



CAFÉ
YUMM![®]

Sick Leave Ordinance: The Yumm! Experience

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Vice President and
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YUMM! YUMM! YUMM! YUMM! YUMM! YUMM! YUMM! YUMM! YUMM!

A decorative border at the top right of the slide featuring a pile of red beans and several white beans scattered on a white background.

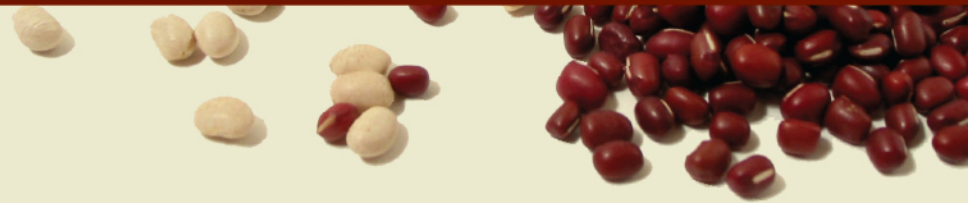
Active in These Groups

- **International Franchise Association**
- **Chamber of Commerce**
- **Oregon Restaurant Association**
- **Willamette Valley Food & Farm Coalition**
- **GreenLane Sustainable Business Network**
- **Willamette Valley Sustainable Foods Alliance**
- **Portland Business Alliance**
- **Lane Transit District – Budget Committee**



Business Structure

- **Franchisor = Beau Delicious! International, LLC**
- **Café Yumm! restaurants, mftr, warehouse**
- **Affiliated entities: Eugene (4) & Portland (1)**
- **Non-affiliated Franchisees (8): independently owned**
- **Franchisees in Portland (1) & Seattle (1)**
- **Team Members in Eugene: 100+**



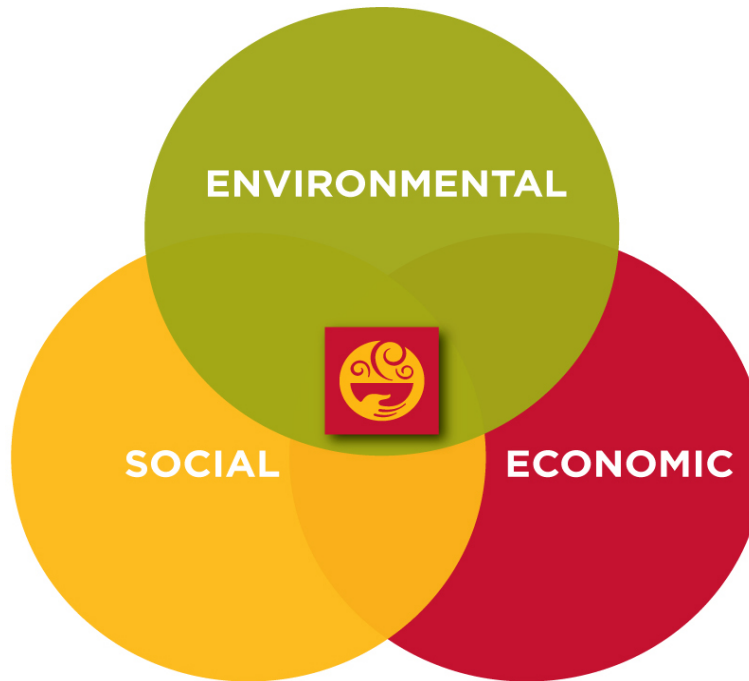


Public Benefit Company

- BDI Articles of Organization state:
“... the Company commits to creating a general public benefit.”
- Established by 2013 legislature.
- Café Yumm! was one of first to register.



Triple Bottom Line



Ideal #5. Steadfastly nurture and protect the beating heart of the Triple Bottom Line of social, environmental, and economic considerations.

Yumim! Yumim! Yumim! Yumim! Yumim! Yumim! Yumim! Yumim!



OSB Founding Partner in Sustainability
Bold Steps Toward Sustainability
Certified RE:think Business
Most Environmentally Friendly
Chamber of Commerce Env't'l Values



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Team Member Support

- **Before Affordable Care Act** – 35+ hrs
Health, Dental, Life Insurance
- **One meal per shift** - all
- **Retirement Plan** – all w/\$5,000 wages
- **Anniversary Bonus** – possible for all
- **Annual Bonus** – possible for all
- **Holiday** – full-time
- **Vacation** – 35+ hrs
- **Sick Leave Portland 1/1/14** – all





Employee Cost: Min. Wage

- 40 hrs wk times 52 wks times \$9.10= \$18,928
- Mandated benefits = \$ 2,410
- Discretionary benefits = \$ 5,786
- Total employer cost at minimum wage = \$ 27,124
- With paid time off, actual hrly wage = \$13.78



Benefits of Sick Leave Policy

- **Earlier call-ins giving manager more time to react**
- **Lowers Team Member life stress**
- **Perception that lower stress hastens recovery**
- **Team Members appreciate benefit**
- **Greater sense of caring, pride, part of Team**
- **Fulfills Café Yumm! Mission Statement**
- **Positive community perception**



