

State and Local Action on Paid Sick Days

JULY 2015

Paid sick days laws are or will soon be in place in 23 jurisdictions across the country – four states, the District of Columbia and 18 localities.

The paid sick days movement's success began in 2006, when **San Francisco** became the first locality in the nation to guarantee workers access to earned paid sick days. In 2008, the **District of Columbia** passed a paid sick days standard that included paid "safe" days for victims of domestic violence, sexual assault and stalking; also in 2008, nearly 70 percent of voters in Milwaukee (Wis.) approved a paid sick days measure, but the law was challenged in court and, once the law was allowed to stand, it was subsequently preempted by the state legislature. In 2011, the **Connecticut** legislature became the first in the nation to pass a statewide paid sick days law and, in the same year, **Seattle** adopted the nation's fourth paid sick days law.

In 2013, **Portland**, Ore., **New York City** and **Jersey City**, N.J., adopted paid sick days standards. **Newark**, N.J., followed in early 2014, followed by **Eugene**, Ore., San Diego, the state of **California**, and the New Jersey cities of **Passaic**, **Paterson**, **East Orange** and **Irvington**. In November 2014, paid sick days ballot measures passed with overwhelming voter support in the commonwealth of **Massachusetts**, **Oakland**, Calif., and the New Jersey cities of **Montclair** and **Trenton**.

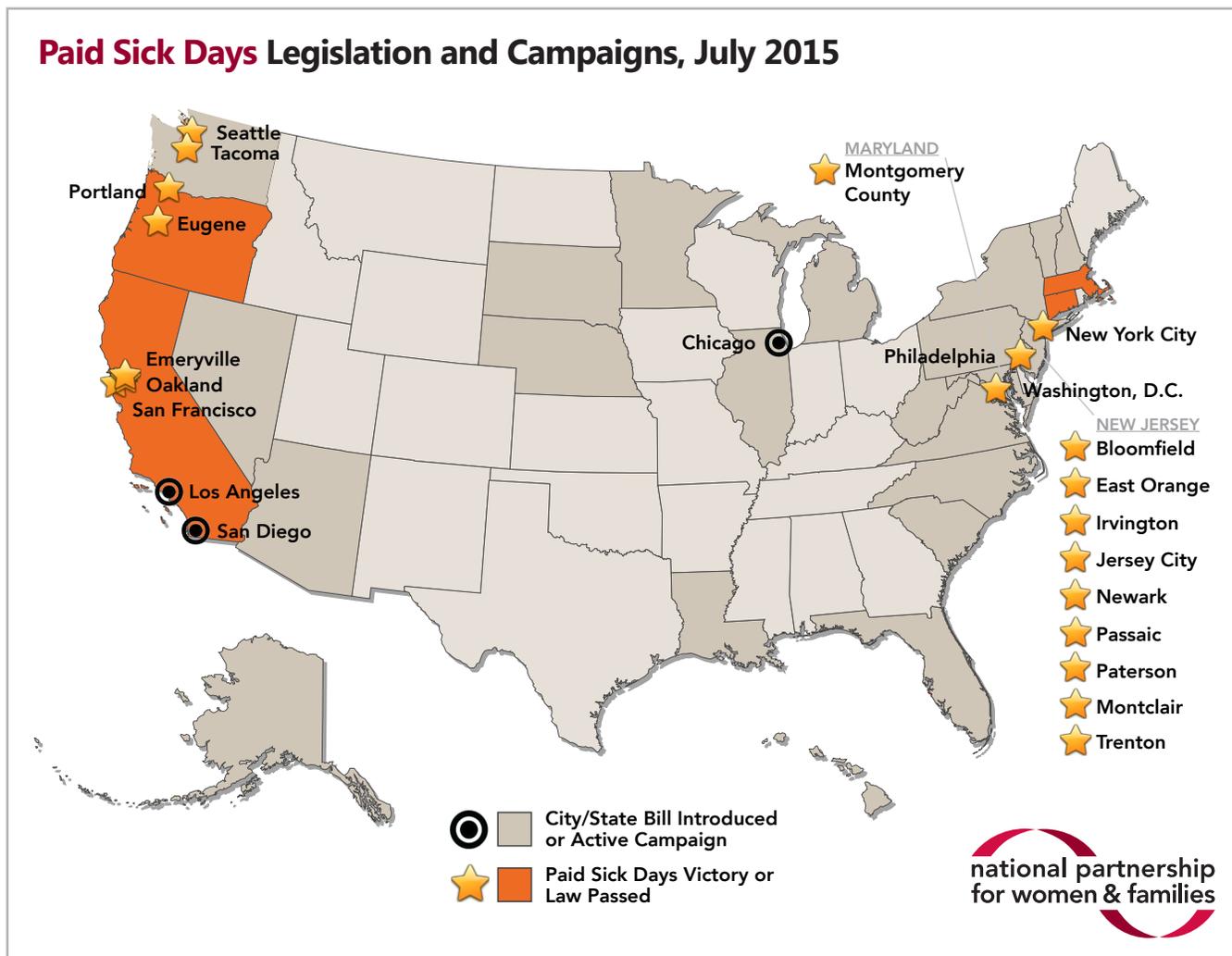
In 2015, city councils have adopted paid sick days laws in **Tacoma**, Wash., **Philadelphia**, Pa., and **Bloomfield**, N.J., and Chicago voters overwhelmingly approved a nonbinding referendum in favor of paid sick days. Most recently, in June 2015, **Oregon** became the fourth state in the nation to pass a paid sick days law, and **Emeryville**, Calif., passed a law expanding upon California's statewide paid sick days law. In July, **Montgomery County**, Md., became the first county to establish a paid sick days standard.

Building on this momentum, more than two dozen states and cities have considered paid sick days proposals in legislative sessions this year.

2015 Legislation and Campaigns

Paid sick days legislation or campaigns to enact legislation exist in Alaska, Arizona, California, Chicago, Connecticut, Florida, Hawaii, Illinois, Los Angeles, Louisiana, Maryland, Michigan, Minnesota, Nebraska, Nevada, New Hampshire, New Jersey, New York, North Carolina, Pennsylvania, South Carolina, South Dakota, Vermont, Virginia, Washington and West Virginia. Efforts to implement or defend existing paid sick days laws exist in Bloomfield (N.J.), East Orange (N.J.), Emeryville (Calif.), Irvington, (N.J.), Massachusetts, Montclair (N.J.), Montgomery County (Md.), New York City, Oakland (Calif.), Oregon, Passaic (N.J.), Paterson (N.J.), Philadelphia, Seattle, San Diego, Tacoma and Trenton (N.J.).

