



March 31, 2016

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 Los Angeles Alliance for a New Economy (LAANE) strongly supports a Los Angeles citywide paid sick days law. Our vision is to help build a new economy rooted in good jobs, thriving communities and a healthy environment.

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.

In addition to the benefits of paid sick days for workers and families, businesses and the economy are better off with these laws. Surveys of San Francisco and Connecticut employers

found that they did not experience negative effects as a result of their respective paid sick days laws. In the District of Columbia, an audit found no evidence that sick days caused businesses to leave the city. And economic data from Seattle, Connecticut, San Francisco, and New York City, where workers earn 5 to 9 paid sick days per year, show that their economies have thrived since the passage of their sick days laws.

Please act quickly to pass a strong paid sick days law that guarantees workers a sufficient number of sick days and the ability to care for family members who are related by blood or affinity.

Sincerely,  
Robert Nothoff  
Director, LAANE



National Council of Jewish Women  
Los Angeles Section

**President**  
Shelli Dodell

March 30, 2016

**Vice Presidents**  
Donna Benjamin  
Pamela Brown  
Helen Davidov  
Cipra Nemeth  
Silvia Perchuk  
Leanore Saltz  
Nancy Scher

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

**Secretary**  
Anita Aratow

*Attn: Adam Lid, Legislative Assistant*

**Treasurer**  
C. Jean Pearlstein

**Parliamentarian**  
Peggy Schwartz

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

**Board of Directors**

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Honorable Councilmembers,

The National Council of Jewish Women/Los Angeles strongly supports a Los Angeles citywide paid sick days law. NCJW/LA is a section of the National Council of Jewish Women (NCJW), a grassroots organization of volunteers and advocates who turn progressive ideals into action. Inspired by Jewish values, NCJW strives for social justice by improving the quality of life for women, children, and families and by safeguarding individual rights and freedoms.

NCJW/LA serves more than 12,000 individuals through our Community Mental Health and Supportive Services, Scholarships, Talkline, Youth Educational Programs and Services, Back 2 School Store, intern training programs and our clothing assistance projects.

**Executive Director**  
Hillary Selvin

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.

**Los Angeles Office**  
543 North Fairfax Avenue  
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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.

In addition to the benefits of paid sick days for workers and families, businesses and the economy are better off with these laws. Surveys of San Francisco and Connecticut employers found that they did not experience negative effects as a result of their respective paid sick days laws. In the District of Columbia, an audit found no evidence that sick days caused businesses to leave the city. And economic data from Seattle, Connecticut, San Francisco, and New York City, where workers earn 5 to 9 paid sick days per year, show that their economies have thrived since the passage of their sick days laws.

Please act quickly to pass a strong paid sick days law that guarantees workers a sufficient number of sick days and the ability to care for family members who are related by blood or affinity.

Sincerely,

Donna Benjamin, Vice President of Advocacy

Cipra Nemeth, Vice President of Legislative and Community Engagement

Maya Paley, Director of Legislative and Community Engagement



# PRIDE@WORK

Lesbian, Gay, Bisexual,  
and Transgender Labor and our Allies.

April 1, 2016

Dear Los Angeles City Council Members,

Los Angeles has the opportunity to build on the state's paid sick time law and pass even stronger protections for all workers and families under a local ordinance. We urge you to set a new standard by passing a strong earned sick and safe time law, and we particularly urge you to ensure that the definition of family in the bill reflects the reality that today's families come in all shapes and sizes (Council File 14-1371).

Pride at Work is a constituency group of the AFL-CIO that organizes mutual support between the organized Labor Movement and the LGBTQ Community to further social and economic justice. As union members, we have enjoyed paid sick leave for many years. But as members of the LGBTQ community, the ability to use that time for our families has been defined by our workplace. Our unions have had to clarify all possible members of our families in our union contracts so we would be included. This isn't ideal either, but was at least in the right direction. Unfortunately, not everyone has a legally binding contract to enforce this nor do all union contracts really address all families. We believe every working person should be able to use their paid leave for their family, by blood or affinity.

In Los Angeles County, it is estimated that there are nearly 413,540 LGBTQ adults, and far too many of these individuals are forced to make impossible choices between recovering from illness or taking home a paycheck. LGBTQ workers and families are particularly impacted by not having access to enough earned safe and sick time. LGBTQ couples raising children are more likely to be lower income than heterosexual couples raising children in California and, therefore, are less likely to be able to afford unpaid time off from work without jeopardizing their economic security. Earned safe and sick days are especially important for LGBTQ families of color in Los Angeles since Black and Latino/a LGBTQ couples are more likely to be raising children and struggling financially than white LGBTQ couples. American Indian and Latino/a transgender people are more likely to be parenting than white transgender people as well.

Many LGBTQ workers and families are unable to take paid sick time in order to care for members of their chosen family—loved ones with whom they have close, family-like relationships, even if they are not biologically or legally related. Los Angeles has a reputation as an LGBTQ-friendly city due to its culturally competent social services, healthcare, and legal assistance. As a result, many LGBTQ individuals come to Los Angeles for a higher quality of life and therefore are geographically separated from their biological families. Additionally, LGBTQ adults between the ages of 45-64 are four times more likely to rely on a friend as a caregiver than non-LGBTQ older adults, and two-thirds of them consider their friends as "chosen family." During health emergencies, many in the LGBTQ community turn to a close circle of loved ones for care, and it is critical to cover these relationships in a Los Angeles earned sick and safe time law.

