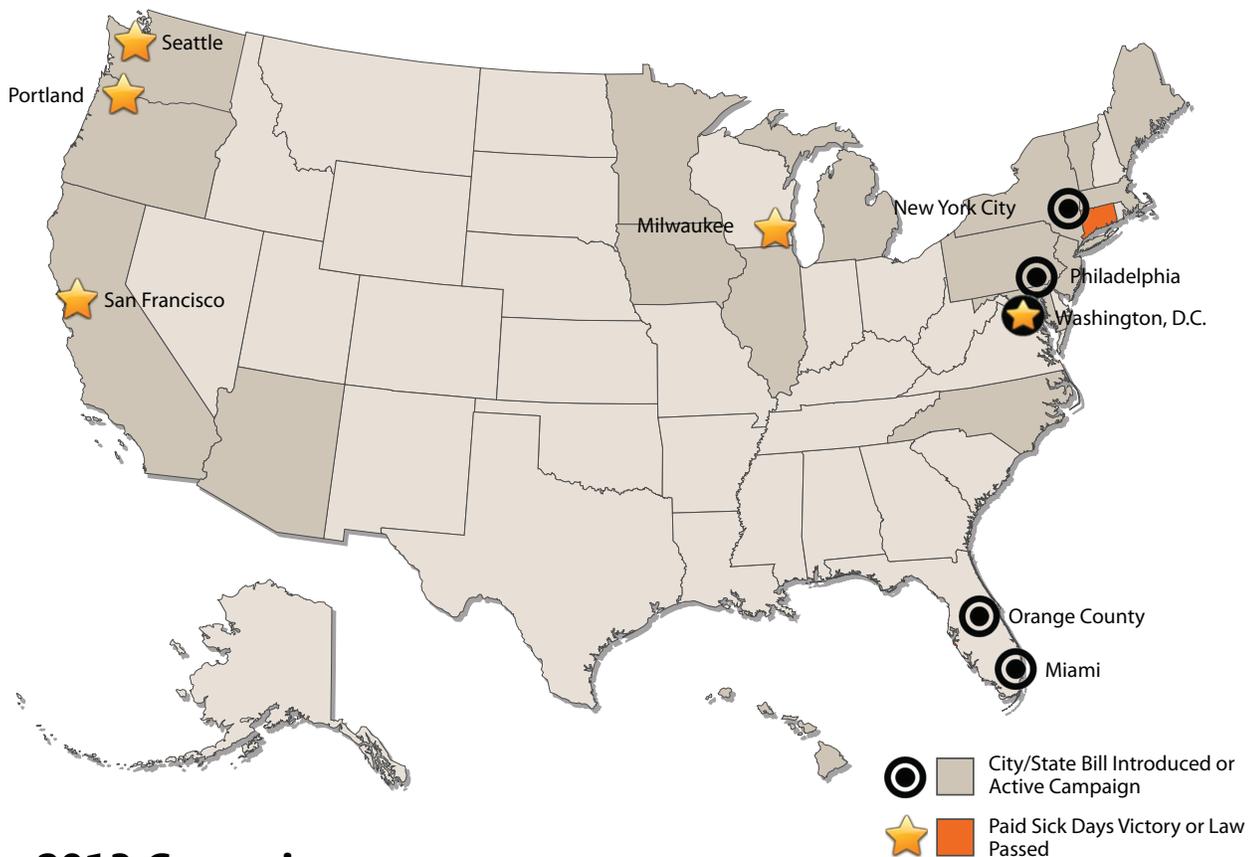


# State and Local Action on Paid Sick Days

In 2006, San Francisco became the first locality in the nation to guarantee access to earned paid sick days. In 2008, the District of Columbia and Milwaukee passed paid sick days standards that included paid "safe" days for victims of domestic violence, sexual assault and stalking. In 2011, the Connecticut legislature became the first in the nation to pass a statewide paid sick days law, and Seattle became the fourth city. And in 2013, Portland, Oregon, became the latest city to adopt a paid sick days standard, with New York City expected to follow in the coming months. Legislators and advocates continue to advance proposals in Congress and about 20 other states and cities.



