



Dear Valued Customer,

**The following information is intended for employers who have employees working in the City of Dallas or San Antonio.**

As we continue to monitor the **City of San Antonio's Sick Leave Ordinance**, a district judge on Wednesday, July 24<sup>th</sup> approved an agreement to delay implementation of the San Antonio's paid sick leave ordinance **until December 1, 2019**.

The ordinance, which requires San Antonio employers to provide one hour of earned sick time for every 30 hours worked, with a yearly cap of 48 hours for small employers and 64 hours for those with more than 15 employees was scheduled to be enforced on August 1<sup>st</sup>.

There has been no change in the effective date for the **City of Dallas Sick Leave Ordinance**, which is scheduled to be enforced on **August 1, 2019**. We are continuing to closely monitor this ordinance and will send out notifications should the enforcement date change.

For more information on these sick leave ordinances, please click on the links below:

<https://www.sanantonio.gov/Health/Paid-Sick-Leave>

<https://dallascityhall.com/departments/fairhousing/paid-sick-leave/Pages/default.aspx#>

Questco is available to assist clients evaluate their current practices to ensure compliance with the City of San Antonio and Dallas Paid Sick Leave Ordinance.

Please contact your Questco Human Resources Consultant to review your current PTO or Sick Leave Policy.

**The Questco HR Team**

**YOU WORK HARD  
FOR YOUR BUSINESS.**

**WE WORK HARD  
FOR YOU.**