

**From:** Jeffrey Buchanan

**Sent:** Wednesday, March 25, 2020 11:21 AM

**To:** The Office of Mayor Sam Liccardo <TheOfficeofMayorSamLiccardo@sanjoseca.gov>; Jones, Chappie <Chappie.Jones@sanjoseca.gov>; Arenas, Sylvia <sylvia.arenas@sanjoseca.gov>; Khamis, Johnny <johnny.khamis@sanjoseca.gov>; devora.davis@sanjoseca.gov <devora.davis@sanjoseca.gov>; City Clerk  
**Cc:** Kline, Kelly <Kelly.Kline@sanjoseca.gov>; Kohl, Cassidy <Cassidy.Kohl@sanjoseca.gov>; McGarrity, Patrick <Patrick.McGarrity@sanjoseca.gov>; Groen, Mary Anne <maryanne.groen@sanjoseca.gov>

**Subject:** Letter and Updated Petition on Paid Sick Days Ordinance

Dear Mayor and Council:

On behalf of Working Partnerships USA and Silicon Valley Rising respectively please accept the attached letter and updated petition (including 924 signers) on the Paid Sick Leave Ordinance item before today's Rules Committee Meeting.

Thank you to all of you for your hard work and commitment to protecting our community in this time of crisis. We appreciate your consideration of this proposal and we welcome the opportunity to collaborate and be a resource going forward.

Best,

Jeffrey Buchanan, Director of Public Policy  
Working Partnerships USA

# Silicon Valley RISING

## Protect public health: Pass paid sick leave!

**All working people need to be able to take paid time off if they or their family gets sick, especially as we deal with COVID-19.**

The COVID-19 outbreak presents an urgent challenge to city leaders: what can we do to protect working people and public health in this moment? A key part of the response must be ensuring everyone can take paid time off if they or their family gets sick.

**No one should have to choose between making rent and taking care of their family**, yet far too many working people — especially people who cook and serve us food, care for our children and seniors, and clean our buildings — have no option but to keep working while sick.

A CDC study found that nationally, 1 in 5 food service workers had to work while they were sick with vomiting or diarrhea.<sup>1</sup> A 2014 study found that **1 in 3 workers in San José lacked any paid sick leave**, with women, Latinx, and Black workers particularly at risk.<sup>2</sup> Sick days were especially rare in jobs requiring frequent contact with the public, such as restaurant workers, child care providers, and cleaning staff.

This has **serious consequences for our public health**. Researchers found that during the H1N1 swine flu outbreak, roughly 30% of sick employees had to keep working — and may

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<sup>1</sup> <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5578438/>

<sup>2</sup> <https://www.wpusa.org/research/access-to-paid-sick-days/> Some of these workers likely now have access to three sick days per year under a newer state law, but many do not, and three days is vastly insufficient for anyone placed under a 14-day quarantine.

have infected up to 7 million more people as a result.<sup>3</sup> Sick days are vital outside of a pandemic as well: the CDC estimates that providing paid sick leave to workers could decrease the number of workdays lost due to flu and similar illnesses by up to 11 million a year.<sup>4</sup>

With Santa Clara county grappling with some of the highest COVID-19 infection rates in the nation, **our organizations are calling on all cities in the county to immediately enact strong paid sick leave ordinances to protect our public health.**

Silicon Valley cities have come together before, taking a first-in-the-nation regional approach to raising the minimum wage. Now we must do so again to **protect our communities, workers, and families both during the current outbreak and for the years to come.**

Each city in Santa Clara County **should act now to ensure all working people can immediately access the paid sick days they may need** to cover the CDC's recommended 14-day quarantine during this crisis, prepare for any future outbreaks, and keep our families and communities healthy every day.

Signed,

Adriana Ramirez

94089

This is an unforeseen situation and people should not pay the consequences.

Malinda Markowitz

95123

Betsy Hammer Carr

95126

Michelle Hatfield

95113

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<sup>3</sup> <https://iwpr.org/wp-content/uploads/wpallimport/files/iwpr-export/publications/B284.pdf>

<sup>4</sup> <https://www.washingtonpost.com/business/2020/03/03/our-lack-paid-sick-leave-will-make-coronavirus-worse/>

Brian Wheatley

95118

Because these are the families of the students I serve both in Evergreen SD and in San Jose Unified SD!

Carlin Black

95129

My family can't tolerate food prepared by sick people at any time but must eat out frequently. With Covid-19 pandemic in your community you are governing worse than Trump. Greater shame hath no politician.

Victor Hek

95133

Kumba Kofuma-Jimissa

95117

Dave Land

95121

The rich have told the poor for far too long that their poverty is their own fault; that it is because of their "economic illiteracy" that they cannot survive two or three or more months without income. If that's true for working people, it should be thousands of times more true for big corporations: they needed to plan for this.

Keyur Golani

98007

Chantal Shaffer

95126

Jonathan Karpf

95112

Because an injury to one is an injury to all.

Robert Godinez

95124

financial forcing potential sick or contagious workers to work is immoral. Mayor Liccardo and his pro business cronies should be ashamed of themselves. With any luck these actions will be remembered next election cycle.

Susan Wolfe

95130

We do not have time to mess around. Their are lives at stake! If people are sick they should be able to stay home without risking their ability to put food on the table!

Jane Holt

94024-6907

Alicia Madrigal

95148

Celia Campoy

95126

This matters because it's so important to my self & people to be able to worry about our health & families first. The last thing anyone wants to be doing is worrying about how their going to pay their rent, mortgage, food, or basic essentials needed to live. This petition would help many families!

Christine Herena Rojas

95133

Salvador Bustamante

95125

It matters to me that people working people who depend on their salary to support their families are able to continue to bring money home to pay for their basic necessities.

Sallee Bagno

95033

Noelia Beltran

95112

I'm scared to go to work and get sick but with no pay check bill don't wait 🙄🙄🙄

Louis Rocha

95148

All working residents need paid sick days especially NOW!

Ted Smith

95112

Joses Magno

95123

If you don't take care of all citizens then who do you serve?

Janice Sapigao

95126

Jason Hall

95118

Matt Savage

95130

Shawna R Nixon

95112

It just makes sense. Not only is it compassionate, it also protects us all from sick workers and coworkers.

