

185926

Moore-Love, Karla

From: Mark Mercer [markm@eclipse-security-service.com]
Sent: Wednesday, February 20, 2013 7:17 PM
To: Moore-Love, Karla
Subject: Paid sick leave legislation
Attachments: Amanda Fritz.docx

Greetings Karla,

Please read the attached email concerning the mandatory paid sick leave legislation.

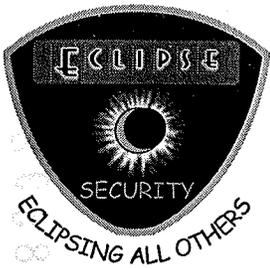
Respectfully,
Mark W. Mercer
markm@eclipse-security-service.com
503-454-0997 Main Office
503-880-7487 Cell
503-427-0181 Fax



Eclipse Security Professionals, LLC.
3800 NE Sandy Blvd. Suite 115
Portland, OR 97232-1881

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2/21/2013



185926

ECLIPSE SECURITY

Portland City Commissioner Amanda Fritz
1221 SW Fourth Avenue, Suite 220
Portland, OR
97204
503-823-3008
Amanda@portlandoregon.gov

Paid Sick Leave Legislation

February 20, 2013

Ms. Fritz,

I am writing this letter to you and forwarding it to your fellow city commissioners, County Officials, Mayor Charlie Hales, our state and local representatives, Governor John Kitzhaber, and similar elected officials in the State of Washington along with every media source I can think of.

On February 4th of this year at 11am I learned there was going to be a meeting in the Rose Garden at noon to discuss mandatory paid sick leave for employee's working in the City of Portland. I had just arrived at my office after working all night and literally had to drop everything I had planned to do to attend this meeting and reschedule my entire day. Because of the importance of this issue and the financial impact it will have on my business I made it the number one priority of my day and attended when I had other things needing my attention.

Upon arrival at the Rose Garden along with a number of other persons, it became immediately obvious the people attending this meeting were employers, not employees. You presented your opinions and beliefs of why you felt a law was needed to add a benefit to an employee's compensation package, which is what this is pure and simple. Your plan would give employee's 40 hours of paid time off from work under the guise they use it for caring for a sick or injured family member. In the proposed ordinance there were 14 reasons given for promoting this new law. Much of it was because you heard stories of employees who were sick or had sick family members and requested time off from their employer to take care of themselves or their children but were threatened with the loss of their job if they took time off. I am not sure how many businesses are located in the Portland Oregon/Vancouver Washington geographical area but I would be willing to bet probably at least 100,000. Yet you take one or two examples of stories from people who stated they were in fear of losing their job while requesting sick time off. If you only have a couple examples out of the thousands of employers employing and depending upon employees to keep them in business I believe you have taken the situation out of context and are now lumping all employers as being irresponsible. As a small business owner who employs approximately 30 people, the LAST thing I want to do is terminate an employee or see them leave my company. It takes an enormous amount of time to find, interview, train, outfit, and continue to provide ongoing training while the person is learning their job during the initial stages of employment. Why in the world would I or any other business owner terminate an

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employee that we NEED? It just doesn't make sense because it doesn't happen that way. It costs us money to terminate or have employees leave our companies.

In the remainder of your reasons you cite a number of statistics about use of sick leave by paid and unpaid employees but none of it is backed up by where those numbers came from or what your sources of information were. They could have been made up by anyone.

There was finally a few moments where the audience was allowed to voice their concerns, which I participated in as well. You were told overwhelmingly this was going to hurt us by costing us more money which we do not have to give. Don't you think that I would love to offer my employees the best wages and benefits program out there? I wish I could because I need to retain them and continue hiring more if needed so that I can offer my clients the best possible services of any company in my industry. If I constantly recycle employees I am losing money, not making any. So it's in my best interests to do everything I possibly can to keep my employees who support me and my business. Because of the type of industry I'm in and the type of unskilled employees I have to hire, I do other things for my employees that people like you don't think of, but here's a partial list:

- Purchasing tires for their personal vehicle
- Giving them gas money so they can drive to work
- Buying them lunch and dinner so they can eat while working
- Buying them new cell phones
- Paying for their cell phone bills
- Paying for their utility bills
- Paying for their state mandated training and licensing
- Giving them money to register their vehicles
- Working their shifts so they can have a holiday, birthday, anniversary, or other special day off
- Working when they are sick.....

As you can see this is representative of a responsible employer, which there are quite a few of out there.

Being in business for almost four years now I am finally getting to a point where I'm starting to make a little money for the amount of work I do. It frustrates me when elected people like you take for granted since we own a business we must have unlimited financial resources. Time and time again you were told we can not afford ill thought of legislation like this. Your response to us was, and this is almost an exact quote, is that you could see a number of us were "ticked" by your proposal but you felt enacting a law that may be bad was better than waiting another two years and not enacting any law. Your entire demeanor and attitude was appalling and abrasive. You had not a care for what was being said to you because you were more interested in representing "the people", people who already have representation through BOLI or other governmental programs. I want to know who is representing small business owners such as myself, who do we have that is going to stick up for us in the government and listen when we say what you are doing is bad for business? Last time I checked the City of Portland, the State of Oregon, and the United States in general were not doing so well with having money in the bank. Nearest I can recall is that government is severely bloated and keeps having its hand out taking more money and getting further into debt. We as business owners don't have that option. If we don't have the money, we are done, out of business. We can't go to you or our clients and ask them for a handout or more money. Nobody is going to give it to us, not even banks.

I try not to get frustrated with your thinking process because you have never been a business owner and speak out of ignorance or unsubstantiated information. It really came to light when you said you don't get up for meetings at 7am especially if you have to work late. Well Ms. Fritz, most small business owners work all hours of the day and night, weekends, holidays, working through their children's birthdays and sporting events, missing out on important anniversaries with their spouse, and missing out on life in general. We do this every day, seven days a week, 365 days a year, rain or shine. So what do we get in return? I'll tell you what I get in return.

To start my business I had to take out a loan against a brand new truck I had just purchased a year earlier. It was the first new vehicle I've had in my 50 years on this planet. So I take every nickel I can scrape together and start a business that I had no way of knowing whether or not it was going to succeed. I took a gamble, a risk, and invested all of my money, including money from my retirement, to roll the dice as a new business owner. I am not only the owner, I am the mechanic, electrician, bookkeeper, CPA, accountant, lawyer, Sales Manager, Human Resources person, customer service representative, counselor, trainer, firearms instructor, and everything else tasked to me. My compensation for this, in my fourth year, of working no less than 12 hours a day every single day of the year, is a whopping take home salary of approximately \$30,000. At 4,380 hours a year, considered at straight time and not overtime, I made \$6.85 per hour. That is after four years! If you considered those same hours I would have to pay an employee and anything over 40 hours a week as overtime, the rate of pay would be \$5.43 per hour. And you want us to feel sorry for you because you get a little grumpy with getting only six or seven hours of sleep once in a while? And for all of this I get sued by employees who have the state backing them at no cost if they file a complaint, no matter how frivolous, through BOLI. This costs them nothing. I then have to hire an attorney, at my expense, to defend myself when I've done nothing wrong. I'd like to see you propose a government office to employers who are wronged by disgruntled and lying employees.

The government should not be meddling in everyday matters between employees and employers that are not criminal or dangerous. If an employee does not like his job, there is a very simple choice they are free to make. They can quit at any time and go to work for another employer that suits their needs. Business owners do not have the luxury of "quitting" and finding something better. They either succeed or fail. Government leaders should never be in business to form "unions" and represent employees; that is not their job function or description. If an employee does not possess the skills, training, or experience to further themselves, then they are getting paid exactly what they should be paid for. The free market dictates financial relationships in all sorts of ways, including what people are paid for the job they are doing. If there are no benefits with that position, then that is up to an employee, not the City of Portland, to ask their employer for those benefits or seek employment elsewhere.

For clarification purposes, my employees are not the only ones who are working under these conditions. I do not get paid vacation, paid sick leave, medical or dental insurance, retirement, etc. As I have already outlined above, I don't even make an hourly wage at the State's minimum wage requirements. I live in a two bedroom sparsely furnished apartment and live frugally so my business will stay in business. I have taken one vacation in the past five years. As you can see I do not live in a mansion and "slave" my employees to work for me. I work right alongside them doing the same things they do. I invite you to spend one day with me so you can truly experience what a small business owner such as myself goes through on a daily basis and the challenges we face.

In a yellow colored informational brochure you had printed up there was a section devoted to the cost of this legislation to employers. There was a testimonial from Jennifer Piallat, owner of Zazie Restaurant in San Francisco, California. The bottom line was the cost of paid sick leave was less than what she had anticipated. This immediately brings to my mind two things. First of all, there was still a cost, an expense, that she had to pay. It wasn't free and she certainly didn't get a benefit from it. Secondly, I wonder how many other businesses were contacted to see what the impact was to them? I can't help but assume some had to pay a whole lot more and others were probably forced out of business entirely because of the extra cost. One testimonial is not representative out of an entire city.

There are only two cities in the entire United States with this kind of law. San Francisco, Washington D.C., and Seattle. Just this past week business groups took their complaints to Olympia to get the law overturned. It's a costly and tremendously burdensome ordinance on business. It's a bad law full of problems, even you admitted it, but still want it passed.

You and other elected public officials need to do several things.

1. Listen to competent people when they advise you on issues they are knowledgeable about.
2. Stop taking money and spending it on pet programs that do nothing to improve the economy.
3. When your constituents tell you something is wrong and needs fixed, that is what you should do. Don't be so bull headed in your own cause and not listen to sound advice from the people who elected you or who you should be representing.
4. Be more sympathetic to businesses and owners. We do not have unlimited resources. We teach people to fish and not just hand it to them.
5. Downsize government spending. Our system is based upon a "tax and spend" approach. How about save and balance? There is too much government waste and the City of Portland is no different than other cities or our Federal system.
6. Get out of your office and go work with the people, the small businesses, who contribute in so many ways to our economy.
7. Offer tax breaks or incentives to help businesses succeed, not fail.
8. Be approachable, transparent, informative, and honest. Do not hide or have "secret" meetings or hidden agendas.
9. Keep things simple.
10. Be more considerate of people and their concerns when they take time out of their busy day to meet with you.

Just as you respectfully disagree on a number of things, I am respectfully disagreeing with you on this matter. The process is rushed, it's a flawed law, it will cost the business community financially, the record-keeping requirements are horrible, it will consume more precious hours of the business owner that should be devoted to running their business, and employees already have an option, an option to find another employer of their choice who offers these types of benefits.

Respectfully,

Mark W. Mercer

185926

Parsons, Susan

From: Deborah Steinkopf [deborahs@bradleyangle.org]
Sent: Thursday, February 14, 2013 5:57 PM
To: Parsons, Susan
Subject: Testimony in support of earned sick and safe days
Attachments: written testimony from Bradley Angle_2-14-13.pdf

Ms. Parsons,

Please accept the attached written testimony from Bradley Angle in support of the proposed Earned Sick and Safe Days Ordinance. I understand that the public hearing was held January 31, 2013 but would appreciate this written testimony being included as part of the public record.

Best,
Deborah Steinkopf

--

Deborah Steinkopf, MSW, MA
Executive Director

Bradley Angle
5432 N. Albina
Portland, OR 97217
t: 503-232-1528 x. 203 f: 503-232-6617
503-752-6182 (cell)

SAVE THE DATE! GlamHer, a benefit for Bradley Angle, takes place the evening of Thursday, April 25th at The Nines. If you had fun clicking glasses with us at last spring's event, you won't want to miss this one!

Visit our [website](#). Find us on [Twitter](#) and [Facebook](#)!

289281

Rec'd 2-14-13



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Testimony in Support of Earned Sick and Safe Days
Before the
Portland City Council
January 31st, 2013
Submitted by: Deborah Steinkopf

Mayor Charlie Hales
Portland City Commissioners Nick Fish, Amanda Fritz, Steve Novick, and Dan Saltzman
1221 SW 4th Ave, Room 140
Portland, OR 97204

Via email to Susan Parsons, Assistant Council Clerk
susan.parsons@portlandoregon.gov

Mayor Hales, and Commissioners Fish, Fritz, Novick, and Saltzman,

On behalf of Bradley Angle, I testify today to draw attention to the impact that domestic and sexual violence has on the health of our workplaces and communities, and to urge your support of the proposed Earned Sick and Safe Days Ordinance. Thank you for your work and leadership, and for the opportunity to submit testimony.

Domestic and sexual violence are serious public health issues that impact Oregon families and children in profound ways. Over 37% of Oregonians report having experienced rape, physical violence and/or stalking by an intimate partner. Here in Portland, domestic violence accounts for nearly 50% of simple assaults and over 30% of aggravated assaults, according to the Portland Police Bureau. In some cases, domestic violence is fatal. Since 2009, there have been more than 100 domestic violence related deaths (men, women, and children) in Oregon.

Domestic violence doesn't just impact individuals and families. It affects our workplaces too. A recent survey of Oregon victims revealed that 69% were employed at the time they were suffering abuse (Glass, et al., 2010). In one survey, nearly all the survivors surveyed – 96 percent – reported that domestic abuse affected their ability to perform their job duties. Businesses pay a high. The annual cost to businesses of lost productivity due to domestic violence is estimated at \$900 million, and in Oregon, include approximately \$9.3 million in lost productivity from paid work for victims of nonfatal intimate partner violence (Oregon Department of Humans Services, Office of Disease Prevention and Epidemiology).

The City of Portland, and our city commissioners, have been a shining example of commitment to providing a coordinated community response to help victims become survivors. An earned sick and safe day standard will further this goal by helping victims in our community survive violence, protect their children, and contribute to our neighborhoods.

Earned safe days will help survivors achieve safety. It is essential that survivors are able to take safety steps right away, when necessary to prevent further abuse. Survivors of domestic violence are at an increased risk of harm shortly after separation from an abusive partner.

At the same time, it is essential that victims preserve their economic security. Economic independence is a primary indicator of whether a victim will be able to maintain safety from abuse. Sabotage of employment is a strategy by the abusive partner to control and potentially escalate the violence with serious negative consequences for health and safety (McFarlane et al., 2003). Victims of domestic violence often stay with their abuser because they are financially dependent on that person.

Without access to earned paid leave, Victims are in an untenable catch-22. They need economic security as well as safety assistance, and are unable to protect one without undermining the other.

Earned sick and safe days will help co-workers, employers, and communities by preserving safe, healthy workplace environments.

It is in the public interest to reduce domestic and sexual violence by enabling victims to seek safety and redress the effects of violence without jeopardizing their economic security. The proposal has important safeguards to ensure that it works well for employers as well as for employees. For the foregoing reasons, we urge your support of this policy.

Thank you for your leadership and work, and please do not hesitate to contact us if you feel I or my staff can be of further assistance.

Sincerely,



Deborah Steinkopf, MSW, MA
Executive Director

Testimony in Support of Earned Sick and Safe Days

**Submitted by: Vanessa Timmons, ED
Oregon Coalition Against Domestic & Sexual Violence**

Mayor Charlie Hales &
Portland City Commissioners Nick Fish, Amanda Fritz, Steve Novick, and Dan Saltzman
1221 SW 4th Ave, Rm 140
Portland, OR 97204

*Via email to Susan Parsons, Assistant Council Clerk
susan.parsons@portlandoregon.gov*

Mayor Hales, and Commissioners Fish, Fritz, Novick, and Saltzman,

On behalf of the Oregon Coalition Against Domestic & Sexual Violence, I am writing today to draw attention to the impact that domestic and sexual violence have on the health of our workplaces and communities, and to urge your support of the proposed Earned Sick and Safe Days Ordinance. Thank you for your work and leadership, and for the opportunity to submit testimony.

Domestic and sexual violence are serious public health issues that impact Oregon families and children in profound ways. For instance, in Portland, domestic violence currently accounts for nearly ½ of simple assaults and 1/3 of aggravated assaults (PPB). This violence contributes to severe injuries, mental and physical health problems, disabilities and death to Oregon women (Oregon Violence Against Women Prevention Plan). In fact, domestic violence contributes to a larger % of homicides in Oregon compared to other parts of the country (25% in Oregon vs. 17% nationally) – and more recently, in 2010, DV contributed to 1 in 3 homicides statewide.

Domestic and sexual violence do not stay at home when their victims go to work. A recent survey of Oregon victims revealed that 69% were employed at the time they were suffering abuse (Glass, et al., 2010). This means an impact for both the employee and the employer. Businesses pay a high price employees who are victims cannot access help. The annual cost to businesses of lost productivity due to domestic violence is estimated at \$900 million, and in Oregon, include approximately \$9.3 million in lost productivity from paid work for victims of nonfatal intimate partner violence (Oregon Department of Human Services, Office of Disease Prevention and Epidemiology).

Earned safe days will help survivors achieve safety:

It is essential that survivors are able to take safety steps right away, when necessary to prevent further abuse.

- Survivors of domestic violence are at an increased risk of harm shortly after separation from an abusive partner.

At the same time, it is essential that victims preserve their economic security.

- Economic independence is a primary indicator of whether a victim will be able to maintain safety from abuse. Sabotage of employment is a strategy by the abusive partner to control and potentially escalate the violence with serious negative consequences for health and safety (McFarlane et al., 2003).
- Victims of domestic violence often stay with their abuser because they are financially dependent on that person.

Without access to earned paid leave, Victims are in an untenable catch-22. They need economic security as well as safety assistance, and are unable to protect one without undermining the other.

The City of Portland, and our city commissioners, have been a shining example of commitment providing a coordinated community response to help victims become survivors. An earned sick and safe day standard will further this goal by helping victims in our community survive violence, protect their children, and contribute to our neighborhoods.

Earned sick and safe days will help co-workers, employers, and communities by preserving safe, healthy workplace environments.

It is in the public interest to reduce domestic and sexual violence by enabling victims to seek safety and redress the effects of violence without jeopardizing their economic security. The proposal has important safeguards to ensure that it works well for employers as well as for employees. For the foregoing reasons, we urge your support of this policy.

Thank you for your leadership and work, and please do not hesitate to contact us if you feel we can be of further assistance.

