

Earned Sick and Safe Time Stakeholder Meeting 1/13/2016

Scribed Notes: These notes are taken from comments made by invited business and coalition stakeholders as well as citizen attendees at the meeting. They are not verbatim. The audio recording of the meeting is available on the web page if you have interest in the complete discussion.

Business Comments:

Mandatory aspect is a problem – this could curb increased investment in community.

If Investment is made in Tucson then more folks are employed. This proposal could limit investment and will be a boon for Oro Valley, Marana, and unincorporated Pima County who will not have the requirement.

Restaurants see the potential for 2x the cost if proposal is implemented.

Mandatory is unfair.

Many restaurants have online systems for shift swaps. This is how they manage time off.

Sundt in both Portland Oregon and in California is administering jobs where requirements like this exist.

- When regulations are not all the same it is difficult to administer
- State-wide regulation is much better-differing rules across jurisdictions are challenging

What is the message this proposal sends out to our business community?

Tucson Metro Chamber was not included in this discussion prior to it being presented to Council, the Chamber does not support this proposal. Healthy employees are important and PTO is beneficial but it is a business decision.

This will cause the City to grow it's "Not friendly to business" reputation.

Construction Industry: Is Key on Key people. PTO is provided to those workers. Significant number of Key people on any job. There is no support for this proposal from the Alliance of Construction Trades (ACT) membership. Prior to 2008 ACT represented 350 companies. That is now down to 200. Those companies employed approximately 12,000. Now employ around 2,000.

Lodging Industry: Has not fully recovered from recession. They are 150% to their projections but even with that improvement many are unable to keep up with debt service. Proposal requiring this to be mandatory would make their situation even harder.

There are concerns about abuse of the proposed leave.

Road Builders: Average pay 38k per year. ATB encourages members to offer PTO or Sick Pay. Safety in their industry mandates healthy employees. They do not believe mandate is the way to do this.

General Business Comments: "This is my decision" "City does not know my business or how it is best to take care of my employees" "Market decides."

Pizza Hut Tucson: Has had PTO in place for his employees for years. After 1 year of part time employment 25 hours. If you work a 40 hour week you get 40 hours. Do not mandate. Let him make those decisions.

Rocco's: Been open for 17 years Always has been flexible, taken care of employees, many with him since the beginning. Business operates on a 5% or less profit margin. Slightly inspired by this movement has started to offer a small amount of modest PTO. Until now could not afford. Please keep that in mind when you mandate.

Coalition Comments:

Sick and Safe Days are very important for victims of domestic violence. This proposal would allow people to use earned safe days / sick days for court appearances, for safety, and should be implemented.

Home healthcare is an industry that they are very concerned about as there is no sick time or paid time off and wages are averaging \$9.60 per hour. Do I go in sick, Do I leave my sick child to earn a paycheck? Do I lose my job if I don't go in? Ordinance is an opportunity to focus on the worker.

Many comments about how it impacts business and the economic health of business but what about the economic health of the employees.

Small Business relies on these employees.

As an employment attorney, has had significant experience representing employees fired for being sick. It does happen.

Mandate levels the playing field. Good employers offering leave should have a level playing field. All businesses should be doing this. Tucson should not just be a great place for business but also a great place for workers.

In fast food service it is often not worth it to move up to a salaried manager position as they have to cover missed shifts by workers. Sometimes working double or triple shifts. You cannot do that if you have a family. No coverage for being sick.

The group should think of this leave proposal differently. Instead of focusing on "Mandated" the focus should be on "Earned". Earned sick leave is what this proposal is requesting and it should be implemented.