Jeffrey Buchanan

95127

Caroline Thomas

95123

Nayeli Sedano

95112

Judith Kaiser

95126

Mary Blanco

95126

David Budd

95128

Ema Inscore

95125

Natasha Bobinaoux

95112

Sylvia Donohoe

95037

Angel Tompkins

95126

It has an impact on us all.

Jo McCord

95130

Luciano Zamora

95127

Jacob Tonkel

95128

Mireya Coronado

95127

It matters to me because we need to protect service workers who are not guaranteed paid sick leave. In order to avoid leaving workers at risk of a serious medical illness. We can't afford to fail to provide the protections needed in this current crisis.

Zachary Pallin

95110

Because it's common sense.

Mary Helen Doherty

95112

Lori Baumgartner

95111

Rebecca Haggerty

95124

Public health and respecting workers as people

Mullissa Willette

95111

Jacqueline Craig

95126

Elisse De Sio

94070

Michelle Jones

95126

Sarah Armes

95112

Prashanth Mundkur

94025

Carmelita Gutierrez

95123

In order for a better society to exist, all people should be able to make their contribution to society, to provide goods and services, to help those in need. And when there are times when one is ill, society should acknowledge their contribution by providing for them. Paid Time-Off is one of the ways to allow a person to take the time to get better and return strong and healthy and continue to make their contribution.

Rodel Redon  
95125

jackie tonkel  
95128

John Greg Miller  
95133

Roxana Marachi  
95112

monica alvarado  
95127

Kathryn Hedges  
95112-5594

I remember going to work sick because temps didn't get sick pay. But I wasn't doing it during a pandemic. It shouldn't take a pandemic to let sick people stay home and get well without worrying about starving or losing their homes, but the fear of spreading infection has become a wake-up call.

Jerome Perry Jr  
95125  
People have to survive

Curtis Jones  
95112-2150

Matt Kleinman  
94110

Ana Avila

95136

It matter to me because if I get sick I won't have to worry coming from a one parent home.

Brenda Lujano

95008

Maria Aguilera-Silva

95126

Family needs

Delma Hernandez

95116

Peggy Elwell

95133

Juana Flores

95125

Though my job allows me to work remotely, I know that there are a lot of individuals whose jobs require them to work on site. Those luxuries are not extended fairly to everyone across the board. When individuals get sick, they shouldn't have to choose their work over their health, exposing themselves and their family to die. While those who work in the health care field are exposed as well, our restaurants, groceries, and janitorial staff cannot afford to stay home. They are an integral part of our society that deserve to be treated as an equal. I am particularly concerned about the livelihood of individuals who risk losing their jobs for becoming sick and not being able to make it to work due to COVID. It's unfair and inhumane to treat others as an expense for our well being.

Anita Quattrin

95050

Michael Donovan

L35 3PD

Peter Milne

PL4 7HG

Jelica Roland

98520

Kathy Bradley

29078-9626

Lionel Narvaez

95132

I have exhausted my sick leave and have been informed my leave for self-isolation between 3/19/2020 - 4/7/2020 will be LWOP. As well, I am not being given credit for hours worked on 3/18/2020 before leaving to an appointment.

Lindsay Hope Kern

BT14 6TX

Matthew Seymour

95131

Quan Nguyen

95122

Alette Lundeberg

95112

Have compassion for those members of our community who do not have an economic safety net - every day and particularly during this pandemic.

Lee McFarlane

PR25 3EJ

Sameena Usman

Jan Salas

95062

Mary Bissell

87124

Maria Lopez

95121

Richard Wong

95126

"We must protect all workers specially those whom work in small businesses. Most of us live by a pay check to paycheck, there must be  
A table of a scale established based on priority."

Maria Lopez

95128

daniel grant

03250

Richard Gillaspie

37209

Patrick Twomey

94611

Brenda Bailor

95127

Annie Kerkhove

8370

yes to good social protection and services, universal worldwide, paid by the great wealth of the richest: after all, capital is worth little without employees and stable purchasing power of the population, as the stock markets show now again.

Claudia Rossi

95037

Mandy Lu

95127

David Landau

N7 6AS

Wiggys Sivertsen

95030

Thomas Sorg

73776

Jamie Keith

95128

Jl Angell

95672

Julie Yracheta

95116

It is essential for world wide safety and for our future crisis.

Dang Pham

95135

Mike Jones

91307

Gabriele Gräfe

70619

Steve Leggett

BR5 4JL

Philip Johnston

95066

Adam Levine

98112

Theresa Jackson

2040

Patti Rocha

95112

Peter Richert

95112

Ellen Rollins

95128

I am 77 my daughter is a person after a SCI. Having a healthy care provider is SIGNIFICANT

Eric Meece

95124

Ronald Diaz Contreras

95117

Because I've know how hard is to be sick and not been able to miss work because you have no means to afford it.

Eugene Deforrest

95112

Charlotte Powers

95112

"It used to be a part of the city's benefit package and should encouragethose who are ill to not speed their recovery."

Tri Nguyen

95125

Jay Atkinson

94803

Joann Koch

06249-2026

Amelia Post

95121

Rosa Isela Pureco

95110

Because of our families. We need money to provide the esencial for them.

Kevin Vaught

37013

Mark Hurvitz

10021-5449

Maria Fuentes

95148

Lynda rRamirez Jones

95132

Because it is the right thing to do, especially for the disadvantaged who are affected by this.

Michael Selic

95172

My spouse has generous paid sick leave, but in all my working life the organisations I've worked for have had only the stingiest of paid sick leave policies, if any at all. What a difference a little thoughtful consideration for those who do the work makes to families!

Theresa Owens

94558

Damien Flinter

56gc9

John Mullin

Neil Kozuma

95127

Celeste Hong

90027

Peter Ortiz

95127

Yefim Maizel

94131

Terry Sumner

7866

Brian Boortz

95030

Alison Walmsley

95037

I worked for a facilities outsourcing company for five years.

The pay and benefits were far below a livable wage and unacceptable.

I support what you are doing for workers!