Sincerely,



Vanessa Timmons, Executive Director
Oregon Coalition Against Domestic & Sexual Violence

185926

Moore-Love, Karla

From: Samantha Ross [samantha@upstreampublichealth.org]
Sent: Friday, February 01, 2013 11:37 AM
To: Moore-Love, Karla
Cc: kasandra griffin
Subject: Paid Sick Leave Hearing Testimony - Kasandra Griffin
Attachments: KG Sick Day Testimony 2.1.2013.pdf; ATT00001.htm

Karla -

Attached please find a PDF of Kasandra Griffin's testimony addressing the Paid Sick Leave hearing on January 31, 2012. Please add this testimony to the record and forward to the mayor and city commissioners per our phone conversation.

Thanks so much for your assistance and please do not hesitate to contact me with questions or concerns.

Best,

Samantha

2/1/2013

February 1, 2013

UPSTREAM
PUBLIC HEALTH

Dear Mayor Hales and city commissioners,

My name is Kasandra Griffin. I am the Policy Manager at Upstream Public Health, and an advocate for health and social justice.

Earned Sick Leave is a critical policy to support not just the health of workers, but the health of everyone. This winter has been one of the worst flu seasons in decades. Young kids and the elderly die from colds or flus every year.

One of the best ways to prevent the spread of sickness is to stay home when you are sick, to prevent the infection of co-workers. And, yet many people in this city don't have the option to take time off. Not only is this unjust but it is also bad policy for our economy and the public's health.

The vast majority of Portlanders eat out at restaurants or food carts. And, yet almost $\frac{3}{4}$ of food workers don't have any earned sick days. So, they show up at work and handle food even when really sick. Food-borne illnesses that happen in the U.S. every year include E. coli, salmonella and campylobacter. The next time that you go out to restaurant, wouldn't you feel more at ease knowing that food workers can take time off when they are sick?

Earned Sick Days make sense to support a healthy and productive workforce. Giving people the opportunity to stay home when they are sick means that more Portlanders will stay healthy, people will be more productive when they show up to work. Upstream supports an Earned Sick Days policy because it is healthy for all of us.

Kasandra Griffin
Policy Manager
kasandra@upstreampublichealth.org

SUPPORT

PROTECTED SICK TIME

IF YOU WISH TO SPEAK TO CITY COUNCIL, PRINT YOUR NAME, ADDRESS, AND EMAIL.

NAME (print)

ADDRESS AND ZIP CODE

Email

✓ Petria Ford	6406 NE 42nd Ave 97218	
✓ Susan King	4712 Flower Ct. 97221	
✓ Tom Chamberlin	3645 SE 32nd Ave 97202	
✓ Mary King, RN	5433 NE 30th Ave 97211	
✓ JIM Houser	4307 SE H 3340 SE Hawthorne 10M 97202	Jim@kawtherrecato.com
✓ MIKE ROACH	6316 SW CAPITOL Hwy / 0123 SW CUMY 97239 ST 97239	
✓ SCOTT TETZ, RN	677 SW LOWELL ST #4103 PDX 97239	SCOTT.TETZ@gmail.com
Dr. Joseph Santos-Lyon	240 N BROADWAY, 215 PORTLAND OR	Socho@apms.org
✓ Tony Fuentes ^{Vois} _{milgrus}	6504 NE 22nd Ave Portland OR	
✓ Emily S. Ryan ^{APARD}	420 SE Grand Ave #309 97214	pdx usabilizer@gmail.com
✓ Eva Rippeau	6025 E. Burnside, Portland	

SUPPORT**PROTECTED SICK TIME**

IF YOU WISH TO SPEAK TO CITY COUNCIL, PRINT YOUR NAME, ADDRESS, AND EMAIL.

NAME (print)	ADDRESS AND ZIP CODE	Email
✓ Tara Murphy	5123 SE Hawthorne Blvd., Portland 97215	
✓ Kyle Allen	4224 SE Maya Ct., Hillsboro 97223	
✓ Ariel Kempf	4724 NE 12th Ave., Portland 97211	
✓ Yolanda Cabrera	240 N. Broadway 97227	
✓ Renee Spears	24 NW 1st Ave. 97209	renee@rosecitymtg.com
✓ Brian Snyder	3640 SE Belmont 97214	
✓ Screna Cruz-Walsh	2613 NE MLK, 97212	
✓ Avery Leino Va	107 SE 30th Pl., 97214	
✓ Sharon Bernstein	205 SE Grand, 97214	
✓ LINDA W. PARMER	8001 SE Jennings Ave 97267	lwparmer@gmail.com
✓ Kimberly Johnson	11950 S.E. Holgate Blvd PDX, 97266	bigdlikke@yahoo.com

SUPPORT

PROTECTED SICK TIME

IF YOU WISH TO SPEAK TO CITY COUNCIL, PRINT YOUR NAME, ADDRESS, AND EMAIL.

NAME (print)

ADDRESS AND ZIP CODE

Email

✓	Katherine Yale	3536 SE 26th Ave Portland	
✓	Felisa Hagins	3536 SE 26th Ave Portland	
✓	Claudia Arana Colon	240 N. Broadway, Portland OR 97212	
WAKE	Kassandra Griffin	1718 SE 34th Ave Portland OR 97214	
	Mel Rader	2520 SE 35th Ave Portland OR 97214	
✓	Midge Purcell	4710 SE Long St Portland OR ⁹⁷²⁰⁶	
✓	Bea Marston	1225 SW Alder #506 Portland, OR	XXXXXXXXXX
NO	Lisa King	4712 SW Flower Ct Portland OR (Oregon Nurses Assn.)	
NO	Mary King*	2847 SE Cornwells St., Portland OR 97214	* if not already on list
NO	Toby Green	220 SE 154 97233	tobiasgreen@yahoo.com
✓	Carla "KC" Hanson	8428 SE FOSTER RD ⁹⁷²⁰⁶ 97207 97206	

SUPPORT**PROTECTED SICK TIME**

IF YOU WISH TO SPEAK TO CITY COUNCIL, PRINT YOUR NAME, ADDRESS, AND EMAIL.

NAME (print)	ADDRESS AND ZIP CODE	Email
TOM KEENE	1321 NE Couch 97232	Keene@PortlandBooths.com
✓ Rep. Jessica Vega Pederson	1317 SE Mill St 97233	rep.jessicavegapederson @state.or.us
✓ Rep. Aissa King-Guyer	6525 SE 10th St 97215	rep.aissa-kingguyer@ state.or.us
✓ Rep. Michael DeBruin	3224 NE 25 th Portland 97212	rep.michaeldebruin@ state.or.us
BRIAN SNYDER	2828 NE 11 th Ave PORTLAND 97212	brian@pinestatebiscuits.com
^{no} JUSTIN GOTTLIEB	1500 SW 5 TH #903 PORTLAND 97201	justin.gottlieb@gmail.com

Agenda Item 98

TESTIMONY

2:00 PM TIME CERTAIN

OPPOSE

PROTECTED SICK TIME

IF YOU WISH TO SPEAK TO CITY COUNCIL, PRINT YOUR NAME, ADDRESS, AND EMAIL.

NAME (print)	ADDRESS AND ZIP CODE	Email
✓ Bill Perry	8565 SALISH LANE WILSONVILLE OR 97070	berryp@oregonrla.org
Delia Bell	240 N. Franklin Portland 97227	
Paula Adams	240 N. Franklin Portland 97227	
✓ JAN YATES	4000 SW VIEWPOINT TEN Portland	
NO Lou Harrison	17910 NW 15th Dr 107 SE Grand CLATSOP OR 97131 Portland OR - business	loumarieh@aol.com
✓ JOE GILLIAM	8565 SALISH LANE WILSONVILLE OR 97070	JOE@NW6WOMY.ORG.
✓ Andrea Smith	123 NW 12th ave 97209	Andrea@dailyinthepcrl.com
✓ Jan Walker	13535 SW 72nd Ave	Janwalker@inform-accounting.com
✓ JOHN PLEW	83835 S.W. JONAS WAY PORTLAND, OR	
NO Tony Dal Ponte	111 SW 5th Ave Portland, OR 97204	tdalonte@semmis.com
✓ Bernice Bottomly	200 SW Market St Portland, OR 97211	bbottomly@portlandalliance.com

OPPOSE

PROTECTED SICK TIME

IF YOU WISH TO SPEAK TO CITY COUNCIL, PRINT YOUR NAME, ADDRESS, AND EMAIL.

NAME (print)	ADDRESS AND ZIP CODE	Email
McKean Banzer-Hausberg	2828 NE Glisan Portland, OR	McKean@banzerhausberg.com
✓ Lisa Watson	307 NW 10th Ave	Lisa@cupcakejones.com
✓ Debbie Kotcher	Po Box 14764	dkitcher@interworks.com
✓ DAVID H LOUIE	411 SW 3rd Ave 97204	davidhloUIE@gmail.com
✓ Jane Leo	PMAR 825 NE Multnomah #1145 Portland	jleo@pmar.org
✓ Bob Huckaby	524 N TILLAMOOK PORTLAND	Bob@i-st.com
Paul Watson (Zeulner)	481 NE 33rd Ave Portland, OR 97211	Paul@cupcakejones.com
✓ Justin Zeulner	240 N. Front, OR	
✓ Ramon Alfaro	240 N. Front, OR	
No Gabe Herrera	207 N Hayden Island Dr	Rhetherra@PEEZ.com
✓ Tom Keenan	1321 NW Couch	tkeenan@PortlandBottle.com

OPPOSE

PROTECTED SICK TIME

IF YOU WISH TO SPEAK TO CITY COUNCIL, PRINT YOUR NAME, ADDRESS, AND EMAIL.

NAME (print)

ADDRESS AND ZIP CODE

Email

NAME (print)	ADDRESS AND ZIP CODE	Email
Peter Shapiro	9834 SW Gumill Post Rd 97219	petershapiro@comcast.net



Migration Brewing
2828 NE Glisan Street
14 Employees

1-31-13

Re: Paid Sick Leave Ordinance

While we all care about the health of our employees and citizens, I am deeply concerned about the negative economic impact that the Paid Sick Leave ordinance will have on Portland businesses.

Primary Concerns

- This should be a state wide issue, not one that will specifically put Portland businesses at a disadvantage
- Small businesses will be forced to spend thousands of additional dollars annually at a time that our local economy is extremely fragile
- The lack of business community involvement in the discussion of this ordinance
- The further reinforcement that Portland is not business friendly and follows on the heels of the recent 40% water bureau bill increase imposed on small businesses

While I like to think that this ordinance is meant to do well, I firmly believe that this is not the right process or time to force our small businesses to pay thousands of dollars to operate in Portland. This will negatively affect job creation and employment opportunities in our community.

As a young business we do all that we can to provide our employees with a healthy workplace and added benefits when the business is in a position to afford these expenses. Organizations that do not evolve this way are punished by the market by being less attractive to talent and through reduced employee retention. It should not be the role of the city to arbitrarily add thousands of dollars in expenses to businesses that are trying to grow, create jobs and improve the livability of our city.

Sincerely,

McKean Banzer-Lausberg

Testimony on Sick Leave Proposal, 01/31/13 Public comment for Portland City Council

My name is Carla KC Hanson, and I am the Chair of the Multnomah County Democratic Party.

I have come here to lend my voice in strong support of the Sick Leave ordinance proposed by Commissioner Fritz. I speak not only as a political activist, but as a small business owner.

The proposal is reasonable, sensible and is fair to workers and employers alike. Even for the smallest of micro-businesses, the proposal is financially doable. Further, it institutes a standard that also recognizes sick leave as a hallmark of the working world. Beyond the issues of fairness to workers and the affordability for employers, it prescribes that community health is a preeminent consideration even in private workplaces.

Having effected a sick leave ordinance in San Francisco in 2007, there has been opportunity to review its success:

The institute for Women's Policy Research report, "[Paid Sick Leave Ordinance: Outcomes for Employers and Employees](#) found that employees are not abusing the ordinance. Workers typically reported using only three sick days the year prior to the study, and about 25% of employees used zero days.

Report co-author Robert Drago said, "the low utilization rates suggest employees consider paid leave a form of insurance -- something they will use when they are really sick."

In another study, the Institute found that following the 2009 H1N1 flu pandemic, national research suggested that more than **one-quarter** of private sector employees who contracted the virus did so because of others coming to work while sick. In facing the choice of either coming to work ill or the potential of wage and/or job loss, many workers are left with the poor best alternative of coming to work while ill and contagious.

<http://www.californiahealthline.org/features/2011/will-s-f-paid-sick-leave-ordinance-spread-to-rest-of-state.aspx#ixzz2JaUmOYbe>

In the final analysis, our private city employers have responsibility to both their employees, and to the community at large in providing safe and healthy workplaces.

To put it in a rather basic way, as a consumer, I would rather pay another nickel for my Chalupa if I can have greater confidence that it's not been seasoned with a sneeze.

Mayor Hales and Commissioners; my name is Midge Purcell, I am the Director of Advocacy and Public Policy for the Urban League of Portland and I'm here to support the proposed ordinance that would allow most Portland employees to earn paid sick time.

An high proportion of African Americans, 44% of women and nearly 50% of African American men— are not able to earn a single paid sick day to use to recover from common illnesses. When illness strikes, they have to risk their economic security by staying home, or their health or a family member's health by going to work.

In Multnomah County, nearly 30% of African American families live in poverty; and many of them are working poor – as 20% of Black women and 28 % of black men are underemployed. For these families, living pay check to pay check losing precious income due to illness is no small matter. And even a few days of lost pay means that they may have to decide between paying the rent and buying groceries or paying their utility bill.

There is also the challenge of job retention and too many Black workers feel insecure and vulnerable at work. The Urban League believes that Earned Sick Days can provide additional job security. The risk of job loss due to a common illness or the need for routine medical care is a very real threat to African American families. The average unemployed African American worker searches nearly 10 months for a new job. The threat of job loss for taking an unsanctioned sick day is very real:

The Urban League receives calls from many of our community members who feel that they have been discriminated and victimized at work. One particular case comes to mind where a woman felt that she wasn't welcome at her work place but was determined to stay. She did everything above and beyond to appease her supervisor; but when she became so ill she had to seek emergency care and was out for two days, she was written up and eventually dismissed.

No-one should be fired, suspended, written up or penalized by an employer for taking time off from work to care for a sick child or family member, or to cope with an illness. We urge support and passage of the Earned sick Days Ordinance.

January 31, 2013

Mayor Hales and members of the city council, thank you for the opportunity to share my views here today.

My name is Steve Hughes and I am the State Director of the Oregon Working Families Party. We are an independent, grassroots political party dedicated to fighting for the bread and butter economic issues that matter to working people.

I sit before you today after more than a year of hard work on behalf of my organization's leaders, members, and staff, as well as the many other members of the broad coalition that has formed to pass this ordinance. When we are successful it will set a basic labor standard that will benefit the nearly 80% of service workers—many of whom are women and people of color—who right now don't have the right to take even one day off when they or a family member are ill.

I'd also like to publicly acknowledge the very hard work and leadership of the Chair of the WFP, Jeff Anderson from the United Food and Commercial Workers. I can tell you from having spoken to members of his union—a majority of whom work in the food service industry—this is an issue that cuts to the very core for people in food service. The last place workers want to be when they have the flu is at work handling other people's food. And I submit to you that this is also the last place WE would want them to be. Make no mistake, what we are discussing here is addressing a direct threat to the public health.

Our organization—along with other allies in this room—has spent this past Summer and Fall talking to everyday Portlanders about this proposed policy. Together we have knocked on just shy of 40,000 doors, and made thousands of phone calls. What I can tell you from talking to all these folks is this: most Portlanders see this basic labor standard as just plain common sense.

I commend the work of Commissioner Fritz and this whole body for bringing this issue forward. Over the past year there have been policy stakeholder meetings, a tremendous amount of outreach to the small business community, and most recently, a well-attended public forum. The proposal before you is a good start—modest in some ways—but a big step forward from where we are today.

I understand that it is your will to conduct additional process around this policy, but that being the case I have a simple request: as the process continues on please do not lose sight of the working people in this city who need this policy. I call on you to act quickly on the issue before you. Working Portlanders can't wait.

Steve Hughes
825 NE 80th Ave.
Portland OR 97213

January 31, 2013

Testimony to Portland City Council

Mayor Hales and Portland City Commissioners,

My name is Peter Tofalvi. I am co-owner of Abacus Energy Solutions, LLC. I serve on the board of the Home Performance Guild of Oregon.

At Abacus, our main activity is testing and weatherizing existing homes. We also provide maintenance and remodeling services to home owners. We have been in business for three and a half years. We currently have 10 full-time employees.

From the start we have aimed to do the right thing for our employees. We hire unemployed minority and disadvantaged people locally, and provide a starting wage of \$16.97 for entry-level field-personnel. We pay 100% of the employees' healthcare premium and 50% of their family members' premium. Further we provide short-term and long-term disability insurance, 4 paid holidays and 80 hours of paid time off per year. This is two times the PTO hours being proposed by the City.

We call it the High-Road approach to business. What we get in return is a lower employee turnover and a strong support from community groups. Unions, churches, synagogues and environmental groups promote our services to their members. They do that because we care. We are building the kind of economy Portland needs: jobs that sustainably support a family and provide dignified living. This makes us likeable.

Unfortunately this triple-bottom line approach to doing business is currently a niche, rather than the standard. Not everyone cares. Oftentimes we bid against competitors that pay minimum wage and give no benefits to their employees. They can easily underbid our prices. If the homeowner is solely focused on getting the lowest bid, we have little chance to get the order. To guarantee an equal playing field to those that do the right thing, it is most appropriate that the City mandates paid sick leave.

Please consider the following: Those that receive minimum wage and no healthcare benefits need more paid time off than well-paid employees as their diet is often less nutritious and their living circumstances are more stressful and less stable. They often cannot afford to maintain a car, and it takes them longer to take care of their medical and legal issues. They cannot afford to hire childcare while their children are sick. In case of an illness their recovery tends to take longer. I know that it is the goal of the City Council to keep the rules simple. However in order to fully live up to the spirit of the proposal and create a truly equal playing field for companies, wage and benefit levels need to be factored in. Companies that provide lower wage and benefit levels – or the bare minimum - should be mandated to provide more PTO or earned sick leave than those that provide better – and costlier – compensation packages.

