

April 3, 2018

To: Senator Donovan M. Dela Cruz, Chair
Senator Gilbert S.C. Keith-Agaran, Vice Chair
Senate Committee on Ways and Means

LATE

From: Mandy Finlay, Director of Public Policy
Hawaii Children's Action Network

Re: **HB1727, HD1, SD1 – Relating to Labor**
Hawaii State Capitol, Room 211, April 3, 2018, 10:00 AM

On behalf of Hawaii Children's Action Network (HCAN), we are writing to offer COMMENTS on HB1727, HD1, SD1– Relating to Labor.

HCAN is in strong support of sick leave policies to support families. Ten states and Washington D.C. now have comprehensive sick leave laws (see attached table). Hawaii should ensure that ALL workers have access to sick leave.

We request that this bill be amended so that:

- 1) Accrual begins at commencement of employment
- 2) Sick leave is provided to employees at all companies, not just large ones.
- 3) There is an enforcement mechanism, including a private right of action.

Sick leave policies make economic sense not just for the employee but also for the employer. These policies provide the employee job security, better health, less stress, and more satisfaction with their job while reducing costs for employers by eliminating the need to replace workers and sickness of additional workers. An Oxfam America survey of low-wage working mothers found 19 percent reported losing a job because they were sick or they had to care for a sick child. It is estimated that 63% of young children in Hawaii have working parents with 31% of Hawaii's children living in single parent households.

According to the US Department of Labor:

- Four in ten private sector workers, over 40 million people, do not have access to paid sick time.
- Seven in ten low-wage workers whose earnings are in the bottom 25 percent of earners, lack access to paid sick time.
- For those employed in the accommodation and food services industries, 75 percent must choose between losing pay and showing up to work sick or leaving a sick child at home alone.
- Without sick leave, workers are more likely to go to work and infect others. A recent survey of food workers showed that nearly 90 percent went to work when they were sick, including more than half who did so "always" or "frequently." And of those who worked while sick, almost half (45 percent) reported going to work sick because they could not afford to lose pay.



Paid Sick Days – State, District and County Statutes Updated January 2018

(For City Laws, Click [Here.](#))

Key:

EE: employee; **ER:** employer; **SB:** small business; **LB:** large business; **FTE:** full-time equivalent; **DV:** domestic violence; **SAFE:** safe time coverage; **PHE:** public health emergency; **CBA:** collective bargaining agreement

Location	District of Columbia (2008, amended 2013) (effective 2014)	Connecticut (2011) (effective 1/2012)	California (2014, amended 2015 and 2016) (effective 7/2015; 2016 expansion effective 7/2018)	Massachusetts (2014) (effective 7/2015)	Oregon (2015) (effective 1/2016)¹	Montgomery County, Md. (2015) (effective 10/2016)	Vermont (2016) (effective 1/2017 for LB, and 1/2018 for SB)	Arizona (2016) (effective 7/2017)	Washington (2016) (effective 1/2018)	Rhode Island (2017) (effective 7/2018)	Maryland (2018) (effective 2/2018)
Summary	EEs accrue one hour of paid sick time for every 37 to 87 hours worked and can accrue and use up to three to seven days, depending on ER's size. EEs in certain industries receive one hour for every 43 worked	Enumerated EEs whose place of business has 50 or more EEs accrue one hour of paid sick time for every 40 hours worked and can accrue and use up to 40 hours. Covers sick time for EE or family members' care and for absences associated with domestic	EEs accrue one hour of paid sick time for every 30 hours worked and can use up to 24 hours and accrue up to 48 hours. ERs may use alternate accrual method if accrual is regular and provides a sufficient amount of time. Beginning in 2018, in-home supportive services EEs accrue	EEs whose place of business has 11 or more EEs accrue one hour of paid sick time for every 30 hours worked and can accrue and use up to 40 hours. All others receive equivalent unpaid time. Covers sick time for EE or family members' care and for absences associated with EE	EEs whose place of business has 10 or more EEs (six or more EEs if ER is in a city with population above 500k, so that Portland's law remains in effect) accrue one hour of paid sick time for every 30 hours worked, and can accrue and use up to 40 hours. All others receive equivalent unpaid	EEs whose place of business has five or more EEs accrue one hour of paid sick time for every 30 hours worked and can accrue up to 56 hours and use up to 80 hours. All others receive an equivalent 32 paid and 24 unpaid hours. Covers sick time for EE or family members' care, absences	EEs accrue one hour of paid sick time for every 52 hours worked and can accrue or use up to 24 hours in 2017 and 2018, and 40 hours in 2019 and following years. Workers in small businesses begin to accrue and use time in 2018. Covers sick time for EE or family members' care (including long-term care appointments	EEs accrue one hour of paid sick time for every 30 hours worked. EEs whose place of business has 15 or more EEs can accrue and use up to 40 hours per year. All others can accrue and use up to 24 hours per year. Covers sick time for EE or family members' care,	EEs accrue one hour of paid sick time for every 40 hours worked. Covers sick time for EE or a family member's care, absences associated with EE or a family member's domestic violence, sexual assault, or stalking, closures for public health reasons	EEs of ERs with 18 or more EEs accrue one hour of paid sick time for every 35 hours worked and can accrue and use up to 24 hours in 2018, 32 hours in 2019, and 40 hours in 2020 and beyond. ERs who employ fewer than 18 EEs are	EEs whose place of business has 15 or more employees accrue one hour of paid sick time for every 30 hours worked, and can accrue up to 40 hours in a year and 64 hours at any time, and can use up to 64 hours in a year. All others receive equivalent unpaid time. Covers sick time for EE or

¹ Oregon's law preempted the ordinance that was enacted by Eugene, Ore.; Eugene's ordinance was no longer in effect as of January 1, 2016.

and can accrue and use up to five days regardless of ER size. Covers sick time for EE or family members' care and for absences associated with domestic violence, sexual abuse or stalking.	violence or sexual assault.	paid sick time at the same rate, and can use eight hours per year, gradually increasing to 24 hours per year. Covers sick time for EE or family members' care and for absences associated with EE's domestic violence, sexual assault or stalking.	or dependent child's domestic violence.	time. Covers sick time for EE or family members' care, for Oregon family leave purposes, for reasons related to a public health emergency and for absences associated with EE or minor child/dependent's domestic violence, sexual harassment, assault or stalking.	associated with EE or family member's domestic violence, sexual assault or stalking, closures due to a public health emergency, care for a family member exposed to a communicable disease and the birth, adoption, or foster placement of a child.	for parent, grandparent, spouse or parent-in-law), absences associated with EE or family member's domestic violence, sexual assault or stalking, and closures for public health or safety reasons.	absences associated with EE or family member's domestic violence, sexual violence, abuse or stalking, closures for public health or safety reasons, and care for EE's or family member's exposure to a communicable disease.		not required to allow workers to accrue paid sick days but must allow use of unpaid sick time of up to 24 hours in 2018, 32 hours in 2019 and 40 hours in 2020. Covers sick time for EE or family members' care, absences associated with EE or family member's domestic violence, sexual assault or stalking, and closures for public health or safety reasons.	family members' care and for absences associated with EE or family member's domestic violence, sexual assault or stalking.
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Location	District of Columbia	Connecticut	California	Massachusetts	Oregon	Montgomery County	Vermont	Arizona	Washington	Rhode Island	Maryland
Law/Bill Number	§ 32-131.01 et seq.	Public Act 11-52	Cal. Labor Code §§ 245, 2810.5	Mass. Gen. Laws ch. 149, § 148(c), (d)	ORS §§ 653.256, 659A.885	Bill 60-14, Bill 32-16	21 Vt. Stat. §§ 384, 481-485, 345; 29 Vt. Stat. § 161	Ariz. Title 23, Ch. 2, Art. 8, §§ 23-363, 23-364; Title 23, Ch. 2, Art. 8.1	RCW 49.46.005, 49.46.020, 49.46.090, 49.46.100	H. 5413	H.B. 0001
Impact	Approx. 220,000	Approx. 200,000 workers formerly	Approx. 6.9 million workers	Approx. 900,000 workers formerly	Approx. 473,000 workers formerly	Approx. 90,000 workers formerly	Not yet determined. Approx. 60,000	Approx. 934,000 workers formerly	Approx. 1,000,000	Approx. 100,000	Not yet determined.

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	workers formerly without sick time gained it through this law. ⁱ	without sick time gained it through this law. ⁱⁱ	formerly without sick time will gain it through this law. ⁱⁱⁱ	without sick time will gain it through this law. ^{iv}	without sick time will gain it through this law. ^v	without sick time will gain it through this law. ^{vi}	workers were without paid sick time before the law's passage, but carve-outs create challenges in estimating the number who will gain access. ^{vii}	without sick time will gain it through this law. ^{viii}	workers formerly without sick time will gain it through this law. ^{ix}	workers formerly without sick time will gain it through this law. ^x	Approx. 750,000 workers were without sick time before the law's passage. ^{xi}
Exemptions	Does not apply to independent contractors; students employed by their higher education institution for less than 25 hours/week; health care workers in premium pay programs; volunteers that engage in activities of an educational, charitable, religious, or nonprofit organization; casual baby-sitter; some	Does not apply to EEs not employed in one of the 68 enumerated service occupations or by ERs with fewer than 50 EEs; salaried or exempt workers; temporary workers; certain state EEs; manufacturing ERs; nationally chartered nonprofits (i.e., the YMCA)	Does not apply to EEs of any governmental entity who receive a retirement allowance and are now reemployed without reinstatement into retirement system; EEs covered by a CBA with express sick time; construction EEs covered by a CBA; in-home support service workers who have worked less than 30 days in the state; certain airline flight deck or cabin crew members; EEs who have worked less	Does not apply to city or town EEs	Does not apply to EEs who are covered by a CBA, who are employed through a labor organization referral system and whose benefits are provided by a multi-employer-employee plan; are ER's child, spouse or parent; EEs who receive paid sick time under federal law; independent contractors; work-study students; work training program participants; railroad workers exempted under	Does not apply to EEs of any non-county governmental entity; EEs who have an irregular work schedule, who must contact ER for assignments and begin work within 48 hours of contact, who have no obligation to work for ER without contact, and who are not employed through a temp agency; EEs who regularly work less than eight hours a week; independent contractors	Does not apply to workers who average less than 18 hours of work per week in a year, federal government EEs; state government EEs who are exempt from state classified service; EEs who work for an ER for 20 or fewer weeks in a year on a job scheduled to last 20 weeks or fewer; per diem/intermittent health care or long-term care facility EEs; substitute teachers who are not contracted to provide long-term substitute coverage; EEs under age 18;	Does not apply to state or federal government EEs; persons employed by a parent or a sibling; or persons performing babysitting services in ER's home on a casual basis	Does not apply to workers who are exempt from Washington state minimum wage law	Does not apply to state or municipal EEs; ERs with fewer than 18 EEs, provided they allow EEs to use up to 24 hours in 2018, 32 hours in 2019 and 40 hours in 2020 of unpaid sick time; ERs with a paid time off policy or paid sick and safe leave policy that makes available at least the same amount of time as the bill; construction EEs covered by	Does not apply to individuals who are casual employees, independent contractors, licensed real estate salespersons, licensed associate real estate brokers, under the age of 18, employed in the agricultural sector on an agricultural operation, regularly work less than 12 hours a week, or who are employed in the construction industry and covered by a CBA that expressly

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	religious organization members		than 30 days for the same ER		the Federal Railroad Insurance Act		per diem or temporary EEs who work only when they indicate they are available, are under no obligation to work for ER and have no expectation of continuing employment with the ER; new ERs are not subject to the law for one-year period after hiring first EE			a CBA; licensed nurses who are employed by a health care facility, are under no obligation to work a regular schedule, work only when they are available and are under no obligation to work when unavailable, and receive higher pay than an EE at the same facility who works a regular schedule	waives the terms of the bill
Accrual Rate and Maximum Accrual	SB (1-24 EEs): One hour for every 87 hours worked, up to three days MB (25-99 EEs): One hour for every 43 hours worked,	50 or more EEs: One hour for every 40 hours worked, up to 40 hours	One hour for every 30 hours worked, can use up to 24 hours, accrue up to 48 hours In-Home Supportive	SB (1-10 EEs): One hour of <i>unpaid</i> time off for every 30 hours worked, up to 40 hours LB (11 or more EEs): One hour of	SB (1-9/1-5 EEs in Portland)²: One hour of <i>unpaid</i> time off for every 30 hours worked or 1-1/3 hours for every 40 hours worked, up to 40 hours	SB (1-4 EEs): One hour of time off for every 30 hours worked, can accrue up to 32 paid hours and 24 unpaid hours, use up to 80 hours	SB (1-5 EEs): Beginning on 1/1/2018, one hour for every 52 hours worked; in 2018, can accrue and use up to 24 hours; in 2019 and following years,	SB (1-14 EEs): One hour for every 30 hours worked, can accrue and use up to 24 hours LB (15 or more EEs): One hour	One hour for every 40 hours worked. ER is not required to allow more than 40 hours to carry over to the following year.	SB (1-17 EEs): Must allow use of up to 24 hours in 2018, 32 hours in 2019 and 40 hours in 2020 of unpaid sick time	SB (1-14 EEs): One hour of <i>unpaid</i> time for every 30 hours worked; can earn up to 40 hours in a year, use up to 64 hours in a year, and accrue up to

² For ERs in a city with a population exceeding 500,000, an SB is 1-5 EEs and an LB is 6 or more; for ERs in all other locations, an SB is 1-9 EEs and an LB is 10 or more.

