

CITY COUNCIL
CITY OF NEW YORK

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TRANSCRIPT OF THE MINUTES

Of the

COMMITTEE ON CIVIL SERVICE AND LABOR

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October 5, 2023
Start: 12:19 p.m.
Recess: 12:25 p.m.

HELD AT: COMMITTEE ROOM - CITY HALL

B E F O R E: Carmen N. De La Rosa, Chairperson

COUNCIL MEMBERS:

Erik D. Bottcher
Tiffany Caban
Eric Dinowitz
Oswald Feliz
Kamillah Hanks
Rita C. Joseph
Julie Menin
Sandy Nurse

OTHER COUNCIL MEMBERS ATTENDING:

Gale A. Brewer

2 SERGEANT-AT-ARMS: This is a microphone
3 check for the Committee on Civil Service and Labor
4 located in the Committee Room, recorded on October 5,
5 2023, by Nazly Paytuvi.

6 SERGEANT-AT-ARMS: Good afternoon and
7 welcome to today's New York City Council hearing for
8 the Committee on Civil Service and Labor.

9 At this time, we ask that you silence
10 cell phones and electronic devices to minimize
11 disruptions throughout the hearing. We thank you for
12 your cooperation.

13 Chair, we are ready to begin.

14 CHAIRPERSON DE LA ROSA: [GAVEL] Good
15 afternoon. Welcome to today's vote of the Civil
16 Service and Labor Committee. I Committee Chair,
17 Council Member Carmen De La Rosa.

18 Today, we are voting on Proposed Intro.
19 78-A sponsored by Council Member Brewer in relation
20 to improving employees' understanding of their rights
21 to take leave under the Earned Safe and Sick Time
22 Act.

23 In September 2020, the Earned Safe and
24 Sick Time Act was expanded. The new guidelines
25 require that small businesses with four or fewer

2 employees and an income less than 1 million per year
3 must provide 40 hours of unpaid safe and sick leave
4 to employees. Businesses with four or fewer employees
5 and an annual income greater than 1 million must
6 provide 40 hours of paid safe and sick leave to
7 employees. Businesses with 5 to 99 employees must
8 provide 40 hours of paid safe or sick leave to each
9 employee annually. Finally, businesses with 100 or
10 more employees must provide up to 56 hours of paid
11 safe and sick leave to employees annually. While the
12 expansion of the Earned Safe and Sick Time Act was
13 effectuated three years ago, research suggests that
14 many workers may still lack knowledge of the law's
15 protections. This is particularly concerning given
16 the fact that the enforcement of Earned Safe and Sick
17 Time Act is largely driven by employee complaints on
18 a case-by-case basis. It is therefore imperative that
19 the best efforts are made to inform employees of
20 their rights to take safe or sick leave. This
21 Committee is dedicated to improving working
22 conditions for employees across the city, and
23 ensuring that adequate leave policies are implemented
24 properly is a crucial part of that commitment.
25 Workers are entitled to leave to maintain their

2 health and well-being, and it is vital that all
3 employees and employers are aware of the updated Safe
4 and Sick policy that is in effect. Proposed Intro.
5 78-A would require the Commissioner of the Department
6 of Consumer and Worker Protection to coordinate with
7 the Department of Health and Mental Hygiene and make
8 best efforts to distribute posters, fliers, and other
9 written materials to the public. The bill also
10 invites the New York City Health and Hospitals
11 corporations to participate in the distribution of
12 educational materials to the public through
13 pharmacies, doctors' offices, hospitals, and other
14 locations that serve as a helpful venue to reach
15 workers who will benefit from knowing their rights to
16 seek safe and sick leave. By improving educational
17 outreach efforts, the City can greatly enhance the
18 working experience of employees, and I am thrilled
19 that the Committee is bringing this bill to a vote
20 and proud to support it.

