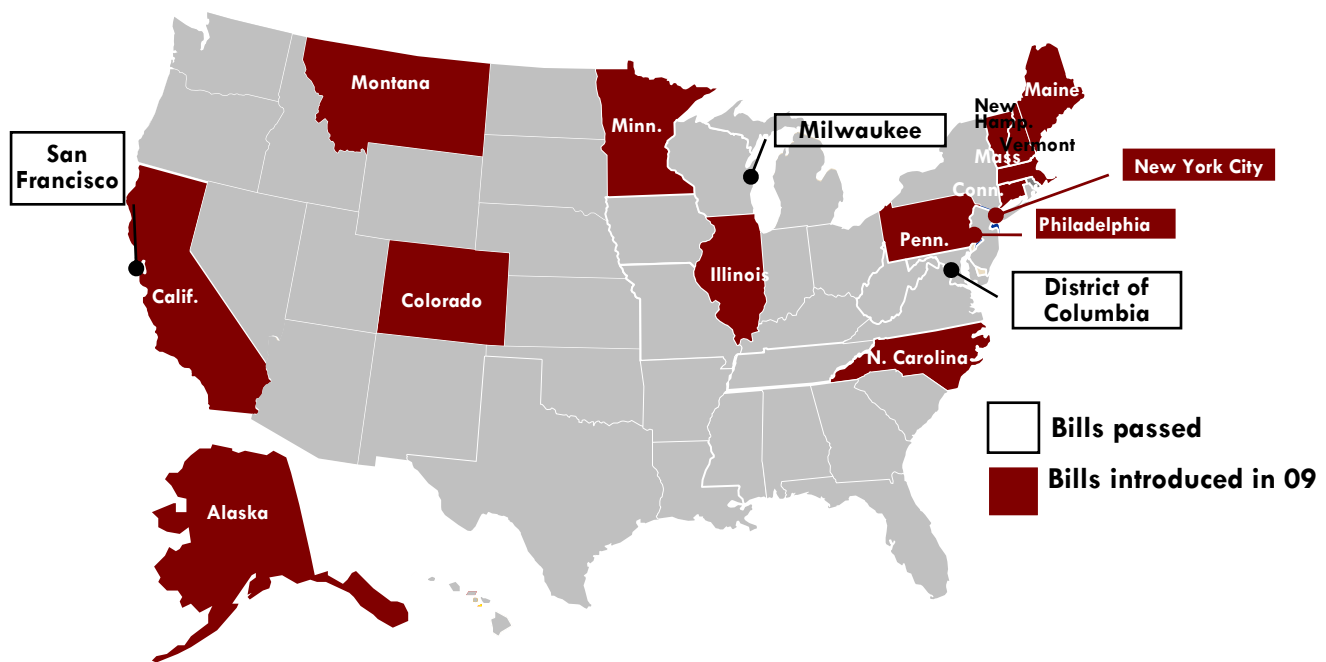


STATE AND LOCAL ACTION ON PAID SICK DAYS: 2009

In 2006, San Francisco became the first locality in the nation to guarantee paid sick days for all its workers. In 2008, Washington, DC and Milwaukee, Wisc., passed paid sick days standards, and became the first to offer paid safe days for victims of domestic violence, sexual assault, or stalking. Since then, a national paid sick days movement has grown. Advocates are advancing paid sick days initiatives in fourteen states and in Congress.



2009 PAID SICK DAYS CAMPAIGNS

Alaska
California
Colorado
Connecticut
Illinois
Maine
Massachusetts
Minnesota

Montana
New Hampshire
New York City
North Carolina
Philadelphia, Penn.
Pennsylvania
Vermont

Alaska

A coalition led by **Alaska PIRG** is advocating for a paid sick days standard which would provide one hour of paid sick time for every 40 hours worked. The legislation would apply to all businesses with 15 or more employees. The paid sick time could be used to recover from illness, care for a sick family member, or seek domestic violence recovery services.

Status: Alaska's bill, SB 86, was introduced on January 26 and referred to the Senate Labor and Commerce Committee. After holding a hearing, the Committee voted in favor of the bill on March 24. It was next referred to the Finance Committee, but no further action was taken before the legislative session ended on April 19. The bill will be carried over to the 2010 session.

Resources: www.akpirg.org

California

California's campaign, led by the **Labor Project for Working Families**, **ACORN**, and the **California Labor Federation**, is working to build on San Francisco's historic 2006 victory and bring paid sick days to all California workers. The California coalition includes advocates working on behalf of workers, women, children, people of color, and the state's public health interest.

The paid sick days bill would ensure that workers could earn one hour of paid sick time per 30 hours worked. Workers at smaller businesses would be able to earn up to five days per year, while workers employed at larger businesses could earn up to nine. Workers could use paid sick days to recover from illness, to care for an ill family

member, or to seek services related to sexual assault or domestic violence.

The campaign had a near-victory in the 2008 legislative session and continued their work in the 2009 session.

Status: California's bill, AB 1000, was introduced on February 27 and referred to the Assembly Labor and Employment Committee. A hearing was held April 22 and the bill was passed by a two-thirds margin. The bill was then passed by the Judiciary Committee on April 27. It was then sent to the Appropriations Committee for consideration.

