

# SONJA MCGILL AND JAY WALLACE ON THE DALLAS BUSINESS JOURNAL BREAK DOWN DALLAS' NEW SICK LEAVE ORDINANCE, IMPACT ON EMPLOYERS

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Partners Sonja J. McGill and Jay M. Wallace authored the Dallas Business Journal article titled “Dallas’ paid sick leave ordinance: The devil is in the details.” The piece breaks down Dallas’ Paid Sick Leave Ordinance – effective August 1 and requiring paid sick leave for qualified employees who work 80 hours in a calendar year within the city limits, regardless of whether their employer has a physical location in Dallas. The pair consider its fate against the backdrop of legal challenges to it and similar laws in Austin and San Antonio. McGill and Wallace comment, “Despite its good intent as an employee benefit, employers have raised concerns about the Dallas ordinance’s financial burdens and especially its lack of specific guidance in several key areas as they attempt to implement policies to comply with it.”

While the legality of the current ordinance is, at present, not in question, McGill and Wallace stress that the federal court may decide its fate. They add, “For now, it is imperative that companies develop and implement policies and practices that comply with the ordinance.”

To read the full article, please click [here](#).

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