SASpeakUp: Let’s Talk About Paid Sick Leave
Prepared by: Government & Public Affairs and Metro Health
Executive Summary

The SASpeakUp: Let’s Talk About Paid Sick Leave campaign was conducted by the City’s Government and Public Affairs Department, Metro Health, the City Attorney’s Office and the City Manager’s Office. A survey was made available to residents in both English and Spanish from September 16, 2019 through September 30, 2019 and was completed by 2,652 respondents. The survey allowed respondents to respond to different sets of questions, based on whether they identified as an employee or as an employer. The City also hosted two public meetings at the TriPoint Events Center and El Progreso Hall on September 23 and September 25, respectively. The meetings were livestreamed on the City’s Facebook page.

Employer Survey Track Results Summary:
- Of the 2,652 responses, 73% completed the employee-based survey track, 27% of respondents completed the employer-based survey track.
- Of the employers who responded, approximately 35% represent those who employ 40 or more employees (34.68%). The next largest response was from micro-employers (23%).
- While 62% of employers self-reported that they do not offer sick and safe leave benefits, 70% of employers do offer paid time off to be used for any reason.
- Of those that do offer sick and safe leave, only 17% of employers offer more than 50 hours of sick and safe leave.
- 34% of project increased operating expenses and 41% choosing other and specifying with a response (see Appendix A).
- While most respondents were not sure how many hours of sick and safe leave they could afford to provide employees, 20% felt they could afford between 1 and 10 hours.
- The Paid Sick Leave Commission recommended allowing employees to accrue up to 56 hours of sick and safe leave.
- 54% of employers require employees to submit a form of verification for requesting sick and safe leave, with 79% requiring a note from a doctor.

Employee Survey Track Results Summary:
- Of the employees who responded, 59% work in businesses that employ more than 40 employees. Most other responses came from employees who work in organizations with 20 employees or fewer.
- While approximately 57% of employees are not offered sick and safe leave benefits, 72% are offered paid time off to be used for any reason.
- Of those who are offered sick and safe leave, only 18% of employees are offered more than 50 hours of sick and safe leave.
- More than two thirds of respondents chose recovery from illness, seek medical attention, care for a sick child or seeking preventive care.
- For employees who said their employer does not offer earned sick and safe time, the top three costs to them are lost wages, the inability to recover from an illness and the inability to seek medical care.
Most respondents (72%) have gone to work with an illness and/or injury because they are not offered sick and safe leave.

A majority (55%) of employees are not required to submit verification. Of those that are required to, 86% submit a note from a doctor.

Marketing and Promotion
The survey and meetings were promoted through earned media, paid advertising on The Rivard Report, Facebook, the San Antonio Express News, Univision Radio and Texas Public Radio. The survey and meeting information were also provided to stakeholder groups, previous Paid Sick Leave meeting attendees, chambers of commerce and council offices.

Social media and digital ads were placed through Facebook, Instagram, Twitter and NextDoor for a total reach of 615,563 residents. Posts promoted the Paid Sick Leave survey and public meetings, as well as livestreams for the public meetings and the City Council Special Meeting.

There were more than 25 media mentions of the Paid Sick Leave ordinance and associated public meetings. The news stories included analysis of the proposed ordinance changes, promotion of the SASpeakUp community meetings and promotion of the website and survey. Notable mentions include the San Antonio Express-News, Rivard Report, SA Current, Fox, KENS 5, WOAI Radio, NPR, Spectrum Local News, Univision, and KSAT.

Additionally, flyers and materials were shared with all Council offices, public information officers, Metro Health Community Health Programs, Parks & Recreation Community Centers, Senior Centers, San Antonio Public Libraries, San Antonio Housing Authority and key community stakeholders such as chambers of commerce and non-profit partners.
The survey was designed to allow respondents to participate as an employee who would receive sick and safe leave benefits or as an employer that would be required to provide sick and safe leave benefits.

The survey was completed by 2,652 respondents. 73% of respondents indicated they were employees.

Q1 Are you an employer or an employee?

- Employee: 73.42% (1,947)
- Employer: 26.58% (705)
Employer Survey Responses

The survey instrument was written to collect information on the current business climate as it relates to providing sick and safe leave.

Q2 Approximately how many employees do you employ in San Antonio?

Q3 Does your business employ seasonal or temporary employees in San Antonio?

- A majority of respondents do not employ seasonal or temporary employees in San Antonio.
Q4 If your business employs seasonal or temporary employees that work in San Antonio, how many does your business employ?

○ Of those businesses that employ seasonal or temporary employees, approximately 56% employ ten or less.

Q5 As an employer, do you currently offer earned paid sick and safe time to your San Antonio based employees as defined above?

○ A majority of respondents do not currently offer sick and safe leave benefits to their employees.
While a majority of respondents do not offer sick and safe leave to their employees, approximately 17% offer more than 50 hours of leave.

Most respondents offer a form of paid time off benefits.
Open-ended responses can be found in Appendix A of this report.

Q8 If your business was required to offer sick and safe leave to employees based in San Antonio, what are some of the effects, if any, that it would have on your business?

- Increased projected operating expenses: 33.53%
- Inability to hire more employees: 10.92%
- Inability to expand business: 3.90%
- Reduced operating hours: 1.95%
- Reduced wages: 9.16%
- All of the above: 12.67%
- Other: 40.55%

Q9 If your business does not currently offer earned sick and safe time but was required to under this ordinance, how many hours could you afford to offer employees per year?

- 1 - 10 hours: 20.34%
- 11 - 20 hours: 8.58%
- 21 - 30 hours: 5.15%
- 31 - 40 hours: 8.82%
- 41 - 50 hours: 2.21%
- More than 50 hours: 3.19%
- I don't know: 51.72%

- While most respondents were not sure how many hours of sick and safe leave they could afford to provide employees, 20% felt they could afford between 1 and 10 hours.
Most businesses were unsure of added costs. 20% indicated they projected an increase of 6 – 10% in operating expenses.

Q11 If you offer earned sick and safe time, do you require employees to submit verification as proof that they or their family member was sick or that they or their family member was addressing a safe time issue?

Most respondents require some form of verification.
Q12 If your business requires employees to submit verification to receive earned sick and safe time, what are some examples of verification requirements?

- A vast majority of employers require a doctor’s note.
- Open-ended responses can be found in Appendix A of this document.
Employee Survey Responses

The survey instrument was written to collect information on what leave benefits employees are currently offered.

Q13 Approximately how many coworkers do you have?

- Most respondents are employed at a business that has more than 40 employees.

Q14 Does your employer currently offer paid sick and safe time?

- Most respondents do not receive sick and safe leave from their employers.
Q15 If your employer does provide earned paid sick and safe leave as defined above, approximately how many hours are available to you?

- While most respondents do not receive sick and safe leave, 18% of respondents receive more than 50 hours of sick and safe leave. The Paid Sick Leave Commission recommended up to 56 hours.

Q16 Does your employer currently offer paid time off (to be used for any reason) to you as an employee?

- Most respondents are offered a form of paid time off.
Q17 If you are offered paid time off, approximately how many hours do you get per year?

- Approximately 42% are offered a form of paid time off.

Q18 If your employer offered earned sick and safe time, what would you use it for? (Select all that apply)

- Open-ended responses are available in Appendix A of this report.
Most respondents lost wages, were unable to care for a family member, could not seek medical attention, did not receive preventive care or were unable to recover from illness or injury because they do not have sick and safe time.

Most respondents have gone to work with an illness or injury because they do not receive sick and safe leave.
Q21 If your employer offers earned sick and safe time, are you required to submit verification?

- Most respondents are not required to submit verification following the leave request.

Q22 If your employer requires employees to submit verification to use earned sick and safe time, what are some examples of verification requirements that you have had to submit? (Select all that apply)

- If employers required verification, most respondents submitted a doctor’s note as a form of verification.
- Open-ended responses are available in Appendix A of this report.

Demographic question responses are available in Appendix B of this report.
**Paid Sick Leave Public Meetings**

The two public meetings were held TriPoint Events Center and El Progreso Hall on September 23 and September 25, respectively. Approximately 226 residents attended the sessions, and the public meetings were viewed on the City’s Facebook page by approximately 1700 residents.

The meetings featured a brief presentation, live audience polling, as well as a lengthy question and answer session in which attendees were able to submit written questions which were then answered in real time by either Jennifer Herriott (Interim Director of Health) or Ed Guzman (Deputy City Attorney). The average results of the meetings are summarized below:

**Q1: Are you attending tonight’s meeting as an employer or an employee?**

- **Employer**: 42%
- **Employee**: 32%
- **Neither**: 26%

**Q2: Do you agree with changing the ordinance’s name to Paid Sick and Safe Leave?**

- **Yes**: 49%
- **No**: 24%
- **No preference**: 27%

49% of respondents agreed with changing the name of the ordinance to the Commission’s recommendation of Sick and Safe Leave.
Q3: How many hours of sick and safe leave should employers provide employees?
- The Paid Sick Leave Commission recommended a baseline amount of up to 56 hours of sick and safe leave for full time employees.
- 30% of respondents felt employees should be provided with less than 40 hours of sick and safe leave.
- 43% of participants agreed with providing employees with 56 or more hours of sick and safe leave.
Q4: If you had sick and safe leave, what would you use it for?

Respondents’ answers were presented as word clouds at the meetings. Word clouds populate by showing responses that are used the most as the largest words in the cloud.
Q5: As a business owner, what are some of the projected costs associated with providing sick and safe leave? Respondents’ answers were presented as word clouds at the meetings. Word clouds populate by showing responses that are used the most as the largest words in the cloud.
Q6: If you wait to receive benefits like leave from your employer, how long do you wait?
- The Paid Sick Leave Commission recommended that employees become eligible to use sick and safe leave within 90 days.
- This question was written to understand what employees and/or employers currently offer/are offered.
- 28% of respondents receive their leave benefits without delay.
- 31% of respondents wait 90 days to use their leave benefits.

![Chart showing percentage of respondents waiting different lengths of time to receive leave benefits]

Q7: What do you think is the appropriate amount of time to file a complaint for violation of the ordinance?
- The Paid Sick Leave Commission recommended that employees be given 60 days to file a complaint against an employer for not permitting them to use sick and safe leave.
- 27% of respondents felt that less than 60 days was the appropriate length of time to file a complaint, the next largest response was from 25% of respondents who felt that one year was an appropriate length of time to file a complaint.

![Chart showing percentage of respondents who believe different lengths of time are appropriate for filing a complaint]
Q8: Should businesses with five or fewer employees implement sick and safe leave at a later date?
   o The Paid Sick Leave Commission recommended an across the board implementation date of December 1 for all employers.
   o 52% of respondents felt that microbusinesses should not be permitted more time to implement sick and safe leave.

