



Health & Human Services and Public Safety Committee Minutes

Tuesday, April 24, 2018, 5:30pm, Council Chamber, City Hall

Committee Attendance:

Councilors Belinda Ray, Chair (District 1), Brian Batson (District 3), Pious Ali (At-Large)

Councilor Attendance: Jill Duson (At-Large), Spencer Thibodaux (District 2), Nick Mavodones (At-Large)

City Staff: Mayor, Ethan Strimling; Director of Health and Human Services, Dawn Stiles; Executive Assistant, Adam Harr; Director of Human Resources, Gina Tapp

AGENDA ITEM 1 – Announcements and Approval of Minutes:

Meeting was called to order at approximately 5:33 PM.

Chair Ray announced that the next meeting will cover paid sick leave and moved to approve them at then next meeting on May 8th and the councilors agreed unanimously.

AGENDA ITEM 2 – Paid Sick Leave

Council introduction: Chair Ray explained that the Maine Women's Lobby and Southern Maine Workers Center presented proposed mandatory paid sick leave ordinance to the Council on November 14th. The committee asked many questions. Staff will answer questions from that meeting on May 8th with public comments taken at this meeting. This is a large policy proposal that will stay in committee for as long as it takes to make sure the recommendations that ultimately get sent to the full Council are right for Portland.

Public Comment:

Summary of the 59 people who gave public comment over the three hour meeting:

- Harm from people going to work sick
 - Public health risk of spreading disease
 - Question of morality and human dignity/human rights
- One size does not fit all
 - Employers with PTO policies
 - Employees that work in multiple locations in and outside of Portland
 - Minor employees
 - Migrant/Seasonal workers
 - Student workers
 - Service/retail industry business models
 - Call outs
 - Retail prices staying competitive with online



- Tipped workers
- Affordability concerns for small businesses
- Sick time policy concerns
 - Vestment period
 - Rollover and accrual
 - Abuse
 - Too generous
 - Is it enough to cover major injury/illness?
- Broad definition of family
 - Inclusive of LGBTQ+ individuals
 - Abuse concerns
- Government overreach
- Collaborative process
 - Inclusive of employers and employees
 - Avoid us-vs-them mentality
- Cost of enforcement
 - Tax increase?
- Labor is undervalued and systemically undercompensated

Committee Discussion:

Chair Ray thanked everyone who spoke and for everyone being able to be heard while expressing opposing viewpoints.

Chair Ray asked that everyone who receives public comment forward it to Adam.

Councilor Batson asked that everyone who cited statistics to please send them.

Councilor Ali thanked those who spoke.

Next meeting:

May 8 in Room in 209. City staff will have Paid Sick Leave Ordinance answers to questions from the November 14th meeting.

Meeting adjourned.