Thank you.

Peter Tofalvi,
Abacus Energy Solutions,
12420 NW Barnes Road, Suite 268,
Portland, Oregon 97229

January 31, 2013

Mayor Hales and members of the city council, thank you for the opportunity to share my views here today.

I work for Family Forward Oregon, one of the community organizations that have been talking to people in Portland about paid sick days for the past year or more. I have personally talked with workers in a variety of industries from retail to restaurants to grocery stores to offices to hospitals to construction to hair salons to nursing homes to schools and more.

During this time, I heard about parents who had to leave their young children in the hospital because they had to go to work and would get fired if they didn't show up. I heard about kids going to school sick and spending the day there, sleeping and even throwing up because their parents couldn't come get them without risking losing their jobs. I heard about a mother of a seriously ill infant who was fired for taking too much time off. I heard about workers calling in sick and promptly being fired.

One woman told me about her experience working for a large retailer where workers are not only not paid for sick time but can also be fired if they have too many absences, so they come to work sick all the time. This woman recently got sick but couldn't afford to stay home, so she kept going to work. She got sicker and sicker until she ultimately ended up in the hospital with pneumonia and a staph infection and nearly died.

This woman would love to testify today but is scared to do so because she could get fired and she needs her paycheck. If you need to verify her story, I can give you her contact information at a later point. But please remember the seriousness of this situation. And this woman is not alone - there are many others like her who would love to be here today but are not because they are scared. Either they have been directly threatened already because of their engagement with this issue, or they fear that they will be threatened and will lose their jobs.

They have good reason to be fearful. National research has confirmed what these workers know to be true: a 2010 survey revealed that 16% of workers had been fired for taking a day off work because they were sick or needed to care for a sick

family member. With no right to paid sick days, these workers have no recourse when they are fired.

There is a myth out there that low-wage and/or hourly workers are irresponsible, not to be trusted, not deserving of or somehow just not needing basic labor protections like paid sick days. I am here today to tell you that this myth is just that - a myth. Low-wage workers are committed to their jobs and to their families, just like anyone else. But without access to basic things like paid sick days, it is much, much harder to manage. When they are sick, they have to work sick. When their kids are sick, they have to send them to school sick and they go to work worried about their kids.

I believe all workers deserve the basic labor protection of paid sick days. Paid sick days will improve worker and public health by giving people the ability to stay home and recover when they are sick. It will improve economic security among the large number of people in our city who are living paycheck-to-paycheck and can't afford to not get paid for even one day. It will improve job security among the workers who currently are in danger of being fired if they take sick time. I urge you to act quickly and pass this long overdue law in Portland.

Thank you.

Sharon Bernstein

Avery Leinova
Testimony January 31, 2013

Mayor Hales and members of the city council, thank you for the opportunity to share my views here today.

I have worked at my current job as a dispatcher for a cab company for 13 years, and before that I drove a cab for seven years, mostly with one company. But still, after all these years, I only get paid sick leave after I've already been out sick for three days. I can't afford to not get paid for three days, so if I get sick, I take medications to mask the symptoms, and I go to work sick. It's hard to get better this way but I have no choice because I can't afford to lose a day's wages.

As you know, this is a terrible year for colds and flu. When I caught the chest cold that was going around, I had to work. It's difficult to answer phones when I can barely talk, with coughing fits that last up to five minutes. Not to mention all the germs I was spreading. Had I had sick time from the first day of my illness, I could have stayed home and gotten over the worst of it before returning to work.

And it's not just me. Where I work, lots of people come to work sick because they can't afford to stay home. There are single parents and families for whom missing a day's wages means going without food. This isn't right. Everyone needs to be able to take paid sick leave when they're sick – on the first day they're sick.

A few days ago, I created an online petition with Change.Org as a way of asking others to join me in letting City Council know that we want and need a paid sick days law in Portland. In just a couple days, the petition has collected over 1000 signatures. The working people of Portland want and need paid sick days. I will be delivering their petition to City Hall soon and I hope you will act on behalf of us all by voting soon to pass this ordinance.

Earned Sick Days City Council Hearing Testimony from Kyle Allen - January 31, 2013

Thank you Mayor Hales and members of the city council. I'm a field manager for Working America and speak face to face with our community on a daily basis. I've been a server for 10 years and can tell you the cards are stacked against the worker and it's the employer who decides the fate of the employee. and With my degree in education I've seen sick children shuttled to school because their parents couldn't afford time off. I was born and raised right off of glisan, I work hard here, my mother and father work hard here. and I know all of us in this room do the same. And I know we all share a common love for this city.

That being said we have a problem in this town that needs to be fixed. It's an absolute injustice that we have portlanders left with no other option than to go to work with an illness or injury, risking the health and wellbeing of their co-workers, customers and even themselves out of fear of having their hours cut or even losing their jobs. I love this City - but that's unacceptable.

In our community Working America had nearly 11,000 conversations and collected thousands of letters - what we found was nothing short of heartbreaking.

One of those letters was from Kjirstin in North portland. She knows the power earned sick days has on a family living paycheck to paycheck. She wrote: "My family depends on one income and my husbands earned sick days are the difference between groceries and no groceries."

She's absolutely right. Portland families shouldn't have to rely on luck in times of need. Everyone gets sick and every family will encounter this issue in one form or another. We can't have luck as a public policy.

I will never forget a conversation I had with a woman in low income housing right off of Alberta. She confessed a heartbreaking story of her friend who was an elderly man in a nursing home. A man who had fought for years in vain to make sure the staff had sick time and were not exposing everyone to what can be a life threatening illnesses to the elderly. He fought for years, and for years he failed. That man eventually passed away and those workers never got an hour of paid sick time.

You see it's not just the worker who will benefit from earned sick days, but the public as a whole. It's our city as a whole.

According to a 2010 Center for Disease Control study encompassing 31 years of data, 3,000 to 50,000 people will be killed in the US every year due to the flu alone. Are we so complacent that we sit idly by as illness ravages our communities? Let's take the step forward other cities across the country have, like Seattle and San Francisco. Let's assure our worker force they have the tools necessary to stop spreading illness. Let's assure them that they can both work and care for their children. Let's assure our seniors that their last years of life will not be lived in fear of their caretakers benefits package. Let's step forward and pass the earned sick day ordinance -

and let's do now.

I thank the Mayor and council for their time.

Kyle Allen
4224 SE Maya Ct.
Hillsboro, OR 97213
503-995-8041

Ariel Kempf
4724 NE 12th Ave.
Portland, OR 97211

Hello. I am Ariel Kempf. I have been in and out of the food service for nearly 17 years.

I have worked in a few local restaurants in the 4 years I have lived in Portland.

For 7 months I was at a popular brunch spot.

I hurt my foot, and was unable to work. I was on the beach, when it felt like rubber bands popping inside my left foot. I was instantly unable to walk.

The next day, I scheduled an appointment with zoom care. It was then I learned I had torn part of my plantar fascia, an injury that can take 4 to 6 weeks to heal.

The doctor said I was not to put any weight on it for a week to 10 days.

After letting my boss know, I was asked to come in to prove that I was injured and provide a doctor's note. I had done all that I could do to cover my scheduled shifts.

I called my boss several times, but was met with little interest from him or my co-workers in coming up with a solution to resolve the issue.

After much deliberation, I decided not to work at the restaurant any longer.

Many others do not have the option to leave their situations.

Too many people are forced to continue working in hostile environments where their injury or illness are minimized or ignored.

Keep in mind, I have no health benefits or insurance from this job.

I had a \$100 doctor's note, no money coming in, and was being asked to prove to my boss that I had a valid injury.

05/07/11

In other fields of work, people don't have to endure this type of treatment. Further, if I had been able use sick days and without these abusive repercussions, it would have been so much easier to heal.

My experience is not unique. These are unacceptable choices.

I have seen over and over people being asked to come into work while contagious.

I had a coworker at this brunch spot who had to work for an entire week with a cold.

This is an instance where the food handler's training is completely opposite from the realities of working in food service.

The responsibility often falls to the sick individual to cover their shifts.

For establishments with notoriously small staffs, this is difficult. Often it is easier to come in and work. Also, a big incentive for people to work sick is the paycheck.

If people had paid time off, it would give them peace of mind, and allow them to take some time to heal. We all benefit from this.

If we, the uninsured in the service industry are to follow the mandates of the food handler's training, things need to shift to make it possible. Sickness and injury are common place in the service industry; it is unavoidable.

While these barriers are common, they are not always the case. As a positive example from another restaurant, six weeks was given to a chef to heal from a leg injury. Not once was her job in jeopardy. This is what we are working toward with this legislation.

Here in Portland, we pride ourselves on the quality of the food available city wide. Why not extend that to the people preparing and serving the food as well? We have the opportunity to do that now.

I believe passing this ordinance is a step in the right direction for our community.



185926

Doing Business in the City of Portland

City of Portland Business License	\$13,600.00
Personal Property Tax	\$1,673.93
Property Tax	\$10,412.95
Storm Water Management (Portland Water)	\$8,583.99
Local Fuel Tax per gallon .03 per gallon	\$900.00
Portland Fire Bureau Annual Inspections	\$1,000.00
	\$36,170.87

Mandatory Sick Pay Proposal

2080 hours worked annually divided by 30 hours = 69.33 hrs. (earned sick/leave) 69.33 x 17.00 (average hourly wage) = 1178.61 1178.61 x 49 employees	\$57,751.89
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Outside COP/Multnomah County

Business License	\$100.00 plus additional 5.00 per employee
Local Fuel Tax	\$300.00
Savings on fleet vehicle liability insurance by moving out of Multnomah County	\$758.00 per year



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First, Inc.	524 N. Tillamook	Portland	Oregon	97227
OFS	702 SE Yamhill	Portland	Oregon	97214
Rose City Moving	5130 N Basin	Portland	Oregon	97217

Moving & Installation Companies outside Portland Oregon

Willamette Express	2505 SE Stubb St.	Milwaukie	Oregon	97222
WDI Moving Company	7342 SW Kable Lane	Tigard	Oregon	97224
Lile Moving	19460 SW 118 th	Tualatin	Oregon	97062
Graebel Moving	26090 SW 98 th Ave	Wilsonville	Oregon	97070
Accurate Installations	9685 SW Riddler	Wilsonville	Oregon	97070

Earned Sick Days City Council Hearing Testimony from Tara Murphy - January 31, 2013

Mayor Hales and members of the city council, thank you for the opportunity to speak with you all today. My name is Tara Murphy, I'm the Senior Member Coordinator at Working America, which is an organization that fights for good jobs, a just economy, and working families around the country. We have over 3 million members nationally, nearly 175,000 in Oregon and over 96,000 of those right here in Portland. It's my job to talk to these members, find out what is happening in their communities and with their families - to see what they really care about. Starting back in May 2012, we began talking to local families about getting sick - What happened if they couldn't go to work? What did this look like for an average Portland working family? What we found was consistently troubling - working people are up against a wall if they have the misfortune of getting sick - which we all know inevitably happens. Unless your employer voluntarily gives you paid sick time, you're out of luck.

The Mayor and members of the council received more than 6,000 letters of support from Portland workers in November. I met with some of those who wrote letters. Ana, a young mother of 5 year old boy, told me about how she works part time while putting herself through college, and her husband works full time at restaurant. Neither of them having any paid sick time. She told me, "I'll have to wake up in the morning and decide, am I really sick enough to stay home? Or can I go to work? If I don't go, that means less money in my paycheck, and when you are counting every dollar, that means not being able to pay your bills." She told me her husband won't get sent home sick unless he vomits, and about the agonizing decisions of what bills had to be paid so their lights would stay on, and which ones had the least late penalties just to barely make ends meet. Their son Leo, like all 5 year olds, wants his mom or dad when he invariably gets sick and has to stay home from school. Any parent here can identify with that.

I also talked to Sean, a single mom, who told me about how she had to make a decision between leaving her 2 sick boys at home by themselves, or risk losing her job. She told me how guilty she felt even recounting the story. "It's just terrible when you have to count every penny you earn," she says, "When you get sick, what do you do? What choices do you have?" She told me she phoned them whenever she could sneak away just to make sure they were ok - the entire day long. She laughed a little when she told me just how many phone calls that might have been, and said she probably annoyed the absolute heck out of her boys - but her expression turned to sadness when she told me, "I didn't want to leave them alone, but it was the only thing I could afford to do." Sean was forced to choose between her job and her family - a decision no one should have to make.

It's not just moms: it's service workers forced to serve while sick or be fired, teachers with sniffing kids stuck at school, and even the young people who remember sitting in the nurses office all day. I could go on - but I hope you've read through some of those 6,000 letters and know that this is all too common. I'm here today to speak for the thousands upon thousands of Portlanders who could not make it here during the middle of a workday, who may even be coughing their way through this nasty flu season as we speak. On behalf of the 96,000 Working America members here in Portland, I urge the Mayor and City Council to pass the Earned Sick

185926

Days ordinance. Thank you.

Tara Murphy
5123 SE Hawthorne Blvd
Portland, OR 97215
732-403-9026
tmurphy@workingamerica.org

January 31, 2013

Testimony of Renee Spears in support of the Earned Sick Days Policy

Mayor Hales and members of the City Council, thank you for the opportunity to share my views here today.

My name is Renee Spears and I am the President of Rose City Mortgage. Rose City Mortgage has been in business in Portland for 14 years and in 2012 we were named the #1 Small Business to Work for in Oregon and the #2 Green Business in Oregon by Oregon Business Magazine. I am here to voice my support of the Earned Sick Day Policy.

Portland can't be a national leader in sustainability without addressing the treatment of people. For humans, sustainability is the potential for long-term maintenance of wellbeing. We cannot call our city a sustainably leader without considering what is best for our people. It is not in the city's best interests to have restaurant and child care workers coming to work sick and spreading illness. Not only is this horrible for our collective health, it also cuts into the profits of our employers.

It is far less expensive to pay for sick leave than it is to have an entire company's staff out sick because of a contagious illness that could have been prevented. This exact scenario happened to my company last year.

During our holiday party, one of the servers at the restaurant was sick and didn't have paid leave. Three days later, our staff started getting sick and before the end of the week 95% of our employees were out sick, for over a week. It was extremely hard just to keep our doors open during that time and of course, it cut directly into our profit.

We talk about the cost to implement this policy, but I'd also like to point out the cost if we don't. By not requiring all businesses to offer leave, we are also harming the businesses that already do so by not protecting the health of their employees.

I don't think anyone here believes that people should work when they're sick. And that is really what this boils down to; ensuring the good health of all the people in our city.

Thank you for your consideration!

Mayor Hales and members of the City Council, thank you for the opportunity to share my views here today. I work as a food service worker, making minimum wage. I have served food while I had a fever, because I do not have paid sick leave.

This legal protection is so important for minimum wage workers because we are in no financial position to accept any cut in pay. Working at minimum wage, I can't afford to move out of my parents' house. But for those of my coworkers who are parents, or single parents, the situation is much more serious. They regularly face a choice between working sick or accepting one day's less pay on a small paycheck that must support a whole family.

These coworkers of mine are why I'm testifying today. It is immoral for people to have to choose between working sick, and having one more day's wage to clothe their children, pay the bills and keep food in the fridge.

I hope you will do the right thing and pass this paid sick days law as soon as possible.

Thank you.

Matt Ellison

Mayor Hales and members of the City Council, thank you for the opportunity to share my views here today.

My name is Petria Ford and I've been in administrative personnel for about 17 years. I've had the privilege of working for three businesses in the Portland/Vancouver areas as an administrative staff member. Of the three, two offered paid sick leave, only one did not.

I had heard awful stories from people who worked for companies that didn't pay for sick time off and how it created a burden on their financial life, coupled by unnecessary stress. It wasn't until I worked for the third company that I learned just how devastating it could be when you have to make the often dreadful decision to take a sick day, knowing that you won't be compensated for that time even though you've devoted yourself to the company you work for. What was worse, it created an undue hardship on my family, not being able to meet my monthly financial obligations. Having to choose between bills to pay, which bill to take a late fee on, or how much less I'd have to provide for my household essentials until the next pay period.

Not only does this situation create a financial hardship, but it also shows a lack of value for employees. In some cases, it reduces employee morale because it leaves the open-ended question -- does the company I work for really care about its employees?

One thing I focus on when looking for a new job, is whether or not that company provides sick leave pay. As a single parent, and as a human being, I know that there will be a time when I need to take a sick day, and because I know first-hand how devastating it can be financially if you are not paid. I look for companies that value their workforce. For me, one way of determining that is if they offer paid sick leave.

Despite any rebuttal, the bottom line is, if an employer can afford to pay an individual for time on the job, they can afford to pay an employee that they value for time needed to recovery from an illness or sickness.

Thanks.

Testimony in Support of Earned Sick Days

January 31, 2013

Susan E. King, RN

Mayor Hales and members of the council, thank you for the opportunity to express the Oregon Nurses Association's support for Earned Sick Days.

My name is Susan King. I am the Executive Director of the Oregon Nurses Association. In addition to my role as an administrator and employer of 45 staff members, I practice as an emergency nurse in a large Portland area hospital.

ONA is both a professional association and a labor union, representing over 1000 nurses in the City of Portland. ONA's members are nurses whose practice is focused on assisting people to recover from illness and more importantly promote good health and prevent sickness. As a result, ONA has a long history of advocating for public policy that improves the lives of the patients we serve, like earned sick days.

Many working Portlanders do not have access to sick time when they need time to recover from an illness. For many workers, especially those who earn low wages, this significantly increases the odds that they will have to choose go to work sick for risk of losing wages or even their job.

When workers go to work sick, not only do they delay their own recovery, they also put their co-workers and members of the public at risk of being exposed to and infected by contagious illnesses like the flu.

As an employer, I fully understand both the financial and productivity impacts of employee absence due to illness. However, offering paid sick time which ONA has done for decades achieves a more important goal than the effects of short term interruption in our work. That goal is to adhere to the evidence for public health measures that prevent transmission of disease.

