

From: Gwen LeMoine [mailto:parlor102aveb@yahoo.com]
Sent: Wednesday, March 20, 2013 1:11 PM
To: Quinn, Christine
Cc: scott j
Subject: testimony for sick pay

Dear Ms. Quinn,

I would love it if you could add this to the testimony on April 22nd at 10:30's City Council meeting. I am going to try to make it their as well!

I have a good friend who is a good hard working person that rarely gets sick and happens to be a nurse. Her benefits give her paid sick time and because she is a smart woman she makes sure she takes that time sick or not. The problem with this in my business (a hair salon) where we take appointments that are sometimes booked 6 to 8 weeks in advance is that this bill would encourage people to take this time with out notice and on a regular basis. this would really injure our reputation with out guests who have appointments and are expecting to get in to their appointments.

I REALLY do NOT think this is a good idea!!! It would also encourage less hiring of full time employees in trade for parttime workers which can't be a good thing for the employee in the end!

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(.,',.,*~) *Gwenn LeMoine*
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Business Voices: Implementation of Sick Days Laws is Straightforward

March, 2013

San Francisco and Washington DC employers see administrative ease

Around the nation, city councils and state legislatures are increasingly considering legislation to establish a sick days' law. Employers, particularly those who are not familiar with sick days' policy, are leery of administering it. For some, this worry leads them to oppose passage of legislation. However, in locations where laws are already implemented, many businesses have stepped forward to acknowledge that administering sick days' policy is actually pretty simple.

The legislative proposals that are under consideration in different parts of the country differ in their details, but all seek to set a floor that provides workers some paid days to address health-related issues, such as a bout of the flu, a child breaking an arm, or getting a child his vaccinations for school. The floor is like the minimum wage; it sets the bottom line above which employers may choose to add more time. Unlike the minimum wage, the sick days' laws are based on the amount of time worked: pay for sick days' is tied to hours on the job. Workers earn their pay for sick days.

The impetus for local action is straightforward: as yet there is no national law. A federal bill, the Healthy Families Act, has been introduced. But in the absence of federal law, local action is the avenue to address the significant, unmet need: about 40 percent of the nation's private sector workforce does not have access to paid sick days. The result for many workers is that taking a sick day causes a loss of wages and sometimes even a loss of jobs.

Local and state governments have passed laws. Earned sick days laws are established in Portland, San Francisco, Seattle, and Washington, D.C., as well as the state of Connecticut. The Philadelphia City Council passed a measure that awaits the Mayor's signature.

Legislation is pending in a variety of states and cities. Where legislation is debated, the worries of businesses should be heard and addressed. Some concerns are driven by human nature – e.g. anxiety about the unknown. If a business has not administered paid sick days, it is natural to be worried about whether, for example, it might translate into huge administrative nightmare.

Businesses in San Francisco and Washington, D.C. are already implementing city earned sick days' laws. The quotes that follow underscore the view that administration did not turn into the huge burden some feared, including some of the businesses quoted below.

San Francisco Employers Speak Out

“It is easy for me to keep track of the accrual of paid sick time in San Francisco. Our law requires that employees accrue one hour of paid time off per every thirty hours worked. My payroll system calculates it for me – it is simply 3.33% of hours worked per pay period. Once the employee reaches the maximum amount of sick leave accrued per year, then I stop adding to the leave total and roll over any remaining time at the end of the year, as is required by our law. Keeping track of paid sick time requires very little effort on my part.”

Jennifer Piallat, Zazie Bistro

“A lot of the anxiety was around implementation and the bureaucracy of implantation, the reporting, and making sure we did it accurately so we wouldn’t get in trouble; but once we began to understand it and how our payroll software worked with it, we embraced it and realized that this could be a cool thing, and it has been.”

Sam Mogannum, Bi-Rite Market

“We didn’t embrace it earlier...but in the end, it turned out to be something that was okay and pretty much a non-issue.”

Dave McLean, Magnolia Pub & Brewery

“I wasn’t opposed to it [sick days], but I’m always cautious when entering into something like this, especially when I don’t know what the end result is going to be, but in the end, it has been quite easy to implement.”

Jeff Hanak, Nopa and Nopalito

DC Employers Speak Out

“Once we made the change, it [implementation] was really straight forward and from a human resource standpoint, it is really quite simple.”

Jeremiah Cole, Tabard Inn

“Implementation is not hard at all. It is very easy. All you need to do is setup your accrual rate. If you have a payroll company to help you with your payroll they will set it up for you. It is totally painless...It is not expensive at all to implement.”

Deborah McClintock, Bedazzled

“Implementation is really not that difficult. With technology these days, implementing sick days should not be that much of a problem.”

Andy Shallal, Bus Boys and Poets

Resources

For a full interview from the featured business owners:

Zazie Bistro

<http://vimeo.com/16063307>

Tabard Inn, Bedazzled, and Bus Boys and Poets

<http://www.youtube.com/playlist?list=PLE883BAD9C22980B1>

also see:

http://www.clasp.org/issues/pages?type=work_life_and_job_quality&id=0009#employersspeakout



TO: Speaker Quinn and the Council

March 22, 2013

Testimony of Marti Copleman, J.D., M.P.H., C.L.C.
Executive Director, Worksites for Wellness, Inc.

Thank you for the opportunity to present our written testimony for the record.

Please permit me to briefly explain Worksite for Wellness's (WfW's) interest in paid sick leave for New York City's workers.

WfW promotes lactation rooms in workplaces, which are provided for in NYS Labor Law section 206-c and the amendment to the Fair Labor Standards Act, section 4207, contained in the Affordable Care Act of 2010. That is, because there is little or no paid maternity leave in this country – many workers have no sick leave or vacation time at all, and the Family Medical Leave Act covers limited categories and numbers of workers and, in any event, provides only for unpaid leave – women who have recently given birth often return to work very soon after delivering. If they are breastfeeding when they go back to work, they frequently see no easy way to continue and, unfortunately, end up weaning their babies. Thus, many mothers and babies frequently do not receive the many benefits that breastfeeding would provide:

For mothers:

- decreased risk of breast and ovarian cancers,
- more rapid return to pre-pregnancy weight;
- increased child spacing;

For babies:

- decreased risk of SIDS (crib death);

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- protection against respiratory, gastrointestinal, ear, and urinary tract infections;
- protection against childhood overweight and obesity;
- decreased risk of lymphoma, leukemia and Hodgkins disease; and of
- types 1 and 2 diabetes
- improved neurological (IQ) development.

Breastfeeding is also a great benefit to employers and workers. Breastfeeding family members are sick less often and miss work less often, and thus are less likely to go to work sick and infect their co-workers; they also have fewer hospital, including emergency room, visits, and file fewer health insurance claims. Breastfeeding workers in supportive workplaces who express milk at work tend to have high morale and are loyal employees, and are likely to stay on the job longer and thus reduce their employers' turnover and resultant costs.¹

And what does the proposed paid sick leave bill have to do with breastfeeding, you may ask.

