

# ESSL 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 ESSL leave.

## Full Policy

Ordinance requires mandates for ESSL coverage.

# Which employees are covered?

All Employees

OR

Some Combination of:

Full time

Part Time

Seasonal

Temporary

Interns

Domestic Workers

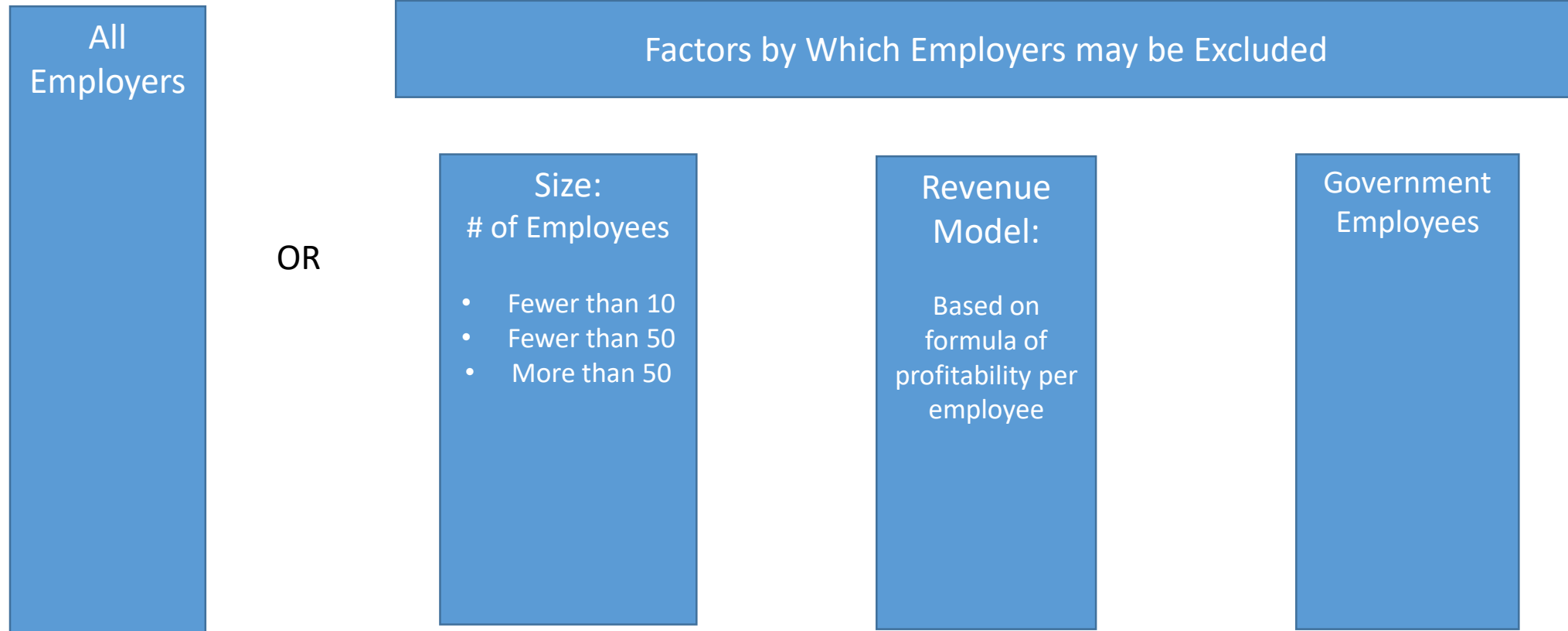
Casual Employees

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*



# When does an Employee begin to Earn ESSL?

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 ESSSL?

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?

