

LEGAL UPDATE

Court Stops Enforcement of Dallas Earned Paid Sick Time Ordinance

A federal judge has paused enforcement of the [Dallas Earned Paid Sick Time Ordinance](#), pending the outcome of ongoing litigation over the law. The ordinance went into effect Aug. 1, 2019, for employers with more than five employees. However, except for a provision prohibiting retaliation, the ordinance was not set to be enforced until April 1, 2020. The measure was to take effect for employers with five or fewer employees on Aug. 1, 2021.

Legal Challenge to the Ordinance

A federal district judge granted a preliminary injunction halting enforcement of the ordinance on March 30, 2020, as part of a lawsuit brought by two Texas employers and the Texas Attorney General. The lawsuit seeks to have the ordinance struck down as invalid under the Texas and federal constitutions. The injunction stops enforcement of the ordinance until the underlying litigation is resolved.

Earned Paid Sick Time Ordinance

The Dallas Earned Paid Sick Time Ordinance requires employers to grant eligible employees one hour of paid sick time for every 30 hours worked in the city. The law covers full-time, part-time, seasonal, temporary, salaried and hourly employees, including paid apprentices and paid interns. Independent contractors are generally not covered by the law.

To be covered by the law, employees must work in the city for an employer (including work performed through the services of a temporary or employment agency) for pay for at least 80 hours in any regular and consecutive 12-month period, as determined by the employer.

Important Dates

Aug. 1, 2019

Dallas Earned Paid Sick Time Ordinance took effect for employers with more than five employees.

March 30, 2020

Federal judge issued a preliminary injunction stopping enforcement of the ordinance.

April 1, 2020

Enforcement of the ordinance was scheduled to begin for employers with more than five employees.

The court injunction stops enforcement of the ordinance until the underlying litigation is resolved.

Provided to you by **Harden**

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