

EAGA Business Builder

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Today's presentation was by Jason Espinoza—NM Association of Commerce and Industry

Mr. Espinoza was kind enough to provide us with a general breakdown of the proposed "Healthy Workforce Ordinance", including the portions that are very bad for Albuquerque businesses. The ten worst parts of the proposed ordinance— from an economic and business operation perspective:

1. It would include all employees, from the very first day of work.
2. It requires accrual of 1 hour of sick leave for every 30 hours worked; full time; part-time; temporary employees included.
3. It includes a "presumption of retaliation" if the employer takes "any adverse action" against the employee within 90 days of the employee using a sick day. Adverse action could include anything-whether or not related to the time off . There are provisions for 'rebuttal arguments' but that also requires a legal court action...and more costs to be paid by the employer.
4. Any existing sick leave policy will have to change. None are already structured to match the new ordinance.
5. Employer can require a doctor's note as documentation for the time off, but the employer has to pay any employee 'out of pocket' expense needed to get the excuse. That could also cause issues with the HIPPA regulations.
6. The City is the enforcing agency and they have the ability to assess fines and penalties. Besides causing the city an extra cost to staff an enforcing agency, it provides an opportunity for city to generate revenue via the assessments.
7. Provides for triple-monetary damages and attorney fees, if the employee prevails in an action. No damages or fees provided to the employer , if they prevail.
8. Allows for class action suits.
9. There cannot be any changes made by the City Council. Any changes to the ordinance must be by public vote. No matter how logical; important; or necessary the change,
10. The cost for employers and the city are tremendous. Go to the website abqche.org to geta calculation of the estimated cost for your business.

The bottom line is that the proposed ordinance is very bad for the Albuquerque business community and for hope of improving business development in the area.

You all received an email with data from ACI. Ask anyone that you encounter to vote NO on the proposed ordinance.

Reciprocity:

Thank you to Guy Berger—Palms Trading Company. Great shopping experience !
- Jack Zipper

- ◆ A very special thank you to those that contributed items for door prizes at the Trap Shoot. It was another exceptional event and, obviously, a great time was had by all the participants. Congratulations to Jim Asperger, winner of the AR15 rifle and Terry White, winner of the pistol.
- ◆ There are still a few spaces available for the EAGA Balloon Fiesta event ... October 7th 4:30PM to 9:30PM. Since there are about 50 seats available, we are expanding the offer to include EAGA member's family members; on a first come-first served basis. Please sign up at this Tuesday's meeting; or send Mario an email ASAP.

Badge Board Greeters

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| Oct 3rd | Soren Thomsen—TEMA Furniture |
| Oct 10th | Lou Rodges—Retriever Merchant Services |
| Oct 17th | Raul Rodriguez—Kings of Wrap |

Upcoming Speakers

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| Oct 3rd | Kevin Lorenzen—Aflac |
| Oct 10th | Mark Tobiassen—Action Coach Business Coaching |
| Oct 17th | Adam Tafoya—New York Life |

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