The current flu season and recent cases of Norovirus in the Portland area have brought a heightened awareness to this issue and are clear reminders that we all get sick from time to time. While flu immunization has been the focus of media discussion, with highly contagious illnesses like these, the best intervention is to prevent exposure by staying away from others when sick. Unfortunately, not everyone in our community can stay home to recover when they are sick. Their lack of paid sick time affects us all.

Thank you for your consideration of this public health proposal. I urge your support.

Susan E. King MS, RN, CEN, FAAN
ONA Executive Director
4712 SW Flower Ct
Portland, Oregon, 97221
king@oregonrn.org

Testimony in Support of Earned Sick Days

January 31, 2013

Scott Tetz, RN

Mayor Hales and members of the council, thank you for the opportunity to express my support for Earned Sick Days.

My name is Scott Tetz. I work as a nurse at OHSU in the adult acute care float pool and serve as a member of ONA's Cabinet on Health Policy.

I strongly support a paid sick days policy in Portland. Allowing workers to earn sick days on the job is vital to public health and Oregon's efforts to transform our health care system. As a nurse, I understand the importance of Oregon's health system transformation efforts and just how much is at risk if we are not successful in crafting a system that provides quality care for more patients. As we develop a structure that focuses on primary and preventive care, we will begin to see costs savings, making care more affordable for all.

If workers do not have time to access the primary and preventive care they need to stay healthy, their treatable illnesses will likely worsen, becoming increasingly expensive and posing long-term health risks. Portland needs to implement policies, like earned sick days, to support the national and statewide health care reform efforts, promote good public health, and maintain a strong community.

Healthy communities are created through the implementation of health conscious policies, such as Earned Sick Days. A city-wide Earned Sick Day policy will not, on its own, stop the spread of illness within Portland, but it will cut down on the spread of communicable diseases by reducing exposure, and prevent working families from making tough choices between their health and their financial security.

Scott Tetz
ONA Cabinet on Health Policy Member
677 SW Lowell St #463
Portland, Oregon, 97239
scott.tetz@gmail.com

The **MAIN STREET**
Alliance of Oregon

a big vision for small business

January 31, 2013

Re: Testimony to Portland City Council

Mayor Hales and Portland City Commissioners,

My name is Jim Houser and my wife and I own and operate Hawthorne Auto Clinic in SE Portland. I am also Co-chair of Main Street Alliance of Oregon.

Let me tell you about small business's stake in this Earned Sick Time campaign. Hawthorne Auto Clinic is celebrating its 30th anniversary this month, so I think I know a thing or two about small business success.

Our principle business asset, next to our customers, is our employees. I believe, and experience has borne me out, that if you take care of your employees they will take care of you. We provide good benefits, including earned sick days - now called personal days - and have for all of our 30 years. Not counting our 3 student interns recently promoted to full-time, the average tenure of our other 8 full-time employees is 20 years. That kind of employee loyalty is critical to the success of any small business.

Most small business people understand this basic business reality. The biggest hurdle small business owners face in being able to provide decent wages and benefits is competition with national chains, like McDonalds and Wal-Marts, who are notorious for driving down the cost of labor (i.e. suppressing wages and benefits). As much as they would like to, small business owners are often trapped by the power of the multinationals.

Reasonable employment standards such as Commissioner Fritz has proposed, level the business playing field by requiring all employers to play by the same rules, enabling small business owners to do what they know needs to be done, like providing earned sick time for employees, for their enterprises to thrive.

For all of our 30 years we have offered 5 paid sick time days (now called personal time). Because I realize there is some anxiety among business owners who fear employees will abuse their sick time, I inventoried our employee's personal day usage over the past year. One half of our staff (5 people) used all 5 days last year (hip replacement, new baby, flu, etc.). The other 5 half used 0 - 1 days, for an average of 2.7 personal days overall.

Thank you.

Jim Houser
Hawthorne Auto Clinic, Inc.
4307 SE Hawthorne Blvd.
Portland, OR 97215

The **MAIN STREET**
Alliance of Oregon

a big vision for small business

January 23, 2013

Portland City Hall
1221 SW 4th Ave.
Portland, OR 97204

Mayor Hales and Portland City Commissioners,

Main Street Alliance of Oregon, a network of 1200 small business owners statewide (with over 300 in Portland), supports an earned sick leave standard for the city of Portland. We are encouraged by the current draft ordinance. By setting two tiers of business size, it assures all Portland workers access to sick leave. We look forward to dialogue at tonight's forum and the planned task force to help finalize and pass an ordinance.

Small businesses in our network see this new policy as leveling the playing field. Our national chain store competitors, some of whom currently don't provide sick days off, will now have to. Others have said that they would be willing to provide earned sick days if every business does.

Increasing access to earned sick leave has a number of benefits for small businesses. These include protecting workplace productivity, decreasing turnover and associated costs and reducing health care costs. The loss in productivity to the U.S. economy due to illness in the workplace has been estimated at \$160 million annually, with the lion's share of this coming from workers going to work sick. Data suggests that workers who have the benefit of paid sick time are less likely to leave their jobs than workers who do not, reducing turnover and associated costs. When workers have the opportunity to earn paid sick time they are more likely to stay home when they are ill, get healthy and return to work sooner, avoiding spreading illness to other workers and customers.

As small businesses, retaining well-trained and valued employees, and thereby reducing turnover and associated costs, is one of our top concerns. To put it more simply, we believe that if we take care of our employees, they will take care of us, and our businesses will thrive. Earned sick days is really just a basic employment standard, like worker's compensation or child labor rules. That's why we support increased access to earned sick leave in Portland, and all of Oregon. It's the right thing to do.

Yours respectfully,



Jim Houser, co-chair
Hawthorne Auto Clinic, Portland



Mark Kellenbeck, co-chair
BrainJoy LLC, Medford



185926

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503-685-6293 • 800-824-1602 • Fax 503-685-6295
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**Joe Gilliam of the Northwest Grocery Association
Before the Portland City Council - January 31, 2013**

- GOAL:** To provide first day sick leave to as many citizens as possible
- OBJECTIVE:** To achieve goal in a practical manner that does not unduly burden Portland employers and mitigates the impact on other employee benefits.
- ACTION:** Topics to address to make paid sick leave ordinance work for grocery industry.

(1) TRANSIT THROUGH PORTLAND: CLARIFY

Page 1, in the definition of "Employee," clarify that employees involved in the transit of goods through the city of Portland, but do NOT make a stop as a purpose of their work are not covered by this chapter.

(2) COMMENCEMENT OF BENEFITS: USE SEATTLE STANDARD TO COINCIDE WITH INDUSTRY STANDARD ON BENEFITS

Page 3 E, consider City of Seattle language that entitles employees to use accrued paid sick time beginning on the 180th calendar day after the commencement of their employment or the date of this act.

(3) ACCOMMODATE NEEDS OF PERISHABLES: WAIVER OF FIRST DAY REQUIREMENT

Page 3, discuss first day requirement in Section 9.01.050 B for employees whose primary business involves the transport of perishable goods.

(4) REMEDY FOR ABUSE: SET OUT PROCESS

Page 4 C, discuss the remedy when employees abuse sick leave and how this section matches up with the retaliation provisions on page 5.

(5) REMOVE PRIVATE RIGHT OF ACTION:

Page 7 E, delete private right of action which will only cause increased litigation with employers. Create civil penalty matrix up to \$10,000.

(6) COLLECTIVE BARGAINING AGREEMENTS:

Page 7, discuss waiver through collective bargaining agreements versus employees hired through a hiring hall.

(7) WAIVER OF REPORTING REQUIREMENTS: REWARD EMPLOYERS THAT ARE ALREADY DOING THE RIGHT THING

Page 7, discuss exempting employers who have in place prior to the implementation of this act, a written document that contains a clear paid time-off policy equal to or better than the requirements of this Act.

(8) FMLA / OFLA:

Discuss how the ordinance matches up with federal and state family leave acts.

January 31, 2013

To: Mayor Charlie Hales, City of Portland
Commissioners Nick Fish, Amanda Fritz, Steve Novick, and Dan Saltzman

From: Bill Perry, Vice President of Government Affairs
Oregon Restaurant & Lodging Association

Re: Testimony on Portland's Paid Sick Leave Proposed Ordinance

To Mayor Hales and Commissioners,

I ask the Commission to not look at this issue as a "glass half empty" debate. Supporters of paid sick leave state that 40% of Portland employees do not get paid sick leave benefits, which means a majority of employees already have coverage without this mandate.

Secondly, the majority of the 40% of Portland employees without paid sick leave likely have a compatible alternative. Therefore, we cannot assume the 40% of employees without this specific benefit are unhappy with their current benefit packages.

During a recession is not the time to propose additional requirements to businesses attempting to hire new employees, and paid sick leave is not the right benefit to offer. When asked, paid sick leave is NOT one of the top benefit choices requested by employees. Instead, employees prefer wage increases, health care, and paid vacation. Therefore, employers that have the ability to provide increased benefits consider these alternatives instead of paid sick leave. Unfortunately, many business owners are struggling to provide these benefits in this difficult economy.

In addition to these benefits, the biggest change to employee benefits will occur at the end of the year with the implementation of the Affordable Health Care Act. As you know, this Act requires employers to offer health care, and if they do not or if employees choose not to accept the benefit, employers will face fines. No one can say for sure what the true impact of this important change will be on small businesses, many of which are already struggling to stay afloat.

Hospitality and foodservice operators have always tried to find ways, on an individual case-by-case basis, to provide employees with the benefits they prefer. Employee retention has been, and will continue to be, paramount in the hospitality industry. In fact, the practice of shift trading is one of the most vital policies in the industry. Shift trading allows employees to take days off – for illness or personal reasons – and still earn the tips they highly rely on.

Shift trading is so vital because current law does not allow sick employees to work in restaurants. If ill, employees stay home and make arrangements to trade shifts or pick up additional shifts when they are healthy again. This longstanding practice allows workers to retain their income and is very popular with most employees and also prevents sick employees from coming to work.

The Oregon Health Authority and restaurants have formed a strong partnership and have successfully reduced the risk of consumer illness in Oregon food establishments. Again, the Food Code currently protects against ill food establishment employees coming to work.

My understanding is that a work group will be created to look at the applications under this ordinance. Here are a few issues that should be discussed:

1. Seattle provisions allow 180 days of employment before the first day is used.
2. Shift trading needs to be an option for any sales positions that earn commissions or tips.
3. The required reporting is too difficult because businesses have employees that travel in and out of the City. Therefore, we request that you outline the benefit and allow employers to decide how to meet it if they go beyond your requirement.
4. Remove the private right of action, which was also removed in Seattle.

We request that you let employers find solutions that work for their employees. Portland has a very diverse business culture, and this proposal affects so many of them in different ways. With health care mandates, automatic wage increases at the first of the year, and now paid sick leave, the mixture will certainly create job losses. The question is how many jobs will be lost?

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Bill Perry', written in a cursive style.

Bill Perry
Oregon Restaurant & Lodging Association



CHANGE IS POSSIBLE. CHANGE IS HAPPENING.

January 31, 2013

Mayor Hales and Members of the City Council,

Right now our country is facing historic income and wealth inequality. Wages at the bottom of the scale have been stagnant or only grown modestly over the past 3 decades. Wages at the top have grown significantly. We are seeing huge and growing gaps between the very rich and the very poor in this country. We are seeing job growth since the recession concentrated in low-wage occupations, and much less growth in others. And without very careful intervention, this problem will only continue to get worse.

A system built on this kind of inequality is not sustainable. It is not healthy. It is not economically or socially responsible.

Portlanders care about sustainability. We have led the state and the nation as a 'green' city, with laws that reduce our environmental impact, that construct a walkable city with a vibrant urban core. Issues of economic sustainability are the next frontier in the sustainability movement.

Portland is a leader. We led by passing protections against discrimination in the workplace for sexual orientation. The state followed. We led by passing smoke-free workplace standards. The state followed. In fact we have led the state and the nation in a variety of significant ways – and paid sick time is no different.

To the employers in the room I want to say that as an employer myself and the daughter and wife of a small business owner and principle I have a good sense about your concerns. If you don't already offer paid sick time to employees in the way that will be required by this law there will be costs to bear. But research and experience in other cities show that when balanced with the benefits this investment triggers, the net result is a positive one. Employers here who offer paid sick time can tell you about improved employee retention, higher morale, a healthier workforce and appreciative customers.

Our community will also see benefits. Again, research shows that low-wage workers will see increased job stability, that we will see reductions in health care spending, and that we will see a reduction in the spread of illness. And something very important to Family Forward Oregon and child advocates everywhere: we will see parents unafraid to stay home to care for their sick kids.

This is a modest proposal. More modest than other cities that have gone before us, and more modest than where we started in Portland. This proposal was heavily informed by the



CHANGE IS POSSIBLE. CHANGE IS HAPPENING.

experiences of other cities as well as by the feedback of employers and employees across our city.

Our local business leaders know that the success of their businesses are tied, closely, to the economic circumstances of the people who patronize them. Unlike the bigger corporate actors in our economy, these local business owners are linked to our community – the people who live, work and raise families here. By passing this law we are addressing a community-wide problem with a community-wide solution. We are establishing a reasonable community standard whose time has come. One which says: it is not acceptable that 84% of those in the top quartile of income earners have paid sick time while only 18% of our lowest paid workers do. One that acknowledges that those least able to afford unpaid time off also have the least access to health care services and the worst health outcomes. One that says: come, do business in Portland, but do so while also treating the people who live and work in this city humanely and by supporting our economy in a sustainable way. We know it's possible for businesses to thrive when they focus on multiple bottom lines.

With our support we are putting a stake in the ground saying that *we are part* of this historic fight for what will someday be a national standard on sick time. That we are on the right side of history here. We are putting a stake in the ground to say that *we will* be part of the fight against income inequality. That *we will lead* again, as we have before, in creating a more sustainable and just economy.

And where we lead, others will follow.

Thank you,

Andrea Paluso, Executive Director
Family Forward Oregon & Family Forward Education Fund
205 SE Grand, Suite 206
Portland, OR 97214



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Testimony in Support of Earned Sick and Safe Days
Before the
Portland City Council
January 31, 2013

Mayor Charlie Hales

Portland City Commissioners Nick Fish, Amanda Fritz, Steve Novick, and Dan Saltzman
1221 SW 4th Ave, Rm 140
Portland, Oregon 97204

Mayor Hales and Commissioners Fish, Fritz, Novick, and Saltzman,

Thank you for your work and leadership, and for the opportunity to submit testimony this afternoon.

My name is Julia Olsen. I am a lawyer in the Portland Regional Office of Legal Aid Services of Oregon. Legal Aid represents low income Oregonians in a range of civil legal matters. Our mission is to achieve justice for low-income vulnerable populations, and for many years, we have served an increasing number of clients whose civil legal issues are related to domestic violence, sexual assault and stalking.

On behalf of Legal Aid, I testify today to urge your support of the proposed Earned Sick and Safe Days Ordinance. My comments will focus on the positive impact this ordinance will have on survivors and their families, coworkers, employers and our community. The proposed ordinance allows survivors to take time away from work to seek help to become safer and allows them to use paid sick time (or "safe time") rather than risk their jobs or financial security.

We prioritize domestic and sexual violence work in our office because we believe personal safety is a basic human need. Attorneys for our program have represented and advised thousands of victims of violence in restraining order and stalking order hearings, child custody matters and cases involving housing and employment discrimination and unemployment benefits. These cases have made clear that victims of abuse face many barriers to achieve safety.

In the employment realm, we know that domestic violence does not stay at home and that protecting the safety and well-being of individual employees affected by violence and others in the workplace is an important public policy concern. A recent survey of Oregon victims revealed that 69% were employed at the time they were suffering abuse. (Glass, et al., 2010). In one survey, nearly all survivors reported that domestic abuse affected their ability to perform their job duties. (Glass, et al., 2010). Domestic violence also has an economic impact on employers (health care costs, absenteeism, dangerous incidents in the workplace).

The Oregon Legislature, in 2007, recognized the importance of this principle and passed, with overwhelming bi-partisan support, a law that gives victims the right to take reasonable unpaid leave from work to take steps to become safer, such as:

- To make a police report;
- Get medical assistance;
- To attend a court hearing for a protective order,
- To meet with a domestic or sexual violence advocate;
- To relocate to a safer home.

Domestic violence is a barrier to health and safety for low-income victims who cannot afford to take time off from work to take those steps to become safer. Under the state law, leave is unpaid, and many low – income survivors cannot afford to take it without jeopardizing their ability to pay rent and meet basic needs.

Many Legal Aid clients are low–wage workers struggling to meet basic needs and managing the health and safety their families. I have spoken with clients, many who seek civil legal services at the Gateway Domestic Violence Center, who have told me that they could not afford to spend the day at the courthouse to attend a contested restraining order hearing.

Earned “safe days” would keep survivors who are escaping violence from having to choose between safety and economic security for themselves and their children. We want to facilitate employees’ ability to make the safest decisions, not only for themselves and their children, but for the safety of other employees and the safety of the community who may be at secondary risk from the violence.

Thank you again for your leadership and work, and please do not hesitate to contact us if you feel we can be of further assistance.

Sincerely,



Julia S. Olsen



Sick Leave Testimony

Linda Sporer
 Security Officer Portland Building – on behalf of SEIU 49
 3536 SE 26th Ave. Portland, OR

My name is Linda Sporer. I have worked for the same private security company for nearly 14 years, providing over a decade of service to Siltronic, and for the last few years at The Portland Building. In 2007 I was diagnosed with breast cancer for a second time. That year, I underwent surgery for a Mastectomy and the removal of 16 Lymph Nodes followed by eight sessions of infusion chemotherapy to kill the remaining cancerous cells that spanned nearly six months. When I was diagnosed this second time, the second question that came to mind was: “How am I going to pay for this?”

The surgery preparation and recovery took three weeks. For the surgery, I exhausted all my available vacation time I had saved over the previous years in order to make sure me and my husband could continue to pay our bills.