Finally, earned sick and safe days provide significant benefits to people living with HIV/AIDS and their loved ones. If workers living with HIV/AIDS are unable to take time off to attend medical appointments

and recover from illness, their health, economic security, and housing stability may be jeopardized. Earned sick and safe days also support people living with HIV/AIDS by ensuring their loved ones can take time off from work to provide care when necessary.

Earned sick and safe time laws have passed around the country, and research shows they are working well. In addition to improving the health of the community, earned sick and safe time will strengthen businesses by lowering turnover, decreasing the spread of illness in the workplace, and improving worker morale, productivity, and health.

For the reasons outlined in this letter, the Pride at Work Los Angeles Chapter strongly supports the passage of an earned sick and safe time law in Los Angeles and urges the City Council to pass a model policy that broadly defines family.

Sincerely,

Pride at Work Los Angeles Chapter



**Restaurant Opportunities Center of Los Angeles**

1730 W Olympic Blvd #300, Room K, Los Angeles CA 90015

p: (213) 380-1020 f: (213)380-4090

www.rocunited.org

*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,*

*Restaurant Opportunities Center of Los Angeles (ROC-LA) strongly supports a Los Angeles citywide paid sick days law. ROC-LA is a multi-racial worker center that advocates for improved wages and working conditions of Los Angeles' almost 400,000 restaurant workers.*

*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.*

*In addition to the benefits of paid sick days for workers and families, businesses and the economy are better off with these laws. Surveys of San Francisco and Connecticut employers found that they did not experience negative effects as a result of their respective paid sick days laws. In the District of Columbia, an audit found no evidence that sick days caused businesses to leave the city. And economic data from Seattle, Connecticut, San Francisco, and New York City, where workers earn 5 to 9 paid sick days per year, show that their economies have thrived since the passage of their sick days laws.*

*Please act quickly to pass a strong paid sick days law that guarantees workers a sufficient number of sick days and the ability to care for family members who are related by blood or affinity.*

*Sincerely,  
Kathy Hoang, Director  
ROC-LA*



630 Shatto Place 4th Floor  
Los Angeles, CA 90005  
213.201.7029  
[www.9to5.org](http://www.9to5.org)

April 5, 2016

Dear Los Angeles City Council Members,

Los Angeles has the opportunity to build on the state's paid sick days law and pass a local ordinance with stronger protections for all workers and families. On behalf of 9to5, National Association of Working Women and our California members and constituents, we urge you to set a new standard by passing a strong earned sick and safe time law, and we particularly urge you to ensure that the definition of family in the bill reflects the reality that today's families come in all shapes and sizes (Council File 14-1371).

9to5 is a national membership organization of low-wage women, founded in 1973. We have active chapters in Los Angeles and San Jose, and members throughout the state of California. 9to5 works to improve policy on employment and economic security issues that directly affect our members and constituents. The lack of paid sick days and its impact on family economic security is one of those issues.

Los Angeles should lead the state on paid sick days, and it now has the opportunity to set the new standard. Current California law allows most workers to earn only up to 3 paid sick days. There is significant room and urgent need for LA to go beyond this inadequate state floor.

Paid sick days laws ensure that workers can earn paid time to care for their own health needs and for sick family members. An important part of ensuring the most effective paid sick days policy is making sure that the definition of "family" matches the lived realities of our communities and caregiving relationships, so that workers can use their paid sick time to take care of their loved ones. Our families take many forms, including blended families (such as step-parents, step-siblings, and other step-relatives), single-parent families, LGBTQ families, chosen families, multi-generational families, and multi-national families. In Los Angeles County, it is estimated that there are nearly 413,540 LGBTQ adults, and far too many of these individuals are forced to make impossible choices between recovering from illness or taking home a paycheck. LGBTQ workers and families are particularly impacted by not having access to enough earned safe and sick time.

Earned sick and safe days provide significant benefits to people living with HIV/AIDS and their loved ones. If workers living with HIV/AIDS are unable to take time off to attend medical appointments and recover from illness, their health, economic security, and housing stability may be jeopardized. Earned sick and safe days also support people living with HIV/AIDS by ensuring their loved ones can take time off from work to provide care when necessary.

Earned sick and safe time laws have passed around the country, and research shows they are working well. In addition to improving the health of the community, earned sick and safe time laws strengthen businesses by lowering turnover, decreasing the spread of illness in the workplace, and improving worker morale, productivity, and health. 9to5 strongly supports the passage of an earned sick and safe time law in Los Angeles and urges the City Council to pass a model policy that broadly defines family.

Sincerely,

Handwritten signature of Cathleen R. Deppe in cursive.

Cathleen R. Deppe, Legislative Policy Chair  
9to5, National Association of Working Women  
Los Angeles Chapter

Handwritten signature of Linda A. Meric in cursive.