Paid Sick Days Legislation and Campaigns, July 2015



Alaska

Alaska’s paid sick days bill, **S.B. 12/H.B. 124**, would allow workers in businesses with 15 or more employees to earn a minimum of one hour of paid sick and safe time for every 40 hours worked. The bill does not set an upper limit for paid sick time. Workers would be able to use the time to care for themselves or for a family member who is ill or needs preventive or medical care, or for time spent away from work because the employee or family member is the victim of a crime of domestic violence, sexual assault or stalking. Covered family members are a spouse or domestic partner, or a child, parent or sibling if the child, parent or sibling lives with the employee.

Status: S.B. 12 was introduced on January 21 by Senator Wielechowski and was referred to the Senate Committees on Labor & Commerce

and Finance. Senator Wielechowski introduced a substitute version of the bill on February 25 that was referred to the Senate Committee on Labor & Commerce. H.B. 124 was introduced by Representative Tarr on February 25 and was referred to the House Committee on Labor & Commerce.

Resources: www.legis.state.ak.us

Arizona

Arizona’s paid sick days bill, **H.B. 2505**, would allow all Arizona workers to earn a minimum of one hour of paid sick and safe time for every 30 hours worked, up to 72 hours annually (approximately nine days annually for a full-time worker). Workers would be able to use the job-protected time to recover from their own illness, care for an ill

family member or seek diagnoses or preventive care for themselves or a family member. The bill defines “family member” broadly to include a child, spouse or domestic partner, parent, parent-in-law, grandparent, grandchild, sibling, spouse or domestic partner of family members or “any other person related by blood or affinity.” The bill also covers time lost at work due to a public health emergency, or for the employee or family member to obtain services to address the effects of domestic violence, sexual assault or stalking.

Status: H.B. 2505 was introduced by Representatives Andrade, Cardenas, Larkin and Mendez on February 16, 2015, and was referred to the House Committees on Commerce and Rules. The legislative session ended before action was taken.

Resources: www.azleg.gov

California

Building on San Francisco’s historic 2006 victory and the statewide victory in 2014, the campaign to guarantee earned paid sick days for all California workers is coordinated by the **California Work & Family Coalition**.

The California paid sick days expansion bill, **A.B. 11**, would expand the 2014 paid sick days law (A.B. 1522) to include the more than 365,000 home care workers who are not covered under the current law.

Status: A.B. 11 was introduced on December 1, 2014, by Assemblywoman Gonzalez and referred to the Committee on Labor & Employment on January 16, 2015. The bill passed the Labor & Employment Committee on March 19 and was referred to the Committee on Appropriations, where it is awaiting a hearing.

Resources: workfamilyca.org

▶ EMERYVILLE

Emeryville’s paid sick days ordinance, **No. 15-004**, builds on the state’s paid sick days law by providing benefits beyond what the state law provides. The ordinance increases the maximum

annual limits on accrual and use to allow workers at businesses with 55 or fewer employees to earn up to 48 hours annually and workers at businesses with 56 or more employees to earn up to 72 hours annually. The ordinance also expands covered family members to include a designated person and expands the permitted purposes for leave to include care for a service dog of the employee or a family member.

Status: Ordinance No. 15-004 was introduced on May 19, 2015. The City Council approved the ordinance on June 2, and it took effect on July 2.

Resources: www.ci.emeryville.ca.us/1024/Minimum-Wage-Ordinance

▶ LOS ANGELES

In 2014, led by the organization **Los Angeles Alliance for a New Economy (LAANE)**, the city of Los Angeles approved an ordinance guaranteeing paid sick time to hotel employees working in venues with 150 or more rooms. When it takes effect in July of 2015, the law will also raise the minimum wage for workers employed at hotels with 300 or more rooms to \$15.37 per hour.

In addition, LAANE and its allies are working with the City Council on an ordinance to raise wages and guarantee paid sick days for all workers in Los Angeles.

Resources: www.laane.org

▶ OAKLAND

Lift Up Oakland, a coalition of labor, faith and youth organizations, ran a campaign to raise the minimum wage and guarantee access to paid sick days for workers in Oakland. Voters in Oakland voted on a measure on the November 2014 ballot to increase the minimum wage and allow workers to accrue one hour of paid sick time for every 30 hours worked. Beginning in March 2015, employees who work for businesses with fewer than 10 employees will accrue a maximum of 40 hours. Those who work for larger employers will accrue a maximum of 72 hours. Workers will be able to take paid sick time for their own illness or medical care, as well as that of a child, parent, legal guardian or ward,

sibling, grandparent, grandchild, spouse, registered domestic partner or designated person.

Status: Oakland's paid sick days ballot measure withstood a challenge from a business-backed counter-proposal that would have provided a less generous minimum wage increase and paid sick days standard. Voters approved the measure in November 2014 and it took effect in March 2015.

Resources: www.liftupoakland.org/about

▶ SAN DIEGO

The **Raise Up San Diego** coalition is a broad community coalition fighting for earned sick days and to raise the minimum wage for all San Diegans. The coalition is spearheaded by the **Center on Policy Initiatives**. The measure passed in 2014 would allow workers to earn up to five paid sick days per year and would raise the minimum wage to \$11.50 per hour by 2017.

Status: The San Diego paid sick days and minimum wage measure passed the City Council and was then vetoed by the mayor. On August 18, 2014, the City Council overrode the mayor's veto. Opponents pledged to block the measure by collecting signatures in support of a referendum that put a hold on the ordinance's enactment and could ultimately rescind it. Opponents collected enough signatures to place the referendum on the ballot in June 2016, and the ordinance is on hold until that time.

Resources: www.raiseupsandiego.org
onlinecpi.org

Connecticut

The paid sick days coalition convened by **Connecticut Working Families** is seeking to expand the range of workers covered by the first-in-the-nation statewide paid sick days law. The Connecticut paid sick days expansion bill, **H.B. 6784**, would amend current law to cover workers in all industries; lower the employer size threshold for coverage from 50 employees to 10; expand covered family members to include a sibling, parent, grandparent and grandchild; reduce the amount of

time an employee must wait before using accrued paid sick time; and increase the maximum annual accrual amount from 40 to 56 hours.