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	<p>up to 5 days</p> <p>LB (100 or more EEs): One hour for every 37 hours worked, up to seven days</p> <p>Tipped restaurant and bar workers: One hour for every 43 hours worked, up to five days</p>		<p>Service Workers: From July 1, 2018, to December 31, 2019 (scheduled), one hour for every 30 hours worked, can use up to eight hours. From January 1, 2020, to December 31, 2021 (scheduled), can use up to 16 hours. From January 1, 2022, onwards, can use up to 24 hours.</p>	<p>paid time off for every 30 hours worked, up to 40 hours</p>	<p>LB (10 or more/6 or more EEs in Portland): One hour of paid time off for every 30 hours worked or 1-1/3 hours for every 40 hours worked, up to 40 hours</p>	<p>LB (5 or more EEs): One hour of paid time off for every 30 hours worked, can accrue up to 56 hours, use up to 80 hours</p>	<p>can accrue and use up to 40 hours</p> <p>LB (6 or more EEs): One hour for every 52 hours worked; in 2017 and 2018, can accrue and use up to 24 hours; in 2019 and following years, can accrue and use up to 40 hours</p> <p>NOTE: New businesses have a one-year period of exemption before paid sick time requirements apply.</p>	<p>for every 30 hours worked, can accrue and use up to 40 hours</p>		<p>LB (18 or more EEs): One hour for every 35 hours worked, can accrue and use up to 24 hours in 2018, 32 hours in 2019 and 40 hours in 2020 and beyond</p>	<p>64 hours at any time</p> <p>LB (15 or more EEs): One hour of <i>paid</i> time for every 30 hours worked; can earn up to 40 hours in a year; use up to 64 hours in a year, and accrue up to 64 hours at any time</p>
Waiting Period for Accrual and Use	<p>Accrual begins at commencement of employment; accrued hours may be used 90 days after commencement of employment</p>	<p>Accrual begins at commencement of employment; accrued hours may be used 680 hours after commencement of employment</p>	<p>Accrual begins at commencement of employment; accrued hours may be used 90 days after commencement of employment</p>	<p>Accrual begins at commencement of employment; accrued hours may be used 90 days after commencement of employment</p>	<p>Accrual begins at commencement of employment; accrued hours may be used 91 days after commencement of employment</p>	<p>Accrual begins at commencement of employment; accrued hours may be used 90 days after commencement of employment</p>	<p>Accrual begins at commencement of employment; ER may require EEs to complete waiting period of up to one year after commencement of employment or effective date of law (whichever is later) before using accrued hours</p>	<p>Accrual begins at commencement of employment; accrued hours may be used 90 days after commencement of employment</p>	<p>Accrual begins at commencement of employment; accrued hours may be used 90 days after commencement of employment</p>	<p>Accrual begins at commencement of employment or law's effective date (whichever is later); ERs may require a waiting period of up to 90 days for newly hired EEs; longer waiting</p>	<p>Accrual begins at commencement of employment; accrued hours may be used 106 days after commencement of employment</p>

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										periods for seasonal and temporary EEs	
Family Members Covered Other Than Self, Child, Spouse or Parent	Domestic partner; live-in partner (living together at least 12 months); sibling; sibling's spouse; grandchild; parent-in-law; spouse of child; child living with EE for whom EE cares permanently	Child and spouse only	Domestic partner; sibling; grandparent; grandchild; legal ward; parent of spouse or domestic partner; legal guardian of EE, spouse or domestic partner; person with whom EE was or is in a relationship of in loco parentis	Parent-in-law; legal ward; person who assumed the responsibilities of parenthood for EE or child for whom EE assumed responsibility	Grandparent; grandchild; parent-in-law; person with whom EE was or is in a relationship of in loco parentis	Sibling; grandparent; grandchild; spouse of sibling or grandparent; legal ward; legal guardian; child for whom the EE is primary caregiver; EE's primary caregiver when EE was a minor	Grandparent; grandchild; sibling; parent-in-law	Domestic partner; sibling; grandparent; grandchild; legal ward; parent of spouse or domestic partner; legal guardian of EE or spouse; person with whom EE was or is in a relationship of in loco parentis; any other individual related by blood or affinity whose close association with EE is the equivalent of a family relationship	Domestic partner; sibling; grandparent; grandchild; legal ward; child for whom EE is a de facto parent; parent of spouse or domestic partner; person with whom EE was or is in a relationship of in loco parentis	Domestic partner; sibling; grandparent; grandchild; care recipient (person for whom EE is responsible for providing or arranging health or safety related care); member of EE's household	Child for whom the EE has legal or physical custody or guardianship; child for whom employee stands in loco parentis; legal guardian of the EE; individual who acted as a parent or stood in loco parentis to the EE or EE's spouse when EE or spouse was a minor; grandparent; grandchild; sibling
Safe Time Coverage, Coverage for Public Health Emergency and/or Coverage for	SAFE: Coverage for EE's or family member's DV, sexual assault or stalking	SAFE: Coverage for EE's or family member's DV or sexual assault	SAFE: Coverage for EE's DV, sexual assault or stalking	SAFE: Coverage for EE or dependent child's DV	SAFE: Coverage for EE or minor child/dependent's DV, harassment, sexual assault or stalking	SAFE: Coverage for EE's or family member's DV, sexual assault or stalking PHE: Coverage for	SAFE: Coverage for EE or family member's DV, sexual assault or stalking PHE: Coverage for closure of family	SAFE: Coverage for EE's or family member's DV, sexual violence, abuse or stalking	SAFE: Coverage for EE or family member's DV, sexual assault, or stalking PHE: Coverage	SAFE: Coverage for EE or a family member's DV, sexual assault or stalking	SAFE: Coverage for EE or family member's DV, sexual assault or stalking

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Other Purposes					<p>PHE: Coverage for closure of place of business or child's school or place of care; coverage to care for self or family member if would jeopardize health of community or if EE is excluded from the workplace for health reasons</p>	<p>closure of place of business or child's school or place of care; coverage to care for a family member exposed to a communicable disease</p> <p>Parental: Coverage for birth of a child, adoption or foster care placement; coverage to care for a newborn, newly adopted, or newly placed child within one year of birth, adoption, or placement</p>	<p>member's business or school for public health or safety reasons</p> <p>Other: Coverage for accompanying parent, grand-parent, spouse or parent-in-law to appointment related to long-term care</p>	<p>PHE: Coverage for closure of place of business or child's school or place of care; coverage to care for self or family member exposed to a communicable disease</p>	<p>for closure of place of business or child's school or place of care for any health-related reason</p>	<p>PHE: Coverage for closure of place of business or child's school or place of care; coverage to care for self or family member exposed to a communicable disease</p>	
Treatment of Collective Bargaining Agreements	Does not diminish obligations under CBAs that provide greater benefits; a CBA cannot waive the paid time requirements of the Act	Does not diminish obligations under CBAs that provide greater benefits; does not preempt or override the terms of any CBAs in effect prior to legislation's	Does not diminish obligations under CBAs that provide greater benefits; does not apply to an EE covered by a CBA if agreement expressly provides: (1) employment terms, (2) paid sick days or an equivalent leave	Does not diminish obligations under CBAs that provide greater benefits	Does not apply to workers covered by CBAs who are employed through a labor organization referral system and whose benefits are provided by a multi-employer-employee plan;	Does not diminish obligations under CBAs that provide paid leave benefits that meet the minimum requirements	Does not diminish obligations under CBAs that provide greater benefits; does not preempt or override terms of a CBA in effect before January 1, 2017	Does not diminish obligations under CBAs that provide greater benefits; does not apply if CBA expressly waives requirements in clear and unambiguous terms; does not	Not specified	Does not diminish obligations under CBAs that provide greater sick and safe leave time than required in bill; does not apply to construction EEs covered by	Does not apply to workers in the construction industry who are covered by a CBA that expressly waives requirements of the bill in clear and unambiguous terms

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	unless the CBA provides at least 3 paid days of sick time; does not apply to EEs in construction or building industry covered by a CBA; does not apply to existing CBAs until the earlier of the date of their expiration or 18 months after enactment	effective date	policy (3) arbitration of paid sick day disputes, (4) premium wage rates for all overtime hours worked, and (5) regular hourly rate not less than 30 percent more than state minimum wage rate; does not apply to an EE in the construction industry covered by a CBA if agreement provides (1), (4) and (5) if the agreement was either entered into before Jan. 1, 2015 or expressly waives requirement in clear and unambiguous terms		does not diminish obligations under CBAs that provide greater benefits			apply to existing CBAs until their expiration		a CBA	
Applicability to ER's Existing Policy	No additional time required if ER provides paid time that meets Act's accrual	No additional time required if ER provides paid time that meets Act's accrual requirement and	No additional time required if ER provides paid time that can be used for the same purposes and	No additional time required if ER provides paid time that meets bill's accrual requirement and	No additional time required if ER provides paid time that is substantially equivalent to or	No additional time required if ER provides paid time that meets bill's accrual requirement	No additional time required if ER provides paid time that meets bill's use and accrual requirements and	No additional time required if ER provides paid time that meets statute's accrual requirements and	ERs are not prevented from providing more generous paid sick leave policies;	No additional time required if ER has a paid sick days policy that makes	No modification to an existing policy is required if ER provides paid time that meets accrual and use

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	requirement and that can be used for the same purposes and under the same conditions	that can be used for the same purposes	under the same conditions and meets one of the following: (1) the Act's accrual, carry over, and use requirements; (2) provided equivalent time off before Jan. 1, 2015; or (3) is provided pursuant to the sick leave policy for state EEs	that can be used for the same purposes and under the same conditions	more generous than the Act		can be used for same purposes, or paid time that is provided at the beginning of the year in same amount and can be used for same purposes	that can be used for the same purposes and under the same conditions	applicability to other forms of paid time not specified	available the same amount of time that can be accrued under the law	requirements and that can be accessed and accrued at the same rate and used for the same purposes
Enforcement Agency & Mechanisms	DC Department of Employment Services, Office of Wage and Hour; agency will investigate possible violations , order reinstatement of terminated EEs, order payment, and impose penalties and fines against willful violators	Connecticut Department of Labor; file complaint with labor commissioner; relief includes civil penalties, back pay and reinstatement; EEs who do not earn paid time under the law but are covered by an ER's paid time policy and are employed by covered ERs are still protected by the anti-	California Office of Industrial Relations, Labor Commissioner's Office; EEs may file a complaint; Labor commissioner may investigate ERs; hearing is before labor commissioner, who may order payment of back pay, payment of unlawfully withheld paid sick days, reinstatement or fines up to \$4000 for withholding or	Massachusetts Attorney General's Office; EEs may file a complaint; Attorney general may obtain injunctive or declaratory relief, fines up to \$15,000, and civil citation; ER may appeal to attorney general's office	Oregon Bureau of Labor and Industries; file a complaint; agency may investigate ERs and conduct mediation; if claim is for unpaid wages, agency may place a lien on ER's property; agency may provide for administrative proceeding; ER may appeal to court of appeals; relief includes fines up \$1,000 for willful violation	Montgomery County Office of Human Rights, Executive Director; EEs may file a complaint; agency will investigate claim and must attempt conciliation; relief includes damages and equitable relief; EE may appeal to commission	Vermont Department of Labor; EEs may file a complaint; agency will investigate claim and attempt to arrange a settlement between EE and ER; relief includes collection of unpaid wages, additional payment of up to twice the amount of unpaid wages for willful violations, fines up to \$5,000	Arizona Industrial Commission; any person or organization may file a complaint; commission or law enforcement officer may inspect and review business records; relief includes civil penalties of at least \$250 for a first violation and at least \$1,000 for each subsequent or willful violation; payment of	Washington Department of Labor and Industries; EE may file a complaint; director may inspect business records and may bring any legal action necessary to collect EE's claim; relief includes back pay and attorney's fees and court costs	Rhode Island Department of Labor, Division of Labor Standards; EE may file a complaint; Division will investigate; relief includes civil penalties of at least \$100	Maryland Department of Labor, Licensing and Regulation; EE may file a complaint with Commissioner of Labor and Industry; Commissioner can conduct investigation and attempt to resolve through mediation; Commissioner can issue an order to collect unpaid sick time, three times value of unpaid