Steve Aguayo

95050

Sandra Murphy

Sherra Picketts

94123

Evelyn Verrill

86305

Robert Burk

90024

Lynn Shoemaker

53190

Bob Brownstein

95110

Della Marquez

95110

Dianne Saichek

95125

This is why I voted for Bernie Sanders. We need help at the federal level as well, and Bernie has fought for these issues his entire political life. This crisis underlines the need for a robust response to help working families. Let's DO it, Santa Clara!!

Veronica Palencia

95122

It is very important for families to be able to care for their sick relatives without having to worry about whether they can afford to be out of work/lay off.

Edna Ogana

95148

Stephen Martin

94703

Jerry G Lee

35404

Thelma Boac

95133

Joann Gines

94089

Hector Hernandez

95116

Ellen Hill

95124-2730

Pamela Nelson

63113

I believe all people should have paid sick days. It is inevitable that we're going to be sick at times. Not to have paid sick days is like punishment for being sick. To choose to work sick for fear of losing your job or not being able to pay your bills, is absolutely absurd and should be illegal. It is inhumane!

Maryanne Hoirup-Bacolod

95136

We need to take care of the workers and their families during these times. They need to stay home and not spread the virus.

Karna Jones

95128

Families need to be able to survive. If we can't work due to no fault of our own we need a safety net.

Olivier Castaneda

95122

Amber H.

94560

David Weinstein

94710

bob clark

97527

Kathryn Rose

80205

Giao Tran

95127

In times of crisis, everyday people look to their representatives to have their best interests in mind. Not acting quickly enough leaves more people behind everyone. Liccardo needs to STEP IT UP.

Reymundo Espinoza

95112

It is extremely important to ensure the safety of all employees by providing paid time of by those affected by the symptoms of the Coronavirus. This strategy will reduce the spread of the virus which is extremely important!

Anne DePalma  
95120

Kim Messmer  
95051

Jean McDonald  
G66 8HL

Sonia Ramos  
95003

david malandrino  
95126

Julie Bush  
78414

Penny Foscett  
PO40QD

Camille Llanes-Fontanilla  
95127

Joe Modeste  
L1T3C9  
Health is paramount!

Murielle Antoku

95123

Darlene Vales

95135

Michael Eisenberg

27613

Maggie Yaklich-ortiz

95125

This is a very serious crisis.

Jeffrey Hemenez

94583

It's just the right thing to do!

John Mckenzie

55106

Kathryn Alcantar

95123

Everyone deserves to be protected during this pandemic- especially those most vulnerable like workers who may not have paid sick leave already through their employer.

Helge Kaiser

28717

Beatriz Prado

95112

Craig Wood

sa334tt

Support your Co workers though good times and bad. That's civilization really.

Susan Colson

94602

Douglas Foote

20010

Rodney Smith

94533

Maria Torres

95127

I have 4 kids and I am not able to get paid this days because of the covid19

Tessa Woodmansee

95126

Melissa Vernon

95020

I am a single working Mom of 4 children under the age of 15.

T Hamboyan Harrison

21638

Stanley Gu

94089

Donna Craig

95118

On March 12. My employment as a Canvasser. Along with several other canvassing workers jobs. Came to an unexpected , screeching halt. My employment is seasonal or electional. Depending on what campaign I am on, is the time length, I am employed. But now, with Covid-19. We are left without help. No sick leave, no safety nets and no emergency funds set aside for the hardworking individuals in our field. Who dedicate themselves with pride and commitment. To get Initiatives and Measures passed. Walking through neighborhood after neighborhood. Knocking on doors and talking with voters. Calling thousands of them via phone to get their support. To ensure the quality of life for our communities. Is preserved or improved. For everyone. Also to diligently campaign to be elected. City Officials. That are qualified, community minded individuals. That can and will run our cities. With OUR best interest in mind. Believe me. In the 12 years experience in this field. We have fought to successfully place some of the very best, in these seats. But where are our Sisters and Brothers in this time of desperate need. Just as you needed our frontline support. We desperately need you to have our backs. A week paid sick leave for us? Would be a great way to start. Throw out a line of hope and support by enacting immediate paid sick leave. For all working individuals whos jobs were lost.

Viveka Jagadeesan

95120

Barbara Gordon

V8S 4G3

alfonso medina

95121

Connie Chew

94539

It's best for all communities to have paid sick leave for workers.

Ina Clausen

94530

Giovina Ruberti

199

Diana E Forrest

OL14 6QF

Tammy Dhanota

95148

Nicola Ansell

TW1 4AD

Deniese Alejandro

95127

All workers should be provided paid sick to care for themselves and or their family

Adrienne Grey

95008

Thomas Ferrito

95030

John Golding

94619

Julie Watkins

61802

Maxim Rowlands  
BR2 8DH

Kay Lowe  
80233

Don Thompson  
2139

James Thompson  
95130

Elena Robles  
95124

Karen Johnson  
95033

Valerie Prigent  
95112

Nichole Zamora  
95123

Kate Skolnick  
11238

Cindy Lance  
96822

Patty Linder

95136

Russell Novkov

53705

Casee Maxfield

90028

Susan Stout

v7g1v2

Victor Escobar

23113

Andrea Romero

95136

Joanne Blythe

S7H 2G3

Alan Marshfield

BS14 8DW

Pat Blackwell-Marchant

94552

Sam Saiu

95122

Anthony Albert

97330

Rosamaria Garcia

95121

Pela Tomasello

6226

Samala Gunasekera

95120

Elaine Becker

24018

Phuongchi Pham

95131

Annie Wu

95129

So many people who provide important services in our city, from food service to cleaning to long term care, child care, and other social services don't have or can't afford sick leave. This is an impossible situation to put individuals, families, and our community through. I highly encourage my city council to put our health as the highest priority, and pass this important measure.

Kyle Chak

95046

"Paid sick leave, plus any cost of fuel during any requirement to go to work on a minimum wage at an essential function is critical in tough times like the coronavirus (COVID-19). Although I live in Santa Clara County, I work at a airport tenant that is among the crucial

functions of any Bay Area airport, whether in San Jose, San Francisco, or Oakland. (Minimum wage laws still must apply in the city and/or county where I work, regardless of residence.)