Cost of Sick Leave Benefit

- **Financial Admin:** \$125 yr/each

100 Team Members = **\$12,500**

- **Duplicate pay** - 40hrs x \$9.10 = \$364 each

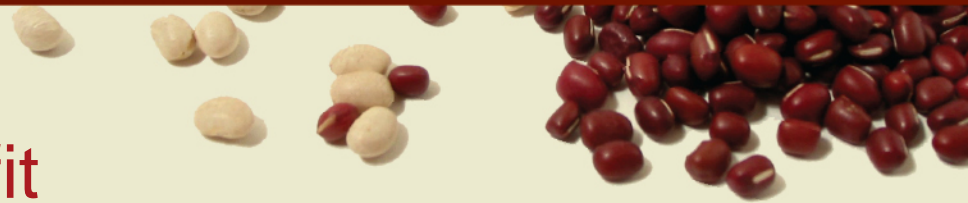
100 Team Members = **\$36,400**

- **Policy Creation** = **\$6,000**

- **Other**

- Lost productivity
- BOLI complaint
- Private lawsuit

Unknown





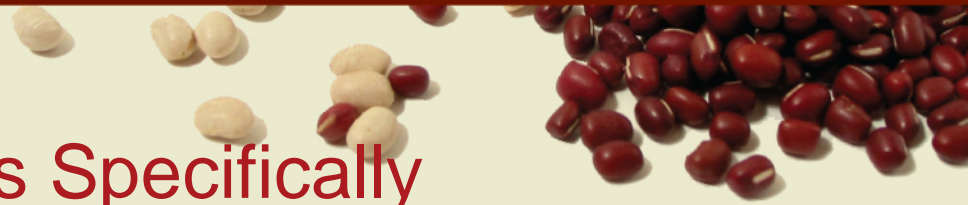
Ordinance Considerations Generally

- **San Francisco – average employee used 3 days per year.** *Institute for Women's Policy Research 2011*
- **Connecticut - 47% of employers offset mandatory sick leave by:** *Employment Policies Institute 2013*
 - increasing prices
 - reducing other benefits/lowering wages
 - reducing hours
- **90% of all Oregon Businesses have under 20 employees.** *US Bank Survey May 2014*



Ordinance Considerations Specifically

1. Consistency of ordinance between cities
2. Accrual - 1:40 not 1:30 ratio
3. Eligibility - Employed for 6 months not 90 days
4. Ensure shift-trading is allowed
5. Exemptions –
 - Collective Bargaining Agreements
 - Home-based employees
 - Volunteers
 - Interns





Ordinance Considerations Specifically

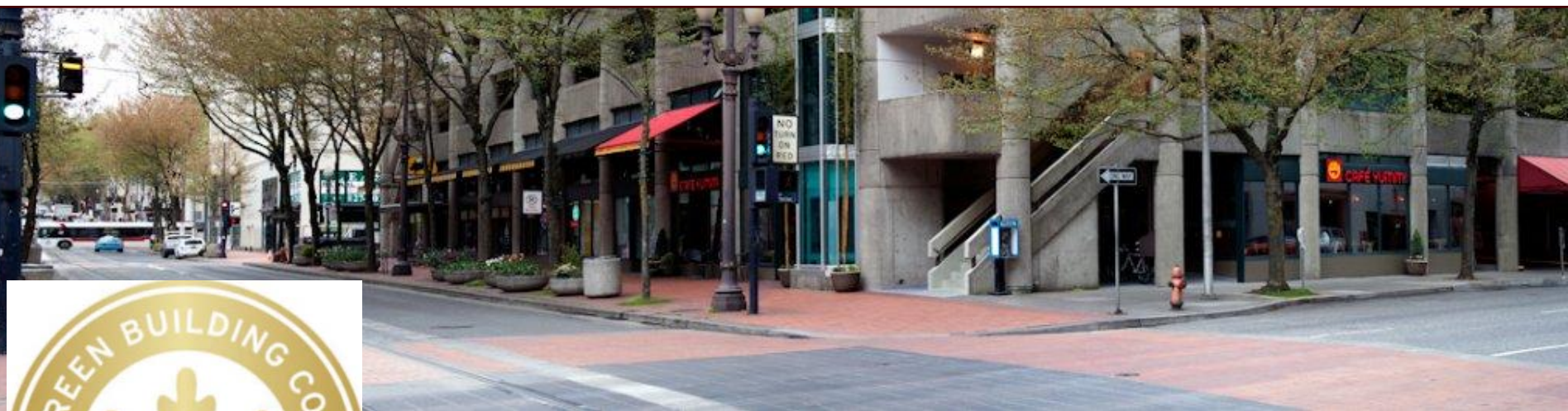
6. Retaliatory Personnel Action . . . i.e., “adverse employment action against an Employee” define to exclude bonuses.

7. Suspected Sick Time Abuse is too vague.

8. Do not allow private rights of action. BOLI enforcement is sufficient.



Café Yumm! Portland – LEED Gold Certified



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