



Sick Leave Ordinance Update & Task Force Report

June 18, 2014





Presentation Outline

- Process to Date
- Task Force Update
 - Process
 - Final Report Structure
- Process Going Forward
- Task Force Final Report
- Questions



Process to Date

- Council Work Sessions
 - February & April – initiate process, scoping
- Task Force – appointed by Mayor
 - Four meetings in May and early June
 - Final Report
- Public Input
 - E-mails to staff, Mayor & Council
 - Public Testimony at Council Meetings
 - Public Comment at Task Force meetings



Task Force Final Report

- Page 2 – Summary & attachments
- Page 3 – Summary of TF and meetings
- Pages 4-7 – TF thoughts on 6 core ordinance components
- Page 8 – Other areas of interest
- Page 9 – Considerations for Council
- Page 10-15 – TF members final thoughts
- Attachments



Task Force Core Ordinance Components

- Paid Time Off (PTO) – In Portland, employer w/PTO policy that equals or exceeds ordinance is compliant. Includes traditional as well as vacation pay accounts (building trades)
 - Compliant plan w/frontloading = less tracking but still some new administrative requirements
 - Concern with employees not taking sick time as it would impact vacation time
 - Building trades



Task Force Core Ordinance Components

- Paid Leave vs Unpaid Protected Leave; Size of Business
 - In Portland, businesses w/5 or fewer employees provide unpaid leave; w/6 or more employees provide paid leave (includes temp and part-time employees)
 - Some feel that all employees should receive paid leave, regardless of business size
 - Why 6 as the cutoff, why not 10, 15 or 25 employees?
 - Bigger impact on businesses that rely primarily on temp or part-time employees (home health care, etc.)



Task Force Core Ordinance Components

- Maximum Hours & Carryover – In Portland’s ordinance, employees accrue max of 40 hours annually. May be used in following years, however employer not required to allow for employees to use more than 40 hours annually.
 - Little discussion of different accrual or carryover provisions
 - Make Eugene ordinance as consistent as possible with Portland (employers working in both cities)
 - Concern if building trades are not exempted



Task Force Core Ordinance Components

- Effective Date – Portland’s ordinance was effective 1/1/14 (first of the year following ordinance adoption)
 - May want to have a grace period for enforcement
 - More time is needed
 - See how Portland’s ordinance does (wait one year)
 - Study other cities ordinances
 - The time is now
 - A lot of work went into Portland ordinance; don’t need to redo
 - Workers have been waiting for this





Task Force Core Ordinance Components

- Collective Bargaining Agreements – Portland’s ordinance does not exempt employers that have employees subject to a CBA, nor does it require them to renegotiate.
 - Most other cities did exempt CBA’s. Why?
 - Seattle – exempts if both union and workers agree
 - Some employers may feel they need to amend CBA’s
 - More research on how many CBA’s would be impacted and what an exemption might look like



Task Force Core Ordinance Components

- Two-City Commuter – Portland’s ordinance requires that employees who travel to Portland and make a stop to conduct work, will accrue leave for the hours in the city. Can only use the leave if scheduled to work in the city.
 - Could be burdensome for employers in our region (employees in multiple cities). Need to engage regional partners.
 - 240 hour minimum to earn benefits
 - Helps define what an “employee” is
 - Could be hard for employee who only works 220 hours





Task Force Considerations for Council

- Connection to Council Goals
- Costs to City
- Relationship to Triple Bottom Line
- Timeline as compared to other City projects
- Public input on draft ordinance
- Eugene-specific data
- Information on public health, statistics of stable families



Task Force Members

- Comments from Task Force Co-Chairs
- Comments from Councilors on Task Force
- Questions for Task Force Members