After the 14-day period of which a quarantine is required after a positive test, it is critical that doctors must be able to test patients for COVID-19 again, and that doctors communicate directly with the employer. The sick pay may need to continue as long as the results of the testing for the COVID-19 remains positive after 14 days, until the results turn negative. The pay must remain in accordance with state and local jurisdiction of where the employer is.

Sick pay rates may vary from city to city, and from county to county. For example, a worker living in Santa Clara County may be working at a tenant within San Francisco International Airport (SFO). Since the workplace is in the jurisdiction of the City and County of San Francisco, the sick pay from San Francisco must follow, not from Santa Clara County of which the worker resides. If a worker in Santa Clara County is employed at Mineta San Jose International Airport (SJC), the pay rate from San Jose must follow, including for sick days - thus San Jose's minimum pay rate may be different from San Francisco.

I only have heard about the increasing number of airport tenant workers getting sick from the COVID-19 on the news and on social media, and when sickness occurs, usually there is no pay for sick days. In some cases, the employer doubles the vacation pay as sick days.

I urge Santa Clara County to lead the way and adapt an ordinance that separates pay days from vacation days and prohibit any employer to use paid time off for sick days that is strictly reserved for vacations. I also want Santa Clara County to increase the number of vacation pay days and separately, the number of sick day allowances in light of the ongoing COVID-19 cases in the County and beyond. Finally, I want the County to put a strong ordinance to adapt a measure that require all minimum wages to have retirement benefits and additional pay for

distance traveled from home, especially for those who live more than 50 miles from any Santa Clara County-based workplace, in addition to sick day allowances.

It's a critical time for the County to act swiftly not to just sit around and wait until more people have no available money in the bank or in their hand in light of the COVID-19 virus. It's also time for the County to support people who are working at an essential or critical function regardless of their workplace (including those outside Santa Clara County with a distance between home and work that is 50 miles or more).

Santa Clara County can do whatever it takes to keep our people safe and have defensive measures against the coronavirus, but must also abide by city and/or county laws where people work at, including any neighboring counties in regards to sick pay, plus any executive order made by the American government."

Martin Henderson  
93117

Katherine Wright  
97068

Rax Green  
KT22 8RF

Claudette Schiratti  
64109

Lacey Hicks  
94536

Lauren Kay

48324

Glenn Maddock

3620

Kevin Connell

94039

Mark McKnight

89032

Michael Garitty

95959

Valentin Garcia

94303

T Mo

55076

Amit Shoham

94619

Naser Shishegar

65074

Ann McEntee

95127

Walter Wilson

95123

Dian Syverson

95136

"This is a matter of justice. These workers make my life easier and better. At it's most basic level this is the RIGHT thing to do.

I don't know a great deal about other religions but the Bible tells us we must act justly"

Marilyn Pizzardi

11767-1812

Mary Robertson

E17 8PF

Alicia Hernandez

95050

Angela Campbell

0

Marilyn Becchetti

94611

Jason Evans

BN2 8BT

Pamylle Greinke

11958

Yolanda Reynolds

95128

We must protect every person by helping them survive this epidemic!

Kathie E Takush

19602

Natasha Orozco

95112

Because my mother is high risk and over 65 and still working. I want/need her to stay inside and not worry about financial ramifications

Constance Hunter

95121

Susan Chavarria

95112

Ramune Pekkinen

3224

Dave Navales

95125

Don Allred

98926

Lidia Doniz

95112

My son works at a restaurant he does not have a large sick bank

Jo Ann McGreevy  
7047

Igdalia Rojas  
95122

Noemi Heerey  
95133

Rachel Bird  
E3 5ER

Dana Bainbridge  
95112

Jan Lloyd  
MK2 2HP

William Hewes  
93063

Dita Skalic

vana spear  
98036

Shay Chan Hodges  
96708

Sheau Lee

95112-3020

Elaine Benjamin

91901

Heidi Rodriguez

95124

Lorna Sumaraga

95122

Marjorie Streeter

95816

katia scaglia

37100

Dale Bracey

95030

Javier Valero

E50019

Maureen McCarthy

1945

I. Engle

88352

Hamid R Ebrahimi

21973

Jillian I

95126

farah gowani

95138

Jacqueline lanto

95111

Leslie Salzinger

94705

Kathy Harrington

5082

Cynthia Betts

53142-7015

Lawrence Gallegos

95125

Leslie Alfonso

95131

Linda Hayes

23452

Nadia Nouri

95134

Geisell Garcia Perez  
95110

Janice Hallman  
55110

Courtney Gartin  
95120

Rev. Allan B. Jones  
95404

William Armaline  
95110

Iliena Hernandez  
95128

Rachael Barreto  
95123

Kris Bifulco  
95128

Kelle Mason  
95128

Peggy Cabrera  
95127

Keep everyone safe especially those people who don't earn sick leave from work. They need to be protected.

Caitlin Neiman

94040

Michelle Pelcastre

95111

Arthur Coja

95128

Daniel Johnson

55420

Marci Gerston

94024

Josh Rutkoff

90042

Sydney Ji

94612

Alejandra Moreno

95035

Mary Townsend

95008

Michael Mendoza

95112

Dana Kawaoka  
95136

Courtney Koger  
95112

Jake Trower  
94061

Barbara Lowe  
V0N3A1

Laura Todd  
95118

Aroosha Sanchez  
95125

George Duque  
94043

Bruce Hahne  
94087

Victoria partida  
95122

Maricela Rebollo  
95054

Lilyana Pacheco

95136

Jose Cedillo

95112

Trabajo en la industria hotelera y ya tengo más de un mes sin trabajo ya que es donde está afectando mas

Madeleine Gibbons-Shapiro

95120

Rebecca Moskowitz

95118

Martin Allen

95112

I believe that everyone should be able to stay safe without losing their income!

Sheryl Savage

95120

Pamela Gudino

95133

I am a nurse just got off the phone with a patient who had to go to work while sick because he has no paid time off and needs the money for basic necessities. Paid time off for sick days is something all workers should have. At this time, it's even more obvious how it negatively impacts all our health when even some people don't have it

Natalie Cline

95008

Alexis Alamillo  
95035

Lauren Casey  
94606

Ashutosh Ashutosh  
95123

Victoria Miller  
91436

Andrea Cousins  
95125

Tal Marom  
95014

I'm a South Bay resident and believe that economic precarity is the real foundation of this crisis. Not providing a social safety net is the best way to ensure the spread of COVID-19 to vulnerable people and communities.