Status: H.B. 6784 was introduced on February 13, 2015, by Representatives Flexer, Cuevas and Rose, and referred to the Joint Committee on Labor and Public Employees. A public hearing was held on March 5.

Resources: www.workingfamilies.org/states/connecticut

Florida

In 2012, thriving campaigns in Orange County and Miami-Dade County were working for the adoption of paid sick days ordinances. Led by **Organize Now**, Orange County advocates successfully collected enough signatures to have a paid sick days ballot measure placed on the November 2012 ballot, but the County Commission decided, illegally, to delay placement. In 2013, the state legislature – fueled by paid sick days opponents – preempted local authority to enact paid sick days laws. The preemption law strips Orange County and other jurisdictions of the power to determine for themselves whether to adopt paid sick days standards. In 2014, voters overwhelmingly approved the county's paid sick days ordinance, though the statewide preemption law essentially nullifies that result. Efforts to bring paid sick days to the state continue. In Miami, **Restaurant Opportunities Center of Miami (ROC-Miami)** and **Jobs with Justice** are continuing to educate voters and lawmakers about the benefits that a statewide paid sick days law would bring.

In 2014, Florida state legislators introduced a paid sick days bill, **S.B. 1490/H.B. 1185**, which would allow workers in businesses with 10 or more employees to earn a minimum of one hour of paid sick and safe time for every 40 hours worked, up to 56 hours annually. Workers in businesses with nine or fewer employees would earn an equivalent amount of unpaid sick time. Workers would be able to use the time to care for themselves or for a family member who is ill or needs preventive or medical care, for time spent away from work because the

employee or family member is the victim of a crime of domestic violence, sexual assault or stalking, or for a public health emergency. Covered family members are a child, parent, parent-in-law, spouse, grandchild, grandparent, sibling, or spouse of a grandparent or sibling.

Status: S.B. 1490 was introduced on March 3 by Senator Thompson and was referred to the Senate Committees on Commerce & Tourism and Appropriations. H.B. 1185 was introduced by Representative Williams on March 8 and was referred to the House Committees on Economic Affairs, Judiciary, and Appropriations.

Resources: www.orgnow.org
www.flsenate.gov/

Hawaii

Three paid sick days bills have been introduced in Hawaii in the 2015 session. The first, **H.B. 9**, would allow Hawaii workers at businesses of all sizes to earn one hour of paid sick time for every 30 hours worked, up to 56 hours annually. Workers would be able to use the time to care for themselves or for a family member who is ill or needs preventive or medical care, or under certain circumstances in the case of a public health emergency. “Family member” is defined as a child, parent, spouse or reciprocal beneficiary, grandparent, grandchild, sibling, child or parent of a spouse or reciprocal beneficiary, spouse or reciprocal beneficiary of a grandparent or sibling, or any other person related by blood or affinity whose close association with the employee is the equivalent of a family relationship. The bill does not protect workers from being retaliated against for exercising their rights under the bill.

The second bill, **H.B. 1047/S.B. 1025**, would allow workers in businesses with 10 or more employees to earn one hour of paid sick and safe time for every 30 hours worked, up to 56 hours annually. Workers at businesses with fewer than 10 employees would earn at the same rate up to an annual maximum of 40 hours. Workers would be able to use the time to care for themselves or for a family member who is ill or needs preventive or medical care, for the

employee or family member to obtain services to address the effects of domestic violence, sexual assault or stalking, or under certain circumstances in the case of a public health emergency. “Family member” is defined as a child, parent, spouse/reciprocal beneficiary/civil union partner, grandparent, grandchild, sibling, child or parent of a spouse/reciprocal beneficiary/civil union partner, spouse/reciprocal beneficiary/civil union partner of a grandparent or sibling, or any other person related by blood or affinity whose close association with the employee is the equivalent of a family relationship.

The third bill, **S.B. 129**, would allow service workers at businesses with 50 or more employees to earn one hour of paid sick and safe time for every 40 hours worked, up to 40 hours annually. “Service workers” are defined as all workers who are paid on an hourly basis or not exempt from federal minimum wage and overtime laws, including food establishment workers and excluding day or temporary workers. Workers would be able to use the time to care for themselves or for a child, spouse or civil union partner who is ill or needs preventive or medical care, or for the employee or family member to obtain services to address the effects of domestic violence, sexual assault or stalking. The bill does not protect workers from being retaliated against for exercising their rights under the bill.

Status: H.B. 9 was introduced in January 2015 by Representative Takumi. It was referred to the Committees on Finance and Labor & Public Employment, which on February 13, 2015, recommended that consideration of the bill be deferred.

H.B. 1047 and S.B. 1025 were introduced in January 2015. H.B. 1047 was introduced by Representatives LoPresti, Mizuno, Creagan, Say and Souki, and S.B. 1025 by Senators Chun-Oakland and Keith-Agaran. They were referred to the House Committees on Judiciary, Finance, and Labor & Public Employment and the Senate Committees on Judiciary & Labor and Ways & Means, respectively.

S.B. 129 was introduced in January 2015 by

Senators Keith-Agaran, Shimabukuro, Tokuda and Baker and was referred to the Committees on Judiciary & Labor and Ways & Means, both of which amended and passed the bill in February. The bill passed the full Senate on March 10 and was sent to the House, where it was referred to the Committees on Finance and Labor & Public Employment. The Labor & Public Employment Committee removed the bill from its hearing schedule on March 23, effectively killing the bill. However, the Senate Ways & Means Committee attached the language of S.B. 129 to another bill, **H.B. 496**, on April 10. H.B. 496 passed the Senate as amended on April 14 and was sent back to the House, which had passed it before the amendment. The bill was sent to conference committee to reconcile the differences between the two versions and the legislative session ended before action was taken.

Resources: www.capitol.hawaii.gov

Illinois

Women Employed leads the **Sick Days Illinois** coalition, which includes dozens of state advocacy groups that are raising public awareness and campaigning for a paid sick days standard.

The Employee Paid Health Care Time Act, **H.B. 3297**, would allow workers in business with 50 or more employees to earn a minimum of one hour of paid sick time for every 22 hours worked, up to 56 hours annually. Workers at businesses with fewer than 50 employees would earn one hour for every 40 hours worked, up to the same maximum. Workers would be able to use the time to care for themselves or for a family member who is ill or needs preventive or medical care. Covered family members are a child, parent, parent-in-law, grandparent, spouse or domestic partner.

