

# ORDINANCE No. 185926 *As Amended*

Authorize changes to the City Code to require Protected Sick Time for employees of businesses working in the City of Portland and enter into a contract with Oregon State Bureau of Labor and Industries for enforcement (Ordinance; add Code Title 9)

The City of Portland ordains:

Section 1. The Council finds:

1. It is the policy of the City of Portland to ensure that all Persons who work in businesses located in Portland can stay at home when they or a close family member are sick, injured or in need of preventive medical care, in order to prevent the spread of disease and to allow all Portland residents to provide health care for a family member.
2. The lack of paid sick time for Portland workers endangers the health of Portland residents.
3. Most workers in Portland will need limited time off from work at some time during each year to take care of his or her own health needs or the health needs of family members.
4. An estimate 60% of Portland workers are already provided with earned paid sick time by their employers.
5. Up to 40% of workers in Portland lack even one day of protected sick time they can use to stay home when they or a family member who needs their care is sick. Some employees fear discipline for staying home when sick, even if they are not eligible for paid sick time.
6. Paid sick leave is considered a standard in most workplaces worldwide and is provided in every industrialized country in the world except the United States. Out of all 196 countries in the world, at least 145 of them mandate some form of paid sick time.
7. Many workers who do have paid sick time may be disciplined for using it, or cannot use that time to care for sick children. Nationally, more than half of working parents do not have paid sick time they can use when their children are ill often resulting in children being sent to school when sick. Parents who don't have paid sick time are more than twice as likely as parents with paid sick days to send a sick child to school or daycare, and five times as likely to report taking their child or a family member to a hospital emergency room because they were unable to take time off work during their regular work hours.
8. Paid sick time will allow parents to provide personal care for their sick children making children's recovery faster and preventing future health problems for those children, as well as reducing exposure to contagious diseases in schools

9. Low-income workers are significantly less likely to have protected sick time than other members of the workforce. Nationally, only one in five of the lowest-income workers (18 percent) have access to paid sick time.
10. Workers in jobs with high levels of public contact, such as restaurant workers and child care workers, are the least likely to have protected sick time. These workers may go to work when they are ill, increasing the risk of passing illnesses on to co-workers and customers while jeopardizing their own health.
11. Workers with paid sick time are more likely to regularly visit a health care practitioner and to undergo preventative screenings. Paid sick time will promote access to primary and preventive care, reduce recovery time and promote the use of medical providers in the community rather than hospital emergency departments.
12. Access to paid sick time will decrease the likelihood that a worker will put off needed care. Providing workers time off to attend to their own health care and the health care of family members will promote a healthier and more productive workforce in Portland.
13. Paid sick time results in reduced worker turnover, which leads to reduced costs incurred from advertising, interviewing and training new hires creating a better trained and more reliable workforce.
14. Protected sick time will reduce the risk of workers coming to work with illnesses and health conditions that reduce their productivity—a problem that costs the national economy an estimated \$160 billion annually.
15. Protected sick time standards will reduce the perceived competitive disadvantage that many responsible employers face when they choose to provide paid sick time to their workers.

NOW THEREFORE, the Council directs:

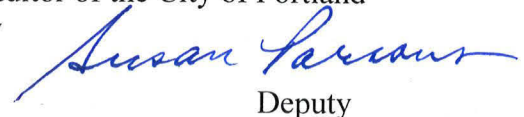
- a. That it is in the interests of public health and welfare of the City to address the healthcare needs of workers by requiring that sick leave be provided to all workers by businesses in the City of Portland as described in Exhibit A.
- b. That the Mayor and the City Auditor are hereby authorized to enter into a contract for enforcement of this regulation with the Oregon State Bureau of Labor and Industries.
- c. That Administrative Rules governing the implementation of this Sick Leave Code shall be adopted by the City Attorney's office prior to August 31<sup>st</sup> 2013.

Passed by the Council: MAR 13 2013

Commissioner: Amanda Fritz  
Prepared by: Thomas Bizeau  
Date Prepared: 01/24/13

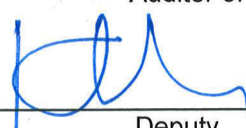
**LaVonne Griffin-Valade**  
Auditor of the City of Portland

By

  
Deputy

Agenda No. **185926** *As Amended*  
**ORDINANCE NO.**  
 Title

Authorize changes to the City Code to require Protected Sick Time for employees of businesses working in the City of Portland and enter into a contract with Oregon State Bureau of Labor and Industries for enforcement (Ordinance, add Code Title 9)

<b>INTRODUCED BY</b> Commissioner/Auditor: <b>Commissioner Fritz</b>	CLERK USE: DATE FILED <u>JAN 25 2013</u>
<b>COMMISSIONER APPROVAL</b> Mayor—Finance and Administration - Hales Position 1/Utilities - Fritz <i>T. Bizeau</i> Position 2/Works - Fish Position 3/Affairs - Saltzman Position 4/Safety - Novick	LaVonne Griffin-Valade Auditor of the City of Portland  By:  _____ Deputy
<b>BUREAU APPROVAL</b> Bureau: Fritz Bureau Head: Cmmr Fritz	<b>ACTION TAKEN:</b>  JAN 31 2013 <b>CONTINUED TO</b> FEB 27 2013 <b>2 P.M.</b> <i>TIME CERTAIN</i>  MAR 07 2013 <b>PASSED TO SECOND READING</b> <i>As Amended</i> MAR 13 2013 <b>9:30 A.M.</b>
Prepared by: T. Bizeau Date Prepared: 1/24/13	
Financial Impact & Public Involvement Statement Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/>	
Portland Policy Document If "Yes" requires City Policy paragraph stated in document. Yes <input type="checkbox"/> No <input type="checkbox"/>	
Council Meeting Date <b>1/31/13</b>	
City Attorney Approval: required for contract, code, easement, franchise, comp plan, charter <i>JUD</i>	

*Toni*

**AGENDA**

**TIME CERTAIN**   
**Start time: 2:00**

**Total amount of time needed: 3 hours**  
 (for presentation, testimony and discussion)

**CONSENT**

**REGULAR**   
**Total amount of time needed:** \_\_\_\_\_  
 (for presentation, testimony and discussion)

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:		
		YEAS	NAYS
1. Fritz	1. Fritz	✓	
2. Fish	2. Fish	✓	
3. Saltzman	3. Saltzman	✓	
4. Novick	4. Novick	✓	
Hales	Hales	✓	