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		retaliation provision in the law	violations					unlawfully withheld paid sick time, including interest, and an additional amount equal to twice the paid sick time; relief for retaliation includes at least \$150 for each day the violation occurred			earned sick time and a civil penalty of up to \$1,000 for each EE for whom ER not in compliance
Private Right of Action	Yes; may sue for back pay, damages, and/or reinstatement	Yes; may appeal administrative decision to Superior Court	Not specified; Labor commissioner or attorney general may file civil action in court of competent jurisdiction	Yes; ER may appeal administrative decision to Superior Court; EE may sue after exhausting administrative remedies for relief including injunctive relief, damages, and lost wages	Yes; may sue in court, which can impose relief including reinstatement, back pay, and injunctive relief	Yes; may sue in an appropriate court of law	No	Yes; may sue in court; relief includes payment of unpaid earned sick time, civil penalties, attorney's fees and court costs, and other appropriate legal or equitable relief	Not specified	Yes; may file suit (including class action) in civil court; relief includes payment of unpaid wages/benefits, compensatory damages, liquidated damages up to twice the amount of unpaid wages/benefits, reinstatement, attorneys' fees and costs and any other	Yes; Commissioner can bring action or ask attorney general to bring action and EE may bring action to enforce an order. Relief includes three times value of EEs unpaid sick time, punitive damages, attorney's fees and costs, injunctive relief and any other relief the court deems appropriate

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										appropriate relief	



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Key:

EE: employee; **ER:** employer; **SB:** small business; **LB:** large business; **FTE:** full-time equivalent; **DV:** domestic violence; **SAFE:** safe time coverage; **PHE:** public health emergency; **CBA:** collective bargaining agreement

Location	San Francisco, Calif. (2006, effective 2/2007; amended 2016, effective with expansions 1/2017)	Seattle, Wash. (2011) (effective 9/2012)	New York City, N.Y. (2013), (2014) (effective 4/2014)	Jersey City, N.J. (2013, effective 1/2014; amended 2015, effective with expansions 12/2015); Newark, N.J. (2014) (effective 5/2014); Irvington, N.J. (2014) (effective 1/2015); Passaic, N.J. (2014) (effective 1/2015); East Orange, N.J. (2014) (effective	San Diego, Calif. (2014) (effective 7/2016) ³	Oakland, Calif. (2014) (effective 3/2015)	Tacoma, Wash. (2015) (effective 2/2016)	Philadelphia, Pa. (2015) (effective 5/2015)	Emeryville, Calif. (2015) (effective 7/2015); Berkeley, Calif. (2016) (effective 10/2017)	Pittsburgh, Pa. (2015) ⁴	New Brunswick, N.J. (2015) (effective 1/2016)	Spokane, Wash. (2016) (effective 1/2017) ⁵	Santa Monica, Calif. (2016) (effective 1/2017)	Minneapolis, Minn. (2016) (effective 7/2017); St. Paul, Minn. (2016) (effective 7/2017 for LB, and 1/2018 for SB)	Los Angeles, Calif. (2016) (effective 7/2016)	Chicago, Ill. (2016) (effective 7/2017); Cook County, Ill. (2016) (effective 7/2017)

³ San Diego's ordinance was approved by voters via a June 2016 ballot measure and is expected to take effect as soon as the results are certified, the deadline for which is July 7, 2016.

⁴ Pittsburgh's ordinance was ruled invalid by an Allegheny County judge on December 21, 2015. Its implementation is on hold, pending appeal and rulings from higher state courts.

⁵ Spokane's ordinance was vetoed by Mayor David Condon on January 22, 2016, but the City Council voted to override the veto on January 25, 2016. The law will take effect as planned.

				1/2015); Paterson, N.J. (2014) (effective 1/2015); Trenton, N.J. (2014) (effective 7/2015); Montclair, N.J. (2014) (effective 3/2015); Bloomfield, N.J. (2015) (effective 6/2015); Elizabeth, N.J. (2015) (effective 3/2016); Plainfield, NJ (2016) (effective 7/2016); Morristown (2016) (effective 1/2017)												
Law/Bill Number	S.F. Admin. Code Ch. 12W; Initiative Ord. 160034	Ord. 123698	Int. 0097-2010; Int. 0001-2014	Ord. 13.097 & Ord. 15.145; Ord. 13-2010; Ord. MC 3513; Ord. 1998-14; Ord. 21; Ord. 14-040; Ord.	Municipal Code § 39.0101; Ord. No. O-20390	Municipal Code ch. 5.92	Ord. 28275	Ord. 141026	Ord. 15-004; Municipal Code ch. 13.100	File 2015-1825	Ord. 121501	Ord. No. 35300	Ord. No. 2515	File 15-01372; Ord. 16-29	Ord. No. 184320	Ord. O2016-2678; Ord. 16-4229

				14-45; Ord. Ch. 160; Ord. No. 4617; Ord. MC 2016-08; Ord. O-35-2016												
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Location	San Francisco	Seattle	New York City	Jersey City, Newark, Irvington, Passaic, East Orange, Paterson, Trenton, Montclair, Bloomfield, Elizabeth, Plainfield, Morristown	San Diego	Oakland	Tacoma	Philadelphia	Emeryville, Berkeley	Pittsburgh	New Brunswick	Spokane	Santa Monica	Minneapolis, St. Paul	Los Angeles	Chicago, Cook County
Summary	EEs in the private sector accrue one hour of paid sick time for every 30 hours worked within the city and can accrue and use up to 40 or 72 hours, depending on ER's size. Covers sick time for EE or family members' care,	EEs whose place of business has five or more EEs accrue one hour of paid sick time for every 30 to 40 hours worked and use up to 108 hours,	EEs whose place of business has five or more EEs accrue one hour of paid sick time for every 30 hours worked and can accrue and use up to 40 hours. All others	EEs accrue one hour of paid sick time for every 30 hours worked and can accrue up to 24 or 40 hours, depending on ER's size, and use up to 40 hours. EEs in certain industries receive up to 40 hours	EEs accrue one hour of paid sick time for every 30 hours worked and use up to 40 hours. Accrual is unlimited. Covers sick time for EE or family members' care, for	EEs accrue one hour of paid sick time for every 30 hours worked and can accrue and use up to 40 or 72 hours, depending on ER's size.	EEs accrue one hour of paid sick time for every 40 hours worked and can accrue and use up to 24 hours. Covers sick	EEs whose place of business has 10 or more EEs accrue one hour of paid sick time for every 40 hours worked and can accrue and use up to 40 hours. All others receive equivalent	EEs accrue one hour of paid sick time for every 30 hours worked and can accrue and use up to 48 or 72 hours, depending on ER's size. Covers sick time for EE or	EEs whose place of business has 15 or more EEs accrue one hour of paid sick time for every 35 hours worked and can accrue up to 40 hours. All others	EEs accrue one hour of paid sick time for every 35 hours worked and can accrue up to 24 or 40 hours, depending on ER's size, and use up to 40 hours. Part-time	EEs whose place of business has 10 or more EEs accrue one hour of paid sick time for every 30 hours worked and can use up to 40 hours. All others accrue at	EEs accrue one hour of paid sick time for every 30 hours worked and can accrue up to 32 or 40 hours in 2017, dependi	EEs accrue one hour of paid sick time for every 30 hours worked and can accrue up to 48 hours. (Minneapolis only: EEs whose place of business has five or fewer EEs must receive equivalent unpaid time.)	EEs accrue one hour of paid sick time for every 30 hours worked and can accrue and use up to 48 hours. Covers sick time for EE or family	EEs accrue one hour of paid sick time for every 40 hours worked and can accrue and use up to 40 hours. Covers sick time for EE or family

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	absences associated with EE's domestic violence, sexual assault or stalking and purposes related to bone marrow or organ donation.	depending on ER's size. Accrual is unlimited. Covers sick time for EE or family members' care, absences associated with domestic violence, sexual assault or stalking, and closures due to a public	receive equivalent unpaid time. EEs in certain industries can accrue and use two paid days after one year of employment regardless of ER size. Covers sick time for EE or family members' care and closures due to a public	regardless of ER size. Covers sick time for EE or family members' care, closures due to a public health emergency and care for a family member exposed to a communicable disease. ⁶	absences associated with domestic violence, sexual assault or stalking, and closures due to a public health emergency.	Covers sick time for EE or family members' care.	time for EE or family members' care, closures due to a public health emergency and for absences associated with EE or family members' domestic violence	unpaid time. Covers sick time for EE or family members' care and for absences associated with EE or family members' domestic violence, sexual assault or stalking.	family members' care and (Emeryville only) absences associated with EE's domestic violence, sexual assault or stalking and care for EE or family members' service dog.	accrue at the same rate up to 24 unpaid hours in the first year the law is in effect, followed by 24 paid hours after the first year. Covers sick time for EE or family members' care, closures due to a public health	EEs may only accrue up to 24 hours a year regardless of ER size. Covers sick time for EE or family members' care, closures due to a public health emergency, care for a family member exposed to a communica	the same rate and can use up to 24 hours. Covers sick time for EE or family members' care, absences associated with EE or family member's domestic violence, sexual assault or stalking, closures due to a public	ng on ER's size, and up to 40 or 72 hours from 2018 onward. There is no annual cap on use of paid sick time. Covers sick time for EE or family member	There is no annual cap on use of paid sick time, but EEs can have no more than 80 accrued but unused hours at one time. Covers sick time for EE or family members' care, absences associated with EE or family member's domestic abuse, sexual assault or stalking and closures due	members' care and for absences associated with EE's domestic violence, sexual assault or stalking.	members' care, absences associated with EE or family member being the victim of domestic violence or a sex offense (Chicago) /domestic violence, sexual violence or stalking (Cook County),

⁶ Jersey City does not cover sick time to care for a family member exposed to a communicable disease.

Location	San Francisco	Seattle	New York City	Jersey City, Newark, Irvington, Passaic, East Orange, Paterson, Trenton, Montclair, Bloomfield, Elizabeth, Plainfield, Morristown	San Diego	Oakland	Tacoma	Philadelphia	Emeryville, Berkeley	Pittsburgh	New Brunswick	Spokane	Santa Monica	Minneapolis, St. Paul	Los Angeles	Chicago, Cook County
		health emergency.	health emergency.				, sexual assault or stalking.			emergency and care for a family member exposed to a communicable disease.	ble disease and absences associated with EE or family member's domestic violence, sexual assault or stalking.	health emergency and bereavement leave in connection with a family member.	s' care and for absences associated with EE's domestic violence, sexual assault or stalking.	to a public health emergency or other unexpected cause, such as inclement weather or loss of power, heating or water.		or closures due to a public health emergency.
Impact	Approx. 59,000 workers formerly without sick time gained it through this law. ^{xii}	Approx. 150,000 workers formerly without sick time gained it through this law. ^{xiii}	Approx. 1,200,000 workers formerly without sick time gained it through this law. ^{xiv}	More than 187,200 workers formerly without sick time gained it through these laws. ^{xv}	Approx. 433,500 workers will receive more expansive protections than those provided under	Approx. 56,000 workers formerly without sick time will gain it through this	Approx. 40,000 workers formerly without sick time will gain it through this	Approx. 200,000 workers formerly without sick time will gain it through this law. ^{xix}	Approx. 5,000 workers in Emeryville will receive more expansive protections than those provided	Approx. 50,000 workers formerly without sick time will gain it through this law. ^{xxii}	Approx. 9,500 workers formerly without sick time will gain it through this law. ^{xxiii}	Approx. 40,000 workers formerly without sick time will gain it through this law. ^{xxiv}	Approx. 11,900 workers will receive more expansive protections	Approx. 62,000 workers in Minneapolis formerly without sick time will gain it through this law. ^{xxvi} Approx. 68,300	Approx. 650,000 workers will receive more expansive protections than	Approx. 460,000 workers in Chicago formerly without sick time will gain it