Research clearly shows that mothers who use paid leave substantially increase the length of time that they breastfeed their infants, compared to those who do not benefit from such leave. Studies also show positive associations between the length of maternity leave and the duration of breastfeeding.^{2,3} Finally, there is extensive evidence that duration (6 months' exclusive) breastfeeding is associated with improved health of babies all over the world.⁴

¹ American Academy of Pediatrics, **Policy Statement: Breastfeeding and the Use of Human Milk**, *PEDIATRICS* Vol. 129 No. 3 March 1, 2012 pp. e827 -e841 (doi: 10.1542/peds.2011-3552), published online 27 February 2012.

² A number of such studies are reviewed in Strehlein, K., Berteau, P. C. & Stutz, E. Z. (2007). **Length of maternity leave and health of mother and child: A review.** *International Journal of Public Health* 52: 202-209

³ The following monograph contains an excellent summary of research and arguments in favor of paid sick leave: Skinner, C. and Oschshorn, S. (April 2012) **Paid Family Leave: Strengthening Families and Our Future.** National Center for Children in Poverty, Mailman School of Public Health, Columbia University.

⁴ Kramer MS, Kakuma R. **The optimal duration of exclusive breastfeeding: a systematic review.** *Adv Exp Med Biol.* 2004;554:63-77.

There are many reasons for this, not the least of which is that, for first-time mothers, breastfeeding takes getting used to. Having a new baby, of course, and all that entails, takes getting used to. Recovering from childbirth takes time. There are huge changes in one's sleep habits, in adjusting to a new human being in the house, and learning all there is to learn about babies. For mothers who have no paid time to adjust, and cannot afford to stay home, it is a cruel choice for them to go back to work, and for many it is not a choice at all.

All of the above having been said, we are not deluded into believing that providing a few days of paid sick leave to New York City's mothers is going to substantially improve their postnatal decision-making regarding whether to return to work early or stay home longer to bond with their babies. Staying home longer postpartum assists mothers to become more experienced at nursing and expressing milk and thus they feel more comfortable in returning to work. As the Council no doubt knows, the United States is one of only four countries in the world – the others being Lesotho, Swaziland and Papua New Guinea – that provide no mandatory paid maternity leave to its workers.⁵

Therefore, we applaud the Council in holding this hearing on Intro 97, but we regard it as a first step in a more serious and much needed effort to protect the health of babies and their working mothers by providing them with much lengthier paid maternity leave. Nevertheless, Intro 97 is a necessary first step, and we strongly urge Speaker Quinn to bring it to a vote as soon as possible.

⁵ http://www.huffingtonpost.com/2013/02/04/maternity-leave-paid-parental-leave-_n_2617284.html (downloaded 3/21/13).

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Testimony of Congresswoman Carolyn B. Maloney
At the Committee on Civil Service and Labor hearing on Int 0097-2010,
A Local Law to amend the administrative code of the city of New York, in relation to the
provision of sick time earned by employees
March 22, 2013

Thank you, Chairman Nelson, for the opportunity to submit testimony on the need for paid sick leave, one of the most important issues currently pending before the City Council. Int 0097-2010, would remedy a significant problem that costs New York's economy billions of dollars annually. An estimated 1.65 million working New Yorkers do not receive any paid sick leave.¹ Without paid sick leave, employees show up to work sick, spreading their germs to their colleagues and causing an exponential loss of productivity throughout the company. Nearly two-thirds of restaurant workers have reported cooking or serving food while sick.² Roughly 44 million Americans, 40% of private sector workers, do not have paid sick days.³

The people who can least afford to lose a day's pay are precisely the ones most likely to lack paid sick leave. While full time, salaried workers are likely to have paid sick leave, only 20% of the lowest wage workers have access to paid sick days.⁴ Only 25% of part time workers have paid sick leave versus 75% of full time employees.⁵ Meanwhile 90% of the highest paid workers have paid sick leave and 86% of management and professional workers.⁶ The bottom line is that the workers who can least afford to take an unpaid day to recover from illness, care for a sick child, or get a preventive cancer screening are also those least likely to have access to paid sick time.

Unsurprisingly, New York City follows the national trend. Studies show that 62 % of New York City's low-income workers (those living in households with incomes below 200% of the federal poverty level (\$45,622 for a family of four) have no sick leave.⁷ More than half of food service workers and 43 percent of workers in close contact with children or the elderly do not get paid

¹ Sick In The City: What the Lack of Paid Leave Means for Working New Yorkers, by Jeremy Reiss and Nancy Rankin, with Krista Pietrangelo, 2009

http://www.abetterbalance.org/web/images/stories/Documents/sickdays/reports/Sick_in_the_City_report.pdf

² <http://www.help.senate.gov/newsroom/press/release/?id=5e2a73de-5a6e-42b5-aa15-bbbc9ab1e9d6&groups=Chair>

³ Ibid

⁴ Bureau of Labor Statistics, Employee Benefits in the United States – March 2012,
<http://www.bls.gov/news.release/pdf/ebs2.pdf>

⁵ Ibid

⁶ Ibid

⁷ Nancy Rankin, *Support Grows for a Work Standard Most Low-Wage Earners Still Lack in New York City* (October 2012), Community Service Society, http://b3cdn.net/nycss/c061ce1681b7950b87_nzm6i2o11.pdf

sick leave.⁸ What is more, the number of employers offering paid sick leave to low wage workers has fallen for the near-poor as employers have cut back on health care and other benefits.⁹

Employers argue that paid sick leave is too costly; however the facts show that the lack of paid sick leave is hurting our economy. The U.S. Senate Health, Education, Labor, and Pensions Committee determined recently that illness costs \$226 billion annually in lost productivity.¹⁰ The vast majority of these costs, 71%, is due to “presenteeism,” which is when a sick worker comes to work and infects his or her colleagues.¹¹ Of course, when employees risk having their pay docked for staying home sick, there is every incentive for them to come to work sick.

The rest of the world recognizes that the high costs of unpaid sick leave far outweigh the benefits. As a result the vast majority mandate paid sick leave. At least 145 countries provide paid sick days for short- or long-term illnesses, with 127 providing a week or more annually.¹² More than 79 countries provide sickness benefits for at least 26 weeks or until recovery.¹³

Most business owners support paid sick leave. The U.S. Women’s Chamber of Commerce has strongly endorsed earned paid sick time legislation on the grounds that “it supports small businesses, benefits workers and encourages an equitable workplace for women. Without earned sick days, many women face the impossible choice of sending a sick child to school or coming to work sick for fear of losing income or their job.” In San Francisco, which passed a paid sick leave bill in November 2006, research shows that the impact on businesses has been minimal and that two-thirds support the policy.¹⁴ In fact, San Francisco has performed better than the surrounding counties in terms of total employment, even in the midst of the worst recession since World War II.¹⁵

Meanwhile, the number of localities that have passed paid sick leave measures is growing. In addition to San Francisco, Connecticut, Seattle, Washington, DC and Milwaukee have passed measures. Last week, Portland, OR and Philadelphia joined them. Long Beach, California passed a paid sick leave referendum for hotel workers. There are paid sick leave bills pending in Massachusetts, Denver, Miami-Dade and other cities and states around the country.