Every other week for the following five months after the surgery I underwent chemotherapy. Since I had to continue to work in order to support my family, I underwent each four to five hour chemotherapy session on the first day of my scheduled weekend and would sleep for the rest of my weekend in order to be well enough to go back to work. However as anyone here who has undergone ~~blood~~ infusion chemotherapy knows, the side effects are very severe. For nearly a week after each session, I would have severe nausea, muscle and bone pain which did not bother to stop or wait while I worked. In order to manage being at work, I would need to take heavy doses of pain relievers and nausea medication which produced their own side effects: sleeplessness, difficulty eating and using the bathroom.

During this difficult time I could not afford to miss work, the bills continued to come in and my husband does not earn enough to support our family on just his income, even for a limited time. Despite all the hardship, I only missed one day of work due to the chemotherapy. My supervisors worked with me to ensure that I could take the time off when needed, but without access to sick pay I just could not afford to take time off. I was already in a fight for my life; needing to be in a fight with my finances did not help.

To this day I continue to take oral chemotherapy. The side effects are less severe than the infusion chemotherapy, but nonetheless each morning I fight with nausea, muscle and bone pain. Because I do not have access to paid sick leave, I continue to work through the pain each day in order to meet my bills.

SERVICE EMPLOYEES
 INTERNATIONAL UNION
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Some days are more difficult than others and some days I know my body is telling me that it needs more rest, but I continue to work.

Paid sick days are important for protecting the worksite. In my field of private security, it is important that I am healthy enough to protect my clients and facilities. We as private security officers often call ourselves the first, first responders. We are often the first on the scene and need to react quickly and appropriately to each situation. When it comes to unforeseen illnesses for me, my family and my co-workers, paid sick days would be important back-up we need when on the front lines of protecting the public.

Without the safety net of paid sick days, the majority of us who work in industries with low wages cannot afford to take any time off work with our low pay. Now that the company I work for is cutting back on available paid vacation, I have even less access to available time off work for my health. I ask that the City Council act now and pass the earned sick days ordinance to ensure that low wage industry workers like me can do more to live healthier lives and create a healthier community.

I feel blessed to be here and am glad I have the love and support of my family. Thank you for allowing me to share my story with you.

Sick Days Testimony

Katherine Yale
Airport Janitor –on Behalf of SEIU 49
3536 SE 26th Ave. Portland, OR

Good afternoon, everyone. My name is Katherine Yale. I work as a janitor at Portland Airport, where I am the shop steward for around 60 janitors. I speak today because of our health and safety. It is beyond crucial to my coworkers and I that we acquire sick days.

Most of our janitors now make \$12.60 per hour before taxes. Many however, are still getting paid considerably less than this. People who make this kind of money are a part of the growing demographic of people living low income or poverty stricken lives. Thus, many of us come in to work even when we are too sick to work because we can't afford to miss a day's pay. We have family to support and obligations as contributing members of society, just like anyone else.

When it comes to working graveyard shift in an airport, our life longevity and immune system is already compromised. In these tough economic times, workers are often scared to call in when they are sick. We are under pressure to be a good workers, and in a place with as many customers as the airport has, there is no such thing as too many janitors. Add to this the high demand of physical labor, and without sick days, we are really suffering.

To further explain clearly, here are a few recent examples:

One of our workers was coming to work, and he had the flu. He came to work even though he was aching and had nausea, and he clocked

in. Instead of filling up his mop bucket on his cart, he ended up filling the bucket with his lunch that he had eaten before coming to work. He should have been able to call in sick, and the supervisor could have found a replacement worker. Instead, because we don't have sick days, he exposed people at the airport and everyone on the MAX to the flu. This also created extra work for the janitors who had to clean out the mop bucket and change their routes to cover for him.

Three months back, one of our coworkers came in to work when he was sick, and just like that: everyone got the same bug- myself included. No one else was willing to call in, and this illness came full circle to at least 50 janitors and their supervisors. No one knows how many customers at the airport were also affected.

On Monday morning, five of us were departing from PDX. One of us in this group looked particularly groggy. I asked how things were. He then elaborated on the damage of his liver and kidney. He has also experienced symptoms of internal bleeding. It was clear that his health was declining horribly. In fact, he told me he felt like he was dying. However, he still musters enough strength to come to work every day – he can't afford not to.

We should all hope that the Portland City Council comes to a decision that benefits us all. Keep our janitors, our travelers, and our citizens healthy and safe. Sick days are the best way to go about it.

Sick Days Testimony SEIU 49

Felisa Hagins
3536 SE 26th Ave. Portland, OR

Mayor Hales, members of the council, my name is Felisa Hagins I am the Political Director for SEIU Local 49. SEIU is the largest union nationally as well as in the state of Oregon. SEIU represents over 65,000 members in four major sectors of our economy; Public sector, including state workers, home care workers and childcare workers, private Sector Health Care including nursing home and long term care, clinics, and hospital care providers, property services which includes janitors, security officers, window washers in the commercial real estate industry, light manufacturing, laundry and needle and textile workers including Xerox and the Pendleton woolen mills. Our mission is to improve the lives of working families and we believe that earned sick days are a critical part of creating economic security for families living on the edge of poverty including many of our members.

In regards to the ordinance before the council today SEIU is supportive for sick days for all workers in our community and it is in the interest of all workers to have a healthy community.

As regards to the resolution itself:

SEIU believes that the threshold of six employees or more excludes over 17,000 in home care providers of long term care clients and people with disabilities. We believe that there is ample opportunity for the state to find replacements for workers who are ill, in fact the state maintains a registry of qualified care providers. Therefore we would like to see some changes to include those care providers in the cities resolution.

SEIU is support of sections 9.0.040 sections A – F

We would like to see section G of the ordinance removed. We believe that the issue of time off is critical for workers and in our Master Janitorial agreement which covers 2,000 janitors in the Metro area we have had mixed success to say the least of using vacation time as sick time. Low wage workers who have vacation time often plan those vacations well in advance and for immigrant workers who have the ability and interest in traveling to their home countries that becomes even more and more critical. Often times vacation requests, flights, and time off itself has already been paid for, and or taken before the worker becomes ill. If we are looking to lead in the world, sick days and vacation

time in other industrialized countries are not confused and we hope that the council will remove section G and lead the way on an inclusive sick days policy.

SEIU is supportive of Section 9.01.50 Use of Sick Time and believe that it clearly outlines issues that may arise that workers will be facing. We would like to especially point out to key pieces that we are happy have been included in the proposal regarding Section A3 domestic violence, sexual assault and stalking victims which are critical community issues and section G requiring a health care provider note for an absence of longer than three days. We do believe that it's critical that the language regarding payment for the provider remains in the ordinance until the bigger issue of affordable health care has been tackled.

SEIU is a strong supporter of Section 9.01.060 regarding retaliation and section 9.01.10 Enforcement.

Finally I would like to wrap up my testimony with a reminder about the City of Portland's goals for the ordinance presented to you today. I think as we move forward in this thirty day process we are going to hear about the burden this could potentially have on small business, and as a union we are sympathetic to that burden.

However, I want to make sure that there is a clear distinction between a small, local business and the burden that large corporations have put on American workers. I hope in moving forward the council will remember that Walmart will never get breast cancer, it will never go through chemo-therapy or have a mastectomy, it won't vomit or have night sweats, that Home Depot won't go to work with the flu, and it will never choose between paying its rent and staying home with a sick kid, Aramark won't show up to work the day after a miscarriage. It's not cooperate America that has to make those choices or work through their illness it's people. It's your security officers and janitors in this building and the one next store. My hope as we move forward in this process is that we don't lose sight of the beginning part of this resolution, and who this is about; public health is not the health of wall street's bottom line, but is the health of people in our community.

Thank you I am happy to answer any questions.

The **MAIN STREET**
Alliance of Oregon

a big vision for small business

January 31, 2013

Testimony to Portland City Council

Mayor Hales and Portland City Commissioners,

My name is Lee Mercer, director of Main Street Alliance of Oregon. Our offices are at 126 NE Alberta, Portland. We have 1200 business owners in our network statewide, about 300 in Portland.

Main Street was an early partner in the coalition working on creating an earned sick leave policy in Portland. The coalition did extensive outreach to business organizations in Portland over the past year including to Venture Portland, the VOIS Business Alliance, the African American Chamber, the Alliance of Minority Chambers, the NE Neighborhood Business Association, the Oregon Restaurant & Lodging Association (ORLA) and the Portland Business Alliance.

As part of Main Street's small business organizing model I surveyed over 200 Portland businesses on policy issues including benefits like sick leave in neighborhood districts including NE Broadway, Lloyd, Hollywood, Beaumont, Brooklyn, Alberta Arts, Kenton, Mississippi, Interstate Corridor, Hawthorne, Martin Luther King and some of Woodstock and Belmont.

The benefits question I asked was *"Do you agree or disagree with the values statement, 'Small businesses care more about their workers than big chains do. Small business owners see their workers as family and want to treat them right, including offering benefits like health care and paid time off.'"*

In the final report on this survey, of 350 Oregon businesses surveyed, including 200 in Portland, 79% agreed with this view of small business. This indicated to us that a strong majority of businesses really want to do the right things for their employees in terms of benefits.

In many of these surveys I then informally discussed what benefits the employer did offer. Based on these surveys we scheduled one-on-one meetings with dozens of business owners across the city over several months and discussed in greater depth the types of benefits, especially paid time off, they offered, or were considering offering. And we found a number who became interested in and engaged in the effort to develop a policy in Portland.

We were also happy to see a number of small business owners and 3 business groups at the table for an initial workgroup convened by Commissioner Fritz with other stakeholders such as public health advocates, labor unions, and community groups to help draft the proposal currently in front of the City Council.

For some final polling data that may be of interest in this discussion. I was surveying statewide this summer on questions dealing explicitly with earned sick time.

In a sampling of 344 rural Oregon small business owners I asked:

"Do you currently offer earned sick leave or other paid time off to your employees?"

Fully 80% of those surveyed did not offer paid time off.

But, when asked, *"Would you support a sick leave standard for all employers?"*

46% would support a standard, 41% would oppose, the balance, undecided. So even in rural Oregon, often characterized as much more conservative than Portland, more small business owners surveyed support a standard leveling of the playing field on this benefit, than would oppose.

In conclusion, Main Street Alliance believes that our constituents, small business, really want to do the right thing by their employees, and we hope we can find a way clear in the upcoming conversations to achieve a sick leave standard for the benefit of businesses, workers and the public health of Portland.

Thank you.

Lee Mercer
Main Street Alliance of Oregon

185926

UNDERSTANDING EARNED SICK TIME IN PORTLAND

A Guide for Businesses

JANUARY 2013

The **MAIN STREET**
Alliance of Oregon

a big vision for small business



PORTLAND SMALL BUSINESS REPORT ON EARNED PAID SICK TIME

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INTRODUCTION

Across the country, cities and states are considering proposals to establish minimum standards for earned paid sick time. One such measure, the *Earned Sick Time Ordinance*, is pending in the Portland City Council. This proposal would guarantee all workers in Portland the opportunity to earn time off to care for themselves or a sick family member.

The proposed law would establish a modest floor for earned paid sick time as a basic work standard, like workplace safety standards. In the current version of the bill, workers would be able to earn 40 hours (or 5 days) of paid sick time per year, if they work in a firm that has six or more employees. At smaller mom-and-pop businesses, workers would be able to earn up to 40 hours (or 5 days) of unpaid sick time they could use without fear of losing their jobs.

Local, independent small business owners pride themselves on their close connection to their communities, customers and employees. Treating customers right and treating employees like family are small business values. In keeping with these values, many small business owners agree in principle with setting a standard for earned paid sick time but have questions about how the standard would work and what it would mean for their businesses.

This report examines small business considerations in relation to Portland's earned paid sick time proposal. It combines data from a review of existing research on the costs and benefits of a paid sick leave policy with insights from local small business owners sharing their experiences and views on earned paid sick time.

BACKGROUND

Earned paid sick time is an issue that affects a significant proportion of workers and employers in Portland, including small business owners and their employees. According to a 2011 survey, approximately 41% of Portlanders working in the private sector do not have access to any earned paid sick time.

Lack of access to earned paid sick time disproportionately impacts employees in low-income, Latino, and immigrant neighborhoods. According to a recent survey from the Bureau for Labor Statistics, over three-quarters (80 percent) of the lowest-income workers in the United States do not have access to any earned paid sick time in 2012¹. More than half (54 percent) of Latina workers (compared with 41 percent of female, white workers) and two-thirds (60 percent) of Latino workers (compared with 39 percent of male, white workers) had no earned paid sick time coverage².

Lack of access to earned paid sick time has consequences not only for workers, but also for businesses and their customers. These consequences include impacts on workplace productivity, public health, and health care costs. Given the consequences of going without earned sick time, the proposal to establish a standard for earned paid sick time in Portland warrants careful consideration.

EARNED PAID SICK TIME: BENEFITS FOR SMALL BUSINESSES

EARNED PAID SICK TIME: EVALUATING BENEFITS FOR SMALL BUSINESSES

Having the opportunity to earn paid sick time is clearly a benefit for workers. But offering employees this opportunity also has benefits for employers. These benefits include protecting workplace productivity, decreasing turnover and associated costs, and reducing health care costs.

Improving Health in the Workplace, Protecting Productivity and Public Health

The loss in productivity to the U.S. economy due to illness in the workforce has been estimated at \$160 billion annually, with a major portion of this lost productivity coming from workers going to their jobs sick.³ When employees go to work sick, they not only fail to perform at their full potential but they also risk infecting co-workers and further harming the business's productivity.⁴

The loss in productivity to the U.S. economy due to illness in the workforce has been estimated at \$160 billion annually.

The public health implications of this issue are brought into sharp focus by the finding that in Portland approximately 81 percent of workers in food service and nearly two-thirds (65 percent) of those who work in close contact with children or the elderly do not have the opportunity to earn paid sick time.⁵

When workers have the opportunity to earn paid sick time, they are more likely to stay home when they are ill, get healthy and return to work sooner, and avoid the risks of spreading illness in the workplace, including to customers.

More than three quarters of workers in food service and nearly two thirds of those who work in close contact with children or the elderly do not have the opportunity to earn paid sick time.

Improving Employee Retention and Reducing Turnover Costs

The combined expenses related to employee turnover – including the exit phase of departing employees, search and hiring phase, and training phase for new hires – add up to significant costs for businesses.⁶ Estimates range widely but are consistently reported in the thousands of dollars (and sometimes even above \$10,000) per position.⁷ Retaining well-trained and valued employees, and thereby reducing turnover and associated costs, is a top concern for businesses of all sizes.

Allowing workers to earn paid sick time provides workers with greater security, improving employee retention. Existing literature suggests that workers who have the benefit of paid sick time are less likely to leave their jobs than workers who do not, thereby reducing turnover and associated costs.⁸

Reducing System-Wide Health Care Costs

Workers' lack of earned paid sick time has implications for system-wide health care costs as well. A lack of paid sick time may lead to a greater reliance on emergency department visits as treatment of health concerns are delayed due to lack of access to time off work for illness and fears of job stability⁹. Because emergency room care is much more expensive than primary care, this high level of emergency room use raises overall health care costs significantly.

Policies that promote primary care over emergency room use promise significant savings in overall health care costs. A single instance of getting treatment from a primary care physician rather than an emergency department is estimated to save \$826 in health care costs. Analyzing the United States system-wide health care costs, researchers found that ensuring access to earned paid sick time for workers who currently do not have any could prevent an estimated 1.3 million emergency department visits per year. This could, in turn, save an estimated \$1.1 billion in health care costs annually in the U.S.¹⁰ Interventions that bend the health care cost curve are a key priority for stemming the tide of rising health insurance costs for businesses.

Analyzing the United States system-wide health care costs, researchers found that ensuring access to earned paid sick time for workers who currently do not have any could prevent an estimated 1.3 million emergency department visits per year.

EARNED PAID SICK TIME: QUESTIONS AND CONCERNS

EARNED PAID SICK TIME: EVALUATING QUESTIONS AND CONCERNS

In weighing the overall impact of earned paid sick time proposals on small businesses and neighborhood economies, a number of questions come into play. These questions generally relate to concerns about cost, utilization and flexibility issues.

What Will an Earned Paid Sick Time Standard Cost?

Many small business owners have practical questions about what offering earned paid sick time will cost their businesses. These practical questions deserve pragmatic answers based on the best available evidence. The Bureau of Labor Statistics estimated the cost of providing paid sick

time at 0.9 percent of total compensation for private industry workers in the Pacific West region.¹¹ This is a small cost compared to the productivity, employee retention, and health savings gains associated with paid sick time.

Cost estimates produced by some groups that oppose an earned paid sick time standard have included significantly higher figures. Upon closer scrutiny, the methodologies used in these studies have too often been based on unrealistic assumptions and inaccurate interpretations of the requirements of the proposed standard. The costs of offering earned sick time are overshadowed by the economic gains from lower turnover costs, increased productivity, and health cost savings.

While detractors of an earned paid sick time proposal argue that the costs will have a negative impact on jobs, the evidence does not support this claim. Economic research on the impact of raising the minimum wage has shown that such increases do not have a negative effect on employment.¹² Since the cost of offering earned paid sick time is significantly less than the typical minimum wage increase, it is reasonable to conclude that it will not have negative effects on employment.¹³

Businesses actually save money by allowing workers to earn paid sick days:

- Employees who stay home when sick are actually more productive than employees who work while sick. In fact, “presenteeism” – when workers come to work even though they are sick – costs employers an average of \$255 per employee per year.¹⁴
- Paid sick time increases morale and reduces turnover, with huge cost savings over time.¹⁵
- 9 out of 10 employers rarely or never need to hire replacement workers when employees need sick days.¹⁶
- If *all* your employees utilized *all* of their paid sick time *and* you actually had to pay for replacement workers *every single time* (worst case scenario) it would increase your wage expenses by 1.9%.¹⁷

How Much Earned Sick Time Will Employees Take?

Closely related to concerns about cost is the question of how much time workers who earn paid sick days will actually use. Inflated cost estimates generally assume workers will use all accrued days. But actual utilization figures tell a different story.