## 2013 Campaigns

Paid sick days campaigns or legislation exist in Arizona, California, the District of Columbia, Hawaii, Illinois, Iowa, Maine, Maryland, Massachusetts, Miami, Michigan, Minnesota, New Jersey, New York City, New York State, North Carolina, Orange County (Florida), Oregon, Pennsylvania, Philadelphia, Vermont and Washington State.

## Arizona

As proposed, Arizona's Sick and Safe Time Act, **H.B. 2640**, would allow all Arizona workers to earn a minimum of one hour of paid sick time for every 30 hours worked, up to 72 hours each year (approximately nine days annually for a full-time worker). Workers would be able to use the job-protected leave 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, grandchild, sibling or "any other person related by blood or affinity." The bill also covers time lost at work due to a public health emergency. Survivors of domestic violence, sexual assault or stalking could use "safe" days to seek medical, legal, relocation and other services.

**Status:** The Sick and Safe Time Act was introduced by Representative Jonathan Larkin in February and was referred to the House Committees on Commerce, Government and Rules.

**Resources:** [www.azleg.gov](http://www.azleg.gov)

## California

Building on San Francisco's historic 2006 victory, California's campaign to provide earned paid sick days to all California workers is coordinated by the **California Work & Family Coalition** under the leadership of the **California Labor Federation**, the **Labor Project for Working Families** and the **Alliance of Californians for Community Empowerment (ACCE)**.

In 2012, the **Los Angeles Alliance for a New Economy (LAANE)** and a diverse coalition led a victorious ballot campaign to allow workers in large hotels to earn a living wage and up to five paid sick days annually. Statewide legislation has not yet been introduced in 2013.

**Resources:** [www.paid sick days sca.org](http://www.paid sick days sca.org)

## District of Columbia

District of Columbia advocates achieved a victory in 2008 with the passage of the **Accrued Safe and Sick Leave Act**. Now, the campaign is building support for improvements to the law. The **Paid Sick Days for All** campaign is led by the **D.C. Employment Justice Center**, the **Restaurant Opportunities Center of Washington, D.C.** and **Jews United for Justice**.

**Status:** The campaign is conducting outreach and education about the need for improvements and is working to find supportive businesses that embrace amendment of the law. Legislation has not yet been introduced in 2013.

**Resources:** [www.paid sick days for all.org](http://www.paid sick days for all.org)

## Hawaii

In 2013, the Hawaii legislature considered two paid sick leave bills: **H.B. 6/S.B. 108** and **H.B. 406/S.B. 534**. The bills are nearly identical and would allow all Hawaii workers to earn a minimum of one hour of paid sick time for every 30 hours worked, up to 40 hours a year for workers in businesses with fewer than 10 employees (approximately five days annually for a full-time worker) and 72 hours for all other workers (approximately nine days annually for a full-time worker). Workers would be able to use the job-protected leave for self-care or to care for a family member who is ill, needs medical care or is a survivor of domestic violence, sexual assault or stalking. "Family member" is defined as a child, parent, spouse or civil union partner, grandparent, grandchild, sibling or any other individual related by blood or affinity.

**Status:** The bills were introduced in January. The House bills were referred to the Committees on Finance and Labor & Public Employment; they were heard in the Labor & Public Employment Committee on February 5 and deferred for the session. The Senate bills were referred to the Committees on Human Services, Judiciary & Labor and Ways & Means.

**Resources:** [www.capitol.hawaii.gov](http://www.capitol.hawaii.gov)

## Iowa

Iowa's Healthy and Safe Families and Workplaces Act, **H.F. 149**, would allow all Iowa workers to earn a minimum of approximately five and a half hours of paid sick time for every 40 hours worked, up to 144 hours each year (approximately 18 days annually for a full-time worker). Workers would be able to use the job-protected leave for self-care or to care for an ill family member. The bill defines "family member" broadly to include a child, parent, spouse or domestic partner, grandparent, grandchild, sibling or "any other person related by blood or affinity." The bill also covers time lost at work due to a public health emergency. Survivors of domestic violence, sexual assault or stalking could use "safe" days to recover or obtain services.

**Status:** The Healthy and Safe Families and Workplaces Act was introduced by Representatives Charles Isenhardt and Jerry Kearns in February and was referred to the House Committee on Labor.