⁸ David R. Jones, “New York’s Workers Deserve Paid Sick Leave,” *La Nueva Mayoria / The New Majority* (May 17, 2012) <http://www.cssny.org/news/entry/new-yorks-workers-deserve-paid-sick-leave>

⁹ *Sick In The City: What the Lack of Paid Leave Means for Working New Yorkers*, by Jeremy Reiss and Nancy Rankin, with Krista Pietrangelo, 2009

http://www.abetterbalance.org/web/images/stories/Documents/sickdays/reports/Sick_in_the_City_report.pdf

¹⁰ [http://www.help.senate.gov/newsroom/press/release/?id=5e2a73de-5a6e-42b5-aa15-](http://www.help.senate.gov/newsroom/press/release/?id=5e2a73de-5a6e-42b5-aa15-bbbc9ab1e9d6&groups=Chair)

[bbbc9ab1e9d6&groups=Chair](http://www.help.senate.gov/newsroom/press/release/?id=5e2a73de-5a6e-42b5-aa15-bbbc9ab1e9d6&groups=Chair)

¹¹ *Ibid*

¹² Jody Heymann, Alison Earle, Jeffrey Hayes, *The Work, Family, and Equity Index How Does the United States Measure Up?* (2007) <http://www.mcgill.ca/files/ihsp/WFEIFinal2007.pdf>

¹³ *Ibid*

¹⁴ Robert Drago and Vicki Lovell, *San Francisco's Paid Sick Leave Ordinance: Outcomes for Employers and Employees*, for the Institute for Women’s Policy Research (2011) <http://everybodybenefits.org/wp-content/uploads/2011/03/IWPR-SF-Outcomes-for-Employers-and-Employees.pdf>

¹⁵ <http://abetterbalance.org/web/images/stories/Documents/sickdays/reports/PSDNotHarmEmployment.pdf>

On Wednesday of this week, Representative Rosa DeLauro (D-CT) and Senator Tom Harkin (D-IA) reintroduced the Healthy Families Act, of which I am an original co-sponsor. The bill would allow workers to earn up to 56 hours or seven days to use when they are sick, to care for a sick family member, to obtain preventive care, or to address the impacts of domestic violence. Workers would earn one hour of paid sick time for every 30 hours worked. Employers would be able to require workers to provide documentation supporting any request for leave longer than three consecutive days. In addition, in February, along with Gerald Connolly (D-Va.) and Del. Eleanor Holmes Norton (D-D.C.) I introduced the "Federal Employees Paid Parental Leave Act," which would provide all federal employees four weeks of paid parental leave upon the birth or adoption of a child. While I hope the federal legislation will eventually move, I believe it will take adoption of a critical mass of localities to generate momentum for these federal bills.

In conclusion, paid sick leave will give us healthier workplaces and more productive employees. I hope New York will join other localities and states in passing this bill.



Testimony of Debra L. Ness
President, National Partnership for Women & Families
On Introduction 0097-2010, *In relation to the provision of sick time earned by employees*

Submitted to the New York City Council Committee on Civil Service and Labor
March 22, 2013

The National Partnership for Women & Families is a nonprofit, nonpartisan advocacy organization. For four decades, we have fought for every major policy advance that has helped women and families. We promote fairness in the workplace, reproductive health and rights, access to quality, affordable health care and policies that help women and men meet the dual demands of work and family. Our goal is to create a society that is free, fair and just, where nobody has to experience discrimination, all workplaces are family friendly and every family has access to quality, affordable health care and real economic security. We have members all over the country, including thousands in New York City.

We strongly urge the Committee on Civil Service and Labor to issue a favorable report on Introduction 0097-2010. This measure will promote the financial and employment stability and health of millions of New Yorkers. Evidence gathered from other jurisdictions that have implemented paid sick days laws shows that the benefits of these policies are great. Paid sick days protections for workers in New York City are long overdue.

One-and-a-half-million New Yorkers cannot earn paid sick days,¹ which forces them to make impossible choices between their health, or their family's health, and their paycheck or even their jobs when illness strikes. Certain groups bear a disproportionate burden: For example, 62 percent of low-income workers² and 47 percent of Latino workers³ are in jobs that do not allow them to earn paid sick days. The consequences are grave: For the average family without paid sick days, just a few days of lost income due to illness can jeopardize the grocery budget for an entire month.⁴ Even worse, nearly one in four adults nationwide has lost a job or been threatened with job loss for needing time away from work to address a personal or family illness.⁵

New Yorkers understand the high stakes for the city's workers, families and economy and express overwhelming support for a citywide paid sick days policy. Eighty-three percent of New Yorkers support passage of a paid sick days law, up from 74 percent in 2011.⁶ The public understands that the right to earn paid sick

days would protect jobs and paychecks, safeguard individual and community health, improve parents' ability to care for their children⁷ and reduce health care costs by nearly \$40 million a year just from reduced emergency department use.⁸

But perhaps the most compelling argument in favor of a paid sick days law for New York City comes in the overwhelming body of evidence from other jurisdictions that have adopted similar policies. San Francisco became the first city in the United States to enact a paid sick days ordinance in 2006, followed by Washington, D.C., in 2008 and Seattle in 2011. Also in 2011, Connecticut became the first state to adopt a paid sick days standard. Evidence from these paid sick days leaders shows that the benefits of paid sick days policies are significant.

San Francisco provides the greatest body of evidence because its ordinance has been in effect the longest. A study of San Francisco workers and employers shows that since the city implemented its ordinance many of the workers most in need of paid sick days are now able to earn them.⁹ As a result, a majority of workers say they are better able to care for their own health needs and the health needs of their families, that their employers are more supportive of workers using sick time, or that they gained more sick time because of the floor set by the law.¹⁰ There is also indisputable evidence conclusively refuting opponents' claims that paid sick days laws harm business and job growth. San Francisco's experience shows that businesses – including the smallest businesses – can flourish when a paid sick days standard is in place. In the two years following implementation of the city's paid sick days law (a time period that included the recent recession), the number of businesses and jobs in San Francisco grew relative to business and job growth in surrounding counties.¹¹ The growth pattern held true even in the retail and food service industries -- the industries that had to make the biggest changes by allowing employees to earn paid sick days as a result of the law.¹²

The experiences of San Francisco businesses show that fears of disruption from a paid sick days standard are vastly overblown. For example, most businesses did not have to make any changes to their policies as a result of the law.¹³ Firms with fewer than 10 employees were the least affected.¹⁴ And two-thirds of businesses now say they support the law.¹⁵ With respect to concerns that workers might overuse paid sick time, the data show that workers in the city used just three sick days per year on average, despite the availability of more under the law. One-quarter of all workers did not use *any* sick days within a one-year period.¹⁶ As the Golden Gate Restaurant Association, an opponent of the law prior to adoption, conceded in 2010, paid sick days is “is the best public policy for the least cost.”¹⁷

The effect of the Washington, D.C., ordinance has not been systematically measured. However, prominent employers have stated that the law has been easy to implement and has had a positive effect on their businesses.¹⁸ There has been no outcry from the D.C. employer community about difficulties implementing the law.

