Marc Thomas Foundation
 - Sobering Center Serving Austin & Travis County
 - Southwest Key Programs, Inc.
 - Spirit Reins
 - Sustainable Food Center
 - Texas Association of Charitable Clinics
 - Texas Campaign to Prevent Teen Pregnancy
 - Texas Health Action
 - Texas Mamma Jamma Ride
 - Texas Partnership for Out of School Time
 - Trinity Center
 - United Way for Greater Austin
 - Upbring
 - Urban Roots
 - VELA Families
 - Volunteer Healthcare Clinic
 - Waterloo Counseling Center
 - Wonders & Worries
 - YMCA of Austin
 - Youth Rise Texas
 - YWCA Greater Austin
- Affiliate Members**
- Bike Austin Education Fund
 - Capital Metro
 - Dell Medical School, Dept. of Population Health
 - HousingWorks Austin
 - Literacy First
 - SIMS Foundation Inc.
 - Standish Foundation for Child & Family Centered Healthcare

*A Coalition of Nonprofit Health and Human Service Organizations
working to make sure that everyone
can contribute to our community and thrive.*