Raul Rincon  
95123

Richard Hobbs  
95127

Margaret Flores  
95116

Magdalena Locquiao

95148

Teresa Silveira

95112

It matters because I have a family to support and bills to still pay and high cost of rent still no matter what with no more sick hours I am losing money and cannot afford the cost of living through this Covid19 time period.

Carlos Urrutia

95126

Cherise Orange

95110

Amaya Gonzalez

95148

We are in a national crisis that was out of our control. Our government issued a shelter in place to ensure that COVID-19 wouldn't spread. Yet, we are still forcing hard working people to risk their lives and the lives of their loved ones to work? They are putting their lives in danger because of how a lack of income would affect them. Especially now, when families must slightly stock up on food, toiletries, and hygiene products, money is vital. However, these people should NOT need to put themselves in danger to be able to support themselves. These workers MUST be given paid sick leave for the sake of themselves and the county. This pandemic will not get better if we put people at risk for the sake of corporations. Have a heart. Do what is necessary. Let them stay home.

Sophia Alvarez

95112

We dedicate our lives to our work some of us because we have to in order to support our family's and some because we just enjoy it but bottom line is we give our all and we deserve

to keep our homes our families feed or lively hood!! No one wants to be sick help us keep what we have if we get sick!!

Kimberly Ramirez

95136

Because I am laid off for a whole month! And assuming I get sick, probably even longer!

Estella Gonzales

95136

Ana Dimas

95122

librada Banderas

95035

Michele Neely

95051

Maribel Montanez

95134

Kerry Lao

94040

Nidia Rodríguez

95122

Joanne Seavey-Hultquist

95125

Yalitza Guzman

95121

Deborah St Julien

95136-2323

Tiffany Perez

95050

Julianne Obrien

95112

Because I'm human and humans should get the help necessary during these difficult times.

Erika Rabura

95110

Geri Wittig

95112

Crispin Solorio arellano

95116

Annie Martinez

95123

Alexa Orozco

95125

Salvador Medina

95116

Sandra Canales  
95116

Peter Bennett  
95110

Ryan Jones  
95128

Steph Sousa  
95116

Diane Dove  
95124

Ivan Gamboa  
95116

Araceli Gutierrez  
95110

Lee Ross Gomez  
95125

Dolores Raposas  
95127

All deserve to get paid if mandated by city, county, state or federal law.

Eloy Quezada  
95110

Victoria Duran  
95121

Angeles Rojas  
95122

Rebecca Marine  
95116

Michael Dittmer  
95035

Helvia Taina  
95148

Priya Chatwani  
94305

Kansen Chu  
95132

Elizabeth Alonso  
95122

Roxanne  
95110

Molly Wright  
95032

Dan McGarry

94127

Jeannette Schreiber

95123

Karissa Barnett

95113

Gabby Areas

95123

Maricela Ramos

95122

Marian Fricano

95134

Kimberly Allen

95023

Estella Branzuela

95117

Diane Harrison

95051

The thought of people coming into work sick because they can't afford to stay home is insane on so many levels.

Stephen Josephson

94710

Monica Mallon

95124

Lisa Fabish

95125

Erika Gonzalez

95122

It is important that families are able to support themselves financially so that they are able to stay afloat and do the bare minimum to keep each other healthy.

Mortaza Azim

95127

I don't have a way to pay my bills or feed my family without a job.

Julie Nunez

95111

Freddie Navarro

95127

Alice Wu

95035

Reyna Villa

95116

Daniel Lindley

95122

"I'm a UA Local 393 member, and while I'm grateful for all my union does for me I am paid by the hour with no sick pay.

I'm lucky enough that if I get sick I can afford to take a day or two off work, but I have a 3k a month mortgage. Especially now, with the shelter in place order, my finances are going to be stretched near the breaking point.

Sick leave helps EVERYBODY, corporations included. Without sick pay, you have workers who can't afford to stay home coming into work at reduced capacity, spreading their illness to coworkers, and therefore reducing their capacities as well. Productivity drops, workers are miserable, and everybody loses.

Mandate paid sick leave. We can see the consequences of our inaction on this subject right now. If we don't change course, we can expect further blows to our economy as future pandemics spread through people who are just trying to survive in this city where the cost of living is a burden to us all."

Catherine Uong  
95128

Ana Rodrigues  
95110

Ofelia ruiz  
95002

California has high rents and we need to help our people of poverty.. the barber, persons who do our nails and cut our hair, the grocery bagger, people who carry signs... this is the time to be compassionate.. we need to help those in need.

Darby Kerr

94089

Socrates Li

94043

Kevin Ma

94306

Anthony Esparza

95118

Cindy Ho

95121

Darchelle Esteban

95133

Our community needs to help each. The Mayor is a joke and all about big corps and money.  
Let's come together for each other.

Yvette Flores

95136

Brenda Rodriguez

60402

Rafael Morales

94112

Lisa Prieto

95127

Shiloh Seiders  
94089

Wendy Greenfield  
95118-1020

All workers deserve sick leave so they can rest and get better - for themselves and so they won't infect others with their sickness. It's never been more true that what affects one of us affects us all.

Julia Curry  
95125-3113

Shannon Diaz  
95127

I'm on UI my husband is the only source of income to pay our already high rent. He was told to stay home and file for UI during this time. We are facing eviction if we don't get support in some way during this time.

Kathleen Buitrago  
95139

Eric Rosen  
94512

Nicholas Barron  
95123

Karin Mak  
91030

Maria B. Ruiz

95109

Miguel Valencia

95124

Rogelio Nunez

95111

Mohit Mookim

94305

Monica Bloom

94115

Kiley Stokes

95136

dozens of my friends with families are being put at major risk right now as COVID-19 has forced working class families into positions of taking sick leave without pay. This is a huge problem! Do not let our system punish families for their health situations by not allowing them to continue affording rent or normal daily necessities. This is a human right!