The Healthy Workplace Act, **S.B. 1836**, would allow all workers to earn a minimum of one hour of paid sick and safe time for every 30 hours worked, up to 56 hours annually. Workers would be able to use the time to care for themselves or for a family member who is ill or needs preventive or medical care, for the employee or family member

to obtain services to address the effects of domestic violence, sexual assault or stalking, or under certain circumstances in the case of a public health emergency. Covered family members are a child, parent, parent-in-law, spouse or civil union partner.

Status: H.B. 1368 was introduced on February 4, 2015, by Representative Cassidy and was referred to the House Executive Committee. H.B. 3297 was introduced on February 26, 2015, by Representative Mitchell and referred to the House Executive Committee. S.B. 1836 was introduced on February 20, 2015, by Senator Hutchinson and was assigned to the Senate Executive Committee. On March 26, the Executive Committee postponed consideration of S.B. 1836.

Resources: www.sickdaysillinois.org

► CHICAGO

The **Earned Sick Time Chicago** coalition includes community, public health, faith, women's and labor organizations. Chicago's legislation, **O2014-1511**, would allow workers in a business with 10 or more employees to earn one hour of paid sick and safe time for every 30 hours worked, up to 72 hours annually. Workers in businesses with fewer than 10 employees would earn at the same rate up to 40 hours annually. The job-protected time off may be used for the worker's own health condition, medical appointments or preventive care, or for those of a family member. It may also be used when the worker or a family member is a victim of domestic or sexual violence or under certain circumstances due to a public health emergency. "Family member" is defined as a child, spouse, domestic partner, parent, sibling, grandparent, grandchild, or child or parent of a spouse or domestic partner.

Status: O2014-1511 was introduced in the City Council in March 2014 and referred to the Committee on Workforce Development and Audit. In February 2015, Chicago voters overwhelmingly approved a non-binding ballot question in favor of a citywide paid sick days standard. The mayor has now convened a task force to study working families issues, including paid sick days.

Resources: www.sicktimechicago.org

Louisiana

Louisiana's paid sick days bill, **S.B. 81**, would allow workers in businesses with five or more employees to earn one hour of job-protected paid sick and safe time for every 40 hours worked, up to 52 hours annually. Workers in businesses with fewer than five workers would earn one hour of unpaid but job-protected sick time for every 40 hours worked, up to 52 hours annually. This time could be used by workers to care for themselves or for a family member who is ill or needs medical care, under certain circumstances in the case of a public health emergency or quarantine, to attend a meeting at the employee's child's school related to the child's health or disability, or for the employee to obtain services to address the effects of domestic violence, sexual assault or stalking. "Family member" is defined as a spouse, child, parent, grandparent, sibling, grandchild, parent-in-law, or spouse of a grandparent or sibling.

Status: S.B. 81 was introduced in the Senate by Senator Peterson on April 13, 2015, and was referred to the Senate Committee on Labor and Industrial Relations. The committee voted to defer consideration of the bill in May 2015.

Resources: www.legis.la.gov

Maryland

The **Job Opportunities Task Force** and **United Workers Association** are the founding members of **Working Matters**, a growing coalition of 135 organizations and businesses committed to advancing the Maryland Campaign for Paid Sick Days. The Maryland Healthy Working Families Act, H.B. 385/S.B. 40, would allow workers in businesses with 10 or more employees to earn one hour of job-protected paid sick and safe time for every 30 hours worked, up to 56 hours annually (approximately seven days for a full-time worker). Workers in businesses with fewer than 10 workers would earn one hour of unpaid but job-protected sick time for every 30 hours worked, up to 56 hours annually. This time could be used by workers to care for themselves or for a family member who is ill or needs preventive or medical care, under certain circumstances in the case of a public health

emergency, or for the employee or a family member to obtain services to address the effects of domestic violence, sexual assault or stalking. "Family member" is defined as a spouse, child, parent, grandparent, sibling, grandchild, parent-in-law, or spouse of a grandparent or sibling.

Status: S.B. 40 was introduced in the Senate by Senator Pugh on January 20, 2015, and H.B. 385 was introduced in the House by Delegate Clippinger on February 6, 2015. The bills were referred to the Senate Finance Committee and the House Economic Matters Committee, and hearings were held on February 3 in the Senate and February 13 in the House. The legislative session ended before further action was taken.

Resources: www.mdpaidsickdays.wordpress.com

► MONTGOMERY COUNTY

A coalition of advocates that includes **Working Matters** successfully advocated for a paid sick and safe time standard in Montgomery County. The legislation, **Bill 60-14**, allows workers at businesses with five or more employees to earn one hour of job-protected paid sick and safe time for every 30 hours worked, up to 56 hours annually (approximately seven days for a full-time worker). Workers at businesses with fewer than five employees accrue up to 32 paid hours and 24 unpaid hours annually. This time can be used by workers to care for themselves or for a family member who is ill or needs preventive or medical care, under certain circumstances in the case of a public health emergency, due to a family member's exposure to a communicable disease or for the employee or family member to obtain services to address the effects of domestic violence, sexual assault or stalking. Covered family members are a spouse, child, parent, former primary caregiver, legal guardian or ward, grandparent, sibling, grandchild, parent-in-law, or spouse of a grandparent or sibling.

Status: Bill 60-14 was proposed by Montgomery County Council President George L. Leventhal, and the City Council held a public hearing on January 29, 2015. The Health and Human Services Committee held a work session on the bill on June 11, and on June 23 the Council unanimously voted

to approve the bill. The county executive signed the bill on July 2 and the law will take effect in October 2016.

Resources: www.montgomerycountymd.gov/council

Massachusetts

Raise Up Massachusetts successfully advanced a statewide earned sick time standard in November 2014 after a broad coalition of organizations had worked for several years to pass a paid sick days law through the state legislature. **Question 4** was approved by nearly 60 percent of voters.

Beginning in July 2015, workers in businesses with more than 10 employees will earn one hour of paid sick and safe time for every 30 hours worked, up to 40 hours annually (approximately five days for a full-time worker). Workers in businesses with 10 or fewer employees will earn one hour of unpaid sick time for every 30 hours worked, up to 40 hours annually. Workers will be able to use the job-protected time to recover from their own illness, care for an ill family member or attend medical appointments of their own or of a family member. “Family member” is defined as a child, spouse (including a same-sex spouse under state law), parent or parent of a spouse. The time can also be used to address the psychological, physical or legal effects of domestic violence.

Status: The ballot measure passed in November 2014 and takes effect in July 2015.