The Connecticut law has been in effect for a little over one year. Job growth in the leisure and hospitality industries – those most affected by the new paid sick days law – has continued to increase and there are now more leisure and hospitality jobs than ever before.¹⁹ Employers that claimed prior to the law’s passage that they would be forced to close their doors or lay off workers if it was enacted are now hiring.²⁰

The Seattle paid sick days ordinance went into effect in September 2012 and is working well for both workers and employers, according to the implementing agency.²¹ Seattle’s economy is robust and there is no evidence that employers decided to leave the city to avoid the paid sick days law. Between March 2011 and March 2012 (the period of the latest available data), Seattle saw job growth in nearly all employment sectors.²²

The success of paid sick days policies in San Francisco, Washington, D.C., Connecticut and Seattle are tangible signs of a growing national movement for paid sick days. In recent years, approximately two dozen other states and cities have considered adopting paid sick days policies. Just last week, Portland, Oregon, and Philadelphia, Pennsylvania, passed paid sick days policies through their city councils. Momentum is building across the country and, at the federal level, support is building for a nationwide paid sick days proposal, the Healthy Families Act. All indications are that, at long last, millions more workers in this country will be able to earn paid sick days. It’s about time.

New York has the opportunity to protect the health and financial security of its citizens by adopting Introduction 0097-2010. When workers can care for themselves and their families without risking their livelihoods, the whole community and its economy will be stronger. The National Partnership for Women & Families respectfully urges a favorable committee report.

¹ Rankin, R. (2012, January). *Still Sick in the City: What Lack of Paid Leave Means for Working New Yorkers*. Community Service Society publication. Retrieved 20 March 2013, from <http://www.cssny.org/publications/entry/still-sick-in-the-cityJanuary2012>

² Rankin, R. (2012, October). *Paid Sick Days: Support Grows for a Work Standard Most Low-Wage Earners Still Lack in New York City*. Community Service Society publication. Retrieved 20 March 2013, from <http://www.cssny.org/publications/entry/paid-sick-days-support-grows-for-a-work-standard-most-low-wage-earners-still>

³ Mehrotra, A., & Rankin, N. (2013, March). *Latino New Yorkers Can't Afford to Get Sick*. Community Service Society publication. Retrieved 20 March 2013, from <http://www.cssny.org/publications/entry/latino-new-yorkers-cant-afford-to-get-sick>

⁴ Gould, E., Filion, K., & Green, A. (2011, June 29). *The Need for Paid Sick Days: The lack of a federal policy further erodes family economic security*. Economic Policy Institute publication. Retrieved 31 January 2013, from <http://www.epi.org/page/-/BriefingPaper319.pdf?nocdn=1>

⁵ Smith, T., & Kim, J. (2010, June). *Paid Sick Days: Attitudes and Experiences*. National Opinion Research Center at the University of Chicago for the Public Welfare Foundation publication (pp. 5-6). Retrieved 31 January 2013, from <http://www.publicwelfare.org/resources/DocFiles/psd2010final.pdf>

⁶ See note 2.

⁷ Currently more than half of parents nationwide are not able to earn even a few paid sick days per year to use to care for a sick child. Smith, K., & Schaefer, A. (2012, June). *Who Cares for the Sick Kids? Parents' Access to Paid Time to Care for a Sick Child*. Carsey Institute at the University of New Hampshire publication. Retrieved 31 January 2013, from <http://www.carseyinstitute.unh.edu/sites/carseyinstitute.unh.edu/files/publications/1B-Smith-Paid-Sick-Leave-2012.pdf>

⁸ Institute for Women's Policy Research. (2012, February). *Paid Sick Days in New York City Would Lower Health Care Costs by Reducing Unnecessary Emergency Department Visits*. Retrieved 20 March 2013, from <http://www.iwpr.org/publications/pubs/paid-sick-days-in-new-york-city-would-lower-health-care-costs-by-reducing-unnecessary-emergency-department-visits>

⁹ Drago, R., & Lovell, V. (2011, February). *San Francisco's Paid Sick Leave Ordinance: Outcomes for Employers and Employees* (p. 9). Institute for Women's Policy Research publication. Retrieved 31 January 2013, from <http://www.iwpr.org/publications/pubs/San-Fran-PSD>

¹⁰ *Ibid*, p. 11.

¹¹ Petro, J. (2010, October). *Paid Sick Leave Does Not Harm Business Growth or Job Growth* (pp. 5-6). Drum Major Institute for Public Policy publication. Retrieved 31 January 2013, from http://paysickdays.nationalpartnership.org/site/DocServer/Petro_DML_Paid_Sick_Leave_Does_Not_Harm_2010_Unabbr_.pdf?docID=7721

¹² Ibid, p. 7.

¹³ See note 9, p. 17.

¹⁴ Ibid, p. 32.

¹⁵ Ibid, p. 22.

¹⁶ Ibid, p. 9.

¹⁷ Warren, J. (2010, June 2). Cough If You Need Sick Leave. *Bloomberg Business Week*. Retrieved 31 January 2013, from

http://www.businessweek.com/magazine/content/10_24/b4182033783036.htm

¹⁸ See e.g., Center for Law and Social Policy. (2013, March) *Business Voices: Implementation of Sick Days Laws is Straightforward*. Retrieved 21 March 2013, from

<http://www.clasp.org/admin/site/publications/files/Business-Voices-on-Ease-of-Implementation-of-Sick-Days-DC-and-SF.pdf>; Spotlight on Poverty and Opportunity. *Paid Sick Days in Washington, D.C.* Retrieved 20 March 2013, from <http://www.spotlightonpoverty.org/news.aspx?id=c32b8078-bca3-442a-87d3-b819542e8fca>

¹⁹ Connecticut Department of Labor. *Industry Sectors Employment (Current Employment Statistics) – State of Connecticut*. Retrieved 13 February 2013, from

<http://www1.ctdol.state.ct.us/lmi/secEmp.asp>

²⁰ Dorfman, Margot. (2013, February 13). Paid Sick Days a Boon for State. *Connecticut Post*. Retrieved 20 March 2013, from <http://www.ctpost.com/opinion/article/Paid-sick-days-a-boon-for-state-4276053.php>

²¹ Seattle Office for Civil Rights. *Paid Sick & Safe Time: Seattle Works Well*. Retrieved 20 March 2013, from <http://www.seattle.gov/civilrights/sickleave.htm>

²² Seattle Office of Economic Development. *Job Growth*. Retrieved 20 March 2013, from <http://www.seattle.gov/economicDevelopment/indicators/jobGrowth.htm>

From: Gaby Moreno [mailto:gaby2122@verizon.net]
Sent: Wednesday, March 20, 2013 9:05 PM
To: Quinn, Christine
Subject: Paid Sick Time Act testimony

Dear Speaker Quinn,

This is to ask that you to let the Paid Sick Time Act out for a vote. It is barbaric that people who are sick have to go to work because they cannot afford to take an unpaid sick day, most of these people work with the public and they are exposing everyone they come in contact to whenever they have go to work sick. I don't know about you but I do not want people who are sick to prepare and serve my food. Passing the Paid Sick Time Act will be extremely helpful to women since women need to take sick days for themselves and to take care of a sick child. Sick employees are not as productive when they are sick as when they are healthy, in addition they are more likely to infect their co-workers which will slow down everyone's productivity. Forcing employees to go to work sick is a lose –lose proposition.