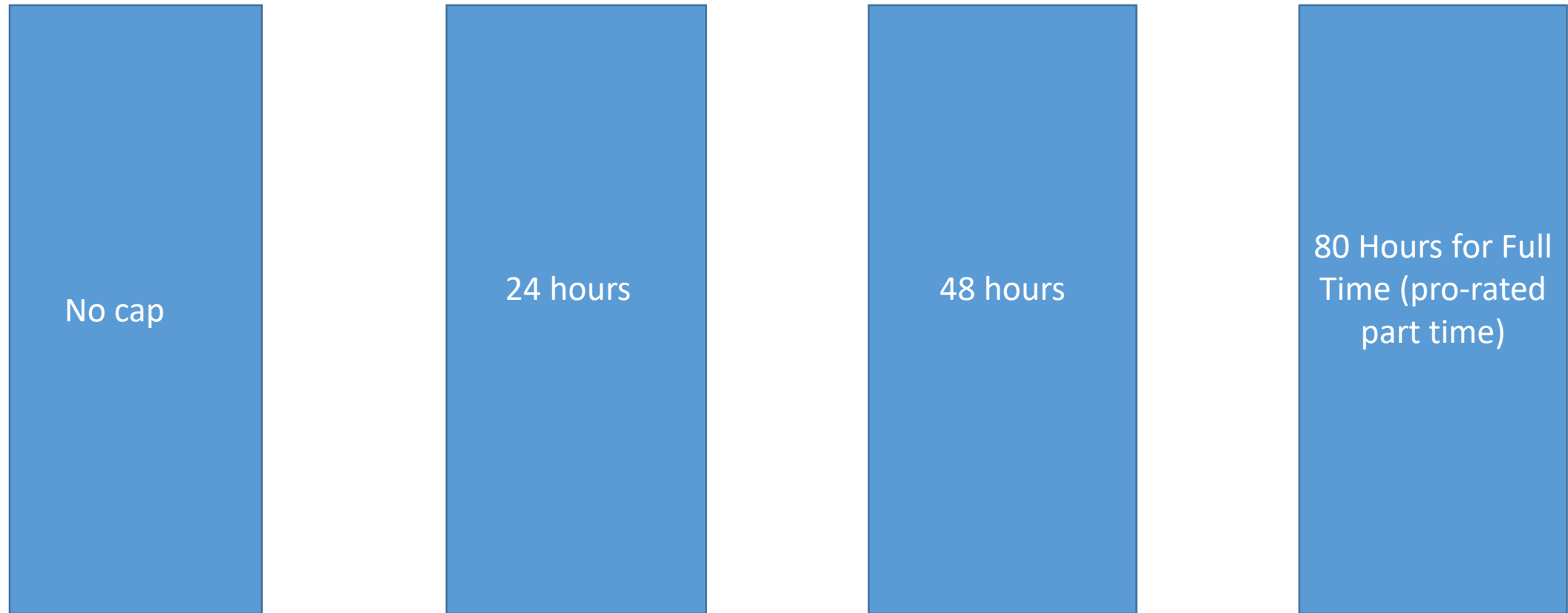
1 hour for 30  
hours worked

1 hour for 40  
hours worked

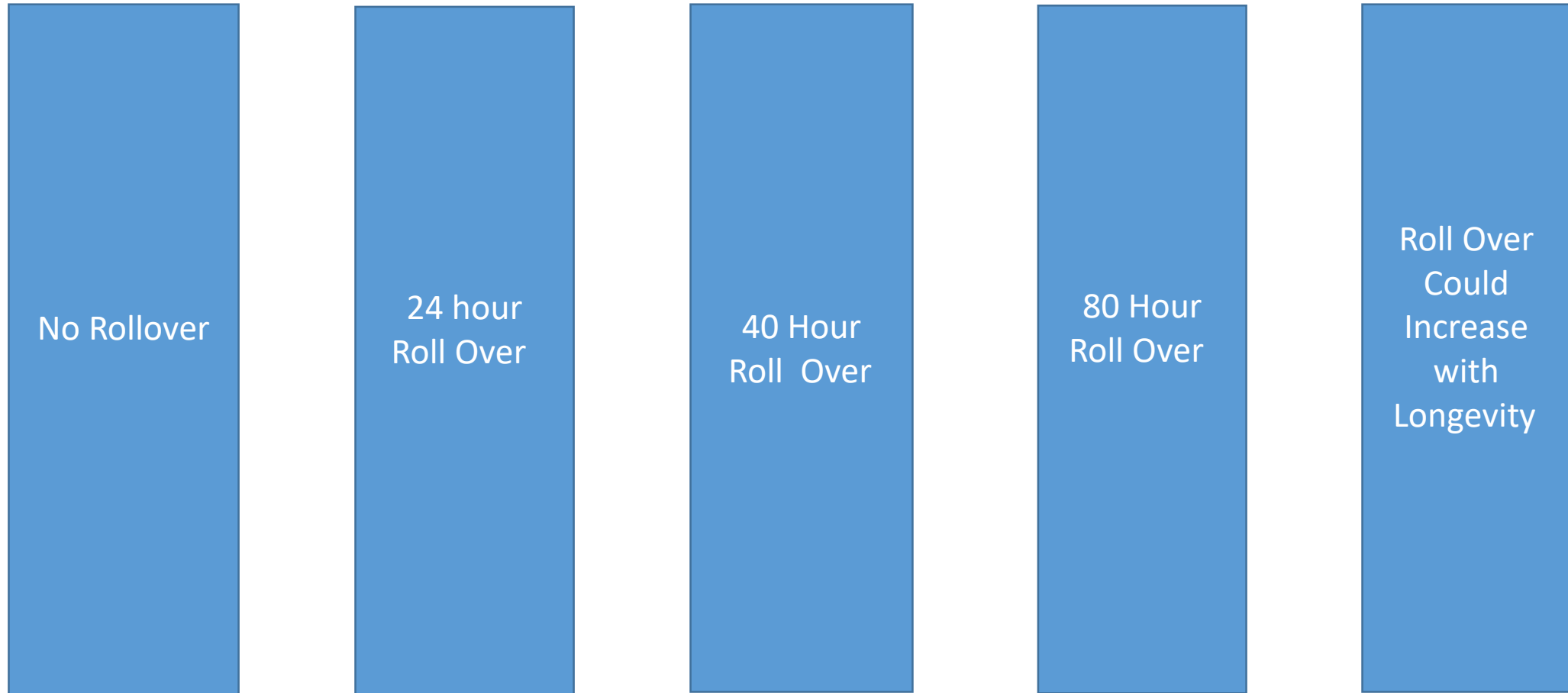
1 hour for 80  
hours worked

Tiered System  
where size of  
business would  
determine how  
much earned at  
what rate