Nationally, workers with access to paid sick time use an average of 2.2 days a year in small firms and 3.1 days a year in large firms.¹⁸ In a 2009 survey about utilization of paid sick time in San Francisco (which passed a citywide paid sick time ordinance in 2007), the median utilization was just three days. Furthermore, more than a quarter of workers surveyed in San Francisco did not use any paid sick days in the previous year.¹⁹ According to a new report from the Bureau of Labor Statistics, workers participating in plans with a fixed number of paid sick days per year used an average of two or four of their sick days annually, depending on their industry.²⁰

These utilization numbers underscore an important reality: workers treat paid sick time as a form of insurance, to be saved and used when it is truly needed. Although some business people and workers can think of individual cases where employees or co-workers have misused sick time, the findings from San Francisco and across the country show that such misuse is in fact rare. Indeed, *the data suggest that workers continually save up their earned sick time to be used when they really need it and often use quite little time in a given year.*

How Will this Affect my Business?

If you already allow your employees to accrue 5 or more paid sick days per year then this will not affect you at all.

Earned paid sick time proposals seek to address the varying needs of different businesses in a number of ways. In Portland, there will be flexibility and options for employers, especially small businesses and start-ups. This includes:

If you have 5 or fewer employees, the proposed law would mean:

- Workers would accrue one hour of unpaid (but job-protected) sick time for every 30 hours worked.
- It would be illegal to fire or retaliate against someone for taking sick time.
- Employers do not need to modify their recordkeeping, so long as it reasonably indicates employee hours worked, and the amount of sick leave accrued and taken by each employee.

If you have 6 or more employees, the proposed law would mean:

- Workers would accrue one hour of paid sick time for every 30 hours worked.
- It would be illegal to fire or retaliate against someone for taking sick time.
- Employers do not need to modify their recordkeeping, so long as it reasonably indicates employee hours worked, and the amount of sick leave accrued and taken by each employee.

What Safeguards are there Against Abuse?

- Data from San Francisco has shown that workers take a median of 3 sick days a year, even when they have more days available to them. Abuse has not been a problem.
- The legislation allows for the use of shift trading in lieu of paid sick days when shift trades are mutually agreed to by employer and employee.
- If you suspect a pattern of abuse, you may address that issue as you currently would under existing law.

What Has Happened in Locales that Have Enacted Earned Sick Time Measures?

The experience of San Francisco, the first place in the United States to adopt a paid sick time law, is instructive in regard to businesses' views after policy implementation. While the law there was greeted with trepidation when it passed, two-thirds of San Francisco businesses in a 2010 survey said they support the law.²¹ And business groups that were once skeptical now see the law differently: as the executive director of the Golden Gate Restaurant Association put it, "paid sick days is the best public policy for the least cost."²²

In Connecticut, where a statewide earned sick time standard took effect on January 1, 2012, employment has increased since implementation of the new law, with 10,100 jobs added year-over-year as of July 2012. Sectors of the state's economy opponents of earned sick time have claimed would be harmed have instead led job creation in the state, with educational and health services adding 13,000 jobs year-over-year (4.2 percent growth) and leisure and hospitality adding 3,700 jobs year-over-year (2.5 percent growth).²³

"My people are my most important asset and the first line of contact for my customers. Making it possible for them to stay home when sick will build morale, reduce turnover, and keep people healthy and working. My customers deserve to be cooked for and waited on by healthy people."

-Ben Meyer

Chef/Owner, Grain & Gristle

New business formation has also accelerated in Connecticut following the implementation of the new law. The Connecticut Secretary of State's office reports 17,133 new business starts year-to-date through July 2012, a 7.6 percent increase over the year-to-date figure through July 2011. Business closures were virtually flat compared to a year ago at 6,665 year-to-date, putting net new business creation at over 10,000 businesses from January through July of 2012.²⁴

CONCLUSION

Careful review of the evidence suggests that a flexible earned paid sick time standard, like the one currently proposed in the *Earned Sick Time Ordinance* in Portland, will be a win-win policy for small businesses and workers across the City.

Portland's local, independent small business owners want to do right by their employees and the public health of their communities. Good public policy can help them accomplish this goal. Establishing a standard for earned paid sick time in Portland is not just good policy for workers and families. It makes good business sense, too.

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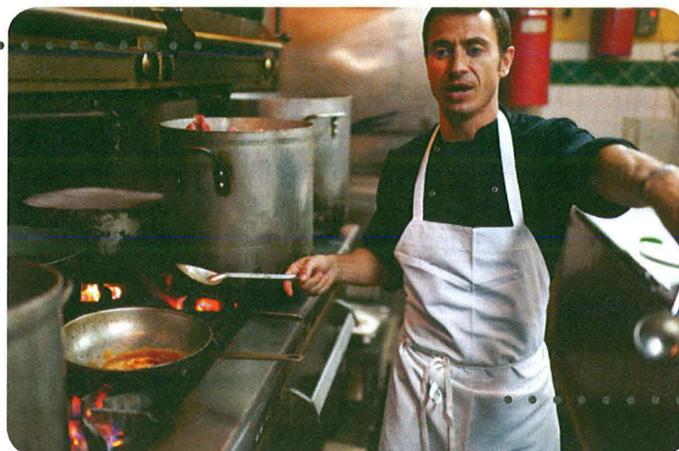
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<http://www.ct.gov/sots/cwp/view.asp?a=3177&q=499352>



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January 31, 2013

Susan Parsons
City Clerk
City of Portland
1221 SW 4th Ave.
Portland, OR 97204

Re: Proposed Sick Leave Ordinance

CenturyLink appreciates the opportunity to provide comments regarding the Council's proposed changes to the City Code that require protected Sick Time for employees of businesses who work in the City of Portland. CenturyLink supports the Council's goal of ensuring that persons who work in Portland businesses have adequate time away from work and receive compensation when experiencing medical issues that do not allow them to report to work.

In determining benefit packages for its employees CenturyLink has similar goals and is proud of the comprehensive benefit packages it provides to its employees. CenturyLink also spends a considerable amount of time negotiating with the Unions who represent many of its employees to offer a comprehensive set of benefits that address (among other terms of employment) healthcare, disability and time-off provisions. CenturyLink honors and values its union relationships and agreements and has codified this commitment in its CWA contract that covers the bargained for employees working in the City of Portland:

Section 1.5 The Company and the Union recognize that it is in the interest of both parties and the employees that all dealings between them be characterized by mutual responsibility and respect. To insure that this relationship continues and improves, the Company and the Union will apply the terms of the Agreement in accordance with the bargained for intent and meaning and consistent with the Union's status as exclusive bargaining representative of all employees in the unit.

Consequently, CenturyLink requests that the Council recognize in section 9.01.120 that collective bargaining contracts for union-represented employees should prevail in lieu of a strict application of the proposed ordinance. CenturyLink would recommend that the following language modification to this section:

Karen Stewart
State & Local Gov't. Affairs Director



- a. Whose terms of employment are defined in a bona fide collective bargaining agreement that contains a clear paid time-off and sick leave policy that has been approved by the union membership.

CenturyLink has additional changes it would recommend to the draft ordinance and attached is a copy of the ordinance with our proposed changes. CenturyLink appreciates its working relationship with the City of Portland and respectfully requests that it be represented on the City Task Force that will be reviewing the proposed ordinance.

Sincerely,

Karen A. Stewart
Karen A. Stewart

cc: Gina Casias

Attachment: Exhibited A – Protected Sick Time Proposed Revisions

EXHIBIT A**TITLE 9 -- Protected Sick Time****9.01.010 Policy.**

It is the policy of the City of Portland to ensure that employers responsibly and compassionately maintain their workforce in support of a productive and healthy work environment. It is the policy of the City to promote a sustainable, healthy workforce built on the foundations of goodwill, reciprocity and holistic employee/employer relations. The City encourages and requires employers to provide sick leave in order to allow employees and their families care in times of sickness, health maintenance, and support of a productive and healthy workplace.

9.01.020 Intent.

It is incumbent upon the City Council, in the exercise of its powers for the protection of the public health, economic and general welfare of its citizens, to encourage where not provided and enforce where required, employees to earn and take sick time to maintain a healthy workforce, which promotes a vibrant, productive and resilient City. It is the City's aspiration that all persons working in the City will be provided the right to earn and use paid sick time.

9.01.030 Definitions.

For purposes of this Chapter, the following definitions apply:

- A. "City" means the City of Portland as defined in Title 1 of the Code of the City of Portland.
- B. "BOLI Commissioner" means the Commissioner of the Bureau of Labor and Industries (BOLI) of the State of Oregon as established by ORS 651.020.
- C. "Designated Contact Protocol" means the telephone number or another reasonable and accessible means of communication provided by an Employer to an Employee for the purpose of allowing the Employee a convenient means of contacting the employer.
- D. "Employee" means anyone employed to work within the geographic boundaries of the City, by an Employer, but does not include employees who work in Portland for less than 240 hours in a calendar year. Any work in excess of 240 hours constitutes an Employee for the purposes of this Chapter and all 240 hours are counted towards sick time accrual stipulated in Section 9.01.040. Employees whose Employer's business or offices are located in the State of Oregon, who travel to the City and make a stop as a purpose of their work are covered by this Chapter for the hours they are paid for work within the City. "Employee" includes recipients of public benefits who are engaged in work activity as a condition of receiving public assistance and home care workers as defined in ORS 410.600(8), but does not include independent contractors or those who are participating in a work study program under 42 U.S.C. Chapter 2753.

Note: It is extremely difficult to track hours worked within the city for mobile employees, much less automate a payroll system that can track and accrue Sick Time. A provision should allow for a good faith estimate of percentage of time worked within the city.

- E. "Employer" means the same as that term is defined in ORS 653.010(3), but does not include:
1. the United States Government; or
 2. the State of Oregon including any office, department, agency, authority, institution, association, society or other body of the state, including the legislature and the judiciary; or
 3. any political subdivision of the State of Oregon or any county, city, district, authority, public corporation or public entity other than the City.
- F. "Family Member" means the same as that term is defined in ORS 659A.150 (4) and includes domestic partners as defined under ORS 106.310.
- G. "Health care provider" means the same as that term is defined in ORS 659A.150 (5).
- H. "Hiring Hall" means a location used when a union sends workers to employers as needed without the cost of maintaining a steady workforce making possible the orderly allocation of the workforce within and between sites. A hiring hall may be managed by a union alone or by an employer and union jointly.
- I. "Paid Time Off" is a feature in employee agreements or policies that provide a "resource" of hours that an employee can draw from to take time off from work, without having to specify a reason. Generally PTO/ETO hours cover everything from planned vacations to sick days.
- J. "Sick Time" means time off from work that has been accrued for the purposes described in Section 9.01.050 and may be used by an Employee and which is calculated at the same hourly rate and with the same benefits, including health care benefits, as the Employee normally earns during hours worked and is provided by an Employer to an Employee at the accrual rate described in Section 9.01.040.
- K. "Retaliatory Personnel Action" means the Employer's denial of any right guaranteed under this Chapter or any threat, discharge, suspension, demotion or any other adverse employment action against an Employee for the exercise of any right guaranteed herein, including, but not limited to, any sanctions issued by an Employer against an Employee who is protected under this Chapter. Retaliatory Personnel Action also includes interference with, or punishment for, participating in any manner in an investigation, proceeding or hearing under this Chapter.

Deleted: and for the purposes described in Section 9.01.050

9.01.040 Accrual of Sick Time

- A. Employers with a minimum of 6 employees shall provide Employees with a minimum of one hour of accrued paid Sick Time for every 30 hours of work performed by the Employee, except as otherwise provided in this Chapter.

- B. Employers with a maximum of 5 employees shall provide Employees with a minimum of one hour of accrued unpaid Sick Time for every 30 hours of work performed by the Employee, except as otherwise provided in this Chapter.
- C. Employees may accrue and use up to 40 hours of Sick Time in a calendar year, unless the Employer provides, or is contractually obligated to provide, more.
- D. Employees who are exempt from overtime requirements under OAR 839-020-0125 will be presumed to work 40 hours in each work week for purposes of earning and accruing Sick Time unless their normal work week is less than 40 hours, in which case Sick Time is earned and accrued based upon that normal work week.
- E. For individuals who are employed on the date this ordinance takes effect accruals shall begin on that date. Sick time may be used after eight hours of sick time has been accrued or a lesser time may be used if allowed by the Employer.
- F. Sick Time accrued by an Employee that is not used in a calendar year may be used by the Employee in the following calendar years. Notwithstanding such carryover, an Employee's accrual and use of Sick Time provided under this Chapter shall not exceed 40 hours in a calendar year unless otherwise allowed by the Employer or as provided by law.
- G. An Employer who provides a minimum of 40 hours of Sick Time through a PTO policy in a calendar year, that can be used under the same provisions of this Chapter, is not required to provide additional Sick Time.
- H. If an Employee is transferred by an Employer to a separate division, entity or location of the Employer, the Employee is entitled to all Sick Time accrued at the prior division, entity or location and is entitled to transfer and use all Sick Time as provided in this Chapter. Accrued Sick Time shall be retained by the Employee if the Employer sells, transfers or otherwise assigns its business to another Employer.
- I. An Employer shall provide previously accrued and unused Sick time to an Employee who is rehired by that Employer within six months of separation from that Employer unless the employer provided compensation for accrued PTO or Sick time at the time of separation. The Employee shall be entitled to use previously accrued Sick Time immediately upon re-employment.
- J. An Employer may not require the Employee to search for or find a replacement worker as a condition of the Employee's use of Sick Time.
- K. Upon mutual consent between the Employer and the Employee, the employee shall not be forced but may choose to work an alternate shift in the same or next pay period in lieu of using Sick Time, if the Employer offers or allows such a trade.

9.01.050 Use of Sick Time.

- A. An Employee may use paid or unpaid Sick Time or PTO time for the following qualifying absences:

1. Diagnosis, care, or treatment of the employee's mental or physical illness, injury or health condition including, but not limited to, pregnancy, childbirth, post-partum care and preventive medical care;
2. Care for a Family Member who needs diagnosis, care, treatment of a mental or physical illness, pregnancy, childbirth, post-partum care, injury or health condition and preventive medical care;
3. Purposes described in ORS 659A.272 Domestic Violence, Harassment, Sexual Assault or Stalking.
4. A qualifying absence from work due to:
 - a. Closure of the Employee's place of business by order of a public official due to a public health emergency;
 - b. An Employee's need to care for a child whose school or place of care has been closed by order of a public official due to a public health emergency;
 - c. Care for a Family Member when it has been determined by a lawful public health authority or by a health care provider that the Family Member's presence in the community would jeopardize the health of others; and
 - d. The time when the Employer is required by state law or regulation to exclude the Employee from the workplace for health reasons.

B. Note: This type of administrative detail should be eliminated. For example, with PTO time an employee cannot use "sick time" coding unless they are personally sick, since it starts the clock for short and long term disability payments.

Deleted: Unless otherwise agreed under Subsection 9.01.040 K, Sick Time must be taken for the first day of a qualifying absence, and each day thereafter, until all accrued eligible hours have been taken.

C. Employers suspecting Sick Time abuse may require a licensed Health Care Providers note before any paid or unpaid Sick Time is approved. Employers may investigate a documented pattern of an Employee's unscheduled use of Sick Time based on self-attested illness or injury, notify the Employee of concerns, and take appropriate personnel action in instances of substantiated abuse. Indication of patterns of abuse may include but are not limited to, use of unscheduled Sick Time on or adjacent to weekends, holidays, or vacation, or when mandatory shifts are scheduled.

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D. The Employee shall notify the Employer through a Designated Contact Protocol of the need to use Sick Time two hours before the start of the Employee's scheduled work hours, or as soon as practicable, unless the need arises immediately before or after the Employee has reported for work. When possible, the request should include the expected duration of the absence. The Employee shall inform the Employer to any change to the expected duration of the sick leave as soon as practicable.

E. When the need to use Sick Time is foreseeable, the Employee shall provide notice to the Employer through a Designated Contact Protocol, as soon as possible in advance of the use of the Sick Time, and shall make a reasonable effort to schedule the use of Sick Time in a manner that does not unduly disrupt the operations of the Employer.

Deleted: via the
Deleted: , which may require the notice be
Deleted: in writing

The Employee shall inform the Employer of any change to the expected duration of the sick leave as soon as practicable.

- F. An Employee's right to use Sick Time under the provisions of this Chapter, shall be granted by the Employer upon the oral or Designated Contact Protocol request of an Employee. The Employee shall submit paperwork if required by the Employer as specified in Subsection G of this Section.
- G. For absences of more than 3 consecutive days, an Employer may require reasonable documentation that Sick Time has been used for one of the purposes listed in Subsection 9.01.050 A. Documentation signed by a licensed Health Care Provider indicating that sick time for a purpose designated in Subsection 9.01.050 A. shall be considered reasonable documentation. If an Employer chooses to require documentation for use of earned Sick Time, the Employer must pay the cost of any verification by the health care provider not covered by insurance or another benefit plan as provided in ORS 659A.168 (2). As an alternative, the Employer may require the Employee to submit a signed personal statement that the leave was for a purpose covered by Section 9.01.050.
- H. Nothing in this Chapter requires an Employer to compensate an Employee for unused Sick Time upon the Employee's termination, resignation, retirement, or other separation from employment unless the Employer has contractually obligated itself to do so.

9.01.060 Exercise of Rights Protected; Retaliation Prohibited.

- A. It shall be unlawful for an Employer or any other person to interfere with, restrain, or deny the exercise of, or the attempt to exercise, any right protected under this Chapter.
- B. An Employer shall not take Retaliatory Personnel Action or discriminate against an Employee because the Employee has exercised rights protected under this Chapter. Such rights include the right to use Sick Time pursuant to this Chapter; the right to file a complaint or inform any person about any Employer's alleged violation of this Chapter; the right to cooperate with BOLI in its investigations of alleged violations of this Chapter; and the right to inform any person of his or her potential rights under this Chapter.
- C. Retaliatory Personnel Action shall not be taken against any person who mistakenly, but in good faith, alleges violations of this Chapter.

9.01.070 Notice and Posting.

- A. All Employers shall post notice of Employee rights under this Chapter. The notice shall be in English and other languages used to communicate with the employer's workforce. The City may contract with the Bureau of Labor and Industries to create and disseminate the required poster.