Michelle Chen

94611

Julia Barba

95125

Rita Castellanos

95112

This is my community

karina rivas  
95121

Eric Gjertsen  
19610

Julie Jin  
95129

Anya Harkness  
95126

Annalisa Villani  
95070

Sangeeta Mallik  
95070

Nikita Variava  
95070

Pushpita Iyer  
95030

Sage Curtis  
95113

Eric Duft  
95112

J T

95110

Adriana Farkouh

95126

Victor vasquez

95125

inge de vriendt

9300

Kai De Valeria

94131

Chris Martinez

95112

Stephen Diamond

95070

Diana Holland

95123

Lauren Taylor

94611

Ana Arango Bones

95132

Andrew Bones

95132

Rae Prado

95126

Steve Recktenwald

95008

Charlotte Dickson

95135

Adam Southerland

95125

Ana Gillison

95008

Manuel Gonzalez

94089-2409

Ted Nicolette

95023

Quynh Anh Nguyen

95128

Jesus Vasquez

95128

Cassie Kifer

95112

Tracy Hemmeter  
95119

James Tuakalau  
95008

Taylor Sablan  
95020

Janice Schulmeyer  
95112

Alex Mabanta  
95131

Eileen dela Cruz  
95132-2718

Joyce Leedeman  
94040

Amy Garza  
95123

Nancy Nii  
95125

Cecile Ascencio  
95111

Bert Greenberg

95135

Ricardo Cardona

95116

Connie Rogers

95020

Robbin Bucat

95054

Debbie Canning

94577

Michael Lozano

94587

Frances Bangah-Sesay

95125

Ruben Rydell Samonte

95148

Veronica Talton

95123

Phil Kipnis

95050

Cinthia Rodriguez

95121

Onyinye Alheri  
21201

Jonn Duesterhaus  
94568

Clint Steele  
95060

Lindsay Mulcahy  
90004

John Harris  
95002

Patricia Murray  
95121

Huy Le  
95136

Eilene Vuong  
95139

Jenny Higgins  
4089812311

Jim Salsman  
94040

Sherry Ernst

95050

Fernando Mendoza

95116

Christine Abiba

94587

Surinder Kharod

95111

Nina Nguyen

95148

Stephanie Posadas

95122

Dalila Cuevas Rodriguez

95116

Corina Herrera-Loera

95127

Raymond Mueller

95127

Darren Seaton

95110

Enrique Fernandez

95131

Mallely Castro

85718

Jackie Maruhashi

95128

Gustavo Orozco

95050

Katherine Nasol

95121

Vanessa Nichols

95112

Axel Roseiguez

94040

nina gangale

95132

Jesus Ruiz

95116

Michelle Mayfield-Swencionis

95112

Poncho Guevara

95126

Kathryn Thoi

95148

Lauren Locquiao

95122

Jeremy Barousse

95135

Michael Gladden

95008

Daniel Arroyo

95121

Tina Velez

95124

Kelly Spivey

95112

Trang Nguyen

95112

christina le

95122

Marissa Martinez

95148

Angel Ortega

94040

Alma Macias

95110

Jenny Zhang

95070

Raymond Ortiz

95128

Elizabeth Lopez

95008

Elizabeth Gooding

95060

Mai Le

95112

Karla Acosta

95127

Daniela Salinas

95020

Sylvia LaBad

95128

Moitreyee Chowdhury

95112

Teresa Sims

94086

Jose Gutierrez

95112

Gloria Pinon

95020

Kristen Albright

95020

Lindsay Balcom

95033

Rene Silva

95117

Brent Wilson

95073

Alondra Garcia

95112

Marlene Medel

95122

Hazel Guevarra

95127

nereyda ramos

94087

Y Nguyen

95111

mirna luna

95116

Joaquin Aguirre

95112

Kavita Singal

95112

Gabriel Gonzales

95032

Kamesha Griffin

95112

Nikhita Kalluri

95135

Victor Baird

94043

Adajah Morgan-Bennett

95008

Caitlin Hancock  
95050

Alleya Nichols  
95112

Claudia Hernandez  
95116

Ariana Hernandez  
95116

Elsa Erazo  
95112

Nhu-Diem Dang  
95127

Roberta Gundersen  
95117

Ana Perez  
95112

Amy Rice  
95112

Jaime Aranda  
95008

Lian Yeow

95112

Michael Min-Tun

95138

stephanie garcia

95128

Khavi Ho

95127

Michael Tran

95121

David DAmico

95008

Gabriel Munoz

95008

Andrea Portillo

95127

Saul Ramos

95116

Conner Kasten

98103

Cruzsilla Gutierrez

95116

Jacquelin Flores

95129

Barbara Flores Raquelich

95129

Andrea Perry

95112

Preetika Ashok

95135

Jairo Ramirez

95112

Yazmine Meza

95117

Sarah Coffey

95008

Siddharth Singh

95117

Shiellin Panahi

95117

Maria Martinez

95116

Sara Rodriguez

94513

Jessica Moctezuma

95122

Roberto Flores Raquelich

95129

Jacquelin Flores

95129

Abdullah Rahman

95129

Natalie Elias

95117

Fernando Correa

95116

Karold Rodriguez

95616

Ana Vargas Lau

94587

Selma Ángeles

95112

Camille Boiteux

95129

Morgan Walter

95126

Roman Alvarez

95128

Citlali Martinez

95117

Cailean Goold

94025

Jenifer Parreño

94103

Vanessa Palafox

94582

Juan Ochoa

93212

Olivia Ortiz

95116

Dilza Gonzalez

95116

Giselle Herrera Rivera

95130

Candelaria Regalado

95122

Valerie Rios

95128

Jeneviev Reyes

95127

Gricelda Ruvalcaba

95111

Guadalupe Becerra-Perez

95336

yanet vidaurri

95116

adilene cordova

95020

Yesenia Perez

95148

Elizabeth Wimmer

95130

Adriana Ibarra

95122

Sarahi Zavala  
95122

Ana Sosa  
95020

Jacqueline Mota  
95128

Mary Martinez  
95111

Rubi Mendez  
95111

Lisa Sherard  
95126

Tzvetanka Zlatanova  