Linda A. Meric, National Executive Director  
9to5, National Association of Working Women  
[Lindam@9to5.org](mailto:Lindam@9to5.org)



April 5, 2016

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 Council Members,

The Main Street Alliance strongly supports a Los Angeles citywide paid sick days law. Our member businesses in Los Angeles and throughout the country know that offering paid sick days is not only the right thing to do for our employees and their families; it is also smart business. When workers are able to take the time they need to recover from illness or care for a sick family member, they are more productive, loyal, and committed, resulting in lower turnover and a boosting out bottom lines.

Our members have proudly supported the passage of paid sick days bills in Seattle, Vermont, Oregon, New York City, several cities in New Jersey, and a host of other jurisdictions that offer at least five days and up to nine days of paid sick time to their workers. Although you may hear opposition to a citywide paid sick days law in Los Angeles from groups claiming to represent small business, the members of the Main Street Alliance support this important labor protection, and we are not alone.

In San Francisco, two thirds of employers support the law; in Connecticut, three quarters support the law; and in Seattle, 70 percent support the law.<sup>1</sup> Moreover, a recently leaked survey of one thousand C-level executives, the majority of whom represent businesses that are members of their local, state, or national Chamber of Commerce, found that 73 percent of the respondents (and 85 percent in the west) support more paid sick time for workers.<sup>2</sup>

This support reflects the reality of paid sick days laws: rather than harming business, they often give employers a boost. In San Francisco, where employees can earn between five and nine sick days per year, more than two thirds of employers reported no impact on profitability as a result of the city's paid sick days law (and 15 percent did not know).<sup>3</sup> In Connecticut, employers reported little effect of the law on costs and increased productivity and morale among workers.<sup>4</sup> Jersey City employers also reported improved productivity and reduced turnover.<sup>5</sup> Moreover, data from San Francisco, Seattle, Connecticut, and New York City demonstrates no negative effects on the local economies.<sup>6</sup>

Main Street Alliance applauds the Los Angeles City Council's leadership in passing a \$15 minimum wage; we were among the groups that supported this important step for the city, state, and nation. We now urge you to stand with Los Angeles' high road employers and workers and ensure that workers don't lose their wages or their jobs when they need time to recover from illness or care for their families. The state law, which only requires employers to allow workers to use up to three paid sick days per year, is a step in the right direction, but does not fully meet the needs of Angelenos. We can do better.

We urge the committee to support a strong local paid sick days law. It is essential for healthy workers and healthy businesses in Los Angeles.

Sincerely,



Amanda Ballantyne  
National Director, Main Street Alliance

<sup>1</sup> <http://www.iwpr.org/publications/pubs/San-Fran-PSD>; <http://cepr.net/blogs/cepr-blog/is-paid-sick-leave-good-for-business>; [http://www.seattlemet.com/data/files/2014/4/attachment/194/PSSTO\\_UWReport\\_wAppendices\\_copy.pdf](http://www.seattlemet.com/data/files/2014/4/attachment/194/PSSTO_UWReport_wAppendices_copy.pdf)

<sup>2</sup> [http://www.prwatch.org/files/cmd\\_prwatch\\_markup\\_of\\_01-05-16\\_state\\_chambers\\_topline\\_poll.pdf](http://www.prwatch.org/files/cmd_prwatch_markup_of_01-05-16_state_chambers_topline_poll.pdf)

<sup>3</sup> <http://www.iwpr.org/publications/pubs/San-Fran-PSD>;

<sup>4</sup> <http://cepr.net/blogs/cepr-blog/is-paid-sick-leave-good-for-business>;

<sup>5</sup> [http://cww.rutgers.edu/sites/cww.rutgers.edu/files/documents/working\\_families/Jersey\\_City\\_ESD\\_Issue\\_Brief.pdf](http://cww.rutgers.edu/sites/cww.rutgers.edu/files/documents/working_families/Jersey_City_ESD_Issue_Brief.pdf)

<sup>6</sup> <http://www1.nyc.gov/assets/dca/downloads/pdf/about/PaidSickLeaveLaw-FirstYearMilestones.pdf>; <http://www.iwpr.org/publications/pubs/san-francisco-employment-growth-remains-stronger-with-paid-sick-days-law-thansurrounding-counties>; <http://www.voicesforvorkids.org/wp-content/uploads/2013/08/Seattle-PSD-1-Year-Report-by-MSA.pdf>; <http://www.nationalpartnership.org/research-library/work-family/psd/paid-sick-days-low-cost-high-reward.pdf>

# MomsRising.org

April 6, 2016

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,

MomsRising strongly supports a Los Angeles citywide paid sick days law. MomsRising is an on-the-ground and online multicultural organization with over one million members nationwide who are working to achieve economic security for all moms, women, and families in the United States.

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.

In addition to the benefits of paid sick days for workers and families, businesses and the economy are better off with these laws. Surveys of San Francisco and Connecticut employers found that they did not experience negative effects as a result of their respective

paid sick days laws. In the District of Columbia, an audit found no evidence that sick days caused businesses to leave the city. And economic data from Seattle, Connecticut, San Francisco, and New York City, where workers earn 5 to 9 paid sick days per year, show that their economies have thrived since the passage of their sick days laws.

