ESST Options

No Ordinance

Voluntary Compliance
Includes an education piece; perhaps includes a minimum standard to contract with the city or some offer of full disclosure of policy.

Basic Policy
Ordinance requires employers to provide some minimum amount of ESST leave.

Full Policy
Ordinance requires strict mandates for ESST coverage.
Which employees are covered?

All Employees

OR

Some Combination of:
- Full time
- Part Time
- Seasonal
- Temporary
- Interns
- Domestic Workers
- Independent Contractors
- Casual Employees
- Those covered by Collective Bargaining Agreements
- Student Workers
Which Employers are Covered?

All employers including non-profits with a physical location in the City Limits of Duluth

Factors by Which Employers may be Excluded

- **Size:** # of Employees
  - Fewer than 10
  - Fewer than 50
  - More than 50

- **Revenue Model:** Based on formula of profitability per employee

- **Government Employees**

- **Independent Contractors** (one person companies)
When does an Employee begin to Earn ESST?

- Date of Hire
- 30 days after employment
- 173 hours worked after date of hire (1 month)
- 6 months after date of hire
- 1 year after date of hire
When may an employee begin to use ESST?

- Immediately upon earning
- 30 days after beginning to earn
- 90 days after beginning to earn
- 180 days from beginning to earn
How much earned at what rate?

- 1 hour for 30 hours worked
- 1 hour for 40 hours worked
- 1 hour for 80 hours worked
- Tiered System where size of business would determine how much earned at what rate
Would there be an Annual Minimum on Earning ESST?

- No cap
- Cap at 24 hours
- Cap at 48 hours
- 80 Hours for Full Time (pro-rated part time)
Would Employees Rollover ESST Hours Into New Year?

- No Carry Over
- 24 hour Carry Over
- 40 Hour Carry Over
- 80 Hour Carry Over
- Carry Over Could Increase with Longevity
If Hours Carry Over, Would there be a Cap on Annual Usage?

- No Cap
- Usage Cap is Same as Annual Accrual Cap
- Usage Cap is Annual Accrual Cap at % of Carry Over Amount
Enforcement

- Complaint Based
- Educational and Incentive-based
- Annual Reporting with Audit
Enforcement Entity

- A Commission
- City Attorney’s Civil Division
- Administrative Unit within City Government
- City Contracts out for Services
Timeline: From when ordinance is passed to effective date

- Grace Period of 6 Months
- Grace Period of 12 Months
- Grace Period for 1st day of Next Calendar year after Ordinance Passed
- Tiered Grace Period depending on Size of Business
### Definitions

<table>
<thead>
<tr>
<th>Category</th>
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<tbody>
<tr>
<td>Self</td>
</tr>
<tr>
<td>Spouse/Partner</td>
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<tr>
<td>Children: Step Foster</td>
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<tr>
<td>Grandparents and Grandchildren</td>
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<tr>
<td>Siblings</td>
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<tr>
<td>In-Laws</td>
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<tr>
<td>Household Members (live in home, e.g. roommate)</td>
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<tr>
<td>Chosen Family</td>
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<tr>
<td>In Loco Parentis</td>
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Definitions from Women's Economic Security Act
Public Health Concerns

Can ESST Be Used to Take Time off to attend to a public health related closure: Schools, Daycare, Adult Foster Care etc. Facilities?
Other Questions

Can ESST be used for Bereavement?

Can ESST be used for bonding time with a new child?