21 I'd like to thank our Committee Staff
22 including Policy Analysts Elizabeth Arzt and
23 Legislative Counsel Rie Ogasawara, Finance Analyst
24 Andrew Lane-Lawless for their hard work in preparing

2 for this vote. I also want to extend a thanks to my
3 team, James Burke, Kiana Diaz, and Fray Familia.

4 I now will turn to Council Member Brewer
5 for an opening statement in support of her bill.

6 COUNCIL MEMBER BREWER: Thank you very
7 much, Madam Chair.

8 I know that in 2017 the Temporary
9 Schedule Change Act as you indicated was part of a
10 Council package of laws under the umbrella of the
11 Fair Work Week and the Fast Food Worker Empowerment
12 bills. I remember I think I was Borough President at
13 the time going through a lot of discussions with fast
14 food restaurants to get them to understand that most
15 of the workers were families, individuals, not young
16 people, not students, and they absolutely needed to
17 be able to pay the rent and provide for their
18 families, and one way to do that was not to have
19 unpredictable scheduling abuses which were
20 widespread, and the Council addressed that,
21 especially because so many of the workers in this
22 sector, retail and fast food and restaurant, are low-
23 wage. I think we all know that CSS, Community Service
24 Society, and Better Balance, these are topics that
25 they focus on, and every year they do reports, and I

2 think the problem between the issue of the scheduling
3 and then, as you know, we're also passing the bill
4 today to talk about education of paid sick time, a
5 topic that I feel very, very strongly about. People
6 don't know about them. They're unaware of their
7 rights, and we know that the work of real change
8 doesn't end with the passage of any law. The ongoing
9 outreach and engagement required by this bill is
10 crucial in improving access to laws that make our
11 city healthier and fairer so I am very, very pleased
12 to be discussing this bill today.

13 I certainly want to thank everyone who
14 worked on it but particularly Shula Warren Puder from
15 my office. Thank you very much.

16 CHAIRPERSON DE LA ROSA: Thank you,
17 Council Member Brewer. I will now turn it to the
18 Clerk to call the roll.

19 COMMITTEE CLERK WILLIAM MARTIN: Good
20 afternoon. William Martin, Committee Clerk. Roll call
21 vote Committee on Civil Service and Labor, Proposed
22 Introduction 78-A. Chair De La Rosa.

23 CHAIRPERSON DE LA ROSA: Aye.

24 COMMITTEE CLERK WILLIAM MARTIN: Moya.
25 Dinowitz.

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2 COUNCIL MEMBER DINOWITZ: Aye.

3 COMMITTEE CLERK WILLIAM MARTIN: Feliz.

4 COUNCIL MEMBER FELIZ: Aye.

5 COMMITTEE CLERK WILLIAM MARTIN: Bottcher.

6 COUNCIL MEMBER BOTTCHEER: Aye.

7 COMMITTEE CLERK WILLIAM MARTIN: Caban.

8 COUNCIL MEMBER CABAN: Aye.

9 COMMITTEE CLERK WILLIAM MARTIN: Hanks.

10 COUNCIL MEMBER HANKS: Aye.

11 COMMITTEE CLERK WILLIAM MARTIN: Joseph.

12 COUNCIL MEMBER JOSEPH: Aye.

13 COMMITTEE CLERK WILLIAM MARTIN: Menin.

14 COUNCIL MEMBER MENIN: Aye.

15 COMMITTEE CLERK WILLIAM MARTIN: Nurse.

16 COUNCIL MEMBER NURSE: I vote aye.

17 COMMITTEE CLERK WILLIAM MARTIN: By a vote

18 of nine in the affirmative, zero in the negative, and

19 no abstentions, item has been adopted by the

20 Committee.

21 CHAIRPERSON DE LA ROSA: Thank you so much

22 for coming. Congratulations, Council Member Brewer.

23 The meeting is adjourned. [GAVEL]

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C E R T I F I C A T E

World Wide Dictation certifies that the foregoing transcript is a true and accurate record of the proceedings. We further certify that there is no relation to any of the parties to this action by blood or marriage, and that there is interest in the outcome of this matter.



Date October 6, 2023