Resources: www.raiseupma.org

Michigan

Grassroots organization **Mothering Justice** is working with state legislators and allies to advance paid sick days for Michigan workers.

The Paid Sick Leave Act, **H.B. 4167/S.B. 101**, would allow workers in businesses with fewer than 10 employees to earn one hour of paid sick and safe time for every 30 hours worked, up to 40 hours annually (approximately five days for a full-time worker) and allow workers in larger businesses

to earn up to 72 hours annually (approximately nine days for a full-time worker). Workers would be able to use the job-protected time off to care for themselves or for a family member who is ill or needs preventive or medical care, for the employee or family member to obtain services to address the effects of domestic violence or sexual assault, or under certain circumstances in the event of a public health emergency. “Family member” is defined as a worker’s child, parent, spouse or domestic partner, grandparent, grandchild, sibling, child of a domestic partner, parent of a spouse or domestic partner, spouse or domestic partner of a grandparent or sibling, or “any other individual related by blood or affinity.”

Status: H.B. 4167 was introduced by Representative Chang on February 10, 2015, and S.B. 101 was introduced by Senator Ananich the following day. The bills were referred to the House Committee on Commerce and Trade and the Senate Committee on Commerce, respectively. In addition to supporting this bill, advocates are also mobilizing to fight state legislation that would preempt the right of localities to pass their own paid sick days ordinances.

Resources: www.motheringjustice.org/index.html

Minnesota

Take Action Minnesota coordinates the campaign to bring paid sick days to Minnesota workers.

The paid sick days legislation, **H.F. 549/S.F. 481**, would allow workers to earn one hour of paid sick and safe time for every 30 hours worked. Workers in businesses with fewer than 21 employees would earn up to 40 hours annually (approximately five days for a full-time worker). Workers in larger businesses would earn up to 72 hours annually (approximately nine days for a full-time worker). The job-protected time off could be used by workers to care for themselves or for a family member who is ill or needs preventive or medical care, under certain circumstances in the case of a public health emergency, or for the employee or family member to obtain services to address the effects of domestic abuse, sexual assault or stalking. “Family member” is defined as a spouse, child, parent, grandchild,

grandparent, sibling or regular member of the employee's household. These provisions were also included in an omnibus bill, **H.F. 1093/S.F. 1085**, which combined the paid sick days legislation with paid family leave and flexible work schedules bills.

Status: H.F. 549 and S.F. 481 were introduced on February 2, 2015, by Representative Lesch and Senator Pappas, respectively. H.F. 549 was assigned to the House Committee on Commerce and Regulatory Reform, and S.F. 481 was assigned to the Senate Committee on Jobs, Agriculture and Rural Development. H.F. 1093 was introduced on February 19, 2015, by Representative Thissen and referred to the House Committee on Job Growth and Energy Affordability Policy and Finance. S.F. 1085 was introduced on February 23, 2015, by Senator Pappas and referred to the Senate Committee on Jobs, Agriculture and Rural Development. The legislative session ended before further action was taken. In addition to supporting these bills, advocates are fighting state legislation that would preempt the right of localities to pass their own paid sick days ordinances.

Resources: www.takeactionminnesota.org
www.mnwesa.org

Nebraska

The Healthy and Safe Families and Workplaces Act, **L.B. 493**, would allow workers in businesses with four or more employees to earn one hour of paid sick and safe time for every 30 hours worked, up to 40 hours annually (approximately five days for a full-time worker). Workers would be able to use the job-protected time to care for themselves or for a family member who is ill or needs preventive or medical care, or for the employee or family member to obtain services to address the effects of domestic violence, sexual assault or stalking. "Family member" is defined as a child, parent, spouse or parent-in-law.

Status: L.B. 493 was introduced by Senator Nordquist on January 20, 2015, and referred to the Committee on Business and Labor. A hearing took place on February 9.

Resources: www.nebraskalegislature.gov

Nevada

Nevada's paid sick days bill, **A.B. 235/S.B. 259**, would allow workers to earn one hour of job-protected paid sick and safe time for every 30 hours worked, up to 48 hours annually. Workers would be able to use up to 24 hours of paid sick leave annually to care for themselves or for a member of the employee's family or household who is ill or needs preventive care or to obtain services to address the effects of domestic violence or sexual assault.

Status: A.B. 235 was introduced by Assembly members Neal, Bustamante Adams, Diaz, Benitez-Thompson and Carlton on March 6, 2015, and referred to the Committee on Commerce and Labor, which held a hearing on the bill on April 6. S.B. 259 was introduced by Senators Ford, Smith, Spearman, Atkinson and Parks on March 12, 2015, and referred to the Committee on Commerce, Labor and Energy, which held hearings on April 6 and April 8.

Resources: www.leg.state.nv.us

New Hampshire

New Hampshire's paid sick days legislation, **H.B. 600**, would allow workers to earn one hour of paid sick time for every 30 hours worked, up to 40 hours annually (approximately five days for a full-time worker). Workers would be able to use the job-protected time to care for themselves or for a family member who is ill or needs preventive or medical care. Covered family members are a child, parent, spouse/civil union partner, parent-in-law or grandchild. .

Status: H.B. 600 was introduced by Representatives Gile and Myler and Senator Feltes on January 8, 2015.

Resources: www.gencourt.state.nh.us

New Jersey

The **New Jersey Time to Care Coalition**, a broad-based group of more than 100 community, advocacy, union, religious, research and academic organizations, along with the **New Jersey Working Families Alliance** and its diverse labor and community partners, is building on successful local paid sick days campaigns to advance a statewide paid sick days standard for New Jersey workers.

New Jersey's paid sick days legislation, **A. 2354/S. 785**, guarantees workers one hour of paid sick and safe time for every 30 hours worked, up to 40 hours annually for workers in businesses with fewer than 10 employees (approximately five days for a full-time worker) and up to 72 hours annually for workers in larger businesses (approximately nine days for a full-time worker). The job-protected time off may be used for the worker's own health condition, medical appointments or preventive care, or for those of a family member. It may also be used to obtain medical, legal or other services needed as a result of domestic violence or sexual assault, or for time taken under certain circumstances due to a public health emergency. "Family member" is defined as a child (including child of a domestic or civil union partner), spouse, domestic or civil union partner, grandchild, sibling, parent, grandparent, spouse/domestic partner/civil union partner of a parent or grandparent, or sibling of a spouse/domestic partner/civil union partner.