Please act quickly to pass a strong paid sick days law that guarantees workers a sufficient number of sick days and the ability to care for family members who are related by blood or affinity.

Sincerely,

Kristin Rowe-Finkbeiner  
Executive Director/CEO & Co-Founder  
MomsRising • MamásConPoder



March 29, 2016

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 Center for Law and Social Policy (CLASP) strongly supports a Los Angeles citywide paid sick days law. CLASP is a national organization (with staff in the Los Angeles area) dedicated to promoting policy solutions that work for low-income people.

We urge the Economic Development Committee to advance a sick days law that provides robust protections to Angeleno workers. There is a wealth of evidence supporting the benefits of paid sick days for workers' health, economic security, and productivity, and affirming the positive outcomes of such laws for employers and the local economy. LA workers should enjoy sick time protections that are on par with their counterparts in San Francisco, Oakland, Emeryville, and Santa Monica.

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." Legal experts advise that a definition of family members that includes those related by either "blood or affinity" better encompasses the

needs of LA workers' needs, from those caring for older neighbors to LGBTQ community members who are more likely to rely on friends for care. Such a definition of family member has been adopted by the federal government in its recent executive order requiring federal contractors to provide their employees with paid sick days.

In addition to the benefits of paid sick days for workers and families, businesses and the economy are better off with these laws. In 2014, Jim Lazarus, the Senior VP of the San Francisco Chamber of Commerce described the effects of the city's paid sick days law on employers as "minimal." He explained, "By and large, this has not been an employer issue. San Francisco's economy is booming." The data support Lazarus' comments. Surveys of San Francisco and Connecticut employers found that they did not experience negative effects as a result of their respective paid sick days laws. In the District of Columbia, an audit found no evidence that sick days caused businesses to leave the city. And economic data from Seattle, Connecticut, San Francisco, and New York City, where workers earn 5 to 9 paid sick days per year, show that their economies have thrived since sick days laws.

The City Council has an opportunity to lift up thousands of LA workers, ensuring that they no longer have to choose between their health or their families' health and their paychecks. Please act quickly to pass a strong paid sick days law that guarantees workers a sufficient number of sick days and the ability to care for family members who are related by blood or affinity.

Sincerely,  
Elizabeth Ben-Ishai, Ph.D.  
Senior Policy Analyst

April 5, 2016

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,

I strongly support a Los Angeles citywide paid sick-days law. As a pediatrician and health policy researcher, I recognize the critical importance of paid sick time for the public health. When workers are able to take the time they need to recover from illness or care for a sick family member, we can limit the spread of communicable diseases, protect the health of sick children and the elderly, improve workers' productivity, and boost our economy.

I am writing as an individual, and my comments may not reflect the positions of my organizations. However, as chief of general pediatrics at Mattel Children's Hospital UCLA, professor and scientist at UCLA and RAND, and chair of the Pediatric Policy Council, I have conducted NIH-funded studies on the beneficial effects of paid leave policies on the health and well-being of children and parents. There is little doubt in my mind that paid sick time is a substantial contributor to public health and a benefit that is unavailable to far too many vulnerable families.

Considerable research indicates that lack of paid sick days contributes to the spread of flu and other illnesses. Particularly for workers handling food or working with vulnerable populations, such as patients in healthcare settings, children, and the elderly, the dangers of working while ill extend well beyond the individual worker to whole communities. Moreover, research shows that when parents have access to paid sick days, they are more likely to ensure their children receive critical vaccinations, and children are more likely to recover quickly from illness when they are cared for by their parents. Workers with sick days are more likely to receive regular well-care, cancer screenings, and prenatal care.

I have seen children in the clinic who were sent to school even though they were sick, and came to see me later. They ended up having a common virus called parvovirus, which causes a relatively mild illness in most children and adults but can have devastating effects in utero. Some of these children had pregnant teachers, who had now been exposed. I have also seen children who were sent to school with asthma symptoms that could have been managed early with medications at home or a quick visit to the clinic but instead developed into full-blown asthma

attacks requiring hospitalization. These kinds of experiences can be prevented with paid sick days that give parents the security to take a day off to care for their sick child.

Thanks to recent healthcare reforms, millions more Californians now have access to health insurance. But in order for Angelenos to reap the benefits of their new coverage, including access to the preventive care that will ultimately save our economy billions of dollars, they must have the time to visit their healthcare providers without fear of losing their jobs or their wages.

The nation's leading public health organization, the American Public Health Association (APHA), has voiced [strong support](#) for laws that guarantee workers access to paid sick time. In the absence of federal law, the APHA has urged states and localities to pass their own paid sick days laws, pointing to San Francisco's law as a model. While the state of California has recently passed its own law, the maximum of three days it guarantees workers lags behind what San Francisco guarantees its workers: up to nine days. We must ensure that workers in Los Angeles catch up to their counterparts in San Francisco, Emeryville, Oakland, and now in our neighboring city, Santa Monica.