Sincerely,

Gaby Moreno



The New York Academy of Medicine

At the heart of urban health since 1847

Testimony for the NYC Council Hearing on Paid Sick Leave

Jo Ivey Boufford, MD, President

March 22, 2013

The New York Academy of Medicine (NYAM) has been advancing the health of people in cities since 1847. An independent organization, NYAM addresses the health challenges facing the world's urban populations through interdisciplinary approaches to research, education, community engagement, and policy leadership. Our current priorities include creating environments that support healthy aging; strengthening systems that prevent disease and promote the public's health; and working to eliminate health disparities.

NYAM supports the implementation of a paid sick leave policy in New York City. Some four million New Yorkers already have this benefit, but it is also important to know which New Yorkers currently lack that opportunity. Seventy-six percent of low-income Latino workers and fifty two percent of low-income Blacks in New York have no paid sick leave. Seventy percent of foreign-born low-income earners lack paid sick leave, as well.ⁱ In total, as of 2011, forty one percent of New York's workforce, some 1.4 to 1.6 million workers, have no paid leave whatsoever for sickness or vacation, and nearly two out of three low-income workers (sixty four percent) specifically lack paid sick leave.ⁱⁱ

New Yorkers without paid sick leave may be forced to choose between their income and their health. We can see the unfortunate impact of this forced choice across three areas: Infectious Diseases, Chronic Disease, and Injuries.

- **Infectious Diseases.** More than half of all families have more than a week of illness per year, and one third of families have a family illness burden of two or more weeks per year.ⁱⁱⁱ When employees spend these days at work instead of at home recuperating, they stay sicker longer and they make their coworkers and fellow commuters sick.^{iv} Social distancing—that is, staying away from other people—is a key intervention against the spread of viruses. We prevent effective deployment of this important public health intervention when we tell people they have to come to work to get paid. Adults without paid sick days are 1.5 times more likely than adults with paid sick days to report going to work with a contagious illness like the flu or a viral infection.^v
- **Chronic Disease.** Heart disease, stroke, cancer, and diabetes, are among the most prevalent, costly, and *preventable* of all health problems.^{vi} Workers without sick days often delay their trips to the doctor, which can heighten the severity of critical health problems and injuries. The CDC cites a national study, which concludes that workers with paid sick leave are more likely to have seen a doctor in an office or clinic for any reason in the last year than workers without paid sick leave (69.8% compared to 59.2%). The study also concludes that workers with paid sick leave are more likely to be screened for colorectal cancer, and working women with paid sick leave are more likely to have had a mammogram in the last two years.^{vii} Access to recommended screenings and appropriate follow-up doctor visits are essential steps in saving lives, reducing disability and lowering costs for medical care.”^{viii}
- **Injuries.** Evidence is emerging that workers with access to paid sick leave are twenty eight percent less likely to suffer a work-related injury. Workers are more likely to be injured on the job while sick for a number of reasons, including the loss of concentration, inability to make sound decisions and the fatigue that occurs when you are sick, not to mention the drowsiness that can accompany taking medication.^{ix}

We should also note the particular impact of this paid sick leave policy failure on New York's children. Low-income children are more likely to face marked health problems and to be in need of parental care, and they are also more likely to live in households where parents lack paid leave and cannot afford to take unpaid leave.^x Instead of being seen in a timely fashion and in an appropriate setting for pediatric care, children whose parents lack paid sick leave miss recommended well visits with the pediatrician, and are often seen in emergency departments when they are sick. There, patients face long waits and their families may be saddled with exorbitant costs.

Forcing workers to use emergency departments to gain access to care after work hours also affects the viability of our health care system. The Institute for Women's Policy Research analyzed data from the 2009-2010 National Health Interview Survey, and their findings suggest that if New York City workers without paid sick days gained access to paid sick leave days—and could thereby get appropriate and timely care—about 48,000 emergency department visits would be prevented each year, reducing health care costs by \$39.5 million annually, including \$28.4 million in savings to public health insurance systems. The New York City government would save \$5.0 million annually in reduced Medicaid expenditures.^{xi}

New York can often take pride in its leadership on public health issues. In this case, we are far behind. 145 countries around the world guarantee paid leave,^{xii} and now, in the United States, San Francisco and Washington, D.C. have laws that allow workers citywide to earn paid sick days to recover from a short-term illness, care for a sick family member or seek routine medical care. Last year, Seattle also passed a paid sick days law, and Philadelphia passed a law that requires employers to provide paid sick days to workers on city-funded projects.^{xiii} Evaluations of these laws have found strong job growth relative to other regions and little to no abuse of the laws. In San Francisco, for example, six out of seven employers reported no negative effects on profitability, and most said the new legislation had proven easy to implement.^{xiv}

Paid sick leave makes good sense from a health and economic perspective. New Yorkers without paid sick leave are the ones who often bare the greatest burden of disease. The evidence suggests that paid sick leave is not just a moral issue. It is a critical step in supporting a health system that promotes good health and prevents disease for 1.4 to 1.6 million New Yorkers plus their families.

ⁱ <http://www.cssny.org/publications/entry/still-sick-in-the-cityJanuary2012>

ⁱⁱ Ibid

ⁱⁱⁱ Heymann, S. Jody, Alison Earle, and Brian Egleston. 1996. "Parental Availability for the Care of Sick Children." *Pediatrics*. Vol. 98, No. 2, pp. 226-230.