**Resources:** [www.legis.iowa.gov/index.aspx](http://www.legis.iowa.gov/index.aspx)

## 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. Although Illinois has considered paid sick days legislation in prior legislative sessions, legislation has not yet been introduced in 2013.

**Resources:** [www.sickdaysillinois.org](http://www.sickdaysillinois.org)

## Maine

The **Maine Women's Lobby** convenes the **Maine Work and Family Coalition** to promote the need for a statewide paid sick days standard. Although Maine has considered paid sick days legislation in prior legislative sessions, statewide legislation has not been introduced in 2013.

**Resources:** [www.mainewomen.org](http://www.mainewomen.org)

## Maryland

The **Job Opportunities Task Force**, **Public Justice Center** and **United Workers Association** are the founding members of **Working Matters**, a coalition of nearly 100 organizations and businesses committed to advancing the Maryland Campaign for Paid Sick Days. The Maryland Earned Sick and Safe Leave Act, **H.B. 735/S.B. 698**, would allow workers to earn one hour of paid sick leave for every 30 hours worked, up to 56 hours per year. Leave could be used by workers to care for themselves or for a family member who is ill or needs preventive or medical care, in the case of a public health emergency, or if they or a family member are a victim of domestic violence, sexual assault or stalking. "Family member" is defined as a spouse or domestic partner, child (or a child of a domestic partner), parent (or parent of a spouse or domestic partner), grandparent, sibling (or that person's spouse or domestic partner) or grandchild.

**Status:** H.B. 735 was introduced in the House by Delegate John Olszewski, Jr. in early February; S.B. 698 was introduced in the Senate by Senator Rob Garagiola. The bills were referred to the House Economic Matters Committee and the Senate Finance Committee. Both committees held hearings on February 27. The bill was withdrawn in the House committee after receiving an unfavorable report from the Business Regulations Subcommittee. No action was taken in the Senate committee.

**Resources:** [www.facebook.com/WorkingMatters](http://www.facebook.com/WorkingMatters)

## Massachusetts

The **Massachusetts Paid Leave Coalition** is working to advance a statewide paid sick days standard. Its steering committee consists of **Greater Boston Legal Services**, the **Massachusetts AFL-CIO**, **New England United for Justice**, the **Coalition for Social Justice**, the **Jewish Alliance for Law and Social Action**, and the **National Association of Social Workers, Massachusetts Chapter**.

In 2012, the Massachusetts paid sick days bill progressed further than ever before. The 2013 bill, **H. 1739/S. 900**, is based on the final 2012 bill. It would allow workers in businesses with more than 10 employees to earn one hour of paid sick time for every 30 hours worked, up to 56 hours annually (approx. seven days for a full-time worker). Workers in businesses with six to 10 employees would earn paid sick time at the same rate, up to 40 hours annually (approximately five days for a full-time worker). Workers in businesses with fewer than six employees would earn one hour of *unpaid* sick time for every 30 hours worked, up to 40 hours of unpaid leave annually. Seasonal workers would be exempt. Workers would be able to use the job-protected leave 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. Leave could also be used to address the psychological, physical or legal effects of domestic violence.

**Status:** The 2013 Earned Paid Sick Time Act was introduced in the House by Representative Kay Khan and in the Senate by Senator Daniel Wolf in January. A hearing in the Joint Committee on Labor and Workforce Development has been scheduled for June 25.

**Resources:** [www.masspaidleave.org](http://www.masspaidleave.org)

## Miami

The **Everybody Benefits: Miami-Dade Campaign for Paid Sick Days** is led by the **Restaurant Opportunities Center of Miami** (ROC-Miami) and **South Florida Jobs with Justice**, who are working with other local groups to bring paid sick days to workers in Miami-Dade County.

**Status:** Legislation has not yet been introduced in 2013. Currently, the campaign is fighting an attempt by state legislators to preempt localities' right to pass their own paid sick days ordinances.