The coalition got paid sick days ordinances introduced and passed quickly in Passaic, East Orange, Paterson, Irvington and Bloomfield, and paid sick days ballot measures were approved in Montclair and Trenton in November 2014.

Status: A. 2354 was introduced in February 2014 by Representative Lampitt and referred to the Assembly Labor Committee. The bill passed out of the Assembly Labor Committee on October 27, 2014, and passed the Assembly Budget Committee on December 15, 2014. S. 785 was introduced in January 2014 by Senator Weinberg and referred to the Senate Labor Committee.

Resources: www.njtimetocare.org
workingfamilies.org/states/new-jersey

▶ VARIOUS MUNICIPAL LAWS

Status: In September 2014, the city councils of Passaic, East Orange, Paterson and Irvington passed paid sick days ordinances. The ordinances have been approved by the cities' mayors and took effect in January 2015. In November 2014, paid sick days ballot measures were approved in Montclair and Trenton. They took effect in March 2015. In March 2015, the Bloomfield township council passed a paid sick days ordinance, which has been approved by the mayor and will take effect in June 2015. These municipalities join the cities of Jersey City and Newark which have had paid sick days laws in place since earlier in 2014.

Resources: www.njtimetocare.org
workingfamilies.org/states/new-jersey

New York

Two paid sick days bills have been introduced in the 2015 New York legislative session. The Paid Sick Leave Act, **S. 1208**, would allow New York workers to earn one hour of paid sick time for every 20 hours worked. Businesses with fewer than 10 employees would be required to provide up to 40 hours annually (approximately five days for a

full-time worker); all other businesses would be required to provide up to 80 hours (approximately 10 days for a full-time worker). Workers could use the job-protected time to recover from illness, care for an ill family member or seek medical care for themselves or a family member. "Family member" is defined broadly to include a child (including child of a domestic partner), spouse, parent, grandparent, grandchild or sibling. Workers without a spouse could designate one person to care for instead.

The New York Earned Benefits Act, **A. 735**, would allow most workers in businesses with 15 or more employees to earn one hour of paid sick time for every 30 hours worked, up to 40 hours annually. Workers in businesses with fewer than 15 employees would earn equivalent unpaid time. Domestic workers would be entitled to two days of paid sick time. The job-protected time off may be used for the worker's own health condition, medical appointments or preventive care, or for those of

a family member. It may also be used for time taken under certain circumstances due to a public health emergency. Covered family members are a child, spouse, domestic partner, parent, or the child or parent of the employee's spouse or domestic partner.

Status: On January 9, 2015, S. 1208 was introduced in the Senate by Senator Parker and referred to the Labor Committee. On January 21, 2015, A. 735 was introduced by Assemblyman Steck and referred to the Labor Committee.

Resources: www.nysenate.gov/legislation
assembly.state.ny.us

▶ NEW YORK CITY

In New York City, **A Better Balance: The Work and Family Legal Center, Community Service Society** the **New York State Paid Family Leave Coalition** and the **Working Families Organization** led a broad coalition to advance a paid sick days standard that covers workers in the city. The coalition includes **Make the Road New York** and the **Restaurant Opportunities Center of New York**, as well as unions, workers', children's and women's advocates, and public health leaders.

New York City's Earned Sick Time Act was enacted in June 2013. In 2014, the City Council considered bills that would expand the law to require any business with five or more employees to provide paid sick days to its workers. The bill also removed the original bill's exemption for manufacturing businesses and a provision that would suspend enforcement of the law during economic downturns.

Status: New York City's paid sick days expansion bill passed the City Council in February and was signed into law on March 20, 2014. The law and expansion took effect on April 1, 2014. Robust implementation efforts continue to make sure New Yorkers are aware of the law and their rights.

Resources: www.abetterbalance.org
www.timetocareny.org

North Carolina

The **North Carolina Families Care Coalition**, led by the **North Carolina Justice Center**, comprises workers', women's, religious and health organizations, as well as children's and older adults' advocacy groups committed to bringing a paid sick days standard to the state.

The Healthy Families and Healthy Workplaces Act, **H.B. 270/S.B. 339**, would allow workers at businesses with more than 10 employees who are covered by the state's wage and hour law to earn one hour of paid sick time for every 30 hours worked, up to 56 hours annually. Covered workers at businesses with 10 or fewer employees would earn paid sick time at the same rate, up to 32 hours annually. Workers would be able to use the job-protected time to care for themselves or for a family member who is ill or needs preventive or medical care or to obtain services to address the effects of domestic violence, sexual assault or stalking. Covered family members are a spouse, parent, sibling, child, grandparent, grandchild, parent-in-law, sibling-in-law or grandparent-in-law.

Status: North Carolina advocates are making paid sick days part of a broader women and families agenda at public events. H.B. 270 was introduced by a group of 16 representatives on March 17, 2015, and referred to the Committees on Children, Youth and Families, Judiciary, and Appropriations. S.B. 339 was introduced by a group of eight senators on March 19, 2015, and referred to the Committee on Rules and Operations of the Senate.

Resources: www.ncfamiliescare.org

Oregon

Everybody Benefits Oregon, a campaign coordinated by **Family Forward Oregon**, built on successful campaigns in Portland in 2013 and Eugene in 2014 to bring paid sick days to the entire state.

The paid sick days bill adopted in Oregon in June 2015, **S.B. 454 (companion H.B. 2005)**, allows Portland's paid sick days law to remain in place, guaranteeing workers in businesses with six or

more employees to earn paid sick time and workers in smaller businesses to earn unpaid sick time. Elsewhere in the state, workers in businesses with 10 or more employees will earn one hour of paid sick and safe time for every 30 hours worked, up to 40 hours annually (approximately five days for a full-time worker). Workers in businesses with fewer than 10 employees will earn the equivalent amount of unpaid, job-protected sick and safe time. Workers will be able to use the time to care for themselves or for a family member who is ill or needs preventive or medical care; for any of the reasons for which workers may take time off under the state unpaid family leave law; for the employee or family member to obtain services to address the effects of domestic violence, harassment, sexual assault or stalking; or under certain circumstances in the case of a public health emergency. “Family member” is defined as a child, parent, spouse, grandparent, grandchild, parent-in-law, or person with whom the employee was or is in a relationship of in loco parentis. The bill also includes a provision that preempts the rights of all but the largest local government in the state to pass their own paid sick days ordinances; language in the bill effectively excludes Portland from this preemption provision.