95128

Tanya Romero  
95111

christina cornell  
95112

Sharon Sweeney  
95123

Joyce Fong

95131

Francisca Salazar

95119

Daisy Patino

95112

Maia Lizarraga

95121

Treasure Nguyen

95127

Jacqueline Franco

95116

maria angeles hernandez

95127

Candy Hernandez

95020

Melissa Hoang

95112

Sandra Taylor

94301

Flor De Leon

95122

Susana Orozco

94610

Hannah Gordon

94118

Madelyn Tavaréz

94107

maria rivera

95112

Lizbet Prado

95111

Shirley Taboada

94027

jennifer ochoa

95111

Nora Hoenig

95123

Gloria Moreno

95116

Anna Del Castillo

95127

Lucia Santiago  
95020

Araceli Garcia  
95112

sylvia armas  
95020

Angela Rivera  
95002

Matt Gustafson  
95116

Martha Sherman  
95054

Janet Elder  
94087

Teresa Orozco  
95123

Maria Mccray  
95127

Katherine Russell  
95118

Adriana Sierra

95008

Maria Munoz

95116

Gabriela

95116

Pauline Coffey-Wood

95368

Irene Lomeli

95122

Ebbie Marquez

95376

Wen Oli

94085

Erika MontesdeOca

95111

Olivia Martinez

95112

Kathy Brill-Duarte

95123

Mary Danze

95123

Terri Schwan

96003

Kyle Smith

95120

MaryJane Quitaig

95035

Christina Rose

95060

Rubi Guzman

95134

Dinah Hernaez

95051

Angela Wimmers

95139

Tanya Baker

95065

Sylvia Chavez

95014

Tara O'Higgins

95130

Brenda Rupel

95051

Yvonne Woodworth

95118

Debbie Hopper Conant

95020

Deb Colden

94087

Michelle Hodge

95020

Carolina Enriquez

95125

Keny Aguilar

95020

Raquel Hernán

94043

Janice Eddens

94086

Mary Maher

95035

Yolanda Carabajal

95148

Georgina Sweet

94550

Jinky Heramia Peralta

95035

Carlotta Acosta

89103

Jennie Loredó

95125

Francine Diaz

95127

Gloria Lovita Moreno

95051

Sarah Laughton

94089

Sally Toner

94086

Linda Brock

95014

Laurie Pineda

94086

Carmen Batmani

95136

Donna Kattengell

95123

Karina Mondragon

95138

Judith Marlin

95030

Hortensia Fernandez

95020

Sonia Bojorge

95127

Sandra Durand

94043

Starlynn Regalado

95132

Michele Dolan

95128

Marilyn Perez

95125

Janet Fruit

95037

Glenna Howe

95134

Mariah Wayneann Meikle

95136

Metra Ulloa-Richert

95020

Monica Rosso Tabrizi

94306

Alana Rosales

95112

Barbara Longshore

95124

Safi Salameh

95132

Robin Cobarrubias

95008

Sherry Hanbury

95991

Miguel Jesus De Vega

95054

Richard Othen

95136

Monica Delgadillo

95035

Veronica Marquez

95127

Henry Barbero

94108

Amparo Lemus

95122

Kathy Ericksen

95116

Alyssa Roy

95112

Liz Salas

95122

Tiffany Du

95112

Phuong Luu

94303

Maria Ortiz

95112

jessica trejo

95127

Jennifer Lujano

95116

Yvette Castro Farias

95125

Alicia Ortega

95112

Diana Pena Alas

95128

Susana Gudino

95112

Fasiha Rahim

95132

Sonia solano

95116

Nghi Luu

95127

anna garza

95020

Maria Narvaez medrano

95116

Yossely Rizo

95116

Juliana Ayala

95116

Ron Nakao

94043

Benjamin Keer

91401

mario castaneda

95136

Maricela Santana

94085

v c

95134

Alice Saelee

95112

Levina Hartwig

95050

Debra Peterson

94022

Greta Hutchinson

95124

Maya Murthy

95014

Jason Blickman

95050

Bryan Peraza

95112

Basil Romero

95020

Anne Bernadette Tarlit

95131

Rossana Cordero

95112

Helen Mao

95119

Christina Tran

95116

Peter Stanislaw  
94561

Joel Vega  
95122

beatrice lujan  
95054

Katrina Velasco  
95148

Brian Waller  
95135

Osbaldo Navarrete  
95122

Rosalva Ruvalcaba  
95127

Marely Armenta  
95132

Alma Martin  
95136

Johnny Reyna  
95121

Zoe Vulpe

95126

Justin Gee

94303

Darin Compton

95123

Nasiha Ahmed

95008

Hatim Hafid

95008

Melissa Lopez

95118

Geoffrey Ivison

94306

jarod blaine

95128

Robert Lum

95014

Abel Gonzales Jr

95112

Elenita Duelo

95946

Mary Bianchi

95112

Andrew M

95070

Janet Barajas

95123

Rosaura Santiago Estrada

95046

Maddie Buchanan

96761

Adrian Barajas

95117

Jem Young

95148

lorna kozich

95123

Rose Mary Ugalde

94538

christina venegas

95125

Katrina Lalowski  
95050

Ajay Parmanand  
95128

Andrea Elisondo  
95111

Fi Kazi  
94303

Michael Pelizzari  
95035

Julia Wong  
95129

Tania Herrera  
95037

Cindy Rodriguez  
95116-2831

Adrienne Esparza  
94086

Marnie Rohde  
95120

Starlina Ellis  
95131

Alicia Benson  
95132

Yezica Garcia  
95020

Javier Rodriguez  
95111

Lucia Loreda  
95148

Julia Tello  
94618

Virginia Ballantyne  
94086

Ariana Gonzalez Chavez  
95125

Ozzie Fallick  
94306

Annika Gaglani  
94022

Liliam Kachakji

95020

Nicholas Chun

95131

Helen Guo

94306

mona singh

94040

Melissa Elder

92117

Emma Sullivan

1075

Abby Kusmin

20901

Ajeet Khalsa

37930

Emily Fan

95014

Kalli Proffitt

83704