^{iv} Everyone get sick. Not Everyone has Time to Get Better. A Briefing Book

on Establishing a Paid Sick Days Standard. National Partnership For Women & Families (October 2011)

^v Paid Sick Days Lead to Cost Savings for All. National Partnership For Women & Families (October 2012)

^{vi} "New York: Burden of Chronic Diseases" CDC (2008). Accessed from

http://www.cdc.gov/chronicdisease/states/new_york.htm

^{vii} Peipins LA, Soman A, Berkowitz Z, White MC. The lack of paid sick leave as a barrier to cancer screening and medical care-seeking: results from the National Health Interview Survey. [BMC Public Health](https://doi.org/10.1186/1471-2325-12-1-520) 2012;12(1):520, accessed from http://www.cdc.gov/cancer/dcpc/research/articles/screening_workers.htm

^{viii} Ibid

^{ix} <http://thenationshealth.aphapublications.org/content/42/8/1.3.full>

^x <http://www.ncbi.nlm.nih.gov/pubmed/10437763>

^{xi} Ibid

^{xii} <http://www.mcgill.ca/files/ihsp/WFEI2007FEB.pdf>

^{xiii} http://www.nationalpartnership.org/site/PageServer?pagename=psd_toolkit_laws

^{xiv} <http://www.businessweek.com/articles/2012-07-20/is-paid-sick-leave-good-for-business>

From: Yana Walton [mailto:yana@retailactionproject.org]
Sent: Friday, March 22, 2013 12:26 PM
To: Quinn, Christine
Subject: Paid Sick Days Testimony - Tamara Green, Retail Action Project

To whom it may concern,

I'm submitting this testimony on behalf of a member of the Retail Action Project, who could not attend today's hearing:

My name is Tamara Green. I am a single mother of two daughters and we live in Bed Stuy, Brooklyn. I recently quit my job at Aveda in Grand Central Station because after 2 years, my hours were cut to 10 hours a week, and then finally to 4. Because I was involuntarily scheduled as a part-time worker, I wasn't given paid sick days. I am a licensed cosmetologist, and I supplement my income with hair clients at home. My schedule became very hectic as I struggled to earn enough to cover basic bills. I sold \$90 shampoo and \$35 hand lotion, but made no commission like several other high-end cosmetics salespersons. As a parent, not having a lot of advance notice of my schedule makes it very difficult to plan for childcare. And not having sick days made me feel like I could get fired at any time due to an emergency.

My youngest daughter is 6 years old, and she's had more than her fair share of medical problems. She's had to go to the ER a few times, and when I couldn't make it for my shift, I always told my manager with as much notice as I could. One time, after I'd already called my job from the hospital, I received a call telling me to still come in to work. Despite having a doctor's note, I was disciplined, and missed out on my income for that shift. All because I am scheduled part time!

I am not alone – this is happening to retail workers across the country, and that's why I'm fighting alongside other retail workers at Retail Action Project (RAP) to launch a campaign for Just Hours – which would make sure that part time workers also have access to paid sick days, alongside fighting for enough stable hours to live on. Please support single working moms like myself by passing paid sick days this year. You'd be changing our lives.

Yana Walton
Communications Director
Retail Action Project
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MANHATTAN YOUNG DEMOCRATS

Testimony prepared by the Manhattan Young Democrats

For the New York City Council Committee on Civil Service and Labor

Date: March 22, 2013

Re: Support for Intro. 97

The Manhattan Young Democrats would like to thank Chairman Nelson and the members of the Committee on Civil Service and Labor for the opportunity to present this testimony in support of Intro. 97, also known as the Paid Sick Leave bill.

The Manhattan Young Democrats is an all-volunteer membership organization comprised of over 250 progressive young professionals and is the official youth arm of the Democratic Party in New York County. It is an organization dedicated to educating, activating, and advocating for this city's youth that we testify today. As we will outline in our testimony, we support this paid sick leave legislation because we believe it will play a critical role in building and sustaining a healthy, productive workforce – particularly for younger workers.

Young adults are more likely to be employed in low-wage jobs that do not allow them to earn paid sick leave. Nearly 60 percent of low-wage workers—those making less than \$10 per hour—are under the age of 35[i]. These jobs in retail stores, restaurants, and other service industries, for example, are the jobs that young people commonly hold while trying to gain a foothold in our city. Not having access to paid sick leave can significantly affect their ability to make ends meet in the short term, as well as their ability pursue long term educational and professional development goals[ii]. Young adults are also more likely to need time off to care for young children, and yet as low-wage workers, they are twice as likely to face workplace threats for taking necessary time off[iii]. As a result, young, hard-working New Yorkers are often unfairly forced to make the difficult choice between good health and financial security.

Some claim that paid sick leave would burden struggling businesses in a weak economy. Multiple studies have shown, however, that paid sick leave policies actually benefit businesses by reducing employee turnover, improving productivity, and preventing the spread of illness in the workplace. When paid sick leave legislation was implemented in San Francisco, total employment increased by 3.5 percent between 2006 and 2010 while employment in five similar neighboring counties fell by 3.4 percent overall. Two-thirds of San Francisco employers now support the city's paid sick leave ordinance, and reports show that profits have not declined as a result of the law[iv].

Arguments against this legislation also fail to consider the public health consequences of our failure to institute paid sick leave requirements. Studies show that a lack of paid sick leave is associated with an 18 percent increase in the spread of illness at work, since many employees would rather go to work sick than miss a day's pay. In a city that relies so heavily on mass transit, this public health risk is exacerbated, and it is one that we cannot afford to take. It is also important to note that industries which lack paid sick leave often do not exist in isolation. The classic case of a young restaurant worker who is forced to come in sick and subsequently handles our food is a clear example of how the lack of a paid sick leave requirement poses a public health risk.

With an overwhelming three quarters of New Yorkers in support of paid sick leave[v] — including a majority of Republicans, Independents, and Democrats—it is clearly time for the council to put the bill to a vote. As young people, we put faith in our democratic process and expect our elected officials to deliver on their commitment to public service above all else. To continue to delay this vote would be a great disservice to the most economically disadvantaged in our community. We ask that you recognize the urgency of voting on and passing this bill as it has immediate implications for so many people – people who simply cannot afford to wait.

New York City must live up to its reputation as both a beacon for ambitious young people and a national leader on progressive issues. The lack of a sick leave policy stands in the way of young New Yorkers' ambitions to build their careers, families, and lives. We ask that the council pass the Paid Sick Leave bill as soon as possible.

Thank you again for the opportunity to present testimony on this important issue.

For more information, please contact:

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References

- [i] John Schmitt and Janelle Jones. “Low-wage Workers Are Older and Better Educated than Ever”<http://www.cepr.net/documents/publications/min-wage3-2012-04.pdf>
- [ii] Nancy Rankin. “Still Sick in the City: What the Lack of Paid Sick Leave Means for Working New Yorkers”. January 2012.
- [iii] Jeremy Reiss and Nancy Rankin, with Krista Pietrangelo. SICK IN THE CITY: What the Lack of Paid Leave Means for Working New Yorkers. October 2009.
An Analysis of Eight Years of Findings from The Unheard Third
- [iv] [San Francisco's Paid Sick Leave Ordinance: Outcomes for Employers and Employees.](#)
Robert Drago and Vicky Lovell, Institute for Women’s Policy Research, 2011.
- [v] [Polling Data from Sick in the City: New Yorkers at Every Income Level Support Paid Sick Days,](#) A Better Balance and CSS (October 2009)

Testimony of Wendy Chavkin MD, MPH
Before the New York City Council, Committee on Civil Service and Labor
Regarding Int. 97A
March 22, 2013

My name is Wendy Chavkin and I am a professor of Clinical Population and Family Health at Columbia University's Mailman School of Public Health and of Clinical Obstetrics and Gynecology at Columbia's College of Physicians and Surgeons. I'd like to thank you for the opportunity to provide testimony on Int. 97A today. In 2008 I co-authored a comprehensive review of the scientific evidence entitled "The Relationship between Work-Family Benefits and Maternal, Infant and Reproductive Health: Public Health Implications and Policy Recommendations" which provided an overview of the link between work-family benefits – of which paid sick days is an important part – and reproductive, maternal, and infant/child health.¹ The report made the case for developing work-family benefit policies at all levels of government, and specifically recommended passage of paid sick days legislation for all New York City employees to improve health outcomes.