Resources: www.paidicksdaysca.org

Colorado

The Colorado Paid Sick Days Coalition is led by **9to5, National Association of Working Women**, and includes many partner organizations working on behalf of workers, women, children, people of color, and the state's public health interest. Colorado's paid sick days bill would provide one hour of paid sick time for every 30 hours worked, up to 9 days for a full-time worker. The bill would allow workers to take time away from work to recover from illness, receive medical treatment, care

for a sick family member, or seek services related to domestic violence.

Status: The bill, HB 1210, was introduced on January 29 and referred to the Business Affairs and Labor Committee. On March 3 the Committee postponed action on the bill indefinitely. No further action was taken before the legislature adjourned on May 6.

Resources: www.9to5.org

Connecticut

Connecticut's campaign is led by **Working Families** and **Connecticut ACORN**. They are campaigning for a basic workplace standard that would enable workers to accrue one hour of paid sick time for every 40 hours worked, capped at 52 hours (or 6.5 days) per year. Under the paid sick days standard, Connecticut workers at businesses with 50 or more employees would be able to take a paid sick day to recover from illness, seek preventive care, care for a sick family member, or seek assistance related to family violence, sexual assault or violence.

Status: The bill, HB 6187, was introduced on January 27 and referred to the Joint Committee on Labor and Public Employees. The Committee held a hearing on Feb. 24 and voted in favor of the bill on March 3. The Judiciary Committee passed the bill on April 27, and the Appropriations Committee passed the bill on May 11. The bill was passed by the full House of Representatives on May 28 by a large margin. However, the Senate failed to vote on the bill before the legislative session ended on June 3.

Resources: www.everybodybenefits.org

Illinois

Women Employed is leading the coalition rallying behind the Healthy Workplace Act, which would allow workers to earn one hour of paid sick time per 30 hours worked, up to a maximum of seven days per year. The coalition includes dozens of advocacy groups from across the state that are raising public awareness about paid sick days and campaigning for this new workplace standard. Under the Healthy Workplace Act, paid sick days could be used to recover from an illness, to care for

a sick family member or to seek medical diagnosis or treatment.

Status: The Illinois bill, HB 3665, was introduced on February 25, and referred to the Labor Committee. The bill was referred to the Rules Committee on March 13.

Resources: www.womenemployed.org

Maine

The **Maine Women's Lobby** partnered with the **Maine Work and Family Coalition** to advance a paid sick days bill in 2008. The committee-amended version of the bill would guarantee workers up to five paid sick days per year, accrued at a rate of one hour per 30 hours worked, and cover all workers employed by establishments with 25 or more employees. Advocates worked throughout the election cycle mobilizing the public, and identified nearly 6,000 new supporters of paid sick days committed to taking action in 2009.

Status: Maine advocates have continued to promote the issue in 2009, and are preparing to launch an ambitious agenda in the 124th Maine Legislature to pass a paid sick and safe days bill. Advocates are also advancing legislation to reduce discrimination against caregivers in the workplace.

Resources: www.healthyfamilieshealthyworkplaces.org

Massachusetts

The Massachusetts Paid Leave Coalition, coordinated by **Greater Boston Legal Services** on behalf of **Massachusetts ACORN**, and in partnership with the **Jewish Alliance for Law and Social Action** and labor unions, is working together to gain strong support for the Massachusetts paid sick days bill in the state legislature. The coalition, which includes advocates for workers, seniors, children, and people of color, is working to advance a bill that would provide all workers the right to earn up to seven paid sick days annually. Workers

could use paid sick days to recover from illness, to care for a sick family member, or to seek assistance related to domestic violence.

Status: The bills, HD 1726 in the House and SD 624 in the Senate, were introduced on January 14. The Joint Committee on Labor and Workforce Development held a hearing on the legislation on Oct. 7.

Resources: www.gbls.org

Minnesota

Minnesota ACORN, which is leading the state's campaign to secure paid sick days, is expanding its coalition, which includes Minnesota AFL-CIO, Minnesota Association of Professional Employees, Minnesota Women's Political Caucus, AFSCME Council 5, Business and Professional Women of Minnesota, Children's Defense Fund of Minnesota, SEIU Minnesota State Council, St. Paul Regional Labor Federation, UFCW, and UNITE HERE.

The Minnesota Healthy Families, Healthy Workplace Act of 2009 would provide all workers with paid sick days to be used to recover from their own illness, to care for a sick family member, or for absence related to domestic violence. Workers would earn one hour of paid sick time per 30 hours worked, capped at 72 hours (or nine days) per year. Smaller businesses would provide one hour of

paid sick time for every 30 hours worked, capped at 40 hours (or 5 days) per year.

Status: The House bill, HF 612, was introduced on February 9 and referred to the Commerce and Labor Committee, the Labor and Consumer Protection Division. A hearing was held in the Division on March 11, and the Committee voted in favor of the legislation. The full Commerce and Labor Committee held a hearing on March 26 and voted to pass the bill. The Senate companion, SF 461, was introduced on February 5 and referred to the Business, Industry, and Jobs Committee. No further action was taken before the legislature adjourned on May 18.