- B. Employers may comply with this section by displaying a poster in a conspicuous and accessible place in each establishment where such Employees are employed, by posting the notice electronically in a place where employee have conspicuous access to such electronic posting, or by an annual written notice provided to the employee.
- C. An Employer who knowingly violates the notice and posting requirements of this section may be subject to a civil fine in an amount not to exceed \$100 for each separate offense.

9.01.80. Employer Records

Employers shall retain records documenting hours worked by Employees for Sick Time taken by Employees, for a period of at least two years as required by ORS 653.045(1), and shall allow access to such records by BOLI or another other agency authorized to enforce this Chapter.

9.01.90 Administrative Rules implementing this Chapter.

- A. The City Attorney is authorized to adopt rules, procedures and forms to assist in the implementation of the provisions of this Chapter.
- B. All rules adopted to implement this Chapter shall be subject to a public review process. Not less than ten or more than thirty days before such public review process, a notice shall be published in a newspaper of general circulation and sent to stakeholders who have requested notice. The notice shall include the place and time, when the Rules will be considered and the location at which copies of the full text of the proposed rules may be obtained.
- C. During the public review which shall allow a minimum of 21 calendar days for written comment from the date of notification, a designee of the City shall hear testimony or receive written comment concerning the proposed rules. The City shall review the recommendation, taking into consideration the comments received during the public review process, and shall either adopt, modify, or reject the proposed Rules.
- D. Unless otherwise stated, all rules shall be effective upon sixty days notice and adoption by the City Attorney and shall be filed in the office of the City Auditor.

9.01.100 Enforcement.

- A. The City may contract with BOLI to enforce this Chapter.
- B. Pursuant to agreement between BOLI and the City, enforcement may be governed by the procedures established pursuant to ORS 659A.800 *et.seq.*, ORS. Chapter 652 or ORS Chapter 653, or such other procedures as may be agreed upon by BOLI and

the City. Rules adopted by the City pursuant to Section 9.01.90 of this Chapter may also be used to implement enforcement and administration of this Chapter.

- C. Pursuant to agreement between BOLI and the City, any person claiming to be aggrieved by an unlawful employment practice under this Chapter may file a complaint with BOLI under procedures established under ORS 659A.820, ORS Chapter 652 or ORS Chapter 653, or such other procedures as BOLI or the City may establish for taking complaints.
- D. Pursuant to agreement, BOLI shall have the same enforcement powers with respect to the rights established under this Chapter as are established under ORS 659A.820 *et. seq.*, ORS. Chapter 652 and ORS. Chapter 653, and if the complaint is found to be justified, the complainant may be entitled to any remedies provided under ORS 659A.850 *et. seq.*, ORS Chapter 652 and ORS Chapter 653 and their implementing regulations and any additional remedies, provided that those remedies are specified in the agreement between the City and the BOLI Commissioner.
- E. Any person claiming to be aggrieved by a violation of this Chapter shall have a cause of action in any court of competent jurisdiction or through the negotiated grievance and arbitration process established by a collective bargaining agreement for damages and such other remedies as may be appropriate. Election of remedies and other procedural issues relating to the interplay between administrative proceedings and private rights of action shall be handled as provided for in ORS 659A.870 *et. seq.* The court may grant such relief as it deems appropriate.

9.01.110 Confidentiality and Nondisclosure.

If the Employer obtains health information about an Employee or Employee’s family member, such information shall be treated as confidential to the extent provided by law.

9.01.120 Waiver through Collective Bargaining and for Certain Employees Hired Through a Hiring Hall.

All or any portion of the requirements of this Act shall not apply to Employees:

- A. a. Whose terms of employment are defined in a bona fide collective bargaining agreement that contains a clear paid time-off and sick leave policy that has been approved by the union membership.
- B. Whose employment resulted from referral from a Hiring Hall operating pursuant to the collective bargaining agreement referred to in Subsection 9.01.120 A.

<p>Deleted: Whose terms of employment are defined in a bona fide collective bargaining agreement that contains a clear paid time-off policy equal to or better than the requirements of this Chapter, including protections against retaliation for time used for the purposes outlined in Section 9.01.060 of this Act; and</p>

9.01.130 Other Legal Requirements.

This Chapter provides minimum requirements pertaining to Sick Time and shall not be construed to preempt, limit, or otherwise affect the applicability of any other law,

regulation, requirement, policy, or standard that provides for greater accrual or use by Employees of sick time, whether paid or unpaid, or that extends other protections to Employees.

9.01.140 Public Education and Outreach.

The City shall develop and implement an outreach program to inform Employers and Employees, about the requirements for Paid and Unpaid Sick Time under this Chapter.

9.01.150 Severability.

If any provision of this Chapter or application thereof to any person or circumstance is judged invalid, the invalidity shall not affect other provisions or application of the Chapter which can be given effect without the invalid provision or application, and to this end the provisions of this Chapter are declared severable.

9.01.160 Application.

This Chapter is effective January 1, 2014.

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Moore-Love, Karla

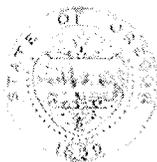
From: Osborne Megan [megan.osborne@state.or.us]
Sent: Thursday, January 31, 2013 11:50 AM
To: Moore-Love, Karla
Cc: Sen Rosenbaum
Subject: Testimony for Protected Sick Time Ordinance
Attachments: Sick Leave Testimony.pdf

Hi Karla – Attached is the testimony from Senator Rosenbaum, Representative Dembrow, and Representative Keny-Guyer for today's hearing on Sick Time. Representative Dembrow and Keny-Guyer will also be there in person to testify.

Thank you,
Megan

Megan Osborne
Legislative Assistant to
Senator Diane Rosenbaum
Senate Majority Leader
Senate District 21

503-986-1721
megan.osborne@state.or.us



OREGON LEGISLATIVE ASSEMBLY
900 COURT ST NE
SALEM, OREGON 97301

TO: Mayor Hales and Portland City Commissioners
From: Senator Rosenbaum, Representative Dembrow, and Representative Keny-Guyer
Date: January 31st, 2013
RE: Earned Sick Leave Ordinance

Dear Mayor Hales and Portland City Commissioners,

As Oregon state legislators, we applaud your efforts to pass a citywide policy requiring that all employers in Portland provide earned sick time. We have heard from businesses and employees in our districts regarding the urgency of such a policy. We are therefore working during this legislative session on a state-level policy that will provide this benefit to all Oregon workers.

We believe that passage of the strongest possible policy in Portland at this time will support and strengthen our efforts in Salem.

Approximately 40% of Oregon workers cannot stay home from work to care for themselves or a sick child without losing needed pay or risking their job. The percentage is much higher among low-wage workers, since most lack the ability to earn sick leave. This is an equity issue that potentially affects the health of all Oregonians.

The time has come to solve this inequity by requiring employers to allow their employees to earn sick time while they work. Policies like earned sick time sustain a strong and robust workforce and are an investment in our workers, our public health, and our local economy. We need an economy in Oregon that is built on thriving businesses providing jobs that enable Oregonians to be good employees, reliable providers, and responsible caregivers.

Thank you very much for moving forward with this ordinance now. We look forward to partnering with you to make sure that the legislation that we are sponsoring works seamlessly and effectively with Portland's earned sick leave policy.

Sincerely,

Diane Rosenbaum

Senator Diane Rosenbaum
Senate District 21

Michael Dembrow

Representative Michael Dembrow
House District 45

Alissa

Representative Alissa Keny-Guyer
House District 46

950281
Parsons, Susan

From: Tara Murphy [Tmurphy@workingamerica.org]
Sent: Wednesday, January 30, 2013 9:43 PM
To: Parsons, Susan
Cc: Tara Murphy; Amy Herzfeld
Subject: Testimony for Earned Sick Days - Tara Murphy

To whom it may concern,

Please find my testimony for tomorrow's earned sick days hearing below.

My information is:

Tara E. Murphy
5123 SE Hawthorne Blvd
Portland, OR 97215
732-403-9026

Thank you.

Best,

Tara Murphy

Senior Member Coordinator

Working America, AFL-CIO

503-284-6819 office

732-403-9026 cell

tmurphy@workingamerica.org

Testimony:

Mayor Hales and members of the city council, thank you for the opportunity to speak with you all today. My name is Tara Murphy, I'm the Senior Member Coordinator at Working America, which is an organization that fights for good jobs, a just economy, and working families around the country. We have over 3 million members nationally, with nearly 175,000 in Oregon and over 96,000 of those right here in Portland. It's my job to talk to these members, find out what is happening in their communities and with their families to see what they really care about. Starting back in May 2012, we began talking to local families about getting sick. What happened if they couldn't go to work? What did this look like for an average Portland working family? What we found was consistently troubling: working people are up against a wall if they have the misfortune of getting sick, which we all know inevitably happens. Unless your employer voluntarily gives you paid sick time, you're out of luck.

The Mayor and members of the council received more than 6,000 letters of support from Portland workers in November. I met with some of those who wrote letters. Ana, a young mother of 5 year old boy, told me about how she works part time while putting herself through college, and her husband works full time at restaurant. Neither of them having any paid sick time. She told me, "I'll have to wake up in the morning and decide, am I really sick enough to stay home? Or can I go to work? If I don't go, that means less money in my paycheck, and when you are counting every dollar, that means not being able to pay your bills." She told me her husband won't get sent home sick unless he vomits, and about the agonizing decisions of what bills had to be paid so their lights would stay on, and which ones had the least late penalties just to barely make ends meet. Their son Leo, like all 5 year olds, wants his mom or dad when he invariably gets sick and has to stay home from school. Any parent here can identify with that.

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I also talked to Sean, a single mom, who told me about how she had to make a decision between leaving her 2 sick boys at home by themselves, or risk losing her job. She told me how guilty she felt even recounting the story. "It's just terrible when you have to count every penny you earn," she says, "When you get sick, what do you do? What choices do you have?" She told me she phoned them whenever she could sneak away just to make sure they were ok the entire day long. She laughed a little when she told me just how many phone calls that might have been, and said she probably annoyed the absolute heck out of her boys but her expression turned to sadness when she told me, "I didn't want to leave them alone, but it was the only thing I could afford to do." Sean was forced to choose between her job and her family a decision no one should have to make.

It's not just moms: it's service workers forced to serve while sick or be fired, teachers with sniffing kids stuck at school, and even the young people who remember sitting in the nurses office all day... I could go on but I hope you've read through some of those 6,000 letters and know that this is all too common. I'm here today to speak for the thousands upon thousands of Portlanders who could not make it here during the middle of a workday, who may even be coughing their way through this nasty flu season as we speak. On behalf of the 96,000 Working America members here in Portland, I urge the Mayor and City Council to pass the Earned Sick Days ordinance. Thank you.

Kyle Allen
Working America
Earned Sick Days Testimony

Thank you Mayor Hales and members of the city council. I'm a field manager for working America, and speak face to face with our community on a daily basis. I've been a server for 10 years and can tell you the cards are stacked against the worker and it's the employer who decides the fate of the employee. and With my degree in education I've seen sick children shuttled to school because their parents couldn't afford time off. I was born and raised right off of Glisan, I work hard here, my mother and father work hard here. and I know all of us in this room do the same. And I know we all share a common love for this city.

That being said we have a problem in this town that needs to be fixed. It's an absolute injustice that we have Portlanders left with no other option than to go to work with an illness or injury, risking the health and well-being of their co-workers, customers and even themselves out of fear of having their hours cut or even losing their jobs. I love this City - but that's unacceptable.

In our community Working America had nearly 11,000 conversations and collected thousands of letters. and what we found was nothing short of heartbreaking.

one of those letters was from Kjirstin in North Portland . She knows the power earned sick days has on a family living paycheck to paycheck. She wrote: "My family depends on one income and my husbands earned sick days are the difference between groceries and no groceries."

She's absolutely right. Portland families shouldn't have to rely on luck in times of need. Everyone gets sick and every family will encounter this issue in one form or another. We can't have luck as a public policy.

I will never forget a conversation I had with a woman in low income housing right off of Alberta. she confessed a heartbreaking story of her friend who was an elderly man in a nursing home. a man who had fought for years in vain to make sure the staff had sick time and was not exposing everyone to what can be a life threatening illness to a senior. he fought for years, and for years he failed. that man eventually passed away and those workers never got sick time.

You see its not just the worker who will benefit from earned sick days but the public as a whole. Its our city as a whole.

according to a 2010 Center for Disease Control study encompassing 31 years of data 3,000 to 50,000 people will be killed in the US every year due to the flu alone. are we so complacent that we sit idly by as illness ravages our communities? Lets take the step forward other west coast cities from Seattle to San Francisco already have done. Lets assure our worker force they have the tools necessary to stop spreading illness. lets assure them that they can both work and care for their children. Lets assure our seniors that their last years of life will not be lived in fear of their caretakers benefits package. Lets step forward and pass the earned sick day ordnance. and lets do now.

I thank the mayor and council for their time.

Parsons, Susan

From: Bevacqua, Jennifer E. :EM Pediatrics [JBEVACQU@LHS.ORG]
Sent: Wednesday, January 30, 2013 3:44 PM
To: Parsons, Susan
Subject: written testimony for Thurs, 1/31

Attachments: Jennifer Bevacqua Written Testimony 01 29 13.pdf



Jennifer Bevacqua
Written Test...

Hello Ms Parsons,

I am a resident of Portland and would like to submit written testimony for tomorrow's Paid Sick Days hearing. Please see attached.

Ironically, I will be unable to attend the hearing because I work in a hospital and have lots of sick children to care for right now. Hopefully this written testimony will suffice for sharing my opinion on this important subject.

Thank you,
Jennifer Bevacqua RN MS CPNP-AC/PC
Pediatric Nurse Practitioner
Pediatric Hospitalist team
Randall Children's Hospital

Nurse Practitioners of Oregon

January 30, 2013

Mayor Hales and Members of the Portland City Council,

Thank you for accepting my written testimony in support of earned sick days. My name is Jennifer Bevacqua and I am a pediatric nurse practitioner at Randall Children's Hospital at Legacy Emanuel Medical Center and a member of the Nurse Practitioners of Oregon.

As a pediatric nurse practitioner, the families and patients I work with are often under a great deal of stress as they attempt to balance their children's health needs, medical bills, and their work responsibilities. Many of the parents of my patients do not have the time they need to care for their children or themselves when they are ill due to inflexible work policies.

Recently, I treated an 18 month old boy who was showing signs of a brain tumor. This young boy's grandmother was his guardian. He had to be admitted to the hospital that night for an emergency MRI. She tried to get off of work to stay with her grandson in the hospital that night, but her boss (at a local hotel chain) told her she would be fired if she missed work that night. What a terrible emotional roller coaster for this woman – to worry her grandson has a brain tumor *and* not be able to be there with him as he needs procedures and hospitalization.

This is not the first time I've heard this in my line of work. I see children every week whose parents are either unable to stay with them in the hospital or unable to provide follow-up care because they simply cannot afford to take unpaid time off of work, or they are at risk of losing their job. **Keeping children (and adults) healthy takes more than good medical care—it also takes good public policy.**

A city wide sick day policy would go a long way in helping to prevent employers from denying patients and their family the time they need to heal and recover. I strongly urge you to support the earned sick day proposal before the council.

Thank you,

Jennifer Bevacqua RN CPNP

Registered Nurse

Certified Pediatric Nurse Practitioner

4423 SE 30th Ave, Portland OR 97202 (home)

503-758-4241 cell

jebevacqua@gmail.com (personal email)

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Parsons, Susan

From: Susan Lund [sunflowered94@yahoo.com]
Sent: Wednesday, January 30, 2013 12:53 PM
To: Parsons, Susan
Subject: first day sick pay

Mayor Hales and members of the City Council,

I wish very much that I could attend the hearing on paid sick days and personally share my testimony with you. I have to work that day and cannot afford to miss the day of work, so I am writing to share my testimony instead. Thank you for this opportunity.

I have been working for the same grocery store for 15 years, and while I have some paid sick hours I can't actually use them until the third day that I'm sick. On top of that, I have to bring in a doctor's note or else I would get in big trouble. I can't afford to lose two days pay, and I certainly can't afford to go to the doctor on top of that. My health insurance (which I have through this same job) requires me to pay a \$3000 deductible, and then 20% of the cost of a doctor's visit plus a \$15 copay. So the same employer that gives me this costly insurance is requiring me to go to the doctor and pay these fees. As a result, I go to work sick all the time.

When I absolutely can't get to work because I am so sick, and I stay home without pay, I have to decide which bills won't get paid that month. I do my best to keep it from affecting my children but I don't always succeed.

Even though I have worked for this same employer for 15 years, I worry about being fired if I get sick. As a mother, I have had to stay home sick occasionally not only for my own sickness but also for my children. In addition, this past year my son was being bullied and I had to take time off in order to work with the school and keep him from being harmed. As a result, I took what was considered to be "too many" unpaid sick days. I was written up, and told that I'm on a slippery slope and I need to be careful. This is devastating to me. I need a job and I can't afford to quit or get fired.

Paid sick days would make a big difference to me and to so many other people like me--I wouldn't have to go to work sick, I wouldn't have to worry about paying my bills, and I could address my son's being bullied at school without being scared of losing my job. Portlanders need paid sick days. I hope you will pass this law.

Thank you,

Susan Lund
10910 S.E. Long St
Portland, OR 97266
(503) 318-8812

1/30/2013

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Parsons, Susan

From: Stuart Fishman [sfishman@unions-america.com]
Sent: Tuesday, January 29, 2013 11:57 PM
To: Parsons, Susan
Subject: Testimony for Fritz paid sick time ordinance proposal
Attachments: Testimony, written, to Portland City Council re-Fritz paid sick time ord.I, 1-29-13.doc

Dear Ms. Parsons,

I would like to testify on the proposed paid sick time ordinance Thursday January 31, 2013 but I will most likely have to work that day. So I am submitting written testimony which I hope you pass on to the Portland City Councilors. If I do get that day off then I will be at City Hall in the hopes that I can read my testimony.

My written testimony is below and I have also attached a copy.