The Los Angeles City Council has exercised impressive leadership in passing a \$15 minimum wage; this is an important step that will lift many families out of poverty. Yet, according to one study, one in seven low-wage workers – and one in five low-wage working mothers – has lost a job in the past four years because they were sick or need to care for a family member. If workers risk losing their jobs simply because their children have the flu or they must see a doctor, even a higher minimum wage will not be enough to ensure they can support their families.

I respectfully ask that the committee support a strong local paid sick days law without delay. It is essential for a healthy Los Angeles.

Sincerely,



Paul J. Chung, MD MS  
Associate Professor of Pediatrics and Health Policy & Management, UCLA  
Senior Scientist, RAND  
Chief of General Pediatrics, Mattel Children's Hospital UCLA  
Director of Health Services Research, UCLA Children's Discovery & Innovation Institute  
Chair, Pediatric Policy Council



**Clínica Msr. Oscar A. Romero Community Health Centers**

April 4, 2016

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,

**Clínica Monseñor Oscar A. Romero** support a Los Angeles citywide paid sick days law. As a Federally Qualified Health Center (FQHC), we recognize the critical importance of paid sick time as a public health benefit. When workers are able to take the time they need to seek preventative care, recover from illness or care for a sick family member, we can limit the spread of communicable diseases, improve workers' productivity, and boost our economy.

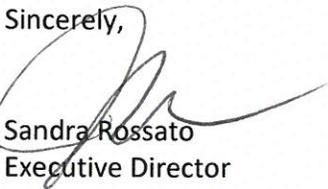
Considerable research indicates that lack of paid sick days contributes to the spread of flu and other illnesses. Particularly for workers handling food or working with vulnerable populations, such as patients in healthcare settings, children, and the elderly, the dangers of working while ill extend well beyond the individual worker to whole communities. Moreover, research shows that when parents have access to paid sick days, they are more likely to ensure their children receive critical vaccinations, and children are more likely to recover quickly from illness when they are cared for by their parents. Workers with sick days are more likely to receive regular well-care, cancer screenings, and prenatal care.

At Clínica Romero, we experience over a **25% of our patients not showing up to their appointments** because their employer did not allow them the time off, nor do they have sick days to take in order to seek preventative care. Instead, they walk to our clinic when their health indicators have reached reactive measures and turned into long term illnesses such as **diabetes, hypertension, and heart diseases**. Often cases, we have seen a curable cancer become terminal due to inadequate follow ups, access to care, and lack of time off.

Thanks to recent healthcare reforms, a millions more Californians now have access to health insurance. But in order for Angelenos to reap the benefits of their new coverage, including access to the preventive care that will ultimately save our economy billions of dollars, they must have the time to visit their healthcare providers without fear of losing their jobs or their wages.

We respectfully ask that the committee support a strong local paid sick days law without delay. It is essential for a healthy Los Angeles.

Sincerely,

  
Sandra Rossato  
Executive Director

SR/ag

**Pico-Union/Westlake:** 123 SOUTH ALVARADO ST., LOS ANGELES, CA 90057. TEL: 213 989-7700, FAX: 213 989-7702  
**Boyle Heights/East Los Angeles:** 2032 MARENGO ST., LOS ANGELES, CA 90033. TEL: 323 987-1030, FAX: 323 221-4528  
**Email:** [developmentinfo@clinaromero.com](mailto:developmentinfo@clinaromero.com) **Website:** [www.clinicaromero.com](http://www.clinicaromero.com)





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.

April 6, 2016

**BreastfeedLA:**

Breastfeeding Task Force of  
Greater Los Angeles  
2851 W. 120th St. Suite E  
#335  
Hawthorne, CA 90250  
Phone: 323-210-8505  
Fax: 213.596.5776

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*

**Board of Directors**

*President Linda Goldman*

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*At Large Joan Ortiz*

*At Large Carmen Rezak*

**Executive Director**  
*Arissa Palmer*

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

Honorable Councilmembers,

BreastfeedLA strongly supports a Los Angeles citywide paid sick days law. BreastfeedLA is dedicated to improving the health and well-being of infants and families through education, outreach, and advocacy to promote and support breastfeeding.

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.

In addition to the benefits of paid sick days for workers and families, businesses and the economy are better off with these laws. Surveys of San Francisco and Connecticut employers found that they did not experience negative effects as a result of their respective paid sick days laws. In the District of Columbia, an audit found no evidence that sick days caused businesses to leave the city. And economic data from Seattle, Connecticut, San Francisco, and New York City, where workers earn 5 to 9 paid sick days per year, show that their economies have thrived since the passage of their sick days laws.

Our organization urges you to please act quickly to pass a strong paid sick days law that guarantees workers a sufficient number of sick days and the ability to care for family members who are related by blood or affinity.

Respectfully,



Arissa Palmer, MHS  
Executive Director  
*BreastfeedLA*: Breastfeeding Task Force of Greater Los Angeles  
2851 W. 120th St. Suite E #335  
Hawthorne, CA 90250

**BreastfeedLA:**

Breastfeeding Task Force of  
Greater Los Angeles  
2851 W. 120th St. Suite E  
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Phone: 323-210-8505  
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*At Large Joan Ortiz*

*At Large Carmen  
Rezak*

**Executive  
Director** *Arissa  
Palmer*



April 6, 2016

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 American Civil Liberties Union (ACLU) of Southern California strongly supports a Los Angeles citywide paid sick days law, with a broad family definition. As a civil rights organization, we recognize paid sick days as crucial to both economic justice and reproductive justice of our city's workers.