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					California's law. ^{xvi}	law. ^{xvii}	law. ^{xviii}		under California's law. ^{xx} Approx. 18,500 workers in Berkeley will receive more expansive protections than those provided under California's law. ^{xxi}				than those provided under California's law. ^{xxv}	workers in St. Paul formerly without sick time will gain it through this law. ^{xxvii}	those provided under California's law. ^{xxviii}	through this law. ^{xxix} Approx. 440,000 workers in Cook County formerly without paid sick time will gain it through this law. ^{xxx}
Exemptions	--	Does not apply to new ERs with fewer than 250 EEs; businesses have a	Does not apply to EEs of any governmental entity; work-study students; independent	Does not apply to EEs of any governmental entity; construction EEs covered	Does not apply to EEs employed at less than minimum wage; publicly	Does not apply to EEs who work less than two hours in a week in Oakland;	Does not apply to EEs of any governmental entity;	Does not apply to EEs covered by a CBA; independent contractors; seasonal workers;	Does not apply to EEs who work less than two hours in a year in the city; EEs	Does not apply to seasonal EEs; state and federal employees; independent	Does not apply to EEs of any governmental entity; construction EEs covered by	Does not apply to EEs who work less than 240 hours in a year in Spokane;	Does not apply to EEs who work less than two	Does not apply to EEs who work less than 80 hours in a year in the city for their employer;	Does not apply to EEs who work less than two hours a week in Los	Does not apply to EEs who have worked less than 80 hours for an ER

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		period of 24 months after the hire date of first EE to comply	nt contractors ; certain physical, occupational and speech therapists	by a CBA; ⁷ EEs who work less than 80 hours in a year in the city	subsidized short-term youth employment program EEs; any student EE, camp counselor, or program counselor of an organized camp; independent contractors	EEs not entitled to minimum wage under Calif. law	work-study participant; independent contractors; self-employed; EEs who work less than 80 hours in a year in Tacoma	adjunct professors; temporary workers; interns; pool EEs, EEs who work less than 40 hours in a year in Philadelphia	not entitled to minimum wage under Calif. law ⁸	contractors ; construction EEs covered by a CBA	a CBA; EEs who work less than 20 hours per week; EEs who work from home; independent contractors ; per diem/temporary hospital EEs	seasonal or domestic workers; independent contractors ; EEs of any governmental entity; work-study students; construction EEs; businesses that open after the effective date have a one-year period after the registration	hours in a week in Santa Monica; EEs of any governmental entity; hotel workers; EEs not entitled to minimum wage under Calif. law	independent contractors; EEs of the federal, state, county or local government (but does apply to City employees).	Angeles for their ER; EEs not entitled to minimum wage under Calif. law; EEs who have not worked for the same ER for at least 30 days within a year of commencement	in a 120-day period; EEs who perform less than two hours of work within city boundaries in a two-week period; construction EEs covered by a CBA

⁷ Irvington does not exempt construction EEs covered by a CBA.

⁸ Berkeley covers EEs who are not entitled to minimum wage but who are participants in a Welfare-to-Work program.

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												of their business to comply			of employment	
Accrual Rate and Maximum Accrual	<p>SB (1-9 EEs): One hour for every 30 hours worked, up to 40 hours</p> <p>LB (10 or more EEs): One hour for every 30 hours worked, up to 72 hours</p>	<p>Tier 1 (5-49 FTEs): One hour for every 40 hours worked, can use up to 40 hours</p> <p>Tier 2 (50-249 FTEs): One hour for every 40 hours worked, can use up to 56 hours</p>	<p>SB (1-4 EEs)⁹: One hour of <i>unpaid</i> time off for every 30 hours worked, up to 40 hours</p> <p>LB (5 or more EEs): One hour of paid time off for every 30 hours worked, up to 40 hours</p>	<p>SB (1-9 EEs): One hour for every 30 hours worked, up to 24 hours</p> <p>LB (10 or more EEs): One hour for every 30 hours worked, up to 40 hours</p> <p>Child care, home health care and food service workers: One hour for every</p>	One hour for every 30 hours worked, can use up to 40 hours, accrue unlimited ¹⁰	<p>SB (1-9 EEs): One hour for every 30 hours worked, up to 40 hours</p> <p>LB (10 or more EEs): One hour for every 30 hours worked, up to 72 hours</p>	One hour for every 40 hours worked, up to 24 hours	<p>SB (1-9 EEs): One hour of <i>unpaid</i> time off for every 40 hours worked, up to 40 hours</p> <p>LB (10 or more EEs): One hour of paid time off for every 40 hours worked, up to 40 hours</p>	<p>SB (1-55 EEs in Emeryville/ 1-24 EEs in Berkeley): One hour for every 30 hours worked, up to 48 hours</p> <p>LB (56 or more EEs in Emeryville/ 25 or more EEs in Berkeley): One hour for every</p>	<p>SB (1-14 EEs): One hour of time off for every 35 hours worked. During first year in effect, EEs can accrue up to 24 <i>unpaid</i> hours; after one year, EEs can accrue up</p>	<p>SB (5 FTEs to 9 EEs): One hour for every 35 hours worked, up to 24 hours</p> <p>LB (10 or more EEs): One hour for every 35 hours worked, up to 40 hours (24 hours for part-time EEs)</p>	<p>SB (1-9 EEs): One hour for every 30 hours worked, can use up to 24 hours</p> <p>LB (10 or more EEs): One hour for every 30 hours worked, can use up to 40 hours</p>	<p>SB (1-25 EEs): One hour for every 30 hours worked, up to 32 hours in 2017 and up to 40 hours from 2018 onward</p> <p>LB (26 or more</p>	<p>SB (1-5 EEs) in Minneapolis: One hour of <i>unpaid</i> time off for every 30 hours worked, up to 48 hours</p> <p>LB (6 or more EEs) in Minneapolis and all ERs in St. Paul: One hour of paid time off for every 30 hours worked, up to 48 hours</p>	One hour for every 30 hours worked, up to 48 hours	One hour for every 40 hours worked, up to 40 hours

⁹ For certain chain businesses and franchises, all workers in the chain/franchise are counted together to determine if it is considered a SB.

¹⁰ The definition of "employer" exempts people who receive in-home support services.

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		<p>Tier 3 (250 or more FTEs): One hour for every 30 hours worked, can use up to 72 hours</p> <p>Tier 3 with paid time off (PTO) policy: One hour for every 30 hours worked, can use up to 108 hours</p>	<p>to 40 hours</p> <p>Domestic Workers: Receive two days of paid time off after one year worked, then continue to receive two days/year</p>	<p>30 hours worked, up to 40 hours</p>					<p>30 hours worked, up to 72 hours</p>	<p>to 24 <i>paid</i> hours</p> <p>LB (15 or more EEs): One hour of <i>paid</i> time off for every 35 hours worked, can accrue up to 40 hours</p>			<p>EEs): One hour for every 30 hours worked, up to 40 hours in 2017 and up to 72 hours from 2018 onward</p>	<p>NOTE (Minneapolis only): For five years after the law's effective date, new ERs in their first year of business (other than chain establishments) are only required to provide unpaid sick time.</p> <p>NOTE (St. Paul only): New ERs are only required to provide unpaid sick</p>		

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														time for a period of six months after the hire date of their first EE. This provision sunsets on January 1, 2023.		
Waiting Period for Accrual and Use	Accrual begins at commencement of employment; accrued hours may be used 90 days after commencement of employment	Accrued hours may be used 180 days after commencement of employment	Accrual begins at commencement of employment; accrued hours may be used 120 days after commencement of	Accrual begins at commencement of employment; accrued hours may be used 90 days after commencement of	Accrual begins at commencement of employment; accrued hours may be used 90 days after commencement of employe	Accrual begins on March 2, 2015, and can be used immediately; if hired after, accrual begins at	Accrual begins at commencement of employment; accrued hours may be used	Accrual begins at commencement of employment; accrued hours may be used 90 days after commencement of employment	Accrual begins at commencement of employment; accrued hours may be used 90 days after commencement of employe	Accrual begins at commencement of employment; accrued hours may be used 90 days after commencement of employe	Accrual begins at commencement of employment; accrued hours may be used 120 days after commencement of	Accrual begins at commencement of employment; ER may require EEs to complete probationary period of up to 90	Accrual begins at commencement of employment; accrued hours may be used 90	Accrual begins at commencement of employment; accrued hours may be used 90 days	Accrual begins at commencement of employment; accrued hours may be used 90 days	Accrual begins on first calendar day after commencement of employment; accrued hours

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			employment	employment ¹¹	nt	commencement of employment and hours may be used 90 days after commencement	180 days after commencement of employment		nt	nt	employment	days before using accrued hours	days after commencement of employment		after commencement of employment	may be used 180 days after commencement of employment

¹¹ Plainfield provides that accrued hours may be used on the 100th calendar day of employment.

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Family Members Covered Other Than Self, Child, Spouse or Parent	Domestic partner; sibling; grandparent; grandchild; child or parent of spouse or domestic partner; legal ward; legal guardian; person with whom EE is in a relationship of in loco parentis; "designated person"	Domestic partner; grandparent; parent-in-law	Domestic partner; sibling; grandparent; grandchild; child or parent of spouse or domestic partner	Domestic or civil union partner; sibling; grandparent; grandchild; child or parent of spouse or domestic or civil union partner; grandparent's spouse or domestic or civil union partner; legal ward; legal guardian of EE or spouse or domestic or civil union partner; person with whom EE was or is in a	Domestic partner; sibling; grandparent; grandchild; child or parent of a spouse or domestic partner; legal ward; legal guardian; person with whom EE was or is in a relationship of in loco parentis	Domestic partner; sibling; grandparent; grandchild; child of domestic partner; legal ward; legal guardian; person with whom EE is in a relationship of in loco parentis; "designated person"	Domestic partner; grandparent; legal ward; person with whom EE is in a relationship of in loco parentis	Life partner; sibling; spouse of sibling; grandparent; grandchild; parent-in-law; legal guardian; spouse of grandparent; person with whom EE was or is in a relationship of in loco parentis	Domestic partner; sibling; grandparent; grandchild; legal ward; legal guardian of EE or spouse; person with whom EE was or is in a relationship of in loco parentis; "designated person"	Domestic partner; sibling; grandparent; grandchild; child or parent of spouse or domestic partner; grandparent's spouse or domestic partner; legal ward; legal guardian of EE or spouse or domestic partner; person with whom	Domestic or civil union partner; sibling; grandparent; grandchild; child or parent of spouse or domestic or civil union partner; grandparent's spouse or domestic or civil union partner; legal ward; legal guardian of	Domestic partner; grandparent; grandchild	Domestic partner; sibling; grandparent; grandchild; legal ward; parent of spouse or domestic or domestic partner; legal guardian of EE, spouse or domestic partner; person	Domestic partner; sibling; parent-in-law; grandchild; grandparent <i>Minneapolis only:</i> Guardian; ward; members of the EE's household <i>St. Paul only:</i> Individual related to the EE by blood or affinity whose close association with the EE is equivalent to a family	Domestic partner; sibling; grandparent; grandchild; legal ward; parent of spouse or domestic partner; legal guardian of EE, spouse or domestic partner; person with whom EE was or is in a	Domestic partner; legal guardian; legal ward; parent of spouse or domestic partner; sibling; grandparent; person related by blood or whose close association with EE is equivalent to a

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				relationship of in loco parentis ¹²						EE was or is in a relationship of in loco parentis; any person for whom EE has received permission from ER to care	EE or spouse; person with whom EE was or is in a relationship of in loco parentis		with whom EE was or is in a relationship of in loco parentis	relationship	relationship of in loco parentis; individual related to the EE by blood or affinity or whose close association with the EE is equivalent to a family relationship	family relationship; child to whom EE stands in loco parentis
Safe Time Coverag	SAFE: Coverage for EE's DV, sexual	SAFE: Coverage for EE's or	PHE: Coverage for closure	PHE: Coverage for closure of	SAFE: Coverage for EE's or	--	SAFE: Coverage for EE	SAFE: Coverage for EE or family	SAFE (Emeryville only):	PHE: Coverage for closure	SAFE: Coverage for EE or	SAFE: Coverage for EE or	SAFE: Coverage for	SAFE: Coverage for EE or family	SAFE: Coverage for EE's	SAFE: Coverage for EE or

¹² East Orange does not cover relationships of in loco parentis.