Stuart Fishman

To: Portland City Council
From: Stuart Fishman
Date: Jan. 29, 2013

RE: Paid Sick Time Ordinance proposal

Dear Portland City Councilors,

As a union grocery clerk I have paid sick leave. It was very helpful in 2008 when I had shoulder surgery. But there are some gaps in coverage. First, unless I am hospitalized my paid time off does not start until my third scheduled day so I must lose pay for 2 days work. Second, it does not include pay for time off to care for sick family members. Third, it does not cover time off to assure safety if being stalked.

I have worked with people who have never taken time off from work when they are sick because, due to the low wages, they live paycheck-to-paycheck and cannot afford to take 2 unpaid days off. Some are under stress when a child is ill because either they cannot be with the child or they must take time off and lose pay. I have never been stalked but I have experienced a person coming to my workplace to harass their spouse, partner or desired partner. It is dangerous for the worker being stalked, fellow workers and the public.

The main criticism of a paid sick time ordinance seems to be that it will hurt small businesses. According to thelundreport.org ("Fritz proposes paid sick days ordinance", 1-24-13) a poll by the Oregon Main Street Alliance, an organization of small businesses, found that 80% of Portland businesses support paid sick time. A Main Street Alliance report (<http://oregon.mainstreetalliance.org/?s=paid+sick+time>) notes that paid sick time increases productivity, reduces employee turnover, reduces employer health care costs by encouraging prevention

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and costs a business less than 1% of total compensation.

I recently talked to two Portland business owners, one active (40 employees) and one retired (15 employees). Both voluntarily offer(ed) paid sick time to employees for purposes of production and morale as well as it being the right thing to do.

I hope the Portland City Council will enact a paid sick time ordinance. It is good for employees and business.

Stuart Fishman

7155 SW Ivy Lane, Apt. 47 Portland OR 97225 sfishman@unions-america.com 503-452-0662 (res., voice mail) 503-840-5095 (text only)

Dear Mayor Hales and Members of City Council,

I appreciate this opportunity to share my experience and opinions regarding the matter of paid sick leave. Unfortunately, I can not be at this week's hearing in person, so thank you for taking the time to read through and consider my written testimony.

My name is Megan Coppock. I am a mother of two small children, a wife, a full-time student, and a native Portlander. As a Portlander, I feel proud of the work that is being done at the city level to support equal rights, family rights, and the growth of small business. I believe that in many ways we often set a positive, progressive example for the rest of the country. Portland is able to show that with work and commitment the needs of the individual can be met while still supporting business and economic growth. I see the matter of mandatory paid sick leave as another opportunity to show our progressive nature.

The majority of my twenty year work history consists of working in the restaurant industry. In general this means I had no paid sick leave. If I got sick or there was a family emergency, I would have to call my co-workers to see if anyone would trade shifts with me. Although I could usually find someone to take my shift, most often they were not interested in trading one of theirs -- meaning that I would lose the day's pay. Although we always made it work, the loss of income added a lot of stress to my family, especially after having children. As we live pretty much hand-to-mouth, losing a day's pay would mean we'd have to cut back at the grocery store and any other areas we could. We'd often worry about being able to cover our bills, and on a couple of occasions we ended up having to borrow money in order to make ends meet. I strongly believe that all workers need paid sick days. Being sick should not add a tremendous amount of stress to a family by putting the whole family's financial security at risk.

My restaurant experience includes many years as a manager and two years as the head manager of an extremely busy brew pub. As such, I have spent many hours working to balance labor cost. I therefore have compassion for restaurant owners who are worried about the effect of mandatory paid sick leave on their bottom line. However, I truly believe that with an open mind and creativity, managers and owners can work to fit this into their budgets without a devastating effect to their business. The probability is that employees, especially hourly, will begin to feel they are a respected part of the team which will result in a deeper sense of loyalty as well as compassion for the importance of meeting the bottom line. Employee satisfaction lowers employee turnover and increases productivity, I see mandatory paid sick leave as an obvious win win, with the benefits likely presenting themselves almost immediately.

Thank you again for taking the time to read and consider my testimony and for your continued work on this important matter.

With respect and appreciation,

Megan Coppock
(503)954-5026
megan.coppock@birthingway.edu

January 28, 2013

185926

Dear Mayor Hales and members of the City Council,

Thank you for the opportunity to provide testimony regarding the proposal for paid sick time for Portland workers. I wish I was able to attend the hearing on the 31st but unfortunately I will be out of town for work that day. I am a family physician, and have worked in community health clinics serving low income families in Oregon for the past 13 years. I recently accepted the top Maternal Child Family Health position with Health Share of Oregon, our state's largest CCO and the main one covering the Portland Metro area.

In my years of primary care practice, I saw many families who would have benefited from a paid sick leave policy. Low-wage workers struggle to find both employment and child care that meets their needs, and they are often constantly battling to hold the basic logistics of their family lives together. I saw many patients who had to choose between staying home with a sick child (or staying home because of their own illness) and keeping their job. There were several families who described needing to leave their children in unsafe situations (like with neighbors they were not sure they could trust) because the children were ill and could not go to daycare, but the parent could not take time off work. In particular, I remember one of my patients, a low-income single woman who was pregnant and clearly needed a C-section, but asked me not to do it. Her plan had been to deliver her baby and be back at her job within a week, and she was afraid that if we did surgery she wouldn't be able to return to work so quickly and she would lose her job. Not doing the C-section seriously jeopardized her health and her baby's health, but proceeding with it would seriously jeopardize her financial status and her housing, which would have an even bigger impact on the health of both mother and baby.

As a physician and a public health professional, it is frustrating to know that even when I recommend time off from work for an ill patient, and the patient agrees that is what they need, there is no reasonable way for that to happen. Instead, many ill adults and children show up in workplaces and child care settings, spreading infections like the flu and gastroenteritis, so that families can continue getting the paychecks they so desperately need to stay afloat. In turn, those illnesses spread to more families who find themselves in the same position. This is a health inequity. High-income earners do not deal with this issue at near the same rate as low-income workers do.

This proposal to offer paid sick leave is a strong step in the right direction. It says that we value the health and well-being of all our families. It says that we, as a community, want to ensure that all our residents are empowered to take care of themselves and their children without being financially burdened for it. It says that when we make decisions, we do our best to align those decisions with good public health practices. I strongly urge you to support paid sick leave for Portland residents.

Please feel free to contact me with any questions.

Respectfully,

Helen K. Bellanca, MD, MPH
1521 SE 42nd Ave
Portland, OR
503-621-8961

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Parsons, Susan

From: Mary C. King [kingm@pdx.edu]
Sent: Tuesday, January 29, 2013 2:38 PM
To: Parsons, Susan
Subject: Testimony for City Council HEaring on Paid Sick Time, Jan 31
Attachments: Economists Letter Paid Sick Days - Pdx 2012 Final FINAL.pdf

Hi Susan,

I guess that I am finally going to testify on the paid sick time policy that the City Council is considering, on Thursday, Jan 31st!

I'd like to submit this letter as my testimony, so that the members of the City Council have it ahead of time:

Thanks a lot!

Best,

Mary

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TO: Honorable Mayor Charlie Hales
Commissioner Nick Fish
Commissioner Amanda Fritz
Commissioner Steve Novick
Commissioner Dan Saltzman

FROM: Mary C. King, Professor, Economics Dept., PSU and Co-Signatories

DATE: January 7, 2013

RE: Economists Support Paid Sick Days for all Employees in Portland, OR

Despite the strong and growing economic, business and public health evidence that we're all better off when every employee has access to paid sick days, the U.S. alone among developed countries doesn't require them for all employees. The result is that 38% of private sector workers nationally lack even one paid sick day, including 40% of adult, private sector employees working in Multnomah, Washington and Clackamas Counties.¹

Employees--fearful of losing their jobs or a day's pay--come to work sick, are less productive at work, expose co-workers and customers to illness, may send sick children to school who perform poorly and spread disease, fail to obtain timely and relatively inexpensive medical care for themselves and their children, and ultimately generate unnecessarily high rates of employee turnover and unemployment.

Around the U.S., cities and states have been stepping in to fill the policy vacuum left by the federal government, and in so doing improving their local economies and communities. We are writing as economists to urge the City of Portland to join them by requiring that all workers in Portland can earn sick time while working.

It's important that public policy be based on an informed assessment of the evidence, rather than unsupported alarmist speculation. Research based on the experience of the cities and states that have passed legislation requiring that paid sick days be available for all employees clearly shows that:

- 1. The costs of extending paid sick days to employees previously without them are quite small, and much less than business lobbyists have forecasted, particularly because employees use much less paid sick leave than they have available;**
- 2. The minor direct costs to employers are outweighed by the decrease in business costs resulting from reduced employee turnover, less contagion in the labor force and increased productivity;**

¹Bureau of Labor Statistics, "Employee Benefits in the United States - March 2012" (Washington, D.C.: U.S. Department of Labor, 2012), available at <http://www.bls.gov/news.release/pdf/ebs2.pdf>. Claudia Williams, Research Analyst, Institute for Women's Policy Research, Personal Communication, May 21, 2012.

3. **Business cost projections generally don't reflect the considerable reduction in health care costs**, as the spread of disease in workplaces and schools is slowed and employees are able to obtain timely, relatively inexpensive medical care; and
4. **Discussions of employer cost overlook substantial costs currently being borne by the community in the absence of paid sick days**, as a result of job loss and unemployment caused by illness and outdated employment practices that do not fit the needs of working families.

1. Employer Costs are Much Smaller than Imagined by Business Lobbyists.

Business lobbyists opposing similar legislation elsewhere have imagined that this policy would be far more expensive for businesses to implement than has proved to be the case.

Research shows that even if employees took all five paid sick days now mandated in Connecticut, the cost to employers would be only 0.4% of sales revenue. But employees are taking less only 2.4 sick days a year, at a cost of less than 0.2% of sales.²

In San Francisco, which has required at least five days of paid sick leave for all workers since January 2007, employees are taking three sick days a year on average. Six of seven employers stated that they experienced no negative impact on their profitability as a result of extending paid sick leave to the 17% of San Francisco's workforce previously without it. In fact, two-thirds of employers interviewed stated that they were supportive of the new policy and one-third that they were "very supportive."³

Indeed, far from proving a drag on San Francisco's economy and employment, San Francisco's economy grew faster than surrounding cities after the Paid Sick Leave Ordinance was passed.⁴ PriceWaterhouseCoopers ranked San Francisco as the third best city in the world for business and innovation in 2011.⁵ And the Golden Gate Restaurant Association has called the city's sick leave policy "the best public policy for the least cost."⁶

² Douglas and Elise Gould Hall, "Paid Sick Days: Measuring the Small Costs for Connecticut Business" (Washington, D.C.: Economic Policy Institute, 2011), available at <http://www.epi.org/page/-/pdf/pm177.pdf?nodn=1>.

³ Robert Drago and Vicky Lovell, "San Francisco's Paid Sick Leave Ordinance: Outcomes for Employers and Employees" (Washington, D.C.: Institute for Women's Policy Research, 2011).

⁴ Kevin Miller and Sarah Towne, "San Francisco Employment Growth Remains Stronger with Paid Sick Days Law than Surrounding Counties" (Washington, D.C.: Economic Policy Institute, 2011).

⁵ Robert Drago and Vicky Lovell, "San Francisco's Paid Sick Leave Ordinance: Outcomes for Employers and Employees" (Washington, D.C.: Institute for Women's Policy Research, 2011).

⁶ James Warren. "Cough if You Need Sick Leave." (New York: Bloomberg, 2010), available at http://www.businessweek.com/magazine/content/10_24/b4182033783036.htm.

2. Employer Costs are far Outweighed by Reductions in Other Business Costs.

The evidence from the state of Connecticut shows that implementing paid sick days reduced employee turnover and the associated costs of advertising, recruitment, training and lower productivity associated with replacing employees.⁷

Paid sick days substantially reduce the cost to businesses of “presenteeism,” or the consequences of employees coming to work while sick. The Society of Human Resources Management puts the cost of “presenteeism” at \$180 billion a year nationally.⁸ When sick employees stay home and recover more quickly, productivity rises and fewer people are exposed and fall ill. Further, employees with access to paid sick days are one-third less likely to be injured on the job.⁹

Requiring all employers to provide paid sick days allows employers who’d like to offer their employees this benefit the assurance that other employers will, too, creating a level playing field, locally.

3. Paid Sick Days Reduce Health Care Costs.

When employees can take a paid sick day – without fear of losing a day’s pay or even their job – they are able to recover more quickly, are less likely to expose co-workers and customers to disease, and are more able to obtain regular, timely medical care for themselves and their dependents.

Paid sick leave facilitates employee reliance on regular primary care rather than emergency care. Economist Robert Drago estimated that access to paid sick days reduces use of hospital emergency departments by 14%.¹⁰ Employees are able to access regular primary care for themselves and take time to accompany children and elderly relatives to obtain regularly primary care, as well. Dr. Drago’s study of the state of Massachusetts showed that enacting a paid sick days ordinance would save \$22.7 million in Emergency Room expenses for Massachusetts’s hospitals, which included \$13.4 million in taxpayer dollars.¹¹

⁷ Douglas and Elise Gould Hall, “Paid Sick Days: Measuring the Small Costs for Connecticut Business” (Washington, D.C.: Economic Policy Institute, 2011), available at <http://www.epi.org/page/-/pdf/pm177.pdf?nodn=1>; Institute for Women’s Policy Research, *Valuing Good Health in Massachusetts: The Costs and Benefits of Paid Sick Days*, 2009.

⁸ Stephen Miller. “Beware the Ill Effects of Sick Employees at Work” (Alexandria, VA: Society for Human Resource Management, 2008).

⁹ Regina Pana-Cryan, Abay Asfaw and Roger Rosa. “Paid Sick Leave and Nonfatal Occupational Injuries,” *American Journal of Public Health* 102(9) 2011.

¹⁰ Robert Drago, Claudia Williams, Kevin Miller and Youngmin Yi. “Paid Sick Days and Health: Cost Savings from Reduced Emergency Department Visits.” (Washington, D.C.: Institute for Women’s Policy Research, 2011).

¹¹ Ibid.

A high proportion of employees with significant public contact lack access to paid sick days, particularly in the hospitality and retail industries. A study assessing the results of implementing a paid sick days ordinance in San Francisco showed a marked decrease in the number of employees in positions with substantial public contact who went to work while ill. This isn't surprising when we consider that workers without access to paid sick leave are 1.5 times more likely to go to work while ill than those who have paid sick days.¹²

Paid sick days also make it more possible for parents to stay home from work to care for a sick child, and prevent ill children from exposing other children and school employees to contagion. Again the San Francisco study showed that parents without access to paid sick days were far more likely to send their children to school when their kids were ill.¹³

Employees with access to paid sick leave are more likely to obtain preventative health services, such as cancer screenings and tests, and – as mentioned above-- are nearly one-third less likely to be injured on the job.¹⁴

4. There are substantial community economic benefits to paid sick leave.

Not only are communities better off if employees can stay home while they – or their children – are sick, and access primary rather than emergency care, communities are also benefited by lower rates of job loss, poverty and unemployment with the implementation of paid sick days.

A National Opinion Research Center study reports that 23% of workers have lost a job, or have been threatened with job loss for taking time for personal care or a family illness.¹⁵

The lack of paid sick days is particularly challenging for the lowest earning workers. According to the Economic Policy Institute, the average wage of employees without paid sick days is \$10 an hour. Three days without pay for an employee with two children

¹² Robert Drago and Vicky Lovell, "San Francisco's Paid Sick Leave Ordinance: Outcomes for Employers and Employees" (Washington, D.C.: Institute for Women's Policy Research, 2011); National Partnership for Women and Families, "The Time for Paid Sick Days is Now: Survey Shows Overwhelming Public Support for Paid Sick Days Workplace Standard," (Washington, D.C.: National Partnership for Women and Families, 2010) available at http://paysickdays.nationalpartnership.org/site/DocServer/Microsoft_Word_-_The_Public_Strongly_Supports_Paid_Sick_pdf?docID=6742.

¹³ Robert Drago and Vicky Lovell, "San Francisco's Paid Sick Leave Ordinance: Outcomes for Employers and Employees" (Washington, D.C.: Institute for Women's Policy Research, 2011)

¹⁴ Regina Pana-Cryan, Abay Asfaw and Roger Rosa. "Paid Sick Leave and Nonfatal Occupational Injuries," *American Journal of Public Health* 102(9) 2011.

¹⁵ Tom W. Smith and Jibum Kim, (2010, May) *Paid Sick Days: Attitudes and Experiences*, NORC/University of Chicago.

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earning \$10 an hour pushes that family below the poverty line, due to lost wages.¹⁶ Indeed, a few days' pay for a low wage worker can equal a month's worth of groceries.¹⁷

The world has changed since our labor laws and many of our employment practices were conceived. Today, two-thirds of mothers work outside the home, and most families with children have two working parents.¹⁸ One-third of working women are providing care for aging parents.¹⁹

Portland's families need the security and support of access to paid sick days in the workplace. Portland's economies and businesses would benefit from implementing a paid sick days ordinance.

Each of us holds a PhD in economics, and teaches at a university or college in Oregon or Washington. We urge you to support a robust paid sick days requirement in Portland that reaches every worker in the city – wherever they work.

Yours,



Mary C. King, Professor
Economics Dept., PSU

And Co-signatories below, all of whom for which their current affiliation is provided for identification purposes only, rather than as an indication of institutional endorsement.

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Economics, Evergreen State College

Peter Dorman, Professor
Economics, Evergreen State College

¹⁶ Elise Gould, Kai Filion and Andrew Green, "The Need for Paid Sick Days," (Washington, D.C.: Economic Policy Institute, 2011), available at <http://w3.epi-data.org/temp2011/BriefingPaper319-2.pdf>

¹⁷ Elise Gould, Kai Filion and Andrew Green, "The Need for Paid Sick Days," (Washington, D.C.: Economic Policy Institute, 2011), available at <http://w3.epi-data.org/temp2011/BriefingPaper319-2.pdf>

¹⁸ Heather Boushey and Ann O'Leary (eds.) *The Shriver Report: A Woman's Nation Changes Everything* (Washington, D.C.: Center for American Progress, 2009).

¹⁹ *Ibid.*

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