# Would there be an Annual Minimum Earning of ESSSL?



# Would Employees Rollover ESSL Hours Into New Year?





# If Hours Roll 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

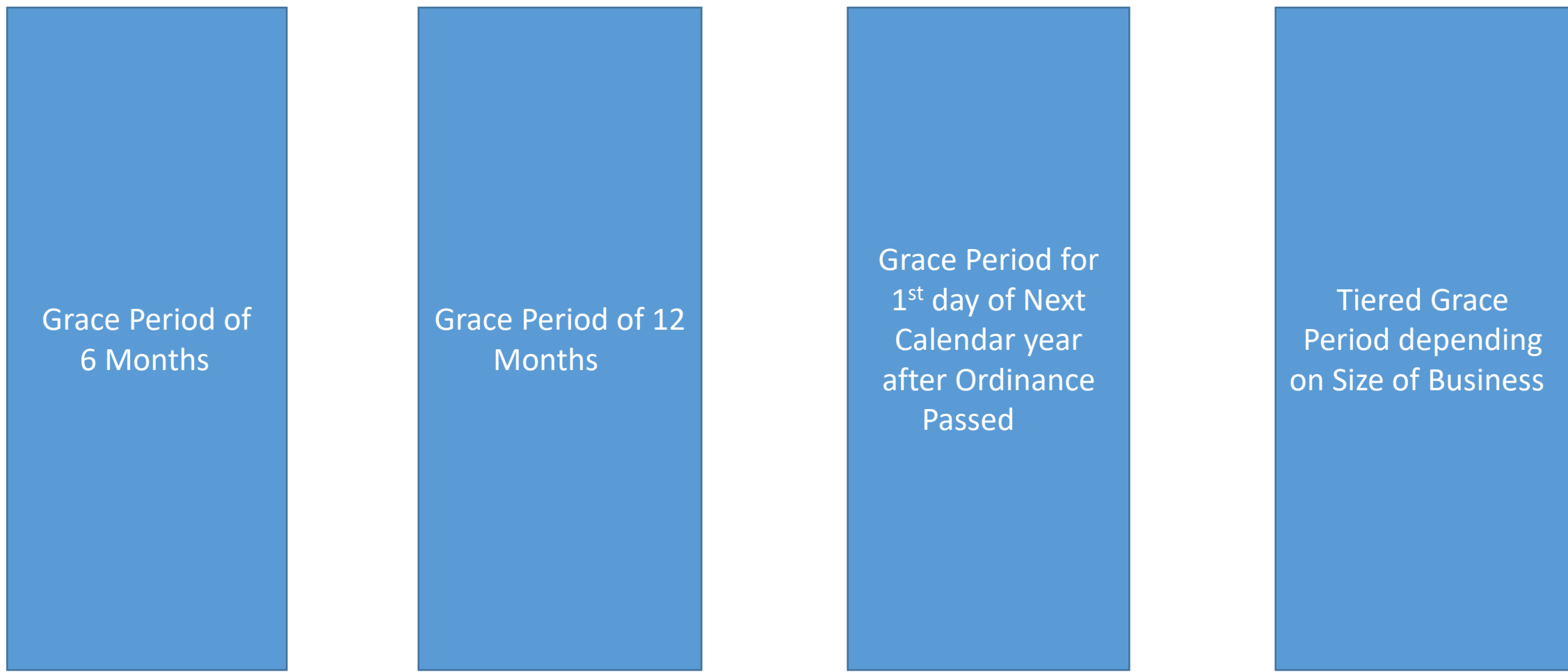
A Commission

City Attorney's  
Civil Division

Administrative  
Unit within City  
Government

City Contracts  
for Services

# Timeline: From when ordinance is passed to effective date



# Definitions

Self

Spouse/  
Partner

Children:  
Step  
Foster

Grand parents  
and  
Grandchildren

Siblings

In-Laws

Household  
Members  
(live in  
home, e.g.  
roommate)

Chosen  
Family

Definitions  
from  
Women's  
Economic  
Security  
Act

In Loco  
Parentis

# Public Health Concerns

**Can ESSL Be Used to Take Time off to attend to a public health related closure: Schools, Daycare, Adult Foster Care etc. Facilities? (for example water main breaks, outbreak of measles etc)**

# Other Questions

Can ESST be used for  
Bereavement?

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