

Paid Sick Leave Ordinance - Highlights

- ❖ Paid Sick Leave was adopted by City Council through Ordinance No. 2018-08-16-0620
 - Enforcement/implementation for employers with more than 5 employees begins August 1, 2019
 - Enforcement/implementation for very small employers (5 or fewer employees) begins August 1, 2021
- ❖ Applies to businesses with employees that perform 80 hours of work a year within San Antonio
 - 15 employees or less requires 48 hours of paid sick leave per year
 - More than 15 employees requires 64 hours of paid sick leave per year
 - \$500 civil fine per violation