No one working a full-time job should be paid a wage that leaves them living in poverty. For that reason, the Los Angeles City Council is to be congratulated on passing an ordinance raising the minimum wage in the city to \$15 by 2020.

At the same time, no one working a full-time job should have to choose between paying their rent and remaining at home when they or their dependents are ill. That is why we urge city council to adopt a measure providing paid sick days to workers. California passed a law in 2014 giving three paid sick days to workers across the state. While this law represents progress, three paid sick days are simply not enough. San Francisco and Oakland are but two of the major cities that have passed ordinances giving workers five to nine sick days - and L.A. should follow suit.

Many of L.A.'s low-income workers are parents or family caregivers. Paid sick days uphold reproductive justice and gender equity for these workers. Reproductive justice means being able to work and take care of yourself and your family. It means not having to choose between caring for a sick child and keeping the job that is crucial to your family's wellbeing. To this end, workers who have access to sick days are more likely to receive regular well-care, cancer screenings, and prenatal care.

We urge the committee to 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 also that adopts a broader and more appropriate definition of "family member" as any individual who is related to the worker

**Executive Director** Hector O. Villagra

**Chair** Shari Leinwand **Vice Chair** Susan Adelman **Vice Chair** Sherry Frumkin

**Chairs Emeriti** Danny Goldberg Allan K. Jonas\* Burt Lancaster\* Irving Lichtenstein, MD\* Jarl Mohn Laurie Ostrow\* Stanley K. Sheinbaum Stephen Rohde  
\*deceased

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.

The diversity of Los Angeles families requires this definition so that paid sick days work for all workers. This definition reflects what we know – that families are not one-size-fits-all and often have multigenerational caregiving needs. Further, we know that this federal family definition works because the right to take care of individuals related by affinity - especially those who may not have any biological or legal family, who are emotionally or geographically close to us - is inclusive and extended to our LGBTQ families.

The ACLU of Southern California respectfully asks that the committee support a strong local paid sick days law, with a “blood or affinity” family definition, without delay. It is essential for a just Los Angeles that supports economic and reproductive justice for our workers.

Sincerely,



Ruth Dawson  
Staff Attorney  
LGBTQ, Gender & Reproductive Justice Project  
ACLU of Southern California



April 6, 2016

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 Black Health Network strongly supports a Los Angeles citywide paid sick day law. We recognize the critical importance of paid sick time for the public health. When workers are able to take the time they need to recover from illness or care for a sick family member, we can limit the spread of communicable diseases, improve workers' productivity, and boost our economy.

The California Black Health Network (CBHN) is a statewide policy and advocacy organization established in 1978. Our organization's mission is to improve the health status of people of African descent in California and to eliminate health disparities through legislative, administrative and media advocacy.

Considerable research indicates that lack of paid sick days contributes to the spread of flu and other illnesses. Particularly for workers handling food or working with vulnerable populations, such as patients in healthcare settings, children, and the elderly, the dangers of working while ill extend well beyond the individual worker to whole communities. Moreover, research shows that when parents have access to paid sick days, they are more likely to ensure their children receive critical vaccinations, and children are more likely to recover quickly from illness when they are cared for by their parents. Workers with sick days are more likely to receive regular well-care, cancer screenings, and prenatal care.

Thanks to recent healthcare reforms, more Californians now have access to health insurance. However, in order for citizens of Los Angeles to reap the benefits of their new coverage, including access to the preventive care that will ultimately save our economy billions of dollars, they must have the time to visit their healthcare providers without fear of losing their jobs or their wages.

The nation's leading public health organization, the American Public Health Association (APHA), has voiced [strong support](#) for laws that guarantee workers access to paid sick time. In the absence of federal law, the APHA has urged states and localities to pass



their own paid sick day laws, pointing to San Francisco's law as a model. While the state of California has recently passed its own law, the maximum of three days it guarantees workers lags behind what San Francisco guarantees its workers: up to nine days. We must ensure that workers in Los Angeles catch up to their counterparts in San Francisco, Emeryville, Oakland, and now in our neighboring city, Santa Monica.

The Los Angeles City Council has exercised impressive leadership in passing a \$15 minimum wage; this is an important step that will lift many families out of poverty. Yet, according to one study, one in seven low-wage workers – and one in five low-wage working mothers – has lost a job in the past four years because they were sick or needed to care for a family member. If workers risk losing their jobs simply because their children have the flu or they must see a doctor, even a higher minimum wage will not be enough to ensure they can support their families.

I respectfully ask that the committee support a strong local paid sick day law without delay. It is essential for a healthy Los Angeles.

Sincerely,

A handwritten signature in black ink that reads "Sandra Poole". The signature is written in a cursive style with a large, looped initial "S".

Sandra O. Poole, MPA  
Interim President/ CEO  
California Black Health Network



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.



April 6, 2016

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 Child Care Law Center strongly supports a Los Angeles citywide paid sick days law. The Child Care Law Center supports parents and child care professionals in accessing good, affordable child care.