Certain Americans receive generous work-family benefits while others have minimal or no access to any assistance. In the U.S., employees with the greatest need for benefits – single-parents, low-income workers, or those with minimal education – generally are the people least likely to work at jobs with generous benefits. These inequities in access to and use of work-family benefits exacerbate preexisting health disparities, which is detrimental for children and their families and also has long-term costs for society. Moreover, the lack of paid sick days for those most vulnerable puts everyone else at risk as well.

There is a strong public health rationale behind paid sick days policy in that it:

- Prevents sick employees from spreading infectious diseases to co-workers and others with whom they have contact,
- Prevents sick employees from causing accidents or other consequences of working when impaired by illness,
- Enables parents to care for sick children at home, which has been shown to help children recover more quickly from illnesses and hospitalizations, and
- Reduces the likelihood that children will attend school when sick, which can lead to the spread of infectious diseases to other children and adults.

Proponents of paid sick leave invoke these public health arguments. Although certain workers – including those in child care centers, medical facilities, or restaurants – have frequent contact with the public, and associated significant risks of transmitting contagious diseases, fewer than 15% of food service and hotel workers have paid sick days.²

¹ The testimony that follows is taken directly from Bischoff, R. & Chavkin, W. (2008). The relationship between work-family benefits and maternal, infant and reproductive health: public health implications and policy recommendations. *Columbia University Mailman School of Public Health*.

² Lovell, V. (2006). *Paid sick days improve public health by reducing the spread of disease*. (Institute for Women's Policy Research Publication No. B250). Retrieved June 22, 2008, at: Lovell, V. (2006). Paid sick days improve public health by reducing the spread of disease. (IWPR # B250).

Paid sick days policy affects parents' ability to provide care during childhood illness. The Baltimore Parenthood Study of moderate and low-income parents found that those with paid sick days were 5.2 time more likely to care for a sick child themselves as compared to those without paid sick days,³ and Palmer's review⁴ demonstrated that parental care helps sick children recover more quickly from illnesses and hospitalizations. Finally, parents of ill children may face a catch-22 situation when their child care center refuses to allow sick children to attend, there are no alternative care arrangements, and they jeopardize their employment if they stay home from work.

Lack of paid sick days also has potential consequences for maternal health. In female-dominated professions such as child care, healthcare, and teaching, infectious disease exposure is common. Pregnant workers are particularly at risk for adverse consequences. For example, respiratory tract and gastrointestinal infections commonly are found in day care centers. While most of these do not cause any long-term health consequences for children or their caretakers⁵ some, such as cytomegalovirus (CMV), coxsackie virus, and hepatitis are associated with a number of adverse reproductive outcomes for pregnant women.⁶

In New York City, 3% (54,952) of female employees work in child care and nearly 4% (66,249) work as teachers of young children where they have frequent contact with those who may have infectious illnesses.⁷ Nearly 15% (259,942) of women employed in New York City are working in health care-related jobs where they are exposed to a multitude of infectious agents. In these locations employees are particularly likely to be exposed to infectious diseases or be the source of contagion to others, absent the benefit of paid sick leave.

Given these consequences for maternal and child health, the importance of the paid sick leave legislation for New York City workers we are discussing today is eminently clear. From a public health perspective, I urge the City Council to quickly pass this legislation.

³ Heymann, J., Toomey, S., & Furstenber, F. (1999). Working parents: What factors are involved in their ability to take time off from work when their children are sick? *Archives of Pediatrics and Adolescent Medicine*, 153, 870-874.

⁴ Palmer, S.J. (1993). Care of sick children by parents: A meaningful role. *Journal of Advanced Nursing*, 18, 185-191.

⁵ Galtry, J. (2002). Child health: An underplayed variable in parental leave policy debates. *Community, Work & Family*, 5(3), 257-278.

⁶ Colugnati, F., Staras, S., Dollard, S., & Cannon, M. (2007). Incidence of cytomegalovirus infection among the general population and pregnant women in the United States. *BMC Infectious Diseases*, 7(71).

⁷ U.S. Census Bureau, American Community Survey. (2006). Retrieved on July 5, 2008 at: <http://www.census.gov/acs/www/index.html>.



**Testimony of Amy Traub, Senior Policy Analyst, Demos
To the New York City Council Committee on Civil Service and Labor**

In support of Intro 97-A: The Paid Sick Time Act

March 22, 2013

Demos is a public policy organization working for an America where we all have an equal say in our democracy and an equal chance in our economy. We are based here in New York City. On behalf of Demos, I thank the Committee on Civil Service and Labor for this opportunity to present testimony on Intro 97-A: The Paid Sick Time Act.

Let me begin by saying something we all know: everybody gets sick. At one time or another, even the heartiest and healthiest among us catches a nasty bug, gets an infection, or needs medical attention because of an accident. We're human beings, and most of us also have parents or spouses or children or another loved one who depends on us in a case of medical emergency or temporary illness. Yet an estimated 1.58 million working New Yorkers cannot take a single day off work to recuperate or care for a sick loved one without missing a paycheck.¹ The result is a more fearful and precarious labor force, just one illness away from slipping into poverty – or from slipping deeper into poverty. Is that the city we want to be?

We don't have to be that city, if the Council finally votes on, and passes, the Paid Sick Time Act.

Paid sick time is not a pie-in-the-sky idea. It is the law in 145 countries around the world.² It's now the law in the state of Connecticut, and the cities of Washington D.C., Seattle, and Portland, Oregon. It has been the law in San Francisco since 2007, which offers us a real track record to consider. We don't have to wonder: what will happen to happen to employment if we pass this? What will happen to small businesses? We can look at what happened when they implemented the same policy in San Francisco.

In the years since San Francisco implemented its paid sick leave law, job growth there has consistently been higher than in neighboring counties without such a law, despite the nation's deep recession.³ Indeed, a growing body of research finds little evidence to support the argument that that job growth or business growth has been harmed by establishing paid sick leave as a citywide standard. This is also consistent with international research, a comparative study done by the Center for Economic and Policy

¹ Kevin Miller and Claudia Williams, "Paid Sick Days in New York City Would Lower Health Care Costs by Reducing Unnecessary Emergency Department Visits," Institute for Women's Policy Research, February 2012.

² Jody Heymann, Alison Earle, and Jeffrey Hayes, "The Work, Family, and Equity Index: How Does the United States Measure Up?," The Project on Global Working Families, February 2007.

³ John Petro, "Paid Sick Leave Does Not Harm Business Growth or Job Growth," The Drum Major Institute for Public Policy, October 2010.