**Resources:** [miamipaidicksdays.com](http://miamipaidicksdays.com)

## 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. 4706**, would allow workers to earn one hour of paid sick and safe leave for every 30 hours worked, up to 40 hours annually (approximately five days for a full-time worker) for workers in businesses with fewer than ten employees and up to 72 hours annually (approximately nine days for a full-time worker) for workers in larger businesses. Workers would be able to use the leave for their own health condition, medical appointment or preventive care or for those of a family member. Leave may also be used to obtain medical, legal or other services needed as a result of domestic violence or sexual assault. “Family member” is defined as a worker’s child (or the child of a domestic partner), parent (or the parent of a spouse or domestic partner), spouse, grandparent, grandchild, sibling, spouse or domestic partner of a grandparent or sibling, or “any other individual related by blood or affinity.”

**Status:** Legislation has not yet been introduced in 2013. Currently, the campaign is fighting an attempt by state legislators to preempt localities' right to pass their own paid sick days ordinances, advocates are also mobilizing to fight state legislation that would preempt the right of localities within the state to pass their own paid sick days ordinances.

**Resources:** [www.motheringjustice.org/index.html](http://www.motheringjustice.org/index.html)

## Minnesota

**Take Action Minnesota** coordinates the campaign to bring paid sick days to Minnesota workers. Legislation has not yet been introduced in 2013.

**Resources:** [www.takeactionminnesota.org/paid\\_sick\\_leave/120](http://www.takeactionminnesota.org/paid_sick_leave/120)

## New Jersey

The **New Jersey Time to Care Coalition**, a diverse group of more than 65 unions and research-, advocacy- and other community-based organizations, is building on the success of the state's paid family leave law to advance a paid sick days standard for New Jersey workers. Legislation has not yet been introduced in 2013.

**Status:** Legislation was introduced in May by Representative Pamela Lampitt, but the text is not yet available.

**Resources:** [www.njtimetocare.org](http://www.njtimetocare.org)

## New York City

**A Better Balance: The Work and Family Legal Center**, the **New York State Paid Family Leave Coalition** and the **Working Families Party** lead a broad coalition to advance a paid sick days standard that would cover New York City workers. 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. The Earned Sick Time Act, **Introduction 97-A**, will take effect in 2014, provided that the city's economy remains stable. All businesses will be required to provide one hour of sick leave for every hour worked, up to 40 hours annually (approximately five days for a full-time worker). Businesses with 20 or more employees (15 or more beginning in 2015) will be required to provide up to 40 hours of paid, job-protected sick leave; smaller business will be required to provide unpaid, job-protected sick leave. Workers can use the job-protected leave to recover from illness, care for an ill family member or seek medical care for themselves or a family member, as well as in the case of a public health emergency. "Family member" is defined as a worker's child, spouse, domestic partners, parent, or the child or parent of a spouse or domestic partner.

**Status:** After years of work, in March 2013, the campaign came to an agreement with elected officials to bring an amended bill to a vote, , and on May 8 the City Council passed Introduction 97-A by

a vote of 45-3. The bill now goes to Mayor Michael Bloomberg, who is expected to veto it; however, the Council is expected to override his veto shortly after, making the bill law.

**Resources:** [www.abetterbalance.org](http://www.abetterbalance.org)  
[www.timetocareny.org](http://www.timetocareny.org)

## New York

The Paid Sick Leave Act, **A. 3894/S. 2626**, 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 leave 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, sibling, aunt or uncle. Workers without a spouse could designate one person to care for in a spouse's stead.

**Status:** The Paid Sick Leave Act was introduced in the Senate by Senator Kevin Parker and in the Assembly by Assemblyman Karim Camara in January 2013. It was referred to the Labor Committee in both houses.

**Resources:** [www.nysenate.gov/legislation/assembly.state.ny.us](http://www.nysenate.gov/legislation/assembly.state.ny.us)

## North Carolina

The **North Carolina Families Care Coalition**, led by the **North Carolina Justice Center**, is comprised of 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. 100**, would allow most workers to earn one hour of paid sick time for every 30 hours worked, up

to 32 hours annually for workers in businesses with 10 or fewer employees (approximately four days for a full-time worker) and up to 56 hours for all other workers (approximately seven days for a full-time worker). Workers could use the job-protected leave to take care of their own medical, preventive or routine care, to care for a family member or to deal with the psychological, physical, or legal effects of domestic violence, sexual assault or stalking on themselves or a family member. “Family member” is defined as a spouse, parent, child, sibling, grandparent, or grandchild (including in-law relationships).