Resources: www.acorn.org/index.php?id=10963

Montana

Representative Mary Caferro (Helena, MT) is leading efforts advocate for a paid sick days standard in the Montana Legislature's 2009 session. Her efforts are supported by local advocates from **WEEL (Working for Equality and Economic Liberation)**, which is a grassroots social and economic justice organization that advocates for policies that improve the lives of low-income families. This year, the Montana Legislature's

Democratic Women's Caucus has included the Safe Days, Sick Days legislation as one of its top priorities.

Status: The Montana bill, HB 579, was introduced on February 11 and referred to the House Business and Labor Committee. The bill was tabled in the committee on March 6. No further action was taken before the legislature adjourned on April 28.

Resources: www.weelempowers.org

New Hampshire

New Hampshire's campaign, led by the **New Hampshire Women's Lobby**, is partnering with a large coalition that includes women's rights and public health advocates to advance a paid sick days bill in the state's legislature. The proposed bill, which has been introduced by Representative Mary Stuart Gile, would provide up to five paid sick and safe days for all the state's workers.

Status: The bill, HB 662, was introduced on January 23 and referred to the Labor, Industrial and Rehabilitative Services Committee. On February 3, the bill was laid over in Committee for the year.

Resources: www.nhwomenslobby.org

New York City

New York City's campaign, which is led by **A Better Balance: The Work and Family Legal Center, the Working Families Party, and the NY State Paid Family Leave Coalition**, is working with a broad coalition to raise awareness and advance a paid sick and safe days standard that would cover all of the workers in New York City. The coalition includes

advocates working on behalf of workers, children, women, and the City's public health interest.

Status: New York's bill was introduced on August 20 by Council Member Gale Brewer, with 35 of 51 Council Members signed on as cosponsors. There will be a hearing on the bill in the Committee on Civil Service and Labor on Nov. 17.

Resources: www.abetterbalance.org or

North Carolina

North Carolina's paid sick days coalition, led by the **North Carolina Justice Center**, is generating strong support for paid sick days in the community. The bill they are supporting would guarantee all workers one hour of paid sick time for every 30 hours worked, up to a maximum of seven days annually. The paid sick days provided could be used for an employee's own illness, to care for a sick family member, or to recover from incidents of domestic violence or stalking.

Status: The House version of the bill, HB 177, was introduced on February 18 and referred to the Committee on Commerce, Small Business, and Entrepreneurship, which held a hearing on the bill on May 5. The Senate version, SB 534, was introduced on March 11 and referred to the Committee on Commerce, which held a hearing on June 11. In Fall 2009, the legislature appointed a Joint Select Committee on Work & Family Balance to meet during the 2010 session. The Committee will consider a range of work and family issues, with a focus on paid sick days.

Pennsylvania

Pennsylvania ACORN and **PathWaysPA** are working to pass paid sick days for all Pennsylvania workers. The Healthy Families, Healthy Workplaces Act would allow workers to earn one hour of paid sick time for every 40 hours worked, capped at 52 hours (or 6.5 days) per year. Businesses with fewer than 10 employees would be required to offer workers one hour of paid sick time for every 80 hours worked, capped at 26 hours per year.

Workers may use paid sick days to recover from their own illness, to care for a sick family member, or to recover from or seek services related to incidents of domestic violence.

Status: The Pennsylvania bill, HB 1830, was introduced by Representative Marc Gergely and referred to the Committee on Labor Relations.

Resources: www.pathwayspa.org

Philadelphia, Penn.

The coalition advocating for paid sick days in the city of Philadelphia, led by **Pennsylvania ACORN**, **PathWaysPA**, and **SEIU 32BJ**, is supporting the Promoting Healthy Families and Workplaces bill. Under the measure, workers would earn one hour of sick time for every 30 hours worked. Workers in larger businesses could earn up to 72 hours (9 days) of paid sick time, and workers in smaller businesses could earn up to five days of paid sick time.

Workers would be able to use their earned sick days to recover from illness or to care for a sick family member.

Status: The bill was introduced in 2008 and carried over into 2009; it is set to be scheduled for a hearing in the Commerce Committee in Fall 2009.

Resources: www.acorn.org/index.php?id=10963

Vermont

Voices for Vermont's Children, the **Vermont Livable Wage Campaign**, and their coalition partners have launched a campaign to pass paid sick days for all workers in the state. Their paid sick days bill would require that employers provide up to seven paid sick days annually for workers to recover from their own illness, care for a sick family member or seek preventive or routine health care. The legislation also would create a safe days standard that survivors of domestic or sexual assault could use for legal or health issues. All benefits would be pro-rated for part-time workers. The

campaign is now working to make further gains in the legislature and win a paid sick days standard for Vermont.

Status: Vermont's bill, H 382, was read for the first time on March 17 and referred to the Committee on General, Housing, and Military Affairs. No further action was taken before the legislature adjourned on May 9.

Resources: www.voicesforvermontschildren.org