Research, indicating that paid sick days do not increase unemployment.⁴ Instead, the policy provides a meaningful benefit to workers while improving public health and workplace productivity.

In places where paid sick leave has been implemented, there is a significant divergence between predictions of economic doom beforehand and the actual impact. For example, in San Francisco the restaurant industry trade group initially asserted that the policy would substantially increase small business costs and discourage employment. Yet now that the policy has been in place for a number of years, the Golden Gate Restaurant Association calls the law “successful” and “the best public policy for the least cost,” acknowledging that employees have not abused paid sick leave.⁵ A top official at the San Francisco Chamber of Commerce, another original opponent to paid sick leave, admitted that “it has not been a huge issue that we have heard from our members about... I don’t think it’s quite on the minds of employers.”⁶ The Urban Institute conducted a broad survey of San Francisco businesses and came to the same conclusion, as did the Institute for Women’s Policy Research.⁷

Rather than predicting negative outcomes once again, I suggest that looking at the concrete evidence of how this policy has operated in practice is the best way to predict the impact in New York. That evidence strongly suggests that this is a successful policy, it is one that does not harm employment or the growth of small businesses.

One lesson from San Francisco is that this is a law that levels the playing field.⁸ Companies want to provide paid sick days to their employees, but if their competitors aren’t providing that benefit, they find themselves at a disadvantage. This law enables employers to do the right thing.

There is no reason to continue deferring a vote on Intro 97-A: The Paid Sick Time Act. I urge the Council to take action and approve this legislation without further delay.

⁴ John Schmitt, Hye Jin Rho, Alison Earle, and Jody Heymann, “Paid Sick Days Don’t Cause Unemployment,” Center for Economic and Policy Research, June 2009.

⁵ Stephen Singer, “States push law to require paid sick days,” USA Today, August 20, 2008.

⁶ Kelly Spors. “Should Employers Be Required to Give Paid Sick Days?” Wall Street Journal Blogs. August 25, 2008.

⁷ Shelley Waters Boots, Karin Martinson, and Anna Danziger, “Employers’ Perspectives on San Francisco’s Paid Sick Leave Policy,” Urban Institute, March 2009; Robert Drago and Vicky Lovell, “San Francisco’s Paid Sick Leave Ordinance: Outcomes for Employers and Employees,” Institute for Women’s Policy Research, February 2011.

⁸ “Marketplace of Ideas: Sara Flocks on Guaranteeing Paid Sick Leave,” Drum Major Institute for Public Policy, May 28, 2008.



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March 22, 2012

RE: Proposed Int. No. 97-A - In relation to the provision of sick time earned by employees.

Verizon, an industry leader that has adopted many policies to empower employees to better manage their personal and family well being, has concerns regarding Intro 97-A and respectfully submits the following comments.

Verizon provides its employees with a generous and flexible array of paid time-off benefits to help them meet the responsibilities of work and their personal lives. However, this bill will mandate that Verizon enact procedures that would undermine our ability to manage our time off policies, adversely impact our ability to adequately staff our workforce, and jeopardize our ability remain competitive in a global environment.

Any proposed legislation needs to ensure companies can administer its policies in a fashion that will allow them to efficiently run their business, adequately staff to adhere to regulatory requirements, recognize current collective bargaining agreements, monitor for policy misuse/abuse, and stay competitive in the marketplace. Below are three changes which can encompass such.

1. Use of sick, personal or vacation days

Many companies already provide their employees an array of paid time off benefits to them meet work and personal responsibilities. Intro 97-A should ensure companies can administer those policies in a fashion that will allow them to effectively run their business.

Suggested language to address this issue:

Any employer that offers employees paid leave that may be used for the same purpose as paid sick leave under this section shall be deemed to be in compliance with this section.

2. Should not interfere with existing collective bargaining agreements

Collective bargaining agreements are not exempt. Agreements must opt-out. This provision intrudes on the collective bargaining process.

Suggested language to address this issue:

All of the applicable requirements of this section shall not apply to employees covered by a bona fide collective bargaining agreement if pay for absence issues have already been collectively bargained by the employer and the authorized bargaining representative of these employees.

3. Critical functions require enough staff to handle the needs of the customers they serve

The legislation must make a provision for companies that provide critical or emergency services. These companies need policies that allow them to staff accordingly.

Suggested language to address this issue:

"Employer" shall mean "employer" as defined in labor law section 190(3). For purposes of this section, "employer" does not include (i) the United States government; (ii) the state of New York including any office, department, independent agency, authority, institution, association, society or other body of the state including the legislature and the judiciary; or (iii) the city of New York or any local government, municipality or county or any entity governed by municipal home rule section 92 or county law section 207 *or (iv) a utility company or public utility company as defined in section 2(23) of the New York State Public Service Law or an affiliate of such company.*

Verizon welcomes the opportunity to meet to discuss these issues in more detail.

**Testimony submitted by Marge Ives, President of the Women's City Club of New York
Hearing on Paid Sick Time
New York City Council
March 22, 2013**

The Women's City Club of New York strongly supports legislation that would provide paid sick time for workers at companies with more than 5 employees.

Men and women both need this protection, yet we recognize that the burdens imposed by the lack of paid sick time do fall more heavily on the shoulders of women. Statistics show that more women are employed in minimum wage and other lower paying jobs that often don't provide paid sick time. Also, the additional work of caring for the health of children and elderly relatives is most often the responsibility of women. In addition, the victims of domestic violence and sex crimes are almost always women.

Workers should never have to choose between their jobs and their health needs or those of their family members. The recent flu epidemic and the H1N1 virus outbreak several years ago vividly demonstrated how important it is for sick people to stay home from work. None of us wants the person at the deli counter to be suffering from the flu. None of us wants to be on the job next to a sick co-worker. Employers only stand to benefit if employees with contagious diseases can afford to stay home and not spread their illness to other employees or customers.

We urge City Council Speaker Quinn to allow this legislation to come up for a vote. Economists, small business owners and the majority of City Council members agree that paid sick days mean a healthier city and a healthier economy.

After San Francisco passed paid sick days legislation in 2007, its economy weathered the recession better than surrounding counties. Kevin Westlye, Executive Director of the Golden Gate Restaurant Association has said that this legislation, far from being bad for business, has been "the best legislative policy for the least cost." In Connecticut, the unemployment rate has dropped by a full percentage point, faster than the nation as a whole, since legislators passed a statewide paid sick days bill last year.

New York is a recognized leader in the world economy and we should also be a role model for worker protection and benefits. However, Washington, D.C., Milwaukee, San Francisco, Portland, Oregon, Seattle and Long Beach, California already have paid sick time laws. Managers and professionals have always been able to take paid sick time to recover from a routine illness. Other workers should have this same benefit.

The Women's City Club is approaching its 100th anniversary. We have always fought for the rights of all New Yorkers, especially those whose voice is not always acknowledged or even heard. It is time for Speaker Quinn and the City Council to hear the many voices calling for the passage of this vital legislation and enact it.