**Status:** H.B. 100 was introduced in February 2013 by Representative Alma Adams and referred to the Committee on Commerce and Job Development.

**Resources:** [www.ncfamiliescare.org](http://www.ncfamiliescare.org)

## Orange County, Florida

**Citizens for a Greater Orange County**, a coalition of small business owners, workers, parents, labor groups, faith leaders and organizations, public health groups and elected officials, is working to advance earned sick time for Orange County workers. In 2012, advocates collected more than 46,000 qualified voter signatures to qualify an earned sick time measure for the November ballot. Opponents of the measure, led by several Florida Chambers of Commerce and corporations including the Walt Disney Company and Darden Restaurants, Inc., employed both legal and legislative tactics to undermine advocates’ efforts, and the County Commission ultimately failed to carry out its duty to place the measure on the November ballot. In February 2013, a panel of judges ruled against the Orange County Commission and ordered the measure placed on the 2014 ballot.

The Orange County earned sick time measure proposed in 2012 would allow workers in businesses with 15 or more employees to earn one hour of paid, job-protected sick time for every 37 hours worked, up to 56 hours annually (approximately seven days for a full-time worker). Smaller employers would

have to allow workers to take up to 56 hours of *unpaid*, job-protected sick time annually. Workers would be able to use the time for their own illness, diagnosis or preventive medical care; for that of a family member; or in the event that their place of business or their child’s school or child care center is closed due to a public health emergency. The measure defines “family member” as a spouse, child, parent, grandparent, grandchild, domestic partner, sibling or other individual related by blood or affinity.

**Status:** The campaign is gearing up for the 2014 ballot measure while also fighting an attempt by state legislators to preempt the right of localities to pass their own paid sick days ordinances.

**Resources:** [www.earnedsicktime.com](http://www.earnedsicktime.com)

## Oregon

**Family Forward Oregon** is building on the successful campaign in Portland to try and bring paid sick days to the entire state. **H.B. 3390/S.B. 801** is modeled on the Portland ordinance and would allow workers in businesses with more than five workers to earn one hour of paid, job-protected sick time for every 30 hours worked, up to seven days annually. Workers would be able to take time off to deal with their own health needs or those of a family member, or to address the effects of domestic violence, sexual assault or stalking on themselves or a minor child or dependent. “Family member” is defined as a spouse, parent, child, parent-in-law, grandparent or grandchild.

**Status:** H.B. 3390/S.B. 801 was introduced by Representatives Michael Dembrow and Alissa Keny-Guyer and Senators Diane Rosenbaum and Elizabeth Steiner Hayward in February. It was referred to the House Committee on Business & Labor and the Senate Committee on General Government, Consumer & Small Business Protection. A public hearing was held in the House on April 3 and the bill was referred to the Committee on Rules on April 24.

**Resources:** [everybodybenefitsoregon.org](http://everybodybenefitsoregon.org)

## Pennsylvania

The **Coalition for Healthy Families and Workplaces**, coordinated by **PathWays PA**, is working to bring paid sick days to all Pennsylvania workers. Legislation has not yet been introduced in 2013.

**Resources:** [www.pathwayspa.org](http://www.pathwayspa.org)

## Philadelphia

Under current law, adopted in 2011, Philadelphia requires certain employers who contract with the city to provide workers with earned paid sick days. The **Coalition for Healthy Families and Workplaces**, coordinated by **PathWays PA** and **Women's Way**, is working with a broad range of groups to expand this standard to cover all Philadelphia workers. The 2013 bill, Promoting Healthy Families and Workplaces, **No. 130004**, would allow workers in businesses with more than five employees to earn one hour of paid, job-protected sick time for every 40 hours worked. Workers in businesses with between six and 19 employees would earn up to 32 hours annually (approximately four days for a full-time worker), and workers in larger businesses would earn up to 56 hours annually (approximately seven days for a full-time worker). Workers would be able to take time off to deal with their own health needs or those of a family member, or to address the effects of domestic violence, sexual assault or stalking on themselves or a family member. "Family member" is defined as a spouse or life partner, child, parent (or spouse's parent), grandparent (or grandparent's spouse), grandchild, sibling (or sibling's spouse) or "any other individual related by blood or affinity."

