12/22/2021 9:23 AM Velva L. Price District Clerk Travis County D-1-GN-18-001968 Jessica A. Limon

CAUSE NO. D-1-GN-18-001968

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TEXAS ASSOCIATION OF BUSINESS, NATIONAL FEDERATION OF INDEPENDENT BUSINESS, AMERICAN STAFFING ASSOCIATION, LEADINGEDGE PERSONNEL, LTD., STAFF FORCE, INC., HT STAFFING LTD., D/B/A THE HT GROUP and THE BURNETT COMPANIES CONSOLIDATED, INC., <i>Plaintiffs</i> , and	ଦ୍ୱ	IN THE DISTRICT COURT TRAVIS COUNTY, TEXAS 459TH JUDICIAL DISTRICT
TEXAS,	5 67 67 67 67 67 67 67 67 67 67 67 67 67	
Intervenor, v.	9 6 6	
CITY OF AUSTIN, TEXAS, STEVE ADLER, MAYOR OF THE CITY OF AUSTIN, and SPENCER CRONK, CITY MANAGER OF THE CITY OF AUSTIN,	5 69 69 69 69 69 69	
Defendants.	§	

AGREED FINAL JUDGMENT AND ORDER OF PERMANENT INJUNCTION

BE IT REMEMBERED that on this day, the Court, having reviewed the file in the subject case and based upon the agreement of the Parties, enters this Agreed Final Judgment and Order of Permanent Injunction for Plaintiffs Texas Association of Business, National Federation of Independent Business, American Staffing Association, LeadingEdge Personnel, Ltd., Staff Force, Inc., HT Staffing Ltd., d/b/a The HT Group, The Burnett Companies Consolidated, Inc. d/b/a Burnett Specialists, Society of Human Resource Management, Texas State Council of the Society of Human Resource Management, Austin Human Resource Management Association, Strickland Schools, LLC, (Business Plaintiffs), and State of Texas (Intervenor) against Defendants, City of Austin, Texas, Steve Adler, in his official capacity as Mayor of the City of Austin, and Spencer Cronk, in his official capacity as City Manager of the City of Austin, as follows:

The Court declares that Austin, Tex. Ordinance No. 20180215-049 ("Earned Sick Leave 1. Ordinance"), enacted on February 15, 2018, is unconstitutional because the Third Court of Appeals on interlocutory appeal held it is preempted by the Texas Minimum Wage Act, Tex. Labor Code §§ 62.001-.205. See Tex. Ass'n of Bus. v. City of Austin, 565 S.W.3d 425, 430-31 (Tex. App.--Austin 2018, pet. denied).

2. The Court permanently enjoins Defendants and their officers, agents, servants, employees, and attorneys, and those persons in active concert and participation with them, from enforcing Austin, Tex. Ordinance No. 20180215-049.

3. Based on the agreement of the parties, the Court finds that an award to Business Plaintiffs of their costs and attorneys' fees is equitable and just, and therefore awards Business Plaintiffs their costs and attorneys' fees against Defendants in an amount of \$17,000.00 to be paid by Defendants to the Texas Public Policy Foundation within thirty days following the date of this Final Judgment.

4. This is a Final Judgment that disposes of all remaining claims and defenses. All other relief not set forth herein is hereby DENIED.

SO ORDERED on this ^{21st} day of December 2021.

Jon J. Swingston Presiding Judge

AGREED AS TO FORM:

Robert Henneke, Attorney for Business Plaintiffs

Page 2 of 3

Will Thompson, Attorney for the State of Texas

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12/20/21 for Defendants Paul Matula, Attor

Automated Certificate of eService

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Associated Case Party: TEXAS ASSOCIATION OF BUSINESS

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Robert Henneke		rhenneke@texaspolicy.com	12/22/2021 9:23:43 AM	SENT
Ryan Walters		rwalters@texaspolicy.com	12/22/2021 9:23:43 AM	SENT
Munera Al-Fuhaid		mal-fuhaid@texaspolicy.com	12/22/2021 9:23:43 AM	SENT
Yvonne Simental		ysimental@texaspolicy.com	12/22/2021 9:23:43 AM	SENT

Associated Case Party: STATE OF TEXAS

Name	BarNumber	Email	TimestampSubmitted	Status
William Thompson	24088531	will.thompson@oag.texas.gov	12/22/2021 9:23:43 AM	SENT
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Case Contacts

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Associated Case Party: WORKERS DEFENSE PROJECT

Mimi Marziani

Emma E.Hilbert

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Associated Case Party: WORKERS DEFENSE PROJECT

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Associated Case Party: JOE HERNANDEZ

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Rebecca Harrison Stevens		beth@texascivilrightsproject.org	12/22/2021 9:23:43 AM	ERROR