Brandon Moore

43081

Hunter Byrne  
60657

Lila Frisher  
94618

Zoe Kayton  
38930

Colleen Tsuchimoto  
95123

Natalie Iqbal  
94538

Elia Salas  
95122

Cristina Alvarado  
95127

Denisse Hernandez  
95020

Patricia Arteaga  
95112

Helen Tong  
95112

Yolanda Duran  
95051-6052

yoonmoon park  
95116

Michael Gonzalez  
95020

Becky Cordova  
95129

Shelby Weber  
95129

Nancy Maldonado  
95136

Kathy Sanguinetti  
95136

julia Guerra  
95112

Albertina Prins  
94608

susan phillips  
93940

Tina Heringer

94114

Perla Arellano

95116

Michael Angelo Dizon

95128

Kim Hoang

95123

Isaura Viquez

95124

Mariella Lauriola

94301

Norman David

95123

Meron Perey

95134

Tara Kennelly

95350

Leslie Ebe

95133

Antonio Manriquez

95112

desiree duran

95020

Christine Joven

95035

Nancy Aguirre

95127

Peri Plantenberg

94087

Norma Munoz

95116

ray navarra

95128

Marisa Melo

94605

Lillie Adkins

95111

Kelly Arana

95122

Vincent Aguilar

94544

Vicki Teixeira  
94086

Alb Rios  
95131

Jennifer Cortes-Morales  
95128

Julia Perez  
95126

Sunshine Heusen  
95121

Oh  
95032

LeeAnn Yoder  
95109

Monica Nay  
95008

Jennifer Hall  
95112

Tracy Nikitas  
95112

Shelley Floyd

95134

Cynthia Abbott

95136

Charles Ingoglia

94043

Richard Coolman

95125

Jennifer Bolosan

95121

Taylor Ross

95125

Pcs

94306

Daniel Walton

95128

Rose Urias

95020

Angela Serra

926

Lila Berris

93111

Patricia Rivera

95124

Nadine Lynn

95116

Nerissa Lopez

95128

Maria Gonzales

95128

Pedro Martinez

95037

Janet Burton

95111

Jeanine Walton

95032

Mariah Waite

95014

Kimberly Atkins

95130

Alejandra Hernandez

95037

Roy Rivera

93907

christine rice

94085

Evangeline Rodriguez

95123

Ada Briones

95127

Carol Plummer

95123

Bettina Kohlbrenner

95120

linh tran

95132

Rocio Juan San Guevara

95020

Lori Diaz

95116

Jae Choe

94087

Libby graham

95129

Cynthia Camarillo

95020

Mike Rivera

93635

Francina Castro

95111

Elena Gager

95008

Jody Nguyen

95051

Karen Fox

97206

Lisa Perez

95111

Barbara Hall

95050

Maria Lee

95111

Charisse Kiesel

95128

Sylvia Arenas

95135

Patricia Garcia

93305

Danielle Stagner

95126

# WORKING PARTNERSHIPS USA

March 25, 2020

Mayor Sam Liccardo and Rules Committee Members  
City Council, City of San Jose  
200 E. Santa Clara St.  
San José, CA 95113

## **ITEM G(2): SUPPORT FOR PAID SICK LEAVE ORDINANCE**

Dear Mayor Liccardo and Members of the Rules Committee:

At a time when COVID-19 is infecting a growing number of people across our County, workers should not be asked to choose between their family's economic well-being and caring for their own health and the health of their community. All workers who are sick or who have sick family members in need of care should be able to remain home to seek care and follow the direction of their doctors and County public health officials without sacrificing lost wages. COVID-19 requires those who with symptoms to self-isolate for at least 14 days to slow the spread of the virus. Giving all workers in San Jose such protection could provide a critical tool towards combatting the economic factors that push many workers to go into work despite experiencing symptoms of illness. Paid sick days can be an important tool as our City and County officials take every action possible to flatten the growth curve of the coronavirus. Having access to adequate paid sick leave is not only good for workers – it's a critical component to protecting public health. The Rules Committee should vote today to support bringing this issue before the City Council.

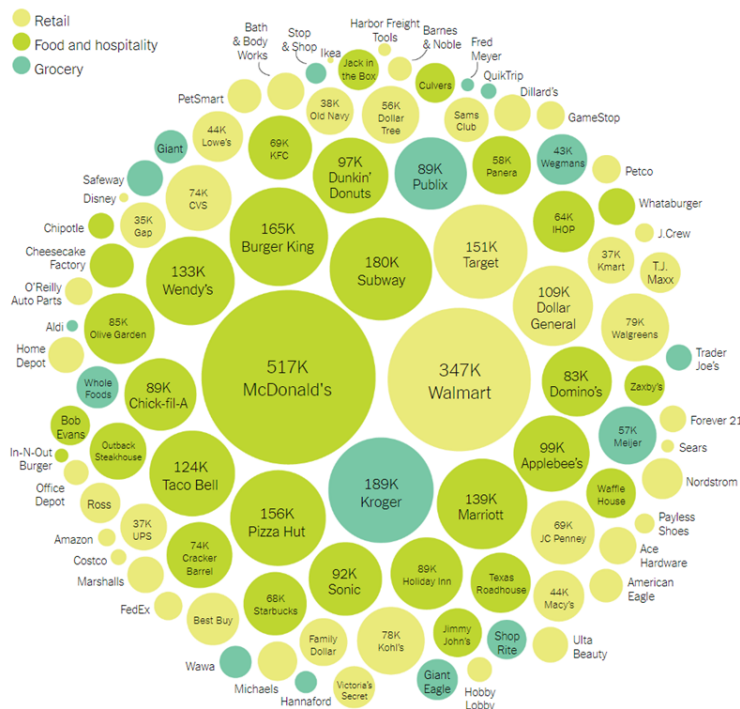
Of the essential workers allowed to continue working under our County's shelter-in-place order, many lack access to paid sick leave beyond three days required by state law, far short of time needed. A study of workers conducted in 2014, before California passed its policy, showed one in three San Jose private sector workers (136,754 workers) had no employer provided sick days. For Latino private sector workers, a majority (52 percent) lacked any paid sick leave. At that time, many sectors and occupations of workers now deemed "essential" were disproportionately likely to have no employer provided paid sick days including agriculture (83 percent), food service (81 percent), homecare and personal services (75 percent), transportation and materials moving (53 percent), and retail trade (42 percent).

The racial and ethnic divides of who can work safely from their home and whose jobs require them to be physically