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e, Coverage for Public Health Emergency and/or Coverage for Other Purposes	assault or stalking Other: Coverage for EE's or family member's bone marrow or organ donation	family member's DV, sexual assault or stalking PHE: Coverage for closure of place of business or child's school or place of care	of place of business or child's school or place of care	place of business or child's school or place of care; coverage to care for a family member exposed to a communicable disease ¹³	family member's DV, sexual assault or stalking PHE: Coverage for closure of place of business or child's school or place of care		or family member's DV PHE: Coverage for closure of place of business or child's school or place of care	member's DV, sexual assault or stalking	Coverage for EE's DV, sexual assault or stalking Other (Emeryville only): Care for EE's or family member's service dog	of place of business or child's school or place of care; coverage to care for a family member exposed to a communicable disease	family member's DV, sexual assault or stalking PHE: Coverage for closure of place of business or child's school or place of care; coverage to care for a family member exposed to a communicable disease	family member's DV, sexual assault or stalking PHE: Coverage for closure of place of business or child's school or place of care Other: Bereavement leave in connection with family member	EE's DV, sexual assault or stalking PHE: Coverage for closure of place of business or family member's school or place of care	member's domestic abuse, sexual assault or stalking PHE: Coverage for closure of place of business or family member's school or place of care Other: Coverage for unexpected closure of family member's school or	DV, sexual assault or stalking	family member being the victim of domestic violence or a sex offense (Chicago) /sexual violence or stalking (Cook County) PHE: Coverage for closure of place of business

¹³ Jersey City does not cover sick time to care for a family member exposed to a communicable disease.

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														place of care due to inclement weather, loss of power, loss of heating, loss of water or other reason		or child's school or place of care Other: If ER is covered by federal Family and Medical Leave Act (FMLA), EE can carry over up to 40 hours of unused accrued time, in addition to any

Location	San Francisco	Seattle	New York City	Jersey City, Newark, Irvington, Passaic, East Orange, Paterson, Trenton, Montclair, Bloomfield, Elizabeth, Plainfield, Morristown	San Diego	Oakland	Tacoma	Philadelphia	Emeryville, Berkeley	Pittsburgh	New Brunswick	Spokane	Santa Monica	Minneapolis, St. Paul	Los Angeles	Chicago, Cook County	
																	other carryover allowed under the ordinance, to use exclusively for FMLA purposes
Treatment of Collective Bargaining Agreements	Does not apply if CBA expressly waives requirements in clear and unambiguous terms	Does not apply if CBA expressly waives requirements in clear and unambiguous terms; does not	Does not diminish obligations under CBAs that provide greater benefits; does not apply to EEs in	Does not apply if CBA expressly waives requirements in clear and unambiguous terms; ¹⁴ does not apply to any member of a	Does not diminish obligations under CBAs that provide greater benefits	Does not apply if CBA expressly waives requirements in clear and unambiguous terms	Does not apply if CBA expressly waives requirements in clear and unambiguous terms	Does not apply to workers covered by CBAs	Does not apply if CBA expressly waives requirements in clear and unambiguous terms	Does not diminish obligations under CBAs that provide greater benefits; does not apply to any	Does not apply if CBA expressly waives requirements in clear and unambiguous terms; does not	Does not waive, limit or preempt rights provided by a CBA	Does not apply if CBA expressly waives requirements in clear and unambiguous terms	Does not apply to EEs in construction industry who receive at least the prevailing wage rate or rate established by a registered	Does not specifically mention treatment of CBAs	Does not affect validity or change terms of CBA already in force; after effective	

¹⁴ Plainfield only requires that the CBA expressly waive the law's protections.

Location	San Francisco	Seattle	New York City	Jersey City, Newark, Irvington, Passaic, East Orange, Paterson, Trenton, Montclair, Bloomfield, Elizabeth, Plainfield, Morristown	San Diego	Oakland	Tacoma	Philadelphia	Emeryville, Berkeley	Pittsburgh	New Brunswick	Spokane	Santa Monica	Minneapolis, St. Paul	Los Angeles	Chicago, Cook County
		diminish obligations under CBAs that provide greater benefits	construction or grocery industry if CBA expressly waives requirements; for other EEs, does not apply if CBA expressly waives requirements and provides a comparable benefit; does not apply to existing CBAs until	construction union covered by a CBA; ¹⁵ does not diminish obligations under CBAs that provide greater benefits; does not apply to existing CBAs until their expiration			guous terms			member of a construction union covered by a CBA	apply to any member of a construction union covered by a CBA; does not diminish obligations under CBAs that provide greater benefits; does not apply to existing CBAs until their expiration		guous terms	apprenticeship agreement <i>Minneapolis only:</i> Does not specifically mention treatment of CBAs <i>St. Paul only:</i> Does not diminish obligations under CBAs that provide greater benefits		date, does not apply if CBA explicitly waives requirements in clear and unambiguous terms; does not apply to EE in construction industry covered by a CBA

¹⁵ Jersey City and Irvington do not exempt members of a construction union covered by a CBA.

Location	San Francisco	Seattle	New York City	Jersey City, Newark, Irvington, Passaic, East Orange, Paterson, Trenton, Montclair, Bloomfield, Elizabeth, Plainfield, Morristown	San Diego	Oakland	Tacoma	Philadelphia	Emeryville, Berkeley	Pittsburgh	New Brunswick	Spokane	Santa Monica	Minneapolis, St. Paul	Los Angeles	Chicago, Cook County
			their expiration													
Applicability to ER's Existing Policy	No additional time required if ER provides paid time that meets bill's accrual requirement and that can be used for the same purposes	No additional time required if ER provides paid time that meets Act's use and accrual requirements and that can be used for the same purposes and under the same	No additional time required if ER provides paid time that meets bill's requirements and that can be used for the same purposes and under the same conditions	No additional time required if ER provides paid time that meets bill's accrual requirement; time can be used for the same purposes and under the same conditions ¹⁶ <i>East Orange, Paterson, Trenton and Montclair only: Policy must</i>	No additional time required if ER provides paid time that meets Act's accrual and use requirements and that can be used for the same purposes and under the same conditions	No additional time required if ER provides paid time that meets bill's accrual, carry over and use requirements and that can be used for the same	No additional time required if ER provides paid time that meets bill's accrual and use requirements, that can be used for the same purpose	No additional time required if ER provides paid time that meets bill's accrual requirement and meets all other conditions of the ordinance	No additional time required if ER provides paid time that meets Act's accrual, carry over, and use requirements and that can be used for the same purposes and (Emeryville	No additional time required if ER provides paid time that meets bill's accrual requirement and that can be used for the same purposes and under the same conditions	No additional time required if ER provides paid time that meets bill's accrual requirements and that can be used for the same purposes and under the same conditions	No additional time required if ER allows shift-swapping or provides paid time in the same amounts and for the same purposes	Does not prevent ER from adopting or retaining leave policy that is more generous	Does not prevent ER from adopting or retaining leave policy that meets or exceeds and does not otherwise conflict with bill's minimum standards and requirements <i>Minneapolis only: No additional time required if ER provides paid time that</i>	Does not prevent ER from retaining leave policy that the Office of Wage Standards determines is overall more generous even if it does not meet all of the	No additional paid leave required if ER provides paid time off in amount and manner that meets bill's requirements

¹⁶ Paterson does not require that ER-provided paid time can be used for the same purposes and under the same conditions.

Location	San Francisco	Seattle	New York City	Jersey City, Newark, Irvington, Passaic, East Orange, Paterson, Trenton, Montclair, Bloomfield, Elizabeth, Plainfield, Morristown	San Diego	Oakland	Tacoma	Philadelphia	Emeryville, Berkeley	Pittsburgh	New Brunswick	Spokane	Santa Monica	Minneapolis, St. Paul	Los Angeles	Chicago, Cook County
		conditions		also meet bill's use requirements		purposes and under the same conditions	s and under the same conditions, and is approved by the city		only) under the same conditions					meets bill's minimum standards and requirements <i>St. Paul only:</i> No additional time required if ER provides paid time that meets bill's accrual and carry over requirements and that can be used for the same purposes and under the same conditions	bill's requirements	

Location	San Francisco	Seattle	New York City	Jersey City, Newark, Irvington, Passaic, East Orange, Paterson, Trenton, Montclair, Bloomfield, Elizabeth, Plainfield, Morristown	San Diego	Oakland	Tacoma	Philadelphia	Emeryville, Berkeley	Pittsburgh	New Brunswick	Spokane	Santa Monica	Minneapolis, St. Paul	Los Angeles	Chicago, Cook County
Enforcement Agency & Mechanisms	San Francisco Office of Labor Standards Enforcement; EE may file a complaint; agency will adjudicate and administer penalties against ERs	Seattle Office for Civil Rights; EEs may file a complaint; adjudication before hearing examiner	NYC Department of Consumer Affairs (DCA); EEs may file a complaint; ER can settle violation with DCA without hearing; hearing is before DCA's Adjudication Tribunal	Newark Department of Child and Family Well-Being; Irvington Department of Neighborhood Services; Jersey City/Passaic/East Orange/Paterson/Trenton/Montclair/Bloomfield/Elizabeth Departments of Health and Human Services/Plainfield Department of Administration and Finance,	City Council will designate the enforcement office; EEs may file a complaint; civil penalties against ER ranging from \$100-\$2,000/violation or person	Not yet determined; EEs may file a complaint	Tacoma finance director; EEs may file a charge; agency may issue citation, order credit of or payment of unlawfully withheld paid sick days with one percent interest	Not yet determined; EEs may file a complaint; agency will investigate ERs, provide ERs 60 days to remedy violation, and conduct mediation; relief includes fines and reinstatement and restitution	Not yet determined; city may promulgate guidelines and rules for implementation and enforcement; EEs may file a complaint; (Emeryville only) city may investigate ERs; relief includes fines between \$500-\$1,000/EE; city may	Office of the City Controller or a Department or entity designated by the mayor; EEs may file a complaint; agency will investigate claim; relief includes fines up to \$100/offense for willful violators, reinstatement and restitution	New Brunswick Department of Planning, Community and Economic Development; agency may file claim before Municipal Court; relief includes fines up to \$2,000; relief includes payment of unlawfully withheld paid sick	Not yet determined; enforcement procedures to be determined by City Council and administration by October 1, 2016; relief includes fines up to \$261, with a tripled penalty for retaliation and a doubled penalty for subsequent	Not specified; penalties for misdemeanor violations include fines between \$150-\$500/violation and/or imprisonment in the County Jail for up to six months; penalties for	Minneapolis Department of Civil Rights, St. Paul Department of Human Rights and Equal Economic Opportunity; EEs may file a complaint within 365 days of violation; department may investigate reported or suspected violations; investigation may require a fact finding conference or other process;	Office of Wage Standards of the Bureau of Contract Administration; agency may promulgate guidelines and rules for implementation, but enforcement mechanism is not specifically	Chicago Department of Business Affairs and Consumer Protection; Cook County Commission on Human Rights; violators in Chicago subject to fines of \$500-\$1,000/violation; violators in Cook

Location	San Francisco	Seattle	New York City	Jersey City, Newark, Irvington, Passaic, East Orange, Paterson, Trenton, Montclair, Bloomfield, Elizabeth, Plainfield, Morristown	San Diego	Oakland	Tacoma	Philadelphia	Emeryville, Berkeley	Pittsburgh	New Brunswick	Spokane	Santa Monica	Minneapolis, St. Paul	Los Angeles	Chicago, Cook County
				<p>Division of Health & Social Services; Morristown Department of Administration</p> <p>Agency may file claim before Municipal Court;¹⁷ relief includes fines up to \$2000¹⁸</p> <p><i>Irvington, Paterson, Trenton, Montclair, Bloomfield,</i></p>			for payment per month and fines up to \$250 or up to twice the value of unpaid leave		file claim before a court of competent jurisdiction; relief includes injunctive relief, damages and civil penalties		time; EEs must file a complaint with the agency before bringing action in Municipal Court	offenses; license officer may refuse to issue, revoke or refuse to renew business license if ER has violated the ordinance five times in the past 10 years	infractio ns include fines of \$100-\$250/vi olation; each day of violation is considered a separate offense; violators may be subject to administrative citation	director may order relief, including reinstatement, payment of unlawfully withheld paid sick time, liquidated damages up to \$250 or twice the amount of unpaid wages, whichever is greater. If the ER does not comply with depart-ment's final determination, department	addresse d	County subject to fines of \$100-\$500/viol ation

¹⁷ Newark's law is silent as to whether the enforcement department may file a claim before the Municipal Court.

¹⁸ Exceptions: Newark's and Irvington's maximum fines are \$1,000, East Orange's maximum fine is \$500, Elizabeth's maximum fine is \$1,250, and Plainfield's maximum fine is \$750. Jersey City also allows for up to 90 days of community service.