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.

According to the Centers for Disease Control, a person with an uncomplicated case of the flu may be sick for three to seven days and may be contagious for five to seven days after becoming ill. A local law that expands upon California's minimal three-day requirement is necessary to guarantee that LA families, workplaces, and communities are healthy and productive.

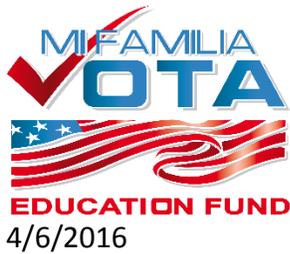
It is crucial that the city adopt a law that allows workers to use their sick time to care for family members (as is provided for under the state law), **and** adopts a broader and more appropriate definition of "family member" to include any individual related to the worker by "blood or affinity." The federal government has adopted this definition in its recent executive order requiring federal contractors to provide their employees with paid sick time.

Economic data from Seattle, Connecticut, San Francisco, and New York City, where workers earn 5 to 9 paid sick days per year, show these economies have thrived since the passage of paid sick days. Surveys of San Francisco and Connecticut employers found that they did not experience negative effects as a result of their respective paid sick days laws. **Please act quickly to pass a strong paid sick days law that guarantees workers a sufficient number of sick days and the ability to care for family members who are related by blood or affinity.**

Sincerely,

A handwritten signature in blue ink, appearing to read "Kim Kruckel", is written over a light blue horizontal line.

Kim Kruckel, Esq.  
Executive Director



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,

Mi Familia Vota Education Fund strongly supports a Los Angeles citywide paid sick days law. Mi Familia Vota Education Fund is a national non-profit organization working to unite the Latino community and its allies to promote social and economic justice through increased civic participation. We envision a future in which the electorate is energized and empowered, and reflective of the growing diversity in the United States. We work with community based, educational, religious, labor, and other organizations that seek to build civically cognizant and active neighborhoods.

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.

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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.

In addition to the benefits of paid sick days for workers and families, businesses and the economy are better off with these laws. Surveys of San Francisco and Connecticut employers found that they did not experience negative effects as a result of their respective paid sick days laws. In the District of Columbia, an audit found no evidence that sick days caused businesses to leave the city. And economic data from Seattle, Connecticut, San Francisco, and New York City, where workers earn 5 to 9 paid sick days per year, show that their economies have thrived since the passage of their sick days laws.

Please act quickly to pass a strong paid sick days law that guarantees workers a sufficient number of sick days and the ability to care for family members who are related by blood or affinity.

Sincerely,  
Mi Familia Vota Education Fund

April 2, 2016

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,

I strongly support a Los Angeles citywide paid sick days law. As a family physician at a community clinic, I recognize the critical importance of paid sick time for the public health. When workers are able to take the time they need to recover from illness or care for a sick family member, we can limit the spread of communicable diseases, improve workers' productivity, and boost our economy.

Considerable research indicates that lack of paid sick days contributes to the spread of flu and other illnesses. Particularly for workers handling food or working with vulnerable populations, such as patients in healthcare settings, children, and the elderly, the dangers of working while ill extend well beyond the individual worker to whole communities. Moreover, research shows that when parents have access to paid sick days, they are more likely to ensure their children receive critical vaccinations, and children are more likely to recover quickly from illness when they are cared for by their parents. Workers with sick days are more likely to receive regular well-care, cancer screenings, and prenatal care.

Thanks to recent healthcare reforms, a millions more Californians now have access to health insurance. But in order for Angelenos to reap the benefits of their new coverage, including access to the preventive care that will ultimately save our economy billions of dollars, they must have the time to visit their healthcare providers without fear of losing their jobs or their wages.

The nation's leading public health organization, the American Public Health Association (APHA), has voiced [strong support](#) for laws that guarantee workers access to paid sick time. In the absence of federal law, the APHA has urged states and localities to pass their own paid sick days laws, pointing to San Francisco's law as a model. While the state of California has recently passed it's own law, the maximum of three days it guarantees workers lags behind what San Francisco guarantees its workers: up to nine days. We must ensure that workers in Los Angeles catch up to their counterparts in San Francisco, Emeryville, Oakland, and now in our neighboring city, Santa Monica.

The Los Angeles City Council has exercised impressive leadership in passing a \$15 minimum wage; this is an important step that will lift many families out of poverty. Yet, according to one study, one in seven low-wage workers – and one in five low-wage working mothers – has lost a job in the past four years because they were sick or need to care for a family member. If workers risk losing their jobs simply because their children have the flu or they must see a doctor, even a higher minimum wage will not be enough to ensure they can support their families.

I respectfully ask that the committee support a strong local paid sick days law without delay. It is essential for a healthy Los Angeles.

Sincerely,

Dr. Diana Hoffman  
Family Physician

April 6, 2016

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,

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Thanks to recent healthcare reforms, a millions more Californians now have access to health insurance. But in order for Angelenos to reap the benefits of their new coverage, including access to the preventive care that will ultimately save our economy billions of dollars, they must have the time to visit their healthcare providers without fear of losing their jobs or their wages.

