

Memorandum



CITY OF DALLAS

DATE August 2, 2019

TO Honorable Mayor and Members of the City Council

SUBJECT **The City of Dallas Paid Sick Leave Ordinance**

The City of Dallas' [Earned Paid Sick Time \(Paid Sick Leave\) Ordinance](#) was adopted by City Council on April 24, 2019 and went into effect on August 1, 2019 for employers with six or more employees. The Paid Sick Leave Ordinance applies to employees who work at least 80 hours within the geographical boundaries of the City of Dallas in a year and allows employees to accrue one hour of paid sick leave for every thirty hours worked up to a maximum of sixty-four hours annually for employers with sixteen or more employees and forty-eight hours annually for employers with fifteen or fewer employees.

Except for violations of the anti-retaliation provision, the ordinance will not be enforced until **April 1, 2020**, for employers with six or more employees. No part of the ordinance goes into effect for employers with five or fewer employees until **August 1, 2021**.

The Office of Fair Housing and Human Rights sent notification of the Paid Sick Leave Ordinance to employers conducting business with the City of Dallas and has held public information sessions at the J. Erik Jonsson Central Library Auditorium and ongoing engagement with human resource professionals, security service providers, childcare providers and other associations to provide information about the Ordinance.

Staff worked with the City Attorney's Office to complete and publish implementing rules to provide additional information such as calculating pay and employee worktime as well as administration guidance of the Ordinance. Staff has developed resources at: www.dallascityhall.com/paid-sick-leave, for employers and employees, including:

- Ordinance
- Implementing Rules
- Frequently Asked Questions
- Posters
- Checklist for Employers with Existing Leave Policies
- Sample Handbook Language
- Complaint Form.

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The Office of Fair Housing and Human Rights planned to provide the City Council a briefing on August 7 to provide an update on implementation and next steps. On July 30, 2019, ESI/Employee Solutions and Hagan Law Group LLC filed a lawsuit in the Eastern District of Texas-Sherman Division challenging the City of Dallas Paid Sick Leave Ordinance. **Due to ongoing litigation, the planned briefing will be rescheduled.**

Please feel to contact me or Beverly Davis, should you have any questions related to the content of this memorandum or supporting materials provided.



M. Elizabeth (Liz) Cedillo-Pereira
Chief of Equity and Inclusion

c: T.C. Broadnax, City Manager
Chris Caso, City Attorney (Interim)
Mark Swann, City Auditor
Billerae Johnson, City Secretary
Preston Robinson, Administrative Judge
Kimberly Bizer Tolbert, Chief of Staff to the City Manager
Majed A. Al-Ghafry, Assistant City Manager

Jon Fortune, Assistant City Manager
Joey Zapata, Assistant City Manager
Nadia Chandler Hardy, Assistant City Manager and Chief Resilience Officer
Michael Mendoza, Chief of Economic Development and Neighborhood Services
M. Elizabeth Reich, Chief Financial Officer
Laila Aleqresh, Chief Innovation Officer
Directors and Assistant Directors