Location	San Francisco	Seattle	New York City	Jersey City, Newark, Irvington, Passaic, East Orange, Paterson, Trenton, Montclair, Bloomfield, Elizabeth, Plainfield, Morristown	San Diego	Oakland	Tacoma	Philadelphia	Emeryville, Berkeley	Pittsburgh	New Brunswick	Spokane	Santa Monica	Minneapolis, St. Paul	Los Angeles	Chicago, Cook County
				<p><i>Elizabeth, Plainfield and Morristown only:</i> Relief includes payment of unlawfully withheld paid sick time</p> <p><i>Jersey City only:</i> EEs may call department; agency will pro-actively audit and investigate workplaces</p> <p><i>Paterson only:</i> Relief includes imprisonment for up to 90 days</p>										<p>may refer action to city attorney to bring suit for both legal and equitable relief</p> <p><i>Minneapolis only:</i> Administrative penalties payable to EE of up to \$1,500 per violation; administrative fines payable to the city of up to \$50 for each day a violation continued after ER received</p>		

Location	San Francisco	Seattle	New York City	Jersey City, Newark, Irvington, Passaic, East Orange, Paterson, Trenton, Montclair, Bloomfield, Elizabeth, Plainfield, Morristown	San Diego	Oakland	Tacoma	Philadelphia	Emeryville, Berkeley	Pittsburgh	New Brunswick	Spokane	Santa Monica	Minneapolis, St. Paul	Los Angeles	Chicago, Cook County
														<p>notice and was given time to comply; EE may appeal to an administrative hearing officer.</p> <p><i>St. Paul only:</i> Administrative fines payable to the City up to \$1,000; and fines payable to EE up to \$1,000 or 10 percent of unpaid wages, whichever is greater</p>		

Location	San Francisco	Seattle	New York City	Jersey City, Newark, Irvington, Passaic, East Orange, Paterson, Trenton, Montclair, Bloomfield, Elizabeth, Plainfield, Morristown	San Diego	Oakland	Tacoma	Philadelphia	Emeryville, Berkeley	Pittsburgh	New Brunswick	Spokane	Santa Monica	Minneapolis, St. Paul	Los Angeles	Chicago, Cook County
Private Right of Action	Yes; may sue for back pay, damages, and/or reinstatement	No	No	Yes; may sue in Municipal Court, ¹⁹ which can impose fines or penalties; can impose any further relief including restitution, reinstatement, injunctive and declaratory relief ²⁰	Yes; may sue for back pay, damages and/or reinstatement	Yes; may sue private ERs in court, which can impose fines or penalties up to \$1000/violation or any further relief including back pay, reinstatement, and injunctive	No	Yes; may sue in court of competent jurisdiction after exhausting administrative remedies for relief including payment of unlawfully withheld paid sick days, lost wages and benefits, reinstatement, back pay, injunctive relief, liquidated damages up	Yes; may sue in court, which can impose relief including reinstatement, back pay, injunctive relief and civil penalties	No	Yes; after filing complaint with the agency, may sue in Municipal Court, which can impose fines or penalties; can impose any further relief including restitution, reinstatement, injunctive and declaratory	Not yet determined ; City Council and administration to determine enforcement procedures by October 1, 2016	Yes; may sue in court of competent jurisdiction for legal and equitable relief including payment of unlawfully withheld sick time, back	<i>Minneapolis only:</i> Yes; may appeal final administrative decision to Minnesota Court of Appeals <i>St. Paul only:</i> Yes; may bring civil action in district court and may recover damages, including reasonable attorney's fees, and may receive injunctive and	Not specified	Yes; may bring civil action in court and recover three times the value of any unpaid sick time denied or lost in damages, with interest, along with costs and reasonable attorney

¹⁹ Jersey City allows plaintiffs to sue in any court of competent jurisdiction.

²⁰ Jersey City does not specify the relief available. Newark and Bloomfield only allow the possibility to seek restitution.

Location	San Francisco	Seattle	New York City	Jersey City, Newark, Irvington, Passaic, East Orange, Paterson, Trenton, Montclair, Bloomfield, Elizabeth, Plainfield, Morristown	San Diego	Oakland	Tacoma	Philadelphia	Emeryville, Berkeley	Pittsburgh	New Brunswick	Spokane	Santa Monica	Minneapolis, St. Paul	Los Angeles	Chicago, Cook County
						relief		to \$2000, and attorney's fees			relief		pay, penalties of up to \$100 per person for each day their rights were violated, reinstatement, injunctive relief, reasonable attorney's fees and costs; monies and penalties	other equitable relief		fees

Location	San Francisco	Seattle	New York City	Jersey City, Newark, Irvington, Passaic, East Orange, Paterson, Trenton, Montclair, Bloomfield, Elizabeth, Plainfield, Morristown	San Diego	Oakland	Tacoma	Philadelphia	Emeryville, Berkeley	Pittsburgh	New Brunswick	Spokane	Santa Monica	Minneapolis, St. Paul	Los Angeles	Chicago, Cook County
													s are trebled for willful violations			

ⁱ Kamen, M. (2013, April). Personal communication. (Community Organizer, Jews United for Justice); Williams C., & Hayes, J. (2013, October). *Valuing Good Health in the District of Columbia: The Costs and Benefits of the Earned Sick and Safe Leave Amendment Act of 2013*. Institute for Women's Policy Research Publication. Retrieved 17 August 2015, from <http://www.iwpr.org/publications/pubs/valuing-good-health-in-the-district-of-columbia-the-costs-and-benefits-of-the-earned-sick-and-safe-leave-amendment-act-of-2013>

ⁱⁱ Farrell, L. (2013, May). Personal communication. (Executive Director, Connecticut Working Families).

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- ^v Joshi, S., & Milli, J. (2015, January). *Access to Paid Sick Days in Oregon*. Institute for Women's Policy Research Publication. Retrieved 17 August 2015, from <http://www.iwpr.org/initiatives/family-leave-paid-sick-days>
- ^{vi} Turque, B. (2015, June 23). Montgomery County joins other localities providing paid sick leave. *Washington Post*. Retrieved 17 August 2015, from http://www.washingtonpost.com/local/md-politics/montgomery-county-joins-other-localities-providing-paid-sick-leave/2015/06/23/6af506d0-19e1-11e5-ab92-c75ae6ab94b5_story.html
- ^{vii} Vermont Department of Labor. (2014, January). *2013 Fringe Benefit Study*. Retrieved 25 February 2016, from <http://www.vtlni.info/2013FringeBenefitStudy.pdf>
- ^{viii} Institute for Women's Policy Research (2015, May). *Workers' Access to Paid Sick Days in the States*. Retrieved November 2, 2016 from <http://www.nationalpartnership.org/research-library/work-family/psd/workers-access-to-paid-sick-days-in-the-states.pdf>
- ^{ix} Economic Opportunity Institute (2016, January). *Why Washington Needs Paid Sick Leave*. Retrieved 2 November 2016, from <http://www.eoionline.org/work-family/paid-sick-days/why-washington-needs-paid-sick-leave/>
- ^x Rhode Island Office of the Governor. (2017, September). *Raimondo Signs Legislation Guaranteeing Paid Sick Leave for Rhode Island Employees* [Press release]. Retrieved 29 September 2017, from <http://www.ri.gov/press/view/31530>
- ^{xi} Institute for Women's Policy Research (2017, January). *Access to Paid Sick Time in Maryland*. Retrieved 16 January, 2018, from <https://iwpr.org/wp-content/uploads/2017/02/B364-MD-Paid-Sick-Time-Access-6.pdf>
- ^{xii} This reflects the number of workers who gained access to paid sick days after the initial San Francisco law passed. Drago, R., & Lovell, V. (2011, February). *San Francisco's Paid Sick Leave Ordinance: Outcomes for Employers and Employees*. Institute for Women's Policy Research Publication. Retrieved 17 August 2015, from <http://www.iwpr.org/publications/pubs/San-Fran-PSD>
- ^{xiii} Go Hollo, T. (2013, March). Personal communication. (Senior Policy Associate, Economic Opportunity Institute).
- ^{xiv} Rankin, N. (2014, February). Personal communication. (Vice President, Community Service Society of New York); New York City Department of Consumer Affairs. (2015, June). *NYC'S Paid Sick Leave Law: First Year Milestones*. Retrieved 13 June 2016, from <http://www1.nyc.gov/assets/dca/downloads/pdf/about/PaidSickLeaveLaw-FirstYearMilestones.pdf>
- ^{xv} 30,000 workers gained access to paid sick days after the initial Jersey City law passed; the number of new workers who gained access following the law's 2015 expansion is under review. The number of workers who gained access to paid sick days after Plainfield's law passed is under review. Williams, C. (2013, December). Personal communication. (Research Analyst, Institute for Women's Policy Research); Center for Women and Work at Rutgers, The State University of New Jersey. (2014, August). *Access to Paid Sick Leave in Essex County, New Jersey*. Retrieved 17 August 2015, from <http://njtimetocare.org/sites/default/files/Fact%20Sheet%20Municipal%20PSL%20Essex.pdf>; New Jersey Time to Care. (2014, January 28). Newark City Council Passes Earned Sick Days Ordinance- Momentum Continues to Grow for Statewide Bill [Press release]. Retrieved 17 August 2015, from <http://www.njtimetocare.com/sites/default/files/Final%20draft%20NJTC%20Media%20Statement%20on%20Newark%20PSD.pdf>; Covert, B. (2014, September 3). Country's Newest Law Guaranteeing Workers Paid Sick Days Passes Unanimously. *ThinkProgress*. Retrieved 17 August 2015, from <http://thinkprogress.org/economy/2014/09/03/3478185/passaic-paid-sick-days/>; Covert, B. (2014, September 9). City Unanimously Approves Paid Sick Days for 10,000 Workers. *ThinkProgress*. Retrieved 17 August 2015, from <http://thinkprogress.org/economy/2014/09/09/3564864/east-orange-paid-sick-days/>; Ma, M. (2014, September 10). Paterson becomes fifth N.J. city to pass paid sick leave law. *NJ.com*. Retrieved 17 August 2015, from http://www.nj.com/passaic-county/index.ssf/2014/09/paterson_becomes_fifth_nj_city_to_pass_paid_sick_leave_law.html; Juega, M. (2014, November 1). Opinion: Support paid sick leave for Trenton's workers. *NJ.com*. Retrieved 17 August 2015, from http://www.nj.com/opinion/index.ssf/2014/11/opinion_support_paid_sick_leave_for_trentons_workers.html; New Jersey Time to Care. (2014, August). *Access to Paid Sick Leave in Montclair and Essex County, New Jersey*. Retrieved 17 August 2015, from http://njtimetocare.org/sites/default/files/Montclair%20Essex%20County%20Data_0.pdf; Duffey, R. (2015, March 2). Bloomfield Becomes 9th City in NJ to Pass Earned Sick Time Ordinance. *Politicker NJ*. Retrieved 17 August 2015, from <http://politickernj.com/2015/03/bloomfield-becomes-9th-city-in-nj-to-pass-earned-sick-time-ordinance>; Covert, B. (2015, November 4). Paid Sick Leave Wins At The Voting Booth. *ThinkProgress*. Retrieved 17 November 2015, from <http://thinkprogress.org/economy/2015/11/04/3719095/elizabeth-paid-sick-leave>; Coughlin, K. (2016, September 14). Morristown tells employers to provide paid sick days. *MorristownGreen.com*. Retrieved 15 September 2016, from <http://morristowngreen.com/2016/09/14/morristown-tells-employers-to-provide-paid-sick-days/>; Unpublished analysis by the Institute for Women's Policy Research using the 2014 American Community Survey and the 2012-2014 National Health Interview Survey, September 20, 2016.
- ^{xvi} Williams, C. (2014, February). *Access to Earned Sick Leave in San Diego*. Institute for Women's Policy Research Publication. Retrieved 16 June 2016, from <http://www.iwpr.org/publications/pubs/access-to-earned-sick-leave-in-san-diego/>
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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. More information is available at NationalPartnership.org.

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ywca

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Laniākea YWCA
1040 Richards Street
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ywcaohu.org

To: Hawaii State Senate Committee on Ways and Means

Hearing Date/Time: Tuesday, April 3, 2018 10AM

Place: Hawaii State Capitol, Rm. 211

LATE

Comments on HB 1727 HD1 SD1

Thank you, Chair Dela Cruz, Vice Chair Keith-Agaran, and members of the Committee, for the opportunity to provide comments on House Bill 1727, relating to labor.

