

June 23, 2015

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

Attn: Richard Williams, Legislative Assistant

RE: Council File 14-1371 Establishment of Minimum Wage in Los Angeles/Paid Time Off Policy

Honorable Councilmembers:

Human Impact Partners is writing this letter in support of including a compensated sick time benefit in the Citywide minimum wage law. As a non-partisan public health research organization, our mission is to transform the policies and places people need to live healthy lives by increasing the consideration of health and equity in decision-making.

Human Impact Partners has conducted extensive research on the health impacts of proposed paid sick days legislation at the Federal level and in several cities and states, including California. Our research on proposed paid sick days policies (see [reports here](#)) found that:

- Lack of access to paid sick days contributes to the spread of flu and other illnesses, exposes the public to diseases carried by sick workers in restaurants and nursing homes, results in unnecessary trips to the emergency room, and prevents workers from staying home to care for sick dependents.
- Low-wage workers, people of color, and mothers are least likely to have paid sick days.
- Access to paid sick days would:
 - Reduce the transmission of communicable disease, such as influenza and stomach virus in childcare facilities and schools, restaurants, nursing homes, and other work settings;
 - Increase preventative and early care access for workers and their dependents and help avoid thousands of unnecessary hospitalizations;
 - Reduce income loss and the threat of job loss for low-income workers during periods of illness. This would also prevent hunger and housing insecurity.

In summary, guaranteeing paid sick leave is a commonsense policy that would significantly benefit the health and well being of low-wage workers and their dependents, as well as protect the health of *all* Los Angeles residents. As an organization focused on improving health and advancing equity, Human Impact Partners urges the Council to pass the strongest possible paid sick days policy.

Thank you for taking health and equity into consideration on these labor issues. Please don't hesitate to contact us should you have any questions at 510-452-9442.

Sincerely,



Jonathan Heller
Co-Director
Human Impact Partners