



Los Angeles Economic Development Committee
c/o Office of the City Clerk
200 N. Spring St., Room 470
Los Angeles, CA 90012

Attn: Adam Lid, Legislative Assistant

Re: Council File -14-1371 - Follow-up Policy Elements for a Citywide Minimum Wage

Honorable Councilmembers,

The California Work & Family Coalition strongly urges the Economic Development Committee to pass a strong paid sick days policy for Los Angeles. The California Work & Family Coalition is a statewide alliance of parents, caregivers, unions, worker centers, and advocates organizing to ensure that workers don't have to choose between a paycheck and caring for themselves and their families.

We urge the Economic Development Committee to advance a paid sick days law that provides robust protections for LA workers that are on par with their counterparts in San Francisco, Oakland, Emeryville, and Santa Monica. There is compelling evidence supporting the benefits of paid sick days for workers' health, employers, and the local economy.

Prior to the 2014 passage of California's Healthy Workplace, Healthy Families Act (AB 1522), nearly half of LA's private sector workers – more than 650,000 – lacked access to even a single day of paid sick time. Under the new law, most of these workers now have access to up to three days of sick time – an important step forward, but an insufficient one. According to the Centers for Disease Control, a person with an uncomplicated case of the flu may need between three and seven days to recover, and may be contagious for five to seven days after becoming ill. A local law that guarantees workers more sick days than the state law currently prescribes would help to keep LA families, workplaces, and communities healthy and productive.

It is crucial that the city adopt a law that not only allows workers to use their sick time to care for family members (as is provided for under the state law), but that adopts a broader and more appropriate definition of "family member" as any individual who is related to the worker either by "blood or affinity." The federal government has adopted this definition in its recent executive order requiring federal contractors to provide their employees with paid sick time.