Status: H.B. 2005/S.B. 454 were introduced in the House and Senate on January 12, 2015, by Representatives Vega Pederson and Hoyle and Senators Rosenbaum and Steiner Hayward, respectively. H.B. 2005 was referred to the House Committee on Business and Labor, and S.B. 454 was referred to the Senate Workforce Committee. A joint public hearing was held in both committees on February 16, 2015. H.B. 2005 passed out of the Business and Labor Committee on April 24. S.B. 454 passed out of the Workforce Committee on March 31 and passed the Ways and Means Committee on June 5. The Senate approved the bill on June 10; the House approved it on June 13. It was signed by the governor on June 22.

Resources: everybodybenefitsoregon.org

► EUGENE

The Everybody Benefits coalition also successfully spearheaded the effort to bring paid sick days to

workers in Eugene, Ore., working for the adoption of a proposal that would have allowed most workers in Eugene the right to earn one hour of paid sick time for every 30 hours worked, up to a minimum of 40 hours of paid sick time in a year. The Eugene paid sick days ordinance passed on July 28, 2014. Eugene’s law would have been implemented in July 2015; however, the statewide paid sick days legislation in Oregon preempts Eugene’s law.

Resources: everybodybenefitseugene.org

Pennsylvania

The **Coalition for Healthy Families and Workplaces**, coordinated by **PathWays PA**, is working to bring paid sick days to all Pennsylvania workers. Advocates are also mobilizing to fight state legislation that would preempt the right of localities to pass their own paid sick days ordinances.

Pennsylvania’s paid sick days bill, **H.B. 624**, would allow workers in businesses with 10 or more employees to earn one hour of paid sick and safe time for every 40 hours worked, up to 52 hours annually (approximately six and a half days for a full-time worker). Employees in a business with fewer than 10 employees earn one hour for every 80 worked, up to 26 annually. Workers would be able to use the time to care for themselves or for a family member who is ill or needs preventive or medical care, or for the employee or family member to obtain services to address the effects of domestic violence. Covered family members are a child, parent, spouse, grandparent, extended family member, or any other person related by blood or affinity whose close association with the employee is the equivalent of a family relationship.

Status: H.B. 624 was introduced in the House by Representative Donatucci on February 26, 2015, and referred to the Committee on Labor and Industry.

Resources: www.pathwayspa.org

► PHILADELPHIA

The **Coalition for Healthy Families and Workplaces**,

coordinated by **PathWays PA**, has worked with a broad range of groups to create a paid sick days standard for all Philadelphia workers. The Promoting Healthy Families and Workplaces ordinance, **No. 141026**, allows workers in businesses with more than 10 employees to earn one hour of paid, job-protected sick and safe time for every 40 hours worked, up to 40 hours annually (approximately five days for a full-time worker). Workers in smaller businesses earn the equivalent amount of unpaid, job-protected sick and safe time. Workers can use the time to care for themselves or for a family member who is ill or needs preventive or medical care, or for the employee or family member to obtain services to address the effects of domestic violence. “Family member” is defined as a child, parent, spouse, grandparent, grandchild, sibling, life partner, parent-in-law, or spouse of a grandparent or sibling.

Status: The Promoting Healthy Families and Workplaces bill was introduced in the City Council on December 11, 2014. A hearing was held in the Committee on Public Health and Human Services on February 3, 2015, and the bill was reported favorably. The City Council passed the bill on February 12, 2015, and the mayor signed the bill the same day. The campaign is now working for robust implementation of the law, which took effect on May 13, 2015, and is simultaneously fighting state legislation that would undo the Philadelphia ordinance and preempt the right of other localities in the state to pass their own paid sick days ordinances.

Resources: www.phillyearnsickdays.com

South Carolina

The South Carolina Earned Paid Sick Leave Act, **S. 172/H. 3397**, would allow workers in businesses with more than 10 employees to earn one hour of sick and safe time for every 40 hours worked, up to 56 hours annually (approximately seven days for a full-time worker), while workers in businesses with six to 10 employees would earn up to 40 hours annually (approximately five days for a full-time worker). Workers in businesses with fewer than six workers would earn up to 40 hours of job-protected

unpaid sick and safe time annually. Workers would be able to use sick time to care for themselves or for a spouse or child who is ill or needs preventive or medical care, in the case of a public health emergency, or for the employee to address the effects of criminal domestic violence.

Status: S. 906 was introduced by Senator Kimpson on January 13, 2015, and referred to the Senate Committee on Labor, Commerce and Industry. H. 3397 was introduced by Representative McLeod on January 22, 2015, and referred to the House Committee on Labor, Commerce and Industry. In addition to supporting this bill, advocates are also fighting state legislation that would preempt the right of localities to pass their own paid sick days ordinances.

Resources: www.scstatehouse.gov/index.php

South Dakota

The South Dakota paid sick days bill, **S.B. 156**, would allow workers to earn one hour of sick and safe time for every 30 hours worked. Workers would be able to use sick and safe time to care for themselves or for a spouse or child who is ill or needs preventive or medical care, or for the employee to obtain services to address the effects of domestic violence, sexual assault or stalking.

Status: S.B. 156 was introduced by Senators Buhl, Bradford, Frerichs, Heinert, Parsley, Sutton, Killer, Gibson, Hawks, Kirschman and Soli on January 28, 2015, and referred to the Senate Committee on Commerce and Energy. The bill was “deferred until the 41st legislative day,” effectively killing it, on a 7-0 vote on February 5.

Resources: legis.sd.gov

Vermont

The Vermont paid sick days coalition, coordinated by **Voices for Vermont’s Children** and the **Vermont Workers Center**, is fighting for a statewide paid sick days standard. Two paid sick days bills have been introduced in Vermont in the 2015 session.

S. 15 would allow workers to earn one hour of earned sick and safe time for every 30 hours worked, up to 56 hours annually (approximately seven days for a full-time worker). Workers would be able to use the time to care for themselves or for a family member who is ill or needs preventive or medical care, for the employee or family member to obtain services to address the effects of domestic violence, sexual assault or stalking, or under certain circumstances in the case of a public health emergency. Covered family members are a child, spouse, parent, grandparent, grandchild, sibling, parent-in-law, person residing with the employee, or family member for whom the employee is primarily responsible for arranging or providing care.

