



NAWBO – San Antonio/Austin Position Paper for 86th Texas legislative session

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Combat Restrictive Local Ordinances: We respectfully ask the state of Texas to pass legislation that prohibits cities from passing restrictive local ordinances that create inconsistent labor practices for employers across the state. Cities are passing their own piecemeal ordinances locally like paid sick leave and predictive scheduling.

1. ***Paid Sick Leave*** (House Bill 222) – Proposed bill will prohibit cities such as Austin and San Antonio from mandating sick leave.

OUR POSITION: We're not opposed to paid Sick leave; we are opposed to municipalities dictating private sector employment policies. State law prohibits local municipalities from creating contradictory ordinances. We support the current preemption bill.

2. ***Minimum Wage*** (Senate Bill 113) – There are a few bills in House and Senate proposing to increase minimum wage.

OUR POSITION: We are against doubling minimum wage and don't feel it's realistic to significantly increase staff compensation without asking for more productivity in return. Most private businesses offer \$15.00/hour jobs to employees that demonstrate responsibility and commitment. Entry level and non-skilled employees are typically responsible for the highest rate of employee turnover in an organization.

3. ***Predictive Scheduling*** (House Bill 640) – Requires retail and food establishments to provide their employees with their schedule two weeks in advance and the business is prohibited from making any changes to the schedule.

OUR POSITION: Businesses in the Customer Service industry are expected to be open and available during published hours – despite staffing difficulties or no-shows. Customers expect good customer service. To punish the employer for meeting those expectations isn't effective legislation. Since customers are the source of all Revenue, the customer must come first. We are against this unrealistic and punitive bill.

4. ***Property Taxes*** – There has been much in the media regarding legislative ideas to reign in residential property taxes; referred to as "property taxes." Texas is not going to forego tax revenue in one area unless they expect to get it from somewhere else. It will likely be from commercial property tax increases.

OUR POSITION: This will affect businesses that own or lease property because landlords will not fight the increases – because they'll just pass it on to their tenants.