We fully support paid sick leave for workers. We know that providing paid sick leave supports public health and keeps families from economic hardships. We also know that sick leave should be accessible and inclusive. House Bill 1727 provides a framework to build from and should include:

- For employees to begin accruing at the beginning of their employment. As the bill is written, it does not make sense to begin accrual at four hundred eighty hours and have usage begin at the "four hundred eighty-first hour"
- For an absence due to sexual assault, domestic violence, or stalking against themselves or a family member
- Making all workers eligible, regardless of how close their wage is to the minimum wage or how large a business is

Missing a few days of work because of an illness can jeopardize rent payments, car payments, and childcare. Paid sick leave policies are necessary to support public health and keep families from falling through the cracks. Thank you for the opportunity to provide comments on House Bill 1727 HD1 SD1.

Kathleen Algire
Director, Public Policy and Advocacy

YWCA IS ON A MISSION

LATE

HB-1727-SD-1

Submitted on: 4/2/2018 10:40:39 AM

Testimony for WAM on 4/3/2018 10:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Neil Ishida	Testifying for ABC Stores	Oppose	No

Comments:

TESTIMONY OF NEIL ISHIDA

DIRECTOR OF PUBLIC RELATIONS

ABC STORES

APRIL 2, 2018

Re: HB 1727 RELATING TO LABOR

To the Committee on Ways and Means

April 3, 2018

Position: Oppose

Chair Dela Cruz, Vice Chair Keith-Agaran, and Members of the Committee, I am proud that ABC Stores is an important part of our community, serving our great customers from the world with Aloha and employing over 1,500 in Hawaii. If this bill passes it will become much harder for ABC Stores to continue to contribute to our community with our charitable giving and to provide the job security and benefits we now offer our employees and their families.

Labor costs are already a big portion of businesses expenses, and Hawaii is already a very challenging state to do business in. This bill would drastically increase the cost of doing business. When these costs go up, retailers both small and large will have to make choices to cut back on the goods and services we offer the tourist and the locals that we serve. This will have a negative effect on our state's number one industry, tourism. Cutting jobs, eliminating benefits, stopping growth, raising prices, or even closing down will not help the State of Hawaii. These are all outcomes that we want to avoid. We hope our legislature wants to avoid these outcomes as well.

Our concerns as entrepreneurs, business owners, and managers are not based on selfishness and greed. Rather, it is our employees' well-being and their future job security that motivates us. For these reasons I'm asking you to hold this measure.

Thank you for your service to our community, and for the opportunity to testify.



Chamber of Commerce HAWAII

The Voice of Business

**Testimony to the Senate Committee on Ways and Means
Tuesday, April 3, 2018 at 10:00 A.M.
Conference Room 211, State Capitol**

LATE

RE: HOUSE BILL 1727 HD1 SD1 RELATING TO LABOR

Chair Dela Cruz, Vice Chair Keith-Agaran, and Members of the Committee:

The Chamber of Commerce Hawaii ("The Chamber") **strongly opposes** HB 1727 HD1, which requires employers to provide the workers with paid sick leave.

The Chamber is Hawaii's leading statewide business advocacy organization, representing 2,000+ businesses. Approximately 80% of our members are small businesses with less than 20 employees. As the "Voice of Business" in Hawaii, the organization works on behalf of members and the entire business community to improve the state's economic climate and to foster positive action on issues of common concern.

This is another mandated benefit that will increase the cost to employers and could stifle job growth. In our previous testimony for this measure we noted that many small companies do not have a large administrative staff to help manage this new benefit. We appreciate that this bill has been amended to exclude employers that employ less than 50 employees from paid sick leave requirements; however, this bill still creates a huge burden on employers, such as retail merchants and restaurant operators, to administratively manage the accumulation and usage of sick leave for minimum wage workers.

The Chamber also opposes a provision in the HD1 that establishes a graduated wage increase above the prevailing minimum wage that an employer must meet to be excluded from such a mandate. Based on the current minimum wage of \$10.10, which was just implemented this year, employers will have to pay an employee more than \$11.75 in 2019, \$13.25 in 2020, and \$15.00 in 2021 to be excluded from the sick leave requirements specified in this measure. When you combine these requirements with existing employer mandates, such as prepaid health care, these additional costs will simply be too much for many businesses to bear.

We also oppose the reasons for which workers may utilize sick leave that are beyond the employee's health. Sick leave is generally a benefit for the employee to take care of their own health. This provision provides a broader leave which will only provide additional burden to employers and may reduce benefits and compensation in other ways.



Chamber *of* Commerce HAWAII

The Voice of Business

While most workers utilize their sick leave only when ill, there is a percentage of workers who abuse this benefit. CareerBuilder.com reported that 1 in 4 workers consider sick leave to be vacation time. This bill would make it very difficult for employers to manage their employees and the benefits provided.

We respectfully ask that this bill be deferred. Thank you for the opportunity to testify.

**Testimony to the Committee on Ways and Means
Tuesday, April 3, 2018
10:00 a.m.
Conference Room 211**

RE: HOUSE BILL 1727 HD1, SD1 - RELATING TO FAMILY LEAVE

Chair Dela Cruz, Vice Chair Keith-Agaran, and Members of the Committee:

I. BACKGROUND

ProService Hawaii provides employee administration services to over 2,000 small businesses in Hawaii, representing over 34,000 employees in Hawaii. As a professional employer organization (PEO), we ensure that our clients remain compliant with Federal and State employment and labor laws, while allowing them to focus on their core business, providing needed and valuable services to the people and the economy of the State. In addition, we ensure that our clients' employees receive timely payment of wages, workers' compensation, TDI, and benefits coverage. We also provide HR training and services, dispute resolution, and safety services to our clients and our clients' employees.

We support the efforts of this legislative body to improve employee benefits while strengthening the business climate and employee job security in Hawaii. As a service organization to so many Hawaii-based businesses and employees, we offer the following testimony:

II. Comments on HB1727 HD1, SD1

HB 1727 HD1, SD1 requires employers to provide a minimum amount of paid sick leave to employees to be used to care for themselves or a family member who is ill or needs medical care, or due to a public health emergency. Currently, Hawaii does not have a mandated employee sick leave law.

While we understand and appreciate the intent of the measure, we are concerned that it may have a negative impact and actually hinder the State's efforts to encourage new business and bolster the State's economy. The cost of doing business in Hawaii is already significantly higher than most U.S. cities. As a result of various State-mandated requirements, employing people in the State is very expensive even before wages are paid. This measure will add an additional

financial requirement, which is likely to have a negative impact on hiring and retention decisions. In addition, the rise in labor costs has the potential to directly impact consumers in the form of price increases for products and services, as businesses make determinations on how to reconcile the additional labor costs and sustain operations.

As efforts are made to improve the business climate in Hawaii for employers and employees, this measure will lead to employers having to make financial cuts somewhere to cover the additional costs. Ultimately, this measure may cause a growth reduction, slowdown in sustainable wage increases, and decreased employment opportunities in the State.

As currently written, we respectfully ask that the measure be deferred until further analysis is completed to determine the impact on businesses, employees, and the State's economy.

Thank you for the opportunity to submit testimony.



**TESTIMONY OF TINA YAMAKI
PRESIDENT
RETAIL MERCHANTS OF HAWAII
March 15, 2018**

Re: HB 1727 HD1 SD1 Relating to Labor

Good morning Chair Dela Cruz and members of the Senate Committee on Ways and Means. I am Tina Yamaki, President of the Retail Merchants of Hawaii and I appreciate this opportunity to testify.

The Retail Merchants of Hawaii (RMH) is a statewide not-for-profit trade organization committed to supporting the retail industry and business in general in Hawaii. The retail industry is one of the largest employers in the state, employing 25% of the labor force.

The Retail Merchants of Hawaii **STRONGLY OPPOSES** HB 1727 HD1 SD1 Relating to Labor. This bill would mandate employers to provide employees who work a minimum of 480 hours a year to receive 1 hour of paid sick leave for every 40 hours worked that can be used to care for themselves or a family member who is ill or needs medical care, or due to a public health emergency. Gives employers flexibility to offer paid sick leave to minimum wage and other employees or to pay minimum wage employees a salary that is more than the minimum wage.

Many business's already have a paid sick leave policy in place. The duration of which, effective date of application and other specifics vary depending on the needs of the business and employer's resources. Employers are already mandated to provide Health Care Insurance. HB 1727 HD1 SD1 would add another costly benefit to the list. It is important to note that in addition to the "sick leave" compensation the employer pays to the individual taking sick leave, the employer most likely has to pay the same compensation to another employee "filling in" for this individual.

The exemption provision of an increased minimum wage is not a true incentive for businesses. Increasing minimum wages cause a compression of wages between newly hired/inexperienced workers and the veteran/experienced employees. Mandating scheduled adjustments at the lowest tier of the employment scale causes a tremendous and prohibitive increase in overall employment costs. Furthermore, an increase in payroll costs also leads to increases in benefit costs that are based on wages, including unemployment insurance, Social Security and Medicare, workers' compensation premiums, as well as vacation and holiday pay.

As a result if this measure passes, entry level position jobs may become fewer over time as companies may see the incentive to eliminate non-essential or entry level positions and look for ways to be more automated by use of machines to replace labor such as self-checkout line.

Policy makers should be focusing in on eliminating obstacles to business growth, job creation and economic stability and not adding additional costs that employers cannot afford.

We respectfully ask that you hold this measure.

Again mahalo for this opportunity to testify.

LATE

HB-1727-SD-1

Submitted on: 4/2/2018 1:09:12 PM

Testimony for WAM on 4/3/2018 10:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Tyler Roukema	Testifying for Outback Steakhouse	Oppose	No

Comments:

LATE

HB-1727-SD-1

Submitted on: 4/2/2018 1:52:47 PM

Testimony for WAM on 4/3/2018 10:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Thomas Jones	Testifying for Gytaku Japanese Restaurants	Oppose	No

Comments:

To: Sen. Donovan M. Dela Cruz, Chair

Sen. Gilbert S.C. Keith-Agaran, Vice Chair

Members of the Committee on Ways and Means

From: Thomas Jones

Gytaku Japanese Restaurants

Subj: HB1727 HD1, SD1 Paid Sick Leave

Date: March 31, 2018

We opposes HB1727 HD1 which requires businesses to provide paid sick leave.

While our company does provide a modest sick leave policy for out employees, we can't afford to do more. In the current economic environment many long time restaurants have closed recently and we predict more each week across the state this year due to increases in wage costs and escalating mandated cost like our uncontrollalbe pre-paid health care costs.

We also oppose the graduated wage increases above the prevailing minimum wage that an employer must provide, \$11.75 in 2019, \$ 13.25 in 2020, and \$ 15.00 in 2021 to be also excluded from such a mandate. This is not something that restaurants and other small business can absorb and be able to continue to be in business in our community. We need help from out local and state government, not additional burdens.

If the businesses that employeed tipped workers had a reasonable tip credit, we would certainly be in a position to consider providing better discretionary benefits to all our employees.

We ask that you defer this bill and thank you for this opportunity to share our view.

Sincerely,

Thomas Jones

President & CO-Owner

Gyotaku Japanese Restaurants



LATE

To: Senator Donovan M. Dela Cruz, Chair
Senator Gilbert S. C. Keith-Agaran, Vice Chair

From: Jozette Montalvo
Hawaii Petroleum, Inc-Human Resources Director
RE: HB1727 Relating to the Sick Leave

Date: April 2, 2018

Thank you for the opportunity to provide testimony. Hawaii Petroleum Company is an independent petroleum marketer operating on the islands of Maui and Hawaii, with approximately 325 employees on two islands. We operate sixteen Minit Stop convenience stores throughout the islands of Maui and Hawaii.

Hawaii Petroleum **opposes HB1727** for the following reasons.

This bill would add tremendous cost to organizations and these costs would eventually need to be passed onto our customers in the form of higher prices. In addition to higher cost, employers will be forced to turn to automation to reduce cost resulting in less opportunity for new and/or unskilled workers to enter the workforce. Also, this bill will limit employee's opportunity to pick up additional shifts because of the higher labor costs. In addition to this, this bill creates tremendous additional administrative burdens on employers already administratively taxed to comply with all other laws that we are mandated to follow. We already have measures in place to provide "leaves" to our employees and we comply with leave laws such as the Family Medical Leave Act, as well as the Hawaii Family Leave Law. An additional "leave" law is not necessary and will conflict with what is already in place.

Keeping our Convenience Stores fully staffed is already a challenging feat. Incentivizing employees to stay home with pay for their own illness as well as their family members, will further hinder our ability to adequately staff our stores.

For these very reasons, I kindly ask that you vote **NO** on **HB1727**.

Mahalo!