**Status:** The Philadelphia City Council approved the Promoting Healthy Families and Workplaces bill on March 14, 2013, by a vote of 11-6. However, Mayor Michael Nutter vetoed the bill on April 4, and the campaign was not able to secure the 12 City Council votes necessary for a veto override. The campaign plans to keep pushing for a citywide paid sick days standard.

**Resources:** [www.pathwayspa.org](http://www.pathwayspa.org)

## Portland, Oregon

**Family Forward Oregon** and a broad-based coalition achieved a paid sick days victory in Portland in 2013. The ordinance, **No. 185926**, will allow workers in businesses with more than five employees to earn one hour of paid, job-protected sick time for every 30 hours worked, up to 40 hours annually (approximately five days for a full-time worker). Workers in businesses with between one and five employees will earn one hour of *unpaid*, job-protected sick time for every 30 hours worked, up to 40 hours annually. Workers will be able to take time off to deal with their own health needs or those of a family member, or to address the effects of domestic violence, sexual assault or stalking on themselves or a minor child or dependent. "Family member" is defined as spouse, domestic partner, child, grandchild, parent, grandparent, parent-in-law or a person with whom the worker was or is in a *in loco parentis* relationship.

**Status:** The Portland paid sick days ordinance was approved by the City Council on March 13 and signed by the Mayor Charlie Hales shortly thereafter. It will take effect on January 1, 2014.

**Resources:** [www.everybodybenefitsoregon.org](http://www.everybodybenefitsoregon.org)

## Vermont

**Voices for Vermont's Children** leads the fight for a statewide paid sick days standard. An Act Relating to Absence from Work for Health Care and Safety, **H. 208**, would allow all workers to earn one hour of "paid health care 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 paid health care time to recover from an illness or injury, care for a sick family member or seek medical care for themselves or a family member. Workers could also use the paid health care leave to obtain legal, medical, relocation or social services arising from domestic violence, sexual assault or stalking. "Family member" is defined as a child, parent or parent-in-law, grandparent, spouse, domestic partner, stepchild, or foster child or ward of the worker who lives with the worker.

**Status:** H. 208 was introduced by Representative Jill Krowinski and Johannah Donovan in February and was referred to the Committee on General, Housing and Military Affairs. A public hearing took place on April 18.

**Resources:** [www.voicesforvtkids.org](http://www.voicesforvtkids.org)

S.B. 5594 was introduced in the Senate by Senator Nick Harper and several colleagues in February and a hearing in the Senate Committee on Commerce and Labor on February 20.

**Resources:** [www.eoionline.org](http://www.eoionline.org)  
[www.waworkandfamily.org](http://www.waworkandfamily.org)

## Washington

The **Economic Opportunity Institute**, at the helm of the **Washington Family Leave Coalition**, is building support for paid sick days in Washington. 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.

The city of Seattle passed the fourth citywide paid sick days law in 2011. Washington's statewide paid sick days legislation, **H.B. 1313** and **S.B. 5594**, is patterned on Seattle's paid sick days ordinance. The legislation would guarantee workers a minimum amount of paid sick and safe leave to be used to care for themselves or a family member who is ill, needs medical care or is a victim of domestic violence, sexual assault or stalking. A worker in a business with between five and 49 employees would accrue at least one hour of leave for every 40 hours worked, up to 40 hours per year. A worker in a business with between 50 and 249 employees would accrue at least one hour of leave for every 40 hours worked, up to 56 hours per year. A worker in a business with 250 or more employees would accrue at least one hour for every 30 hours worked, up to 72 hours per year. "Family member" is defined as a child, parent, spouse or civil union partner, grandparent, grandchild, sibling or any other individual related by blood or affinity.

**Status:** H.B. 1313 was introduced in the House of Representatives by Representative Laurie Jenkins and several colleagues in January. It passed out of the House Committee on Labor and Workforce Development on February 13 and out of the Committee on Appropriations on March 1. It was sent to the Committee on Rules on March 13.

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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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