H. 187 would allow workers to earn one hour of paid sick and safe time for every 40 hours worked, up to 24 hours annually through June 2017, and up to 40 hours annually after that. Workers would be able to use the time to care for themselves or for a family member who is ill or needs preventive or medical care, for the employee or family member to obtain services to address domestic violence, sexual assault or stalking, or under certain circumstances in the case of a public health emergency. Covered family members are a child, spouse, parent, grandparent, grandchild, sibling, parent-in-law, person residing with the employee, or family member for whom the employee is primarily responsible for arranging or providing care.

Status: S. 15 was introduced by Senators Baruth and Sirotkin on January 14, 2015, and referred to the Committee on Economic Development, Housing & General Affairs. H. 187 was introduced by Representative Toleno on February 10, 2015, and referred to the Committee on General, Housing & Military Affairs. The bill passed out of committee on April 17, passed the full House on April 23 and was sent to the Senate, but the legislative session ended before legislators took further action.

Resources: www.voicesforvtkids.org

Virginia

The Virginia paid sick days bill, **H.B. 2008/S.B.**

1407, would allow workers in businesses with 25 or more employees to earn paid sick time at a rate of one hour for every 50 hours worked through 2016, and thereafter at a rate of one hour for every 30 hours worked. Workers would earn up to 72 hours of sick time annually (approximately nine days for a full-time worker). Workers would be able to use sick time to care for themselves or for a family member who is ill or needs preventive or medical care, or to participate in any civil or criminal proceeding resulting from the employee or family member being a victim of domestic or sexual violence. “Family member” is defined as a child, parent, spouse, parent-in-law, grandparent, grandchild or sibling.

Status: H.B. 2008 was introduced by Representative Kory on January 14, 2015, and referred to the House Committee on Commerce and Labor. S.B. 1407 was introduced by Senator Lewis on January 22, 2015, and referred to the Senate Committee on Commerce and Labor. The House committee tabled the measure on January 27 on a voice vote, and the Senate committee defeated the bill on a 4-11 vote on February 2.

Resources: lis.virginia.gov

Washington

The **Economic Opportunity Institute**, at the helm of the **Washington Family Leave Coalition**, is building support for paid sick days in Washington state. The state was among the first in the nation to consider paid sick days legislation, and advocates have built a strong movement committed to improving standards for families and businesses.

Washington’s statewide paid sick days legislation, **H.B. 1356/S.B. 5306**, is patterned on Seattle’s ordinance. It would allow workers in businesses with between five and 49 employees to accrue at least one hour of paid sick and safe time for every 40 hours worked, up to 40 hours per year (approximately five days for a full-time worker). Workers in businesses with between 50 and 249 employees would also accrue at least one hour of paid time for every 40 hours worked, up to 56 hours per year (approximately seven days for a full-time

worker). Workers in businesses with 250 or more employees would accrue at least one hour of paid time for every 30 hours worked, up to 72 hours per year (approximately nine days for a full-time worker). Workers would be able to use the job-protected time off to care for themselves or for a family member who is ill or needs preventive or medical care, for the employee or family member to obtain services to address the effects of domestic violence, sexual assault or stalking, or under certain circumstances in the case of a public health emergency. Covered family members are a child, spouse, parent, parent-in-law or grandparent.

Status: On January 19, 2015, H.B. 1356 was introduced in the House of Representatives by Representative Jinkins and S.B. 5306 was introduced in the Senate by Senator Habib. S.B. 5306 was referred to the Senate Commerce & Labor Committee. H.B. 1356 was referred to the House Labor Committee, where it had a hearing on January 26. H.B. 1356 passed the House Labor Committee on January 29, 2015, and was referred to the House Appropriations Committee. The bill was heard in the Appropriations Committee on February 16 and passed on February 19. H.B. 1356 passed the full House on March 3 on a 51-46 vote and was sent to the Senate on March 5. The bill had a committee hearing in the Senate but failed to advance further during the first legislative session. However, the bill was reintroduced for the legislature's first special session on April 29, 2015.

Resources: www.eoionline.org
www.waworkandfamily.org

▶ SEATTLE

Seattle passed the fourth citywide paid sick days law in the country in 2011 and the ordinance took effect in September 2012. Businesses with more than four full-time employees in the city accrue paid sick and paid safe time from the first day of work and can begin to use that time after 180 days of employment. Advocates are fighting state legislation that would preempt the right of localities to pass their own paid sick days ordinances.

Resources: www.seattle.gov/civilrights/labor-standards/paid-sick-and-safe-time

▶ TACOMA

The **Healthy Tacoma** campaign, a coalition of community groups, unions, women's and workers' groups and others, is building support for a paid sick days standard in the city of Tacoma.

Status: The Tacoma paid sick days ordinance was introduced in the City Council on December 16, 2014, by Mayor Marilyn Strickland and Councilmembers Marty Campbell, Ryan Mello and Lauren Walker. The bill passed the City Council on January 27, 2015, and was signed into law on February 9. Advocates are mobilizing to fight state legislation that would preempt the right of localities to pass their own paid sick days ordinances.

Resources: www.healthytacoma.net

West Virginia

Everybody Benefits West Virginia formed in 2014 to address the needs of women, children and families in West Virginia. The coalition is a broad-based group of individuals and organizations, with **SEIU 1199**, **WV Center on Budget and Policy** and **WV FREE** taking the lead on organizing efforts.

The Earned Sick Time Act, **H.B. 2874/S.B. 528**, would allow workers in businesses with 25 or more employees to earn one hour of paid sick time for every 40 hours worked, up to 40 hours annually (approximately five days for a full-time worker). Workers at businesses with fewer than 25 employees would earn the equivalent amount of unpaid, job-protected sick time. Workers would be able to use sick time to care for themselves or for a family member who is ill or needs preventive or medical care, to participate in any civil or criminal proceeding resulting from the employee or family member being a victim of domestic or sexual violence, or under certain circumstances in the case of a public health emergency. "Family member" is defined as a child, parent, spouse, parent-in-law, grandparent, grandchild or sibling, spouse of grandparent or sibling, or any other person related by blood or affinity whose close association with the employee is the equivalent of a family relationship.

Status: H.B. 2874 and S.B. 528 were introduced in

their respective chambers by Speaker of the House Miley and Senator Kessler on February 20, 2015. The bill was referred to the Industry and Labor Committee and Judiciary Committee in the House, and the Labor, Judiciary and Finance Committees in the Senate. The legislative session ended before further action was taken.

Resources: www.everyonebenefitswv.org

The National Partnership for Women & Families is a nonprofit, nonpartisan advocacy group dedicated to promoting fairness in the workplace, access to quality health care and policies that help women and men meet the dual demands of work and family.

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