Maui: 385 Hukilike Street, #101 | Kahului, Hawaii 96732 | t: 808.270.2800 | f: 808.270.2801

Hilo: 16 Railroad Avenue, #202 | Hilo, Hawaii 96720 | t: 808.935.6641 | f: 808.934.7197

Kona: 74-5558 B Kaiwi Street | Kailua-Kona, Hawaii 96740 | t: 808.329.1862 | f: 808.326.2755

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Unite
for
Good

Testimony to the Senate Committee on Ways & Means
Tuesday, April 3, 2018, 10:00 am
State Capitol, Room 211

LATE

Testimony on Opposition to HB 1727 HD1 SD1, Relating to Labor

To: The Honorable Donovan Dela Cruz, Chair
The Honorable Gil Keith-Agaran, Vice-Chair
Members of the Committee

My name is Stefanie Sakamoto, and I am testifying on behalf of the Hawaii Credit Union League, the local trade association for 57 Hawaii credit unions, representing over 800,000 credit union members across the state.

We are in opposition to HB 1727 HD1 SD1, Relating to Labor. While we appreciate and understand the intent of this bill to allow for various types of paid leave in the workplace, we are concerned about the cost, management, and oversight of such a system. Many employers already offer generous paid leave packages to employees. Having a requirement in the law such as this may have an unintended, adverse effect on employees who already receive paid leave through their employer.

Thank you for the opportunity to testify.

LATE

HB-1727-SD-1

Submitted on: 4/2/2018 10:15:47 AM

Testimony for WAM on 4/3/2018 10:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Miyuki Hirano-Hollingworth	Testifying for Centerscale Automation Hawaii Inc.	Oppose	No

Comments:



Testimony to the
Senate Committee on Ways and Means
April 3, 2018
10:00 a.m.
State Capitol - Conference Room 211



RE: HB 1727, HD1 SD1 Relating to Labor

Aloha Chair Dela Cruz, Vice Chair Keith-Agaran and members of the committee:

On behalf of the Society for Human Resource Management – Hawaii Chapter (“SHRM Hawaii”), we are writing in opposition to HB 1727, HD1, SD1 relating to labor. This bill requires employers to provide a minimum amount of paid sick leave to employees to be used to care for themselves or a family member who is ill or needs medical care. SHRM Hawaii has a longstanding position of support for initiatives that promote flexibility between employer and employee, rather than requirements that do not take into account unique circumstances. This measure also has the potential to create a conflicting patchwork of leave requirements.

Human resource management professionals are responsible for the alignment of employees and employers to achieve organizational goals. HR professionals seek to balance the interests of employers and employees with the understanding that the success of each is mutually dependent. SHRM Hawaii represents more than 800 human resource professionals in the State of Hawaii. We look forward to contributing positively to the development of sound public policy and continuing to serve as a resource to the legislature on matters related to labor and employment laws.

Mahalo for the opportunity to testify.



NFIB

The Voice of Small Business.®

Before the Senate Committee on Ways and Means

DATE: April 3, 2018

TIME: 10:00 a.m.

PLACE: Conference Room 211

LATE

Re: HB1727, HD1, SD1 Relating to Labor

Testimony of Melissa Pavlicek for NFIB Hawaii

Aloha Chair Dela Cruz, Vice Chair Keith-Agaran and members of the committee:

We are testifying on behalf of the National Federation of Independent Business (NFIB) in opposition to House Bill 1727, HD1, SD1 which requires employers to provide a minimum amount of paid sick leave to employees to be used to care for themselves or a family member who is ill or needs medical care.

NFIB Hawaii opposes measures which do not adequately allow for flexibility and take into account the circumstances of individual small businesses. Please defer this bill.

The National Federation of Independent Business is the largest advocacy organization representing small and independent businesses in Washington, D.C., and all 50 state capitals. In Hawaii, NFIB represents more than 750 members. NFIB's purpose is to impact public policy at the state and federal level and be a key business resource for small and independent business in America. NFIB also provides timely information designed to help small businesses succeed.



MAUI

CHAMBER OF COMMERCE

VOICE OF BUSINESS

HEARING BEFORE THE SENATE COMMITTEE ON WAYS AND MEANS
HAWAII STATE CAPITOL, SENATE CONFERENCE ROOM 211
TUESDAY, APRIL 3, 2018 AT 10:00 A.M.

To The Honorable Donovan M. Dela Cruz, Chair;
The Honorable Gilbert S.C. Keith-Agaran, Vice Chair; and
Members of Committee on Ways and Means;

LATE

TESTIMONY ON HB 1727 RELATING TO LABOR

Aloha, my name is Pamela Tumpap and I am the President of the Maui Chamber of Commerce. I am writing share our opposition to HB 1727 in its current form for the following reasons:

Hawaii was ranked #2 in the study "America's 10 Worst States for Doing Business in 2017," second only to West Virginia, who was ranked worse because of their uneducated workforce and decline of the coal industry. Hawaii's low ranking was due to a regulatory regime, roads, state's location and limited supply of workforce due to unemployment, among other factors. In addition, Hawaii has one of the highest employer paid healthcare amounts, with employees only having to pay up to 1.5% of their wages for healthcare (or half of the premium) per paycheck (versus the average of 20% in many other states), with employers having to cover the rest. We are also only 1 of 12 states in the nation to have a minimum wage of \$10.10 or more.

When you understand all of the costs that Hawaii businesses face, from costs of benefits, wages, land/location, shipping, etc., adding another burden like mandatory sick leave would cause many businesses to close or have to cover the costs elsewhere, through reduced hours for employees or number of employees and raising prices. While the majority of our members and many businesses in Hawaii already offer sick leave benefits to their employees, those who do not simply cannot afford to. We do appreciate the legislature excluding businesses with fewer than 50 employees, but feel that enacting a sick leave mandate at this time will be harmful to all businesses.

Currently, with our state's extremely low unemployment rate, sick leave benefits are a market advantage for businesses and workers have the opportunity to pick from jobs with the benefits they want. To make sick leave a mandate takes away that desirable benefit that gives businesses a competitive edge to get employees.

Further, if the state government would reduce the high regulatory environment, high cost of doing business and high cost of living, businesses could better afford to increase benefits. Until then, we encourage the state legislature to get an economic impact study completed before passing a mandate in order to better understand how businesses would be impacted by this legislation. There are currently only 9 states who have mandatory sick leaves policies, but we cannot compare their business costs, regulatory costs, and location to our businesses so their data on the impact of sick leave to businesses simply does not apply to Hawaii.

We ask the legislature to start by getting an economic impact study to understand the real impact this will have on businesses before passing a mandate.

Sincerely,

Pamela Tumpap
President

To advance and promote a healthy economic environment for business, advocating for a responsive government and quality education, while preserving Maui's unique community characteristics.

The Twenty-Ninth Legislature
Regular Session of 2018

THE SENATE
Committee on Ways and Means
Senator Donovan M. Dela Cruz, Chair
Senator Gilbert S.C. Keith-Agaran, Vice Chair
State Capitol, Conference Room 211
Tuesday, April 3, 2018; 10:00 a.m.



**STATEMENT OF THE ILWU LOCAL 142 ON H.B. 1727, HD1, SD1
RELATING TO LABOR**

The ILWU Local 142 **supports** H.B. 1727, HD1, SD1, which requires employers to provide a minimum amount of paid sick leave to employees to be used to care for themselves or a family member who is ill or needs medical care, or due to a public health emergency, and gives employers flexibility to offer paid sick leave to minimum wage and other employees or to pay minimum wage employees a salary that is more than the minimum wage.

The goal of H.B. 1727, HD1, SD1 is to require all employers with 50 or more employees—except that federal employers are exempted—to provide paid sick leave accrued at the rate of one hour of paid sick leave for every forty hours worked. The intent is to build upon Hawaii’s excellent Temporary Disability Insurance (TDI) law passed more than 40 years ago. Currently, employers may purchase insurance plans to provide TDI benefits, but employers may also provide sick leave equivalent to benefits under the TDI law. TDI benefits start from the eighth day of disability and are paid at 58% of wages for up to 26 weeks for non-work-related illnesses or injuries.

Section 1 of the bill provides substantial justification for employers to provide paid sick leave—e.g., workers can attend to their own health and that of family members in a timely fashion, reducing health care costs and spread of disease—but a significant rationale for employers to provide this benefit is to encourage loyalty and productivity among employees, to promote stability in the workforce, to help employers save on the cost of recruitment and training needed to replace employees, and to prevent resignations, terminations and early retirement.

The ILWU fully supports paid sick leave for all employees in the State. However, we have concerns about subsection (2) of section -6 (Applicability) of the proposed new law that would allow employers to be exempt if they pay employees more than the minimum wage. This provision seems to nullify the intent to allow all workers to be eligible for use of sick leave for their own illnesses or to care for family members. Paying higher wages does not negate the need for paid sick leave.

The ILWU urges passage of H.B. 1727, HD1, SD1 with a proposed amendment to delete subsection (2) of section -6 (Applicability). Thank you for the opportunity to share our views and concerns.

LATE

HB-1727-SD-1

Submitted on: 4/2/2018 7:09:55 PM

Testimony for WAM on 4/3/2018 10:00:00 AM

Submitted By	Organization	Testifier Position	Present at Hearing
Stephen Ueda	Individual	Oppose	No

Comments:



HAWAI'I LODGING & TOURISM
A S S O C I A T I O N

Testimony of

Mufi Hannemann
President & CEO

Hawai'i Lodging & Tourism Association

LATE

before the
Committee on Ways and Means
April 3, 2018

House Bill 1727, H.D. 1, S.D. 1: Relating to Labor

Chair Dela Cruz and members of the committee:

On behalf of the Hawai'i Lodging & Tourism Association, the state's largest private-sector tourism organization with nearly 700 members, thank you for the opportunity to testify regarding House Bill 1727, HD1, SD1 which would mandate that employers provide a minimum amount of paid sick leave to employees, among other requirements.

The majority of employers in our state grant the benefit of paid sick leave as an agreement between the employer and employee. We believe this benefit should not be imposed as a requirement of law.

This bill proposes that any person employed for a minimum of 480 hours a year, which is 9.23 hours a week in a calendar year, would earn sick leave. This would only create another mandated benefit that will not increase operating costs to employers but add another burden on employers to track the accumulation and use of sick leave. This is a burden that may be unsupportable by those small businesses and enterprises that do not have the administrative capacity or staff to oversee this new benefit.

Additionally, this legislation would allow workers to utilize sick leave that is not related to their personal health or work responsibilities, and create the potential for abuse or misuse of this benefit.

For these reasons, the Hawai'i Lodging & Tourism Association opposes House Bill 1727, HD1, SD1

Mahalo for the opportunity to testify.

HB-1727-SD-1

Submitted on: 4/2/2018 7:27:00 PM

Testimony for WAM on 4/3/2018 10:00:00 AM



Submitted By	Organization	Testifier Position	Present at Hearing
Dirk Koeppenkastrop	Testifying for IL Gelato Hawaii	Oppose	No

Comments:

HB1727 Relating to Labor

My name is Dirk Koeppenkastrop and I am the founder and owner of IL Gelato Hawaii. I am a graduate from the University of Hawaii and as there were no higher-level jobs as a chemist my wife and I started a small business here in Honolulu seven years ago.

We make all natural high quality gelato (ice cream) here in Hawaii and sell wholesale to restaurants and operate two small retail locations. We have approximately 50 employees and most of them part time. The proposed bill is challenging the existence of our gelato business.

In our gelato stores we offer work to high school students and unskilled workers who often have their first jobs with us. They come with little to no experience and need a lot of training and supervision, which we provide.

A scoop of ice cream at our store is \$3.75 and already considered to be too expensive for local families. We get a lot of comments via social media and Yelp reviews that we are too expensive. Our labor cost has been rising from minimum wage \$7.25 to \$10.10 in recent years and food costs in Hawaii are the highest of the nation. Our rents are the highest of the nation also. Energy and insurance cost are higher than anywhere else. **It is very difficult to operate a small business in Hawaii.**

Our industry has faced tremendous cost increases these past few years from mandated wage increases along with spiraling prepaid medical insurance premiums where the businesses cover almost all of the premium costs.

The proposed bill will increase the labor cost significantly and we cannot increase our scoop prices, as we would lose our local customers. If payroll continues to increase so substantially we need to close our business, which would challenge our existence and we could no longer offer entry-level jobs to those young people.

For all the reasons above, we strongly oppose this bill. Thank you for allowing us to share our view.

Sincerely,

Dirk Koeppenkastrop, Ph.D.

Owner