

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:

1. The Court declares that Austin, Tex. Ordinance No. 20180215-049 (“Earned Sick Leave 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.


Presiding Judge

AGREED AS TO FORM:



Robert Henneke, Attorney for Business Plaintiffs

Will Thompson
Will Thompson, Attorney for the State of Texas

Paul Matula 12/20/21
Paul Matula, Attorney for Defendants

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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
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Associated Case Party: STATE OF TEXAS

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Name
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