The nation's leading public health organization, the American Public Health Association (APHA), has voiced [strong support](#) for laws that guarantee workers access to paid sick time. In the absence of federal law, the APHA has urged states and localities to pass their own paid sick days laws, pointing to San Francisco's law as a model. While the state of California has recently passed it's own law, the maximum of three days it guarantees workers lags behind what San Francisco guarantees its workers: up to nine days. We must ensure that workers in Los Angeles catch up to their counterparts in San Francisco, Emeryville, Oakland, and now in our neighboring city, Santa Monica.

The Los Angeles City Council has exercised impressive leadership in passing a \$15 minimum wage; this is an important step that will lift many families out of poverty. Yet, according to one study, one in seven low-wage workers – and one in five low-wage working mothers – has lost a job in the past four years because they were sick or need to care for a family member. If workers risk losing their jobs simply because their children have the flu or they must see a doctor, even a higher minimum wage will not be enough to ensure they can support their families.

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Sincerely,

Dr. Diana Hoffman  
Family Physician



April 6, 2016

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 National Partnership for Women & Families strongly supports a Los Angeles citywide paid sick days law. We are a nonprofit, nonpartisan advocacy organization based in Washington, D.C. For more than four decades, we have fought for every major federal 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. For more than a decade we have provided policy and technical assistance related to paid sick days. We have helped develop policy in dozens of jurisdictions, including in nearly all of the jurisdictions that have adopted paid sick days laws. We have also studied and analyzed the impacts of the paid sick days laws, the concerns that are often raised and that have been proven unfounded, and we understand the positive impacts that these laws have had.

We urge the Economic Development Committee to advance a paid sick days law that provides robust protections for Los Angeles workers that are on par with their counterparts in other California cities. Prior to the 2014 passage of California's Healthy Workplace, Healthy Families Act (AB 1522), nearly half of Los Angeles private sector workers – more than 650,000 – lacked access to even a single day of paid sick time.<sup>1</sup> Under the new law, many 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 and Prevention, 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.<sup>2</sup> Sick employees who have inadequate time to recuperate risk working at reduced capacity, a problem known as presenteeism that costs the national economy \$160 billion annually (\$206.6 billion after adjusting for inflation),<sup>3</sup> or spreading illness. A local law that guarantees workers more sick days than the state law currently provides would help to keep Los Angeles families, workplaces and communities healthy and productive.

It is important 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 the city adopt a definition of "family member" that includes individuals to whom the worker is related by "blood or affinity." The federal government allows its workers to use paid sick time to care for individuals to whom they are related by "blood or affinity,"<sup>4</sup> and President Obama's



recent executive order requiring federal contractors to provide their employees with paid sick time includes this language as well.<sup>5</sup>

In addition to the benefits of paid sick days for workers and families, businesses and the economy also benefit from these laws. Surveys of San Francisco<sup>6</sup> and Connecticut<sup>7</sup> employers found that they did not experience negative effects as a result of their respective paid sick days laws. In the District of Columbia, an audit found no evidence that sick days caused businesses to leave the city.<sup>8</sup> And economic data from San Francisco, Connecticut, Seattle and New York City, where workers earn 5 to 9 paid sick days per year, show that their economies have thrived since the passage of their sick days laws.<sup>9</sup>

We urge you to act quickly to pass a strong paid sick days law that guarantees workers a sufficient number of sick days and the ability to care for individuals to whom they are related by blood or affinity.

Sincerely,

Sarah Fleisch Fink  
Senior Policy Counsel  
National Partnership for Women & Families

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1 Milli, J., & Ulbina, D. (2015, April). *Access to Paid Sick Time in Los Angeles, California*. Institute for Women's Policy Research Publication. Retrieved 31 March 2016, from <http://www.iwpr.org/publications/pubs/access-to-paid-sick-time-in-los-angeles-california/>

2 Centers for Disease Control and Prevention. (2015, January 26). *Clinical Signs and Symptoms of Influenza*. Retrieved 31 March 2016, from <http://www.cdc.gov/flu/professionals/acip/clinical.htm>

3 Stewart, W. F., Ricci, J. A., Chee, E., & Morganstein, D. (2003, December). Lost Productive Work Time Costs from Health Conditions in the United States: Results From the American Productivity Audit. *Journal of Occupational and Environmental Medicine*, 45(12), 1234-1246. Retrieved 5 April 2016, from <http://www.nationalpartnership.org/research-library/work-family/psd/lost-productive-work-time-american-productivity-audit.pdf> (Unpublished calculation based on \$226 billion annually in lost productivity, 71 percent due to presenteeism.)

4 U.S. Office of Personnel Management. (n.d.). *Fact Sheet: Definitions Related to Family Member and Immediate Relative for Purposes of Sick Leave, Funeral Leave, Voluntary Leave Transfer, Voluntary Leave Bank, and Emergency Leave Transfer*. Retrieved 5 April 2016, from <https://www.opm.gov/policy-data-oversight/pay-leave/leave-administration/fact-sheets/definitions-related-to-family-member-and-immediate-relative-for-purposes-of-sick-leave/>

5 Exec. Order No. 13,706, 80 Fed. Reg. 54,697 (Sept. 10, 2015).

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