

Stop the Attack on Paid Sick Days and Fair Schedules: **Oppose H.R. 4219**

JULY 2018

Introduced by Mimi Walters (Calif. - 45), Rep. Elise Stefanik and Rep. Cathy McMorris Rodgers, the Workflex in the 21st Century Act (H.R. 4219) would allow businesses that meet certain requirements to opt out of state and local paid sick days and fair scheduling laws, and may threaten a wide range of other leave and wage and hour laws.

Use the resources in this toolkit to tell your members of Congress to stop the attack on paid sick days and fair schedules by opposing H.R. 4219. Instead, they can truly support working families by co-sponsoring H.R. 1516, the Healthy Families Act, which would establish a federal paid sick days standard, and H.R. 2942, the Schedules That Work Act, which would provide fair scheduling protections.

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TELL CONGRESS: Stop the Attack on Paid Sick Days and Fair Schedules

Congress and special interest lobbyists are threatening your hard-won rights to paid sick days and fair job schedules – and we need YOUR help to stop the attack.

What is it?

H.R. 4219, the so-called Workflex in the 21st Century Act, introduced by Rep. Mimi Walters (Calif.-45), Elise Stefanik (N.Y.-21) and Cathy McMorris Rodgers (Wash.-5), would let businesses decide whether to be exempt from state or local paid sick days laws.

What's at stake?

In [your state/city], YOU have the right to earn and take paid sick leave.

H.R. 4219 threatens YOUR paid sick days. It gives employers the power to deny YOU time off if you are sick or need to care for an ill loved one.

H.R. 4219 undermines YOUR state and local government. It silences the will of voters and lawmakers who passed paid sick days laws to protect public health and safety. All businesses in your community should follow the same basic standards, not pick and choose which local laws they follow.

H.R. 4219 could threaten YOUR family's health. Workers without paid sick days are more likely to go to work sick, spreading contagion. Working parents without paid sick days often have no choice but to send a sick child to school or daycare.

What does it do?

H.R. 4219 creates a new loophole that would let businesses circumvent a wide range of state and local laws, including laws that guarantee:

- ▶ The right to earn and use paid sick days;
- ▶ Protections against abusive scheduling;
- ▶ Family and medical leave; and potentially
- ▶ Job-protected leave for state National Guard duty; to address domestic violence, sexual assault and stalking; to attend parent-teacher conferences; or for organ or bone marrow donation.

How does it work?

Under H.R. 4219, employers that file a form with the federal government saying they offer a certain amount of paid time off and a 'flexible' work arrangement would no longer have to comply with state or local laws that relate to leave or scheduling.

- ▶ **Employers could deny leave to workers** if they decide it "unduly disrupts" their business.
- ▶ Employers could get away with providing "compensable time" that an employee cannot use to care for a sick family member or for other purposes that state and local laws protect.

Sample Call Script

Call your member of Congress and tell them:

Don't take away my paid sick days! Please oppose H.R. 4219. At some point, nearly everyone gets sick. Working people in [your state] need guaranteed paid sick time to be able to support themselves and their families and lead healthy and productive lives. H.R. 4219 jeopardizes that, giving all power to employers.

Instead, I ask you to truly support working families by co-sponsoring **H.R. 1516, the Healthy Families Act**, which would establish a federal paid sick days standard, and **H.R. 2942, the Schedules That Work Act**, which would provide fair scheduling protections.

Contacting Your Representative

Dial **(202) 224-3121** and a U.S. Capitol switchboard operator will connect you directly with your Representative's office.

Not sure who your representative is? Visit www.house.gov/htbin/findrep to find out.

Sample Letter to the Editor

Dear Editor,

Congress, backed by special interest lobbyists, is threatening our hard-won right to paid sick days [and fair job schedules*]. H.R. 4219, the so-called "Workflex in the 21st Century Act," would undermine the will of [State/Jurisdiction Name] voters and those in 43 other jurisdictions. Sponsors are misleading us when they call it a paid leave bill; in reality, it would give bosses more power over workers' time and money.

If H.R. 4219 becomes law, those of us who get sick may no longer have job protections if we take a day off to recover from flu or care for a sick child. Millions of working people who have paid sick days now would once again face an impossible choice: stay home and risk your economic stability or go to work and risk your health and expose others to contagion. We are lucky not to face those choices because voters and legislators in [State/Jurisdiction Name] won paid sick days – but H.R. 4219 would turn back the clock.

[State's] congressional delegation [or specific member of Congress] should stand up for our [state/local] law and oppose this attack on paid sick days. Instead of undermining workers' rights, they should support the Healthy Families Act, which would establish a national paid sick days standard. Because when workers don't have to choose between their health or the health of a loved one and a job, everyone benefits.

Sincerely,

[Name; Address; City, State; Phone Number; Email Address]

Word Count: Approx. 230

*Omit unless your city or state has a fair scheduling law that would be affected by enactment of H.R. 4219.

Social Media

Click [here](#) for a toolkit with sample social media content.