Q9: Is there anything else about the proposed changes to the sick and safe leave ordinance you’d like to share with City Council?

*Please see Appendix A for a complete list of open-ended responses.*
APPENDIX A: OPEN-ENDED RESPONSES

Comments from Social Media

<table>
<thead>
<tr>
<th>Comment</th>
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<tbody>
<tr>
<td>My main input would be that I am in favor of working to change the culture so that sick leave/emergency leave is respected/expected and ensured for all workers. I have experience in govt contracts (defense contractor and GS employee for military) and I understand there are variables that must be taken into consideration. I think one of them was offering leave and other benefits might not be workable for very small companies (less than 9 employees) but I am not an expert in this issue so I would have to admit that variables do exist and there may be exceptions. But as a rule, I think we need to give people the freedom and relief to know that they won’t lose a paycheck if an emergency happens. People are already stressed enough. This may help to at least give them a little bit of security. Also - I am in favor of paying servers more than the $2.30 an hour they make (forcing them to rely on tips to survive).</td>
</tr>
<tr>
<td>It is sickening to me that the National Restaurant Association (lobbying organization) has been able to get away with this unfair pay system across our nation for as long as they have Otherwise, I have an opinion about everything thanks for hearing me out. best to you</td>
</tr>
<tr>
<td>None of the city’s business</td>
</tr>
<tr>
<td>This is stupid. Stay out of the private sector.</td>
</tr>
<tr>
<td>This is not the government’s business. Please stop trying to do the communism.</td>
</tr>
<tr>
<td>it means I didn’t lose out for the days I took off in January and February when my dad was sick and then because he passed. I am the breadwinner and I didn’t need to worry about not bringing home enough money because of those days.</td>
</tr>
<tr>
<td>The mayor and city counsel need to stay out of the business sector. This is not your job!</td>
</tr>
<tr>
<td>The city should not be relying on a surveymonkey survey sent on Facebook to determine the economic impact of such an important piece of legislation. Especially when it’s implementation is closely correlated to job creation and retention</td>
</tr>
<tr>
<td>It means I will get to decide which employees gets less hours to make up the additional cost.</td>
</tr>
<tr>
<td>Government can’t do anything right. Stay out of it. If there is a demand for workers, business will do what it takes to attract and keep workers naturally.</td>
</tr>
<tr>
<td>Drastically overreaching</td>
</tr>
<tr>
<td>Not the city’s business</td>
</tr>
<tr>
<td>Incentivizing employers to provide a service to their employees is one thing, but requiring them to do so is a violation of freedom. I’m truly sorry if you feel different.</td>
</tr>
<tr>
<td>Regulate business. Regulate morality. Regulate personal choice. Remove some of the benefits of seeking higher education and bettering one’s self. I sincerely hope the politicians that support this get shingles and irreducible hemorrhoids</td>
</tr>
<tr>
<td>Apply this to corporations and banks, those who make over a threshold that can afford to do so.</td>
</tr>
<tr>
<td>This is going to make the cost of goods go up since the labor cost will be going up</td>
</tr>
<tr>
<td>I like seeing all the small businesses that profit off of sick employees 😊 Good stuff</td>
</tr>
<tr>
<td>this is why you shop benefits when you are offered a job.</td>
</tr>
<tr>
<td>San Antonio turning socialist and it’s a dangerous turn for small business and for taxpayers who bear the brunt of all the over spending!</td>
</tr>
<tr>
<td>Municipal governments have no business regulating benefits. This unfunded mandate is a horrible attack on small business.</td>
</tr>
</tbody>
</table>
The only "change" I’m interested in is getting rid of it, or those in the government who think it's a good idea.

<table>
<thead>
<tr>
<th>Not a good idea</th>
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</thead>
<tbody>
<tr>
<td>Small business should be exempt...</td>
</tr>
<tr>
<td>This is good only if the city will pay for it. It is a burden that will punish small business</td>
</tr>
<tr>
<td>No thanks, not your place. Local government overreach. You’re going to end up causing the shut down of many small businesses if you pass this</td>
</tr>
<tr>
<td>City leaders paid off by big businesses to cripple the small mom and pop shops. Sad.</td>
</tr>
<tr>
<td>Why is San Antonio trying to regulating benefits. What y'all need to focus on important projects and let the federal government focus on this matter.</td>
</tr>
<tr>
<td>SA aka SF in the making....</td>
</tr>
<tr>
<td>Imagine how many people will be lieing about this...also kill small businesses and with all this in play what new businesses with would even consider opening a business in S.A</td>
</tr>
<tr>
<td>Let’s liberalize the city and tank it!</td>
</tr>
<tr>
<td>What does it matter for thebsoold waste workers they never get a day off</td>
</tr>
<tr>
<td>You admit that Austin’s ordinance has been ruled unconstitutional, but you’re going to try it anyway?</td>
</tr>
<tr>
<td>So you want ALL small businesses to go out of business?? Oh, don’t forget to push for $15 minimum wage. Thanks for filling the unemployment lines. 😞</td>
</tr>
<tr>
<td>Please pass this ordinance! So many low income people in this city who don’t have the means to go to work healthily due to systemic oppression and removal of stable resources. There may be people who take advantage, but there are so many who will genuinely benefit from this. So much has already been taken away from low income communities of color, this ordinance can BE one of many steps taken to help these communities reclaim their power.</td>
</tr>
<tr>
<td>Please give all workers the dignity of paid sick time</td>
</tr>
<tr>
<td>Everyone deserves earned paid sick time!!!</td>
</tr>
<tr>
<td>I'm selling my house and moving out of this city asap. You guys are dumber than rocks</td>
</tr>
<tr>
<td>This policy will be totally abused by employees...</td>
</tr>
<tr>
<td>This isn't your lane!!!!</td>
</tr>
<tr>
<td>Less overtime</td>
</tr>
<tr>
<td>Lay offs</td>
</tr>
<tr>
<td>Ignorance</td>
</tr>
<tr>
<td>Shaming</td>
</tr>
<tr>
<td>Sure would be nice to not have to come to work, where I make food for the public, sick with a potentially contagious disease. Can't wait for this to go into effect.</td>
</tr>
<tr>
<td>The Fair Labor Standards Act (FLSA) does not require payment for time not worked, such as vacations, sick leave or federal or other holidays. These benefits are matters of agreement between an employer and an employee (or the employee's representative). Why is the city trying to inject themselves into an agreement between a business and their</td>
</tr>
<tr>
<td>Because they're Leftists. That's what they do. Interfere with the free market and ruin it - then blame the free market.</td>
</tr>
<tr>
<td>Sick leave does matter for someone who are truely out sick.</td>
</tr>
<tr>
<td>An incentive to be appreciated not demanded</td>
</tr>
<tr>
<td>Very Bias survey. Started the process but it was focused on employees, so did not complete.</td>
</tr>
<tr>
<td>Let’s count all the ways our economy has improved through government &quot;intervention&quot; in the private sector:1. It hasn't. No government, regardless of level, has ever done anything as proficient or</td>
</tr>
</tbody>
</table>
efficient as the private sector. The city can’t effectively manage traffic, construction, utilities or any other municipal service but you think you should stick your finger in private businesses?

It means I get to decide who works less hours to pay for the increase in cost.

As an Employer it means paying someone for doing nothing. As an Employee it means you get paid for doing nothing. Not many businesses can survive for long - especially small ones - doing that.

If decent medical insurance was available to everyone, this might not be an issue

This is not something that a municipal government should be doing. This should be up to the State or Federal government. City Council needs to stop trying to use their progressive liberal politics to California our San Antonio.

City needs to leave this alone and put efforts towards crime and all the horrible streets that need attention!!!

It means I was hired by an employer who offers it and wasn't forced by city government to give it.

Time to change out the city council especially the mayor.

you need to tell them about the WEP/GPO. Some will lose their benefits when they apply.

Comments from El Progreso Hall Public Meeting

<table>
<thead>
<tr>
<th>Comment</th>
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<tbody>
<tr>
<td>We need it for our families</td>
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<tr>
<td>Interns should be treated the same as other employees</td>
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<tr>
<td>Best for workers</td>
</tr>
<tr>
<td>We need to respect workers</td>
</tr>
<tr>
<td>Scrap it</td>
</tr>
<tr>
<td>Very anti employers</td>
</tr>
<tr>
<td>Overreach</td>
</tr>
<tr>
<td>Need to have a good set time frame for complaints</td>
</tr>
<tr>
<td>Too hard to implement</td>
</tr>
<tr>
<td>Paid sick. Leave is. A. Basic</td>
</tr>
<tr>
<td>No more delays</td>
</tr>
<tr>
<td>Working people deserve this</td>
</tr>
<tr>
<td>The sick leave ordinance should protect the right for families to be healthy and not fear losing their jobs!! Period</td>
</tr>
<tr>
<td>No more delays! Paid Sick Leave for all working families!</td>
</tr>
<tr>
<td>64 hours</td>
</tr>
<tr>
<td>Employees that don’t live in city but from time to time work in city get the SSL</td>
</tr>
<tr>
<td>Annoying</td>
</tr>
<tr>
<td>Too specific on use terms</td>
</tr>
<tr>
<td>We all get sick occasionally.</td>
</tr>
<tr>
<td>Employee abuse</td>
</tr>
<tr>
<td>Yes working families deserve this benefit</td>
</tr>
<tr>
<td>Human right.</td>
</tr>
<tr>
<td>Due to community input from over 130,000 community signers very little should be changed from the original ordinance as it was largely accepted</td>
</tr>
<tr>
<td>I hope it includes mental health reasons.</td>
</tr>
<tr>
<td>Working families win!</td>
</tr>
<tr>
<td>-----------------------</td>
</tr>
<tr>
<td>Thank you</td>
</tr>
<tr>
<td>This is a power grab by CC</td>
</tr>
<tr>
<td>Big corporation headache</td>
</tr>
<tr>
<td>Administrative headache. 40 hours is a standard elsewhere</td>
</tr>
<tr>
<td>Implement it. Workers make your profits</td>
</tr>
<tr>
<td>Who's working for a non-benefit company</td>
</tr>
<tr>
<td>How do you plan to implement this for companies out of state that have workers in SA? Poorly written and poorly thought out ordinance.</td>
</tr>
<tr>
<td>Part time employees need a baseline. This needs to be a percentage of the total of the full time’s baseline.</td>
</tr>
</tbody>
</table>

| Abuse needs to have accountability against employees |
| working class San Antonians make this city |
| Stay out of Federal Pay Day Laws |
| Waist of human |
| No reason to exempt unions with a CBA. The SSL requirements are a basic floor and shouldn’t be able to be negotiated away for cash by a union. |
| Extreme hardship for small business. |
| Needs to be voted on |
| Too hard to track for part time employees. Already have a robust pto program for full time employees |
| Nonprofits have a big budget hurdle to overcome |
| Financially hurts small business |
| Waste of money |
| Very proactive but will always effect the employers bottom line. Could there be an incentive for employers who comply |
| Good |
| Defend it in court |
| High road fir SA! |

| It should have already been implemented as planned on Aug 1st |
| It hurts small business |
| What are the reporting requirements for businesses and how is this going to be tracked? |
| We can’t let the market take care of it- that’s what people used to say about child labor laws and minimum wage. A civilized society requires paid sick leave for all working families. |
| Ridiculous ordinance |
| Will lead to layoffs |
| Paid sick leave should be available for all workers, and would create more loyal employees |
| paid sick leave is a basic human right |
| Businesses have to make changes in vacation pay to meet the 56 hrs per employee |
| Interns should be treated the same as other workers. |
| This will be a very good thing for SA |
| Allow the employer make the choice if they want to implement this. |
| This will give us healthy families |
| This is a great opportunity to protect workers in the service industry who are the most affected |
The lawsuit filed by big business against the ordinance is meritless - Black-letter wage-hour law in place for more than 60 years makes clear that paid sick leave does not increase the hourly wage. See 29 CFR 778.118.

Don’t be intimidated by business interests. Protect working families
If you can’t afford it as a business owner, you don’t have a viable business!
Parental leave should be part of this
Paid sick leave is a basic human right
It will change our families life for the better
Thinks about families. When someone doesn’t go to work because of an illness and not get paid.
The wait period should be changed back to two years.
This is a public health concern.
Nationalize all major businesses
Keep working families in mind
Congratulations
No more bonuses
We need City Council to publicly support PSL/SSL for ALL workers!
SA should be a decent place for workers
Why was this not placed on ballot?
Put working families first
Morale killer- if company already has PTO to be used by employees for anything (sick and vacation), having a set number of hours to be used for sick leave takes away their say in how they spend their PTO bank. Should be up to employee, not Gov or us
Businesses keeping poor down. They get a write off.
This reminds me of Nam’
This good for our city, our neighbors, and my business.
How is city going to deal with fewer small businesses because can’t afford this.
How prevent employee abuse?
Businesses that already have sick/vacation/PTO policies should be exempt from this ordinance
Inclusive for all
Not a good thing. Small business will surfer.
Survivors need to be able to help themselves w/o fear of losing job
City shouldn’t dictate leave policies
Employees have a choice of employers
Implementation guidance is weak
Other cities benefit from this. Economic growth is proven.
Implementation is too soon
Part time employees should not have same benefit as full time employees
Way too expensive for small businesses
Hurts small businesses that already have tight budgets
This system doesn’t work for the daycare/preschool industry. Without a teacher present, classrooms of children are being effected!
For every employee out, I have to pay 2 people. Employee out and the substitute.
**Comments from TriPoint Public Meeting**

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<tr>
<th>Comment</th>
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<tbody>
<tr>
<td>Administration is impossible</td>
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<tr>
<td>Austin struck down</td>
</tr>
<tr>
<td>Bad idea</td>
</tr>
<tr>
<td>Businesses will leave this city</td>
</tr>
<tr>
<td>City employers voice DONT MATTER</td>
</tr>
<tr>
<td>Costs will have to be passed on to all! Consumers</td>
</tr>
<tr>
<td>Creates a whole new beau acracy</td>
</tr>
<tr>
<td>Curtail the heavy handed rules against employers.</td>
</tr>
<tr>
<td>Destroy local economy</td>
</tr>
<tr>
<td>Exemptions for nonprofits</td>
</tr>
<tr>
<td>How could this happen with NO VOTE</td>
</tr>
<tr>
<td>I hope you all go under</td>
</tr>
<tr>
<td>I think it should be for companies with 25 employees or less</td>
</tr>
<tr>
<td>I think this is great ordinance. It makes employers be good employers and not take advantage of people. It may encourage them to change their work environment to a place people want to work and all will benefit with that, including the employers!</td>
</tr>
<tr>
<td>Is it constitutionally sound?</td>
</tr>
<tr>
<td>No notice affects everyone else working</td>
</tr>
<tr>
<td>Not fair it did not go to a vote</td>
</tr>
<tr>
<td>Not good for small businesses</td>
</tr>
<tr>
<td>Not protect employers</td>
</tr>
<tr>
<td>Please change implementation date. Too soon. Do not have final ordinance yet.</td>
</tr>
<tr>
<td>Please take greater care when answering FAQ’s. Also please combine like answers.</td>
</tr>
<tr>
<td>Remove the 1 per 30 hour policy, make flat days per year.</td>
</tr>
<tr>
<td>Right to work is wrong for the community. Employers able to abuse employees.</td>
</tr>
<tr>
<td>Should exempt nonprofits</td>
</tr>
<tr>
<td>Stop</td>
</tr>
<tr>
<td>Stupid idea</td>
</tr>
<tr>
<td>This cannot be maintained accurately</td>
</tr>
<tr>
<td>This is a horrible ordinate. It is a lynching of small businesses</td>
</tr>
<tr>
<td>This is ridiculous for employers to be bullied into accepting this proposal without a popular vote. It’s unconstitutional!!!</td>
</tr>
<tr>
<td>This should not be applicable to professional staff that choose to work part-time</td>
</tr>
<tr>
<td>This was a waste of time. Pretty much it’s happening you are just checking a box</td>
</tr>
<tr>
<td>This will reduce wages overall</td>
</tr>
<tr>
<td>We will move out of SA</td>
</tr>
<tr>
<td>What is a mental health day? That you just don’t feel like workin?</td>
</tr>
<tr>
<td>What subsidies are being given to businesses of all sizes to bear the costs of implementing and maintaining this policy?</td>
</tr>
<tr>
<td>Why not jist mandate flu shots instead</td>
</tr>
</tbody>
</table>
Will cut city sales tax revenues

Y’all really are terrible (business owners)

Administration is impossible

Austin struck down

Bad idea

Businesses will leave this city

City employers voice DON’T MATTER

Costs will have to be passed on to all! Consumers

Creates a whole new beaucracy

Curtail the heavy handed rules against employers.

Destroy local economy

Employers in this room are trash

Employers suck

Exemptions for nonprofits

How could this happen with NO VOTE

I hope you all go under

I think it should be for companies with 25 employees or less

I think this is great ordinance. It makes employers be good employers and not take advantage of people. It may encourage them to change their work environment to a place people want to work and all will benefit with that, including the employers!

Is it constitutionally sound?

No notice affects everyone else working

Not fair it did not go to a vote

Not good for small businesses

Not protect employers

Please change implementation date. Too soon. Do not have final ordinance yet.

Please take greater care when answering FAQ’s. Also please combine like answers.

Remove the 1 per 30 hour policy, make flat days per year.

Right to work is wrong for the community. Employers able to abuse employees.

Should exempt nonprofits

Stop

Stupid idea

This cannot be maintained accurately
Survey Question: If your business was required to offer sick and safe leave to employees based in San Antonio, what are some of the effects, if any, that it would have on your business?

| Minimal administrative costs associated with communicating the few differences between San Antonio's law and my organization's generous pre-existing policy. |
| Will 1099 all employees |
| Increased operating expenses plus economically fewer companies will be attracted to relocate to San Antonio, TX instead of relocating to other cities without this requirement. |
| It reduces the value I offer without being required. |
| That will also raise my Fica & Payroll liability taxes!!! |
| Cut down on employees. |
| Close Business |
| Shut down |
| Shut down business |
| it would adversely affect many of our customers and vendors; it would drive up our expenses and reduce our ability to pay our people because supply chain increases associated with industries where the Sick Leave Policy as approached would harm the business model. |
| I will have to close the business |
| The cost will reduce my business activities |
| All of the above, plus administrative issues with employees that work both in San Antonio and outside; programming costs associated with third party payroll timekeeping; probable fraud arising from employees calling out sick when not actually sick including at the end of the sick fiscal year to exhaust their hours bank. |
| Inability to ensure proper staffing to operate my business, increased complexity and cost to administer a complicated program with strict rules, rather than a general PTO policy |
| Added complexity to current time off plans, increased operating cost, management of additional plans, educating management, coverage for additional time off, overtime |
| Raising costs to our clients.. |
| In a childcare business the state requires student to teacher ratios when an employee calls in sick then we are required to pay for a childcare sub from Childcare Careers at a daily rate of $110 which this proposal we would have to pay additional costs to pay for the employees safe and sick leave. |
| Would force me to hire more employees than I need, everyone will end up working LESS hours and I will not be able to offer my employees paid healthcare |
| Monitoring nightmare. Effective date as the last day of the year. Almost everyone is on a calendar year. How will this accrue? Why not just have mandatory “PTO” times? As employers we do not ask WHY they are off. If you segregate the days, they we who have PTO policies will have to split up the time between PTO and sick days. How do we handle accrual of two different policies? Software does not handle this type of dual accruals. The survey asks what we could afford. We already pay what we can afford under the PTO policy...yearly....less than one accrual. |
| We will replace Earned PTO time for the Paid sick leave ordinance ; we will be forced to revise our business model, increase pricing to customers, lower wages, reassess private business practices - |
| I project that the ordinance will cost my business an additional $6,000 per year. I will have fewer employees and I will no longer hire high school age employees. |
| This would be an increased administrative burden to track and stay current on. |
| MY MARGINS ARE TOO TIGHT. |
| Administrative burden trying to comply, track hours and administer program. |
| Increased operating expenses. Legal fees, handbook changes, employee/manager training/ expenses to track and monitor and reporting requirements, software changes. We would also most likely be forced to reduce vacation time and or/holiday pay in order to offset the extra expense of additional sick pay requirements. |
Revisit current projections to expand the business and hire additional employees due to overhead expense involved in monitoring and reporting requirements of the paid sick leave program. The tracking requirements would require additional of a full time staff member. We have employees traveling in and out of San Antonio and surrounding suburbs. It is an administrative nightmare to say the least.

It will a huge impact on operating expenses and offer lower wages, which will make us unable to hire and can cost the future of our company

In the construction industry, we are faced with hard deadlines and operating costs are recalculated before entering into a project. If we have to offer PTO to individuals who are only employed seasonally, then we will have to hire more people to get the job done, potentially work them less than expected and we will have to increase our operating expenses in order to do so. This in turn, makes the cost of the project more expensive. This ordinance will only increase the cost of living in San Antonio. PERIOD

A total of $360,000 in loss of production and paid time
increase operations expenses, reduce wages, remove incentives
increased administrative expenses
Increased operational expense, we will pass cost on to employees in removal of other programs we provide, this will not serve the employee.
Increased operating expenses, inability to hire more employees, potential reduced operating hours
Additional administrative oversight as it concerns compliance with the particular requirements of the PSL ordinance (e.g., tracking and displaying the hours on the paycheck, particularly for exempt employees) and the inability to request substantive documentation until after more than three consecutive days of PSL use is likely to be abused.
Reduced flexibility and administrative burden of tracking hours separately, producing "proof" that the reason leave was used related to sick and safe leave. Presently, we only have one bank of time that has the flexibility to be used for any reason, not just sick time. We would have to place parameters around this specific bank of hours and training staff and supervisors how to use it.
Increase in sick days takin
Because my business requires each person to be present for their shift or a substitute in their place, it will greatly impede our ability to have smooth and properly staffed shifts if the mandate allows workers to time off at the last minute with no requirement to provide a replacement.

All of the above. Also by my calculations our employees could take a paid “sick day” about every six weeks and we can’t do a thing about it. We are a small business, being a person short creates more work for everyone else. I know many employees will take advantage.
Increased employee abuse
Increase in absenteeism resulting in higher overtime cost and/or loss of production
Almost all of the above apply and in addition, I am forced to offer paid sick/safe leave, Will no longer offer paid vacation. I have had a continuous ad running for years and cannot staff my business as it is. When people don’t show up we have trouble producing our product And that is every day. People take advantage of any paid time off. It’s amazing how healthy they are when they are not paid for sick leave.
Less employees at work to get the job done when needed
Abuse during holidays and before they quit
We are a weekend operation only. So if an event is happening elsewhere it will give lots of our employee’s incentive to call in and therefore hurting our business and operations.

Being forced to provide unpaid sick and safe leave would actually affect my business in all areas, increased operating expenses, inability to hire more employees, inability to expand business, reduce hours and wages. We are a contractor and getting paid in a timely manner doesn’t happen, therefore there are times we have hold pay so adding an additional expense would just hurt us more than help us, unless the City wants to donate money to us. Or better yet since the city feels it has a right to dictate how I run my business and what benefits I should provide, how about the City purchase my business from me and then they can tell me what to offer my employees.

staff taking off when we need them most
Abuse of attendance and tardiness
Inability to staff business on days that are not favorable by the employee to work. For example Christmas and other holidays. Employees will just call in and say they are sick leaving us no ability to check on the if they are lying or if they are not. And no retribution either way (like reducing hours). If this is enacted we will eliminate our PTO and convert it to the requirement here. Employees are quick to learn the rules and take advantage of them and abuse them. The people that really need the sick leave use their schedule and rework it to get their hours. If this is enacted, it has to have a longer wait period...just like health insurance; it needs to have a 60-90 day wait period.

<table>
<thead>
<tr>
<th>Reduced Staff and loss of productivity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attendance would suffer greater than it already does.</td>
</tr>
<tr>
<td>Pto would be reduced. Currently they can use it for sickness or vacation but if they take a 2 week vacation and then get sick the same year and miss work, the time at home for being sick is unpaid because they already received 2 weeks’ pay while on vacation.</td>
</tr>
<tr>
<td>We already offer 56 hours of sick leave per year</td>
</tr>
<tr>
<td>Increase the costs of our benefits offered. We base our time off accruals on a 35 hour work week. Accruing 40 hours sick leave and 40 hours of vacation per year. City mandated accrual based on 30 hours will cause increased time and expense calculating accruals. Accounting and payroll systems do not allow for differences in accrual basis. Basically the City would cause my company to change and possibly reduce the total benefits provided due to city mandated sick leave hours.</td>
</tr>
<tr>
<td>Inability to provide wage increases and other benefits to oiebtram.</td>
</tr>
<tr>
<td>Increased operating expenses, increased insurance costs, inability to provide raises as hoped to, may need to cut back hours being open.</td>
</tr>
<tr>
<td>Reduced wages, inability to hire more employees, inability to give raises and bonuses, inability to grow the business</td>
</tr>
<tr>
<td>Increased projected operating expenses, thus will have to reduce other benefits offered</td>
</tr>
<tr>
<td>Reduced paid holiday and vacation time. Increased burden of proof requirements (increased cost to the employee) on employees to have sick/safe time approved.</td>
</tr>
<tr>
<td>I simply cannot afford to have vacation time and sick leave. I provide 1 week for every year you work up to 3 weeks at 7 years employment. We already have 5 paid days off. So now that’s 1 month off and 56 hours that’s almost 6 weeks off making employees work 10 and a half months a year? No business can run on 10 and half months. So if approved I will be forced to reduce vacations and wages vacation</td>
</tr>
<tr>
<td>We would lower the amount of Paid Time Off employees currently receive to offset the amount of required Sick and Safe Time we have to provide.</td>
</tr>
<tr>
<td>This form should have allowed to pick more than one effect, hence my list...Inability to hire more Employees, Reduce Operating Hours, Reduce Wages</td>
</tr>
<tr>
<td>Increased operating expenses and reduced wages</td>
</tr>
<tr>
<td>multiple- increased operating expenses, increased employee absences, reluctance to hire more employees and expand, less raises &amp; employee bonuses</td>
</tr>
<tr>
<td>Increased record keeping and change in the way we accrue the paid sick leave. Right now we offer .5 day per month, but they can roll it over and it never expires (used for long-term sick leave/maternity) Cannot be used hourly in order to comply with Federal DOL definitions of salaried employees.</td>
</tr>
<tr>
<td>Reduce paid time off (primarily vacation) to accommodate new policy</td>
</tr>
<tr>
<td>Reducing out very competitive PTO policy</td>
</tr>
<tr>
<td>Less Paid time off to offset any required sick leave. If we have to make a designation.</td>
</tr>
<tr>
<td>All of the above and more that will not benefit employees</td>
</tr>
<tr>
<td>reduction in vacation time</td>
</tr>
<tr>
<td>Reduced holiday pay...reduced vacation time</td>
</tr>
<tr>
<td>This will cause us to have to raise prices to a point that may put us out of business. Or we may need to reduce wages, which will affect the quality of our employees (who teach kids). We already operate on a shoestring budget, but we pride ourselves on paying more than double minimum wage to our employees.</td>
</tr>
<tr>
<td>This ordinance actually limits my employee’s freedoms by forcing certain operating procedures to be in place that weren’t there before. I.e. right now, my employees are free to leave to a doctor’s appointment anytime they want. They don’t have to tell anyone but their manager that they need an hour out of the office, even if that means giving someone else the shift. This is a huge change.</td>
</tr>
</tbody>
</table>

Page | 3
same day at times, and with no reason required. According to this ordinance if we want to be protected as an employer, we would need to track that and note it as an incident to prove we are compliant. That's costly, and limits freedoms, and in our specific company's situation actually means that in order to comply and still be limited from an attempt at abusing this policy from an employee we might just decide to give less freedom and comply, explicitly, with the ordinance. That's good for no one at my company. It's unfortunate. The purpose of this ordinance is great, but right now, it's poorly constructed to achieve its desired outcome without actually limiting freedoms of individuals who do not have a shortage of sick and safe leave freedoms at the present moment.

Reduction of flexible part time positions.

Would have to do away w/PTO for other 30 employees not in San Antonio and only offer sick/safe leave. I cannot offer PTO & sick/safe leave.

It would increase our operating expenses by forcing us to split our current paid time off benefit into two categories and then administratively track those categories to comply with the ordinance (I'd need to hire someone to do that). Additionally, The "sick & safe" category would force our employees to lose some of their current benefits due to this because that category would be conditioned as "use it or lose it" and currently, they are allowed to carry over time that is not used. Also, this will increase our cost as this is not just for full-time employees as you are publically stating. The definition in the ordinance states an employee is “any employee who performs at least 80 hours of work for pay within San Antonio in a year for an employer” -- that is not the definition of what most employers consider a full-time workers. Generally speaking full-time workers are considered to be those that routinely work over 32 hours per week. You are being disingenuous to the public by stating this applies to full time employees only. Because of this, it will certainly increase our cost to cover workers that are seasonal and "as needed" as I will need to offer the benefit to them AND hire more of those workers to help cover those shifts if the original workers call in sick. It’s a vicious cycle that we can't begin to imagine the costs to account for. Lastly, we offer a very generous paid time off program for our employees and we don't appreciate the mandate to change what is working for our business and our employees.

We moved away from calling paid leave either sick or vacation leave several years ago. Making all leave paid time off gave employees more flexibility. The new ordinance reduces the employee's discretion. Our PTO policy is fairly generous and this will require greater administrative effort, and some expense. We support paid sick leave and have offered it for a long time, so for us the ordinance creates more bureaucracy.

Employees may lose their current Paid Time Off Benefit

To assure compliance we will adopt the city ordinance which will result in less net PTO (currently 90 hrs.), but quicker accrual

We changed our PTO policy to carve out a special paid sick time section. Staffs are not impressed. I think the idea is worthwhile, but the mechanics of accruing on 30 hr. work increments is cumbersome. Also, I think this should be done at the state level. Since not all of our employees are in San Antonio, I have to set up different policies depending on where people live/work. We assist people all over the state, so I guess we now have to track how many hours per city our staff work? As a small nonprofit, this is truly an expensive administrative burden. We had a more generous policy to begin with, also, so it's not a benefit to anyone. Not our donors. Not our employees. Not the nonprofit. And least of all our clients that we serve.

Splitting out the paid sick leave from our generous 80 hour PTO would be a burden to track. We offer the generous use of time for any reason scheduled or unscheduled and have never had employees ask for paid sick/safe

I would reduce their paid time off and substitute sick and safe leave

Reducing PTO hours to account for the sick time.

We would be forced to pay for LESS paid holidays to make up for it

Reduction of employee hours will be necessary. Freedom within the workforce to relieve and or bring children to work, after school or special holidays is provided already. Local city government should not police within our businesses when it is not needed.

Reduce paid holidays

We would be forced to move hours from vacation allocations to sick allocations. Employees won't like that.

Reduced wages, hardship to get work done

We offer two weeks of vacation for employees. We wouldn’t be able to do both.
Increased expenses, reduction of holiday and vacation benefits, and potential layoffs

I will have to lay-off the one employee I have as I cannot afford to pay an employee who has 0 productions. I do allow the employee time off whenever they need it though.

We would have to eliminate all our part time and seasonal works. We already pay an above average wage and don’t have room to offer more incentives.

Reduced number of employees and eliminated other leave

Eliminate part time positions; reduce PTO hours to compensate for mandated carry-over provisions

all of the above in addition to reduced number of employees

All of the above, except reduced operating hours. Wouldn’t let me select multiple options. One option you missed is "Possible reduction in the number of employees".

Shut down operations due to Texas HHS and Office of Head Start regulations. Under law we must maintain a teacher-to-student ratio. If too many teachers request off and we can’t deny requests to meet teacher-to-student ratios we may be forced to close operations to the community, children, and parents we serve until we can make the ratio again.

no longer use seasonal/temporary employees. full time employees already get 48 hrs sick leave plus vacation and paid holidays.

It will effect operating expenses, and reduce wages. I will be forced to reduce staffing.

Terminate all part time workers

My business would experience all of the above plus layoffs

We currently offer 80hours PTO earned per year that can be used for sick time or vacation time. Having to offer 56 sick hours will reduce vacation time and restrict our employees of their current options.

reduced number of employees

I would have to lay off some staff to be able to take on the increased expenses.

In fact I would have to let some go

No change. Our PTO policy exceeds the ordinance requirements.

No change

No negative effects.

We are a small hair salon and all our employees are commissioned. They only work when they have clients. They come and go throughout the day a week

We will most likely modify our current PTO program.

Call In (Reduced Call In)

Relocate outside of San Antonio

Relocation to a business friendly environment

No change. We have budgeted and allowed for it.

Would not be able to continue running the business

Move my business out of SA!

Happy Employees.

In addition, reduction in amount of employer sponsored medical costs. (Currently 100%)

the law is discriminatory to businesses that are labor intensive

We are a staffing agency, with a variable staff. The ordinance as written does not account for our business model.

It is not the city’s job to run my business. Period.

all of the above - we cannot afford to give sick pay to part time seasonal employees

At my 4 hair salons, there are typically only 2 employees opening or closing the salon. If one calls in and wants sick leave that day then one stylist is left working on her own. That is a huge safety and security risk. We require 2 stylists in the salon at all times. A Stylist is supposed to find his/her own coverage for a missed shift. If there are no consequences to calling in sick whenever they feel like it, then I am put a greater danger of a stylist working alone who could be hurt, robbed, violated, etc. This policy may be OK for large companies but not for small companies that run on bare minimum of staff. It is extremely unfair to put small business owners in jeopardy when only one stylist is working the salon by themselves and something terrible may happen. We have had drunks come in, people that are high on substance abuse, people that are threatening, etc. This is an unfair
<table>
<thead>
<tr>
<th>Impact</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Policy and does not take into account all types of businesses. I would most likely have to shut down my hair salons because the threat of legal action against me should happen in my salon is just too big of a risk to take.</td>
<td>No change since we already provide paid sick leave.</td>
</tr>
<tr>
<td>Only have 1 part time employee works less than 10 hours he has a full time job so I shouldn't have to pay him if he receives sick pay with his other job</td>
<td>Potential to put small business out of business</td>
</tr>
<tr>
<td>Just not sure, but want to offer sick leave</td>
<td>Only have 1 part time employee works less than 10 hours he has a full time job so I shouldn't have to pay him if he receives sick pay with his other job</td>
</tr>
<tr>
<td>Inability to retain employees</td>
<td>None or nominal</td>
</tr>
<tr>
<td>I am self-employed and when i need help I use contract labor.</td>
<td>I support paid sick leave. Any minimal cost incurred by this will be passed on to the customer.</td>
</tr>
<tr>
<td>Imposition of local government overreach on my ability to conduct business in a manner compatible with state and federal law. Abuse of local &quot;authority&quot; in regulating business operations over which the local government has none.</td>
<td>We would have to separate out sick leave and vacation</td>
</tr>
<tr>
<td>Would have to split their paid time off into vacation and sick time</td>
<td>Would have to split their paid time off into vacation and sick time</td>
</tr>
<tr>
<td>We are considering leaving San Antonio</td>
<td>Move business out of San Antonio</td>
</tr>
<tr>
<td>Would not impact as we already provide more than the minimum requirement.</td>
<td>Impact for PT employees that currently are not eligible for this benefit due to weekly average hours worked</td>
</tr>
<tr>
<td>It is difficult to run a small business and provide all the benefits that larger companies do. This will affect the ability to keep my prices competitive, hire any employees or try to expand my business. As a small woman owned business, my only alternative would be to hire subcontractors as needed. This will certainly harm small business owners.</td>
<td>We offer more PTO that your proposed plan dictates. We like to be consistent with our PTO across all of our divisions.</td>
</tr>
<tr>
<td>We offer 56 hours paid sick leave the city should dictate how many hours an employer must give that should be up to the federal government and state</td>
<td>does not have an impact</td>
</tr>
<tr>
<td>All of the above and the inability to be competitive in the market.</td>
<td>Allowing employees to &quot;Call-in&quot; with impunity will affect customers and other employees</td>
</tr>
<tr>
<td>No direct impact, more diligent monitoring of coverage is all</td>
<td>We offer 56 hours paid sick leave the city should dictate how many hours an employer must give that should be up to the federal government and state</td>
</tr>
<tr>
<td>Our PTO policy covers 90% of our employees except for the 40+ interns we employ through the SAWorks program for eight weeks in the summer and 2-4, 3-4 month interns who work in our policy and government affairs.</td>
<td>No effect</td>
</tr>
<tr>
<td>No effect</td>
<td>other items of the ordinance would affect us</td>
</tr>
<tr>
<td>no effect</td>
<td>Hire more part time employees</td>
</tr>
</tbody>
</table>
**Survey Question:** If your business requires employees to submit verification to receive earned sick and safe time, what are some examples of verification requirements?

<table>
<thead>
<tr>
<th>Requirement</th>
</tr>
</thead>
<tbody>
<tr>
<td>No note required - it's their time as part of their wages.</td>
</tr>
<tr>
<td>Won't happen I DON'T pay for people who DON'T work!</td>
</tr>
<tr>
<td>Note for multi day absences</td>
</tr>
<tr>
<td>Sick and vacation time is equal. Combined for choice</td>
</tr>
<tr>
<td>only request a Doctor’s note when sick time is more than a day or repeated more than 3 x's a month</td>
</tr>
<tr>
<td>A note from the doctors or a verifiable official document</td>
</tr>
<tr>
<td>I don’t require proof. I wouldn’t hire a person if I felt like I couldn’t trust them to be honest.</td>
</tr>
<tr>
<td>N/A, unless they are asking for FMLA</td>
</tr>
<tr>
<td>Medical Provider note if more than 3 days are necessary for PTO</td>
</tr>
<tr>
<td>Evidence</td>
</tr>
<tr>
<td>Note from healthcare provider if more than 3 days.</td>
</tr>
<tr>
<td>If they don’t show up one day and come back the next, there’s no point in asking for anything.</td>
</tr>
<tr>
<td>Note from doctor if more than (3) days.</td>
</tr>
<tr>
<td>Documentation from an authorized source</td>
</tr>
<tr>
<td>Signed affidavit and verbal verification.</td>
</tr>
<tr>
<td>Ask what the time off is for.</td>
</tr>
<tr>
<td>I have been in business for 44 years, and many of my employees are long time staff member and I have gotten to know much of their personal lives, thus I do not need notes and affidavits.</td>
</tr>
<tr>
<td>Discharge paper with date and time (if possible)</td>
</tr>
<tr>
<td>Both of the above, supporting documentation</td>
</tr>
<tr>
<td>nothing</td>
</tr>
<tr>
<td>If out 3 consecutive days, doctors note would be requested</td>
</tr>
<tr>
<td>Doctor’s note, FMLA certifications, ADA certifications, Workers Comp claim documents</td>
</tr>
<tr>
<td>Doctors Release to Work after 3 days sick.</td>
</tr>
<tr>
<td>Illnesses more than 3 days require doctors note</td>
</tr>
<tr>
<td>We don’t require documentation.</td>
</tr>
<tr>
<td>Just a request from the employee.</td>
</tr>
<tr>
<td>We don’t provide sick leave, but paid vacation, which they can use as sick days.</td>
</tr>
<tr>
<td>We only require a doctor’s note if the individual has an unplanned absence because they are sick of longer than three consecutive work days.</td>
</tr>
<tr>
<td>If it's three days or more, we do ask for a reason.</td>
</tr>
<tr>
<td>Either a note from a doctor or if they let me know what is going on, I am able to allow the time off. I don't like your survey because it does not allow me to address many of the relevant issues with this ordinance. If there is no verification then many of my employees will take &quot;pot&quot; or play days while the company pays them.</td>
</tr>
<tr>
<td>This survey is a farce. The amount of hours that an employer can “afford” has nothing to do with the legality, rationality, or wisdom of this ordinance. If employers want good employees they will take care of them or they will leave. Period.</td>
</tr>
<tr>
<td>We require a doctor note for return to work if they are out for more than 3 days.</td>
</tr>
<tr>
<td>Verification only offered after an absence of more than 3 days. Doctor’s note is sufficient.</td>
</tr>
<tr>
<td>We do not. Why is it that your committee to look at this did not include any employers? This is not a cost issue. It is a staffing issue. Being able to staff to meet customers’ needs will be directly impacted by people being able to randomly call in. With employment as low as it is, people can just get paid for not working, then jump to other jobs, earn the sick leave and use it up then jump to another job. You need to make sure there is a longer waiting period so this is not abused. Make the waiting period the same as ACA so you are not giving employers another date to track. Make the rehire dates the same as ACA so we do not have another rehire date to track.</td>
</tr>
<tr>
<td>Well rolled all sick and personal time off together and do not require a note anymore.</td>
</tr>
</tbody>
</table>
we require a return to work letter - no HIPAA data

| Real and confirmed doctors note. We will be calling to verify as fake doctors notes are raging through San Antonio |
| 3 days or more absent - note from med professional, repeated absences right after a day off - note from a medical professional |
| note from Dr., pharmacy, meds bought |
| Since we currently provide 80 hours per year of earned PTO we do not require verification. If a requirement of providing 56 hours of sick time is levied we will require a note from doctors office for any time taken that is not specifically the 24 hours of vacation they are allowed under that plan. The proposed plan removes choice from our employees on how they take time off. Bad plan on the city councils part. |
| Our policies allows us to request if we believe it’s being abused |
| We have paid vacations and bonus programs. We will do away with bonus programs and incentives. STOP MAKING PERSONAL HEALTH ISSUES OUR PROBLEM! This is not a responsibility for us to be burdened with for any reason! We already have to pay for the nonsense of work comp that are mostly from the stupid things employees do, now we have to pay for their personal health issues, INSANE! |
| We only request proof if it’s over 3 days and it can be a note from the doctor |
| An absence of 3 or more days requires a doctor’s note. |
| We do not ask for verification. |
| only proof after 3+ days, doctors note or verification from employee |
Survey Question: If your employer offered earned sick and safe time, what would you use it for?

<table>
<thead>
<tr>
<th>Mental health days</th>
</tr>
</thead>
<tbody>
<tr>
<td>I like it as PRO I can use for whatever reason I need sick, doctor or just me time.</td>
</tr>
<tr>
<td>Take 3 day weekends :)</td>
</tr>
<tr>
<td>Life requirements</td>
</tr>
<tr>
<td>Mental health day</td>
</tr>
<tr>
<td>Orthodontist appt., Asthma and allergy appt. for children</td>
</tr>
<tr>
<td>Emergency vet visits for pets.</td>
</tr>
<tr>
<td>for sick days, last minute trips, and cash it in</td>
</tr>
<tr>
<td>Organ transplant recovery, and follow ups for my chronic illness.</td>
</tr>
<tr>
<td>Illness</td>
</tr>
<tr>
<td>We have all in one PTO bank to use for whatever we want</td>
</tr>
<tr>
<td>I wouldn’t</td>
</tr>
<tr>
<td>Mental health day</td>
</tr>
<tr>
<td>Doc visits and vacation</td>
</tr>
<tr>
<td>Mental health day</td>
</tr>
<tr>
<td>Mental health</td>
</tr>
<tr>
<td>All of the above</td>
</tr>
<tr>
<td>Doctor’s appointments</td>
</tr>
<tr>
<td>Dental care</td>
</tr>
<tr>
<td>Vacation</td>
</tr>
<tr>
<td>Does not apply</td>
</tr>
<tr>
<td>Vacation</td>
</tr>
<tr>
<td>Stay home and work around the house.</td>
</tr>
<tr>
<td>vacation</td>
</tr>
<tr>
<td>I work at a daycare. I would use it to not get the kids there sick. I need the money I have to work. I hate going but it’s them sick or me not eating/paying rent</td>
</tr>
<tr>
<td>Personal health days</td>
</tr>
<tr>
<td>Take mental health days to improve my productivity.</td>
</tr>
<tr>
<td>Why don’t you offer free flu shots so people don’t get sick. Wouldn’t that make more sense?</td>
</tr>
<tr>
<td>well care acupuncture, chiropractic</td>
</tr>
<tr>
<td>Moving to a new residence. Getting my taxes done. Go to the dentist. Take college exams. Things that CANNOT be done on weekends.</td>
</tr>
<tr>
<td>mental health appointments</td>
</tr>
<tr>
<td>Anything regarding my or close family member’s health</td>
</tr>
<tr>
<td>Mental health</td>
</tr>
<tr>
<td>Mental health</td>
</tr>
<tr>
<td>My job is high stress so mental health days are just as important as physical health checkups</td>
</tr>
<tr>
<td>mental health days</td>
</tr>
<tr>
<td>Already covered by PTO</td>
</tr>
<tr>
<td>----------------------------------------</td>
</tr>
<tr>
<td>Mental health stress</td>
</tr>
<tr>
<td>However it would be defined as part of the policy</td>
</tr>
<tr>
<td>Vacation. Exactly an honest answer. If I didn't get sick or need it, of course it would be used for recreation.</td>
</tr>
<tr>
<td>Being able to take off and go to kids events.</td>
</tr>
<tr>
<td>Take care of my child when stuck home from school</td>
</tr>
<tr>
<td>Dental care</td>
</tr>
<tr>
<td>Adoption</td>
</tr>
<tr>
<td>Sleep</td>
</tr>
<tr>
<td>Routine medical/dental appointments</td>
</tr>
<tr>
<td>Anything that FMLA covers</td>
</tr>
<tr>
<td>Mental care from stress of the job and life.</td>
</tr>
<tr>
<td>Parental leave</td>
</tr>
<tr>
<td>Family matters and personal needs</td>
</tr>
<tr>
<td>mental health</td>
</tr>
<tr>
<td>Mental Health Preventative Care</td>
</tr>
<tr>
<td>Bulk PTO is better because they don't have to be told what you are doing with your time.</td>
</tr>
<tr>
<td>I wouldn't use it, we have PTO to cover any instance you cannot come to work.</td>
</tr>
<tr>
<td>menstrual cramps</td>
</tr>
<tr>
<td>Family emergency</td>
</tr>
<tr>
<td>Mental illness therapy</td>
</tr>
<tr>
<td>Time off when I want off</td>
</tr>
<tr>
<td>Mental health days</td>
</tr>
<tr>
<td>My PTO is sufficient for these purposes</td>
</tr>
<tr>
<td>Mental Health Day</td>
</tr>
<tr>
<td>2nd Job because bills</td>
</tr>
<tr>
<td>When I have a common cold, stomach issue I stay at home to prevent passing on to others. Illness is more than broken bones.</td>
</tr>
<tr>
<td>mental health</td>
</tr>
<tr>
<td>Mental health day</td>
</tr>
<tr>
<td>Take my son to doctors when needed</td>
</tr>
<tr>
<td>Go to school events for child</td>
</tr>
<tr>
<td>Family emergency</td>
</tr>
<tr>
<td>I have had this benefit for many years. Fellow employees say, &quot;I have an eye problem. I can't see going to work when I get paid the same to do whatever I want.&quot;</td>
</tr>
<tr>
<td>Don't feel like being at work. To avoid feeling burnt out.</td>
</tr>
<tr>
<td>Relax</td>
</tr>
<tr>
<td>Just time off</td>
</tr>
<tr>
<td>Dental work; death in the family, see</td>
</tr>
<tr>
<td>My employee offers paid sick leave &amp; time off to full time employees only. I am not full-time so I personally do not qualify for paid sick leave/time off.</td>
</tr>
<tr>
<td>Take care of my 4 kids’ medical needs and appointments.</td>
</tr>
</tbody>
</table>
Care for sick loved ones

Vacation

I am a single mother; most of my pto right now goes to taking my kids to do doctor appointments. I have not taken a full week vacation in almost two years because pto is used for any time I need off.

Looking for other employment

Time with family

Attend family emergencies such as a funeral, etc.

Emergency or funeral

Maybe to study for exams mostly. But with 56 hours, I would probably just call in to call in when I can’t get a day off or I don’t feel like going in then I could get paid.

Mental health day

Vacation

going a paid day off work whenever i felt like it

Whatever I want, I earned it

Self-care days

Take care of my children or my parents when needed

If I wanted paid sick leave I would find a job that offered it.

Mental health

I can use my PTO (80 hours per year) for any of the above

Not all illness require to see a Doctor

Tend to my mental health

Help people in need

Mental health

No reason because I already have time off that I can use. SSL will only cause people to want to use it for extra vacation days

Mental Health Days

Whatever I want

Mental break

Family emergency

Inclement weather

Mental health days

I get injury I never get back to job push me out

Personal time, use it or lose it I suppose

Sick leave is combined with personal/vacation time

Any other reason I want

Taking elderly parents to doctor visits

Use of mental state after a death

mental health days - (high stress job)

Mental health day

Pets

Nothing important

You just cost me my job. My employer is going to lay us off and leave the market.
<table>
<thead>
<tr>
<th>Scenario</th>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recovery from childbirth</td>
<td>Rest</td>
</tr>
<tr>
<td>Recover from high-stress events at work</td>
<td>Non-Preventive Care unplanned events (Automobile related)</td>
</tr>
<tr>
<td>With generous PTO plus Extended Illness Benefits, I have both flexibility and a safety net if seriously ill.</td>
<td>I am able to use PTO for medical appointments, vacation, family needs, etc.</td>
</tr>
<tr>
<td>All of the above!</td>
<td></td>
</tr>
<tr>
<td>Out sick</td>
<td></td>
</tr>
<tr>
<td>Pet preventative care</td>
<td></td>
</tr>
<tr>
<td>Fractured foot/torn ligament</td>
<td></td>
</tr>
<tr>
<td>Take care of my mental health</td>
<td>I have a weak immune system so it's harder for me to get over sickness so I would use the time to get better</td>
</tr>
<tr>
<td>Mental health</td>
<td>none of the above</td>
</tr>
<tr>
<td>Anything else related to sick or even safe time</td>
<td>vacation</td>
</tr>
<tr>
<td>Preventive care for &amp; attend to a sick pet</td>
<td>I wouldn't. It's an unfair burden to employers that will have a negative impact on jobs and growth in San Antonio.</td>
</tr>
<tr>
<td>I’d use my wellness leave. This is too much leave being offered. Employees are needed to offer services, too much leave equals short staffing and stressful work environments.</td>
<td>Vacation, mental days, be involved in the community, attend community meetings or programs I want to participate and only offer during the day and during the week, professional development</td>
</tr>
<tr>
<td>I choose to decline sick leave. There is no place to provide comments about my job here. I make more money by declining sick leave.</td>
<td>Work around the house</td>
</tr>
<tr>
<td>Being sick</td>
<td></td>
</tr>
<tr>
<td>Mental Wellness time off</td>
<td>I would save them up for vacation.</td>
</tr>
<tr>
<td>not interested</td>
<td></td>
</tr>
<tr>
<td>recreation, vacation, home repair</td>
<td></td>
</tr>
<tr>
<td>Don't feel like working that day &quot;Mental Health Day&quot;</td>
<td>I wouldn’t</td>
</tr>
<tr>
<td>vet appointment</td>
<td></td>
</tr>
<tr>
<td>Already Offer</td>
<td></td>
</tr>
<tr>
<td>vacation</td>
<td></td>
</tr>
<tr>
<td>Rest.</td>
<td></td>
</tr>
<tr>
<td>Mental health</td>
<td></td>
</tr>
<tr>
<td>Sickness</td>
<td></td>
</tr>
<tr>
<td>parents doctor’s appointments</td>
<td></td>
</tr>
<tr>
<td>-----------------------------</td>
<td></td>
</tr>
<tr>
<td>Anything I want</td>
<td></td>
</tr>
<tr>
<td>Rest and mental health day/therapy</td>
<td></td>
</tr>
<tr>
<td>None of the above, as I don't need paid time. I'm proud and considerate enough to not ask for payment.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>I do not expect my employer to pay me to get well or to care for a family member. This is my responsibility, not my employer’s.</th>
</tr>
</thead>
<tbody>
<tr>
<td>I would use it all</td>
</tr>
<tr>
<td>my business, not yours</td>
</tr>
<tr>
<td>Combination of above</td>
</tr>
<tr>
<td>There is so much leeway in the way the policy is written that many people would use it for reasons other than what you have listed above</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>anything medical or dental including immediate family</th>
</tr>
</thead>
<tbody>
<tr>
<td>mental health day</td>
</tr>
<tr>
<td>Take time off with my family</td>
</tr>
<tr>
<td>Would not need to use it because of the PTO that we have</td>
</tr>
<tr>
<td>Personal sanity time</td>
</tr>
<tr>
<td>Helping her even more since she's a little old lady.</td>
</tr>
<tr>
<td>I don’t think we should get any more time off this will affect raises and bonuses</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Vacation</th>
</tr>
</thead>
<tbody>
<tr>
<td>extended vacations</td>
</tr>
<tr>
<td>Highly doubtful that I would ever use it</td>
</tr>
<tr>
<td>Would not use it</td>
</tr>
<tr>
<td>Vacation</td>
</tr>
<tr>
<td>Sleep</td>
</tr>
<tr>
<td>Would probably hardly ever use it</td>
</tr>
<tr>
<td>I don't believe in paid sick leave</td>
</tr>
<tr>
<td>Anything I need to take time off to do</td>
</tr>
<tr>
<td>vacation</td>
</tr>
<tr>
<td>None of the above</td>
</tr>
<tr>
<td>Would</td>
</tr>
<tr>
<td>This survey is poorly designed and biased</td>
</tr>
<tr>
<td>Not go to work when I feel like sleeping in</td>
</tr>
<tr>
<td>Vacation</td>
</tr>
<tr>
<td>Parental leave</td>
</tr>
<tr>
<td>VACATION</td>
</tr>
<tr>
<td>drug and alcohol abuse</td>
</tr>
<tr>
<td>i wouldn't use it</td>
</tr>
<tr>
<td>Calling in sick when I would rather go to the beach or lake with my friends. And then I can still get paid for it! Win-win!</td>
</tr>
<tr>
<td>This whole concept is stupid</td>
</tr>
</tbody>
</table>
I do not use sick leave often - when I have had it before, I have lost the time due to non-use.

I wouldn't use it.

This is what PTO should be used towards - all of above.

Not applicable

I earn PTO so I would not use it.

Menstrual issues
Survey Question: If your employer does not offer earned sick and safe time, what are some of the costs to you as an employee?

<table>
<thead>
<tr>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>my company is flexible and would allow me to take off</td>
</tr>
<tr>
<td>In customer-facing position, it spreads the sickness</td>
</tr>
<tr>
<td>Poor mental health</td>
</tr>
<tr>
<td>Nothing my PTO covers it. I have good PTO which I like best</td>
</tr>
<tr>
<td>Use vacation days earned</td>
</tr>
<tr>
<td>None; I have a comprehensive PTO plan</td>
</tr>
<tr>
<td>Disciplinary action for calling in</td>
</tr>
<tr>
<td>Unable to attend appointments for myself and children</td>
</tr>
<tr>
<td>Mental stress</td>
</tr>
<tr>
<td>I make the time so my wage doesn’t suffer.</td>
</tr>
<tr>
<td>If too many days taken grounds for termination regardless on reason</td>
</tr>
<tr>
<td>My employer takes care of me.</td>
</tr>
<tr>
<td>Lose my job due to abandonment</td>
</tr>
<tr>
<td>Lost vacation time. Any time away from work requires I use my vacation time</td>
</tr>
<tr>
<td>Possible loss of employment if no PTO available</td>
</tr>
<tr>
<td>No time to do anything, always working and schedule always changes around last minute so it’s hard to schedule anything</td>
</tr>
<tr>
<td>Spreading germs with coworkers and customers.</td>
</tr>
<tr>
<td>Loss of wages</td>
</tr>
<tr>
<td>job loss</td>
</tr>
<tr>
<td>Have to use personal time as sick time</td>
</tr>
<tr>
<td>None. I have paid time off for that</td>
</tr>
<tr>
<td>Loss of PTO hours to make up for time not worked</td>
</tr>
<tr>
<td>These were things lost at an old employer. My current one offers pro/sick to be used without question.</td>
</tr>
<tr>
<td>70 hours not entitled to sick leave</td>
</tr>
<tr>
<td>Inability to keep my job. My employer will move my position to another market if you do this.</td>
</tr>
<tr>
<td>Would need to use vacation time</td>
</tr>
<tr>
<td>More urgent care visits due to timing</td>
</tr>
<tr>
<td>Sacrificing my only days off to do things like moving to a new home, take exams for online classes at school that have required in person attendance</td>
</tr>
<tr>
<td>Anything regarding my or close family member’s health</td>
</tr>
<tr>
<td>None. I would use pto</td>
</tr>
<tr>
<td>Lost income while taking care of those things, more incentive to stay healthy and productive.</td>
</tr>
<tr>
<td>Inability to recover from mental health stress</td>
</tr>
<tr>
<td>Dip into vacation hours</td>
</tr>
<tr>
<td>I work for a flexible employer so this is not an issue</td>
</tr>
<tr>
<td>If I don’t work I have to use up my vacation time for medical or family reasons</td>
</tr>
<tr>
<td>Yes, if no paid time (of any kind is offered, sometime would be valuable) but if you get PTO of any kind it’s your responsibility to plan to save some for emergencies of this kind.</td>
</tr>
<tr>
<td>Issue</td>
</tr>
<tr>
<td>----------------------------------------------------------------------</td>
</tr>
<tr>
<td>I can get things done, I just can’t do them if I need my wages more</td>
</tr>
<tr>
<td>PTO is used as sick if we want so same as previous reasons</td>
</tr>
<tr>
<td>Adoption</td>
</tr>
<tr>
<td>Stress induced psychosis</td>
</tr>
<tr>
<td>None. If I want sick leave I would go to a job that offers it without the assistance of the government.</td>
</tr>
<tr>
<td>Adoption</td>
</tr>
<tr>
<td>Stress induced psychosis</td>
</tr>
<tr>
<td>None. If I want sick leave I would go to a job that offers it without the assistance of the government.</td>
</tr>
<tr>
<td>Inability to work with a clear mind</td>
</tr>
<tr>
<td>Safety is my personal responsibility.</td>
</tr>
<tr>
<td>Inability to avoid spreading infectious diseases</td>
</tr>
<tr>
<td>Get an occurrence for missing a day</td>
</tr>
<tr>
<td>None have short or long term coverage</td>
</tr>
<tr>
<td>Inability to stay with the employer.</td>
</tr>
<tr>
<td>The time they offer is not enough and this affects me because then I’m penalized for calling in</td>
</tr>
<tr>
<td>End up going to work sick and potentially spreading colds and flu because I cannot afford to take off when my child and I are sick</td>
</tr>
<tr>
<td>Standard earned time off used unless proper notification not given, then all of the above.</td>
</tr>
<tr>
<td>None have short or long term coverage</td>
</tr>
<tr>
<td>Inability to stay with the employer.</td>
</tr>
<tr>
<td>The time they offer is not enough and this affects me because then I’m penalized for calling in</td>
</tr>
<tr>
<td>None really. It’s like most anything else. I work and get paid for the time I work.</td>
</tr>
<tr>
<td>None, we have blanket PTO for anything.</td>
</tr>
<tr>
<td>None, we have General PTO which I would rather have than “sick leave”</td>
</tr>
<tr>
<td>Safety is my personal responsibility.</td>
</tr>
<tr>
<td>Safety is my personal responsibility.</td>
</tr>
<tr>
<td>Inability to work with a clear mind</td>
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<tr>
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<tr>
<td>Inability to avoid spreading infectious diseases</td>
</tr>
<tr>
<td>Get an occurrence for missing a day</td>
</tr>
<tr>
<td>None have short or long term coverage</td>
</tr>
<tr>
<td>Inability to stay with the employer.</td>
</tr>
<tr>
<td>The time they offer is not enough and this affects me because then I’m penalized for calling in</td>
</tr>
<tr>
<td>personal time off (PTO) has to be used</td>
</tr>
<tr>
<td>End up going to work sick and potentially spreading colds and flu because I cannot afford to take off when my child and I are sick</td>
</tr>
<tr>
<td>To take days to fix my son’s Medicaid’s</td>
</tr>
<tr>
<td>Coming to work and doing my job poorly, making mistakes that could be costly to my employer in the long run, because I was too sick or injured to do my job properly.</td>
</tr>
<tr>
<td>We get 24 hours a year for dr. appointments it is call wellness leave. That doesnt cover me if I am to have surgery. Or if my child or family member gets ill and I am primary care giver they do not a lot for this.</td>
</tr>
<tr>
<td>use vacation time and receive disciplinary points</td>
</tr>
<tr>
<td>None. PTO</td>
</tr>
<tr>
<td>Dental work; death in the family</td>
</tr>
<tr>
<td>I am an hourly employee so if I do not work I won't get paid for that day.</td>
</tr>
<tr>
<td>Care for sick loved one</td>
</tr>
<tr>
<td>Bills add up poverty</td>
</tr>
<tr>
<td>Inability is the wrong word in my situation. Since I at least get pto. But I definitely have to pick and choose when and which doctor appointment I can make, for both my children and I.</td>
</tr>
<tr>
<td>Mental stress</td>
</tr>
</tbody>
</table>
None; I have PTO and it works fine; I don’t want to have paid sick time and jeopardize my PTO

I’m not sure it costs me anything, I’m part time, so I just ask off if I need to do something. I’m ever sick and I have

none - i chose a job that pays me when i work because it’s what i like to do

my employer handles case by case basis

Loss of job for taking off when scheduled to work

It results in loss of money from the company. If i am sick I’m not at my best and cannot perform with the amount of effort i know i can.

I just lost wages.

If I wanted paid sick leave I would find a job that offered it.

Using vacation days to tend to sick children.

My job is secure; If I am ill they send me home and still pay me.

At will job they will let me go

Missing work w/o getting paid will also give you hardships to pay other Bill’s such as utilities.

Have to use paid time off for appointment and any recovery time if needed

inability to address mental health issues

Lack of additional time off for planned vacations or "burn out" prevention days

N/A SSL is a benefit not a mandate

I would have to use my vacation time.

Use vacation days to take time off from work

I use pto so nothing lost

Lost vacation time; I save it for this use

Have to use PTO

Work sick or get a write up for missing work

None, use regular paid time off

Physical/emotional burnout

It’s not fear lost job get injury

Personal time

PTO replaces sick leave

My employer gives everyone 24 hours to use as they please. Sick or pleasure

I make up my time by not taking lunch for medical

Could make it up

I have had my job for almost 20 years. Did you ever consider this facet when you dreamed this up?

Getting my coworkers sick. It should be against health code for service workers and health care workers to work with a contagious virus or infection

N/A, we accrued time off, and personal Pay days.

Use PTO meant for vacation or holiday pay for recover from illness or surgery.

n/a- I am content with what the agency provides. I consider it a gift. I do not expect it.

All would be affected!
<table>
<thead>
<tr>
<th>Pet preventive care, Pet health emergencies</th>
</tr>
</thead>
<tbody>
<tr>
<td>None I have PTO</td>
</tr>
<tr>
<td>i work less so that i have time to take care of preventative care and just rest more.</td>
</tr>
<tr>
<td>They offer flex time</td>
</tr>
<tr>
<td>More coworkers are able to have jobs.</td>
</tr>
<tr>
<td>no paid vacation</td>
</tr>
<tr>
<td>Inability to care for a sick pet</td>
</tr>
<tr>
<td>No loss.</td>
</tr>
<tr>
<td>Lost wages, and recovery only if PTO is exhausted</td>
</tr>
<tr>
<td>I’d go back to school and look for a better job with benefits. I’d try harder to provide.</td>
</tr>
<tr>
<td>It wears you down and shortens your life span</td>
</tr>
<tr>
<td>My employer offers paid sick leave but I choose not to take it. I make more money with fewer benefits.</td>
</tr>
<tr>
<td>This is a dumb idea.</td>
</tr>
<tr>
<td>I work part time and have zero benefits</td>
</tr>
<tr>
<td>It doesn’t set me back because as a responsible adult I can manage my own finances and put back an emergency savings fund by living well within my means.</td>
</tr>
<tr>
<td>No cost to me. Use vacation time. Can use short term disability if longer</td>
</tr>
<tr>
<td>None. I just show up for work.</td>
</tr>
<tr>
<td>NONE The employer should not be forced to offer sick leave. If needed, I could go to another job that did offer it. I don’t want the cost of goods or services to increase and they will if companies are forced to provide sick leave.</td>
</tr>
<tr>
<td>Nothing - we already get more than 18 days a year of paid time off</td>
</tr>
<tr>
<td>Already offer</td>
</tr>
<tr>
<td>None. Because as a responsible adult i would make the required changes or find a new job</td>
</tr>
<tr>
<td>This survey does not give a space for comments. I believe the government (at any level) should not impose its will upon business. Benefits should be given by responsible employers but should not be mandated by law.</td>
</tr>
<tr>
<td>None. Paid time off covers all needs.</td>
</tr>
<tr>
<td>Inability to work because chronically ill child</td>
</tr>
<tr>
<td>None, I use my PTO</td>
</tr>
<tr>
<td>Lose pay IF I can’t accommodate my needs on off time. Sometimes they let me make up the time another day.</td>
</tr>
<tr>
<td>I don't have any issues noted above.</td>
</tr>
<tr>
<td>Seek safety and shelter? What an abuse of employer generosity. If you don’t like the benefits, find another job! It’s an abuse of employer generosity. If you don’t like your benefits, get another job.</td>
</tr>
<tr>
<td>If I want an employer who offers sick leave, then I need to go find one. I do not need SA Mayor and City Council to get involved.</td>
</tr>
<tr>
<td>I am a part time employee</td>
</tr>
<tr>
<td>None, as we have a PTO time off plan that covers sick as well as vacation</td>
</tr>
<tr>
<td>Inability to manage life/work</td>
</tr>
<tr>
<td>Inability to stay in business</td>
</tr>
<tr>
<td>I have to use vacation time if I’m sick</td>
</tr>
<tr>
<td>we get two weeks a year for vacation and Sick time... that more than enough time</td>
</tr>
<tr>
<td>None - I have sick leave</td>
</tr>
<tr>
<td>I would take PTO if I was so sick I couldn’t come to work</td>
</tr>
<tr>
<td>None - My employer is small. They allow me to take off when needed and I just make up the time.</td>
</tr>
<tr>
<td>Use vacation time I would probably lose anyways</td>
</tr>
<tr>
<td>Quit trying turn this country socialist!</td>
</tr>
<tr>
<td>Wouldn’t use it</td>
</tr>
<tr>
<td>This survey is poorly designed and biased</td>
</tr>
<tr>
<td>I have to schedule appointments for when I am not working -- like an adult</td>
</tr>
<tr>
<td>None. I’m offered PTO</td>
</tr>
<tr>
<td>None. PTO works just fine for medical needs.</td>
</tr>
<tr>
<td>cannot recover from drug and alcohol abuse</td>
</tr>
<tr>
<td>I have vacation time that I have used if necessary</td>
</tr>
<tr>
<td>This whole concept is stupid</td>
</tr>
<tr>
<td>Not sharing here</td>
</tr>
<tr>
<td>Not applicable, I earn a minimum of 3.38 hours per week of PTO.</td>
</tr>
</tbody>
</table>
Survey Question: If your employer requires employees to submit verification to use earned sick and safe time, what are some examples of verification requirements that you have had to submit?

NO PROOF FIRST 2 DAYS - DOCTOR’S NOTE AFTER 3RD DAY

3 days requires a Doctor’s note

Doesn’t require

For more than 2 consecutive days of illness if all PTO has been used

Doesn’t offer

I don’t have safe sick time. I just lose money. And sometimes a write up if it was an emergency call in. Because of short notice. Like when I had to take my daughter to the hospital for fever. I was written up for short notice

Employee does not offer paid sick leave

Not offered

Doctors Note after three days of leave

Notify in advanced

Even though we do not get paid sick leave we still have to take a doctor’s note and will only be accepted and we will be out for 5 or more days or else we risk going on a step up to losing our job

Police reports and court papers

My employer does not offer paid sick time, but I’ve been required to submit a doctor’s note for more than 2 consecutive days of missed work

DRs note only at jobs that asked. My current employer does not ask for verification.

I always provide my doctor’s excuse even if don’t ask for it.

No sick leave, must use PTO. Unexcused absence. Methodist Hospital - nurses can’t be sick.

breath test

None - it’s my time to take off as I see fit. My employer recognizes me as a full human being and doesn’t treat me like a child asking for doctor’s notes, verification, etc.

if not out for three continuous days, no proof needed

FMLA

Just call in and talk to my friendly employer

Written request through notice of leave form

N/a but I believe it should be substantial evidence to prevent misuse

Does not offer sick leave

Must put in at least 3 business days in advance for personal time off and it must be approved.

Does not require

Personal request. Not paid.

Urgent care bill

FMLA

Forms filled out by doctor.

Only required if absence is >3 days

None unless we go over or allotted time
None because my company values my right to privacy and offers broad PTO
My employer does not accept any form of doctor note etc.
There should be no verification required. Many people don’t have healthcare insurance and can’t Afford to seek medical attention. Many people like me purchase over the counter medication or try home remedies. Staying home to care for ourselves since we don’t have the funds to seek professional medical attention.

Reasons to use sick leave is not a requirement to provide. This information is to be kept confidential.

Proof of death in the family
I believe for full-time employees after a calling out sick a certain number of days in a row a doctor’s note is required. I am unsure of the number of days as I am not full-time and so do not qualify for paid sick leave.

Doesn’t
NOT OFFERED
If I wanted paid sick leave I would find a job that offered it.
Doctor’s note required if absent for >3 days.
My employer forced me to provide a note from my obgyn to confirm the death of my unborn child. It was a terrible experience and having to come back here makes me sick to my stomach every day. No one else that I know of has been asked for a note that a family member died for them to take time off, but I was hounded to provide proof of a miscarriage. Humiliating.
Show up to work sick so they can see you are sick
Not required but because of those that take advantage we should have to have verification with doctors note and affidavit. For part timers only
My word
Hospital Records which is way to personal!
Only allowed to use it with fmla once you will be out for more than 3 days
They pick and choose who exactly has to bring this things because there is favoritism and unfairness in the work place
After being off more than two days.
Doctors note if more than 2 days
My work place requires a doctor’s note if we need to call in sick even though we don’t have paid sick leave! This causes us to lose wages and also incur sometimes unnecessary medical costs.
After 3 days doctors note required
No because not paid
Only if absent more then 3 days
Submit doctor note after 3 consecutive days
Don’t have sick leave
Leave has to be approved by doctor
No sick leave available
Pictures
Had doctor’s note still didn't get payed.
I have been terminated even with a letter from the VA for my appointment.
This is against HIPAA unless very generic
Formulario de la compañía y aún así la deniegan
Only required for extended illness - dr. note and/or FMLA forms to HR
Only if I use all of the available PTO, then the agency would require a medical note or I could apply for FMLA.
Called in sick.
Work status report
Receipt of medicine and/or some type of correspondence from someone that can validate the earned sick and safe time
does not offer any type of sick leave
Write a note or provide memo.
doctor note required after 3 consecutive days of sick leave
family medical leave act requires application form and a likely possible denial to care for a family member

If I used sick leave I would be required to have a doctors excuse. Since I don’t have sick leave this is not required.

Nothing
not required
If out for unscheduled time off for more than 3 days need dr note
It has to be over 5 days
Only if you are out more than three consecutive days do you have to provide a doctor’s note.

Not required.
if calling in doc required for more than 1 day
when absent more than 2 shifts, verification
It's just a courtesy to bring a doctor’s note
Release to work
Just ask for it
appointment card
I have used unpaid leave of absence to recover from a surgical procedure
If employee is out more than three consecutive days, need a doctor’s note to reenter the building

They don’t require verification
Only for 3 days or more
My employers don’t pay me when I don’t work as it should be.
This whole concept is stupid
Varies
APPENDIX B: DEMOGRAPHIC QUESTION RESPONSES

Q23 What industry are you employed in?

[Bar chart showing responses to the question about the industry of employment.]

- Other (please specify): 17.78%
- Health Care and Social...: 13.00%
- Retail Trade: 7.98%
- Professional, Scientific a...: 7.85%
- Construction: 7.66%
- Finance and Insurance: 7.04%
- Accommodation and Food...: 6.72%
- Educational Services: 6.60%
- Manufacturing: 4.30%
- Administrative and Support: 4.71%
- Transportation and Warehousing: 3.02%
- Arts, Entertainment...: 2.58%
- Public Administration: 2.45%
- Information: 2.07%
- Real Estate and Rental a...: 1.51%
- Management of Companies an...: 1.19%
- Utilities: 1.01%
- Wholesale Trade: 0.94%
- Mining, Qua"...: 0.69%
- Agriculture, Forestry,...: 0.19%
- Waste Management a...: 0.13%
Q26 What is your race and/or ethnicity? Select all that apply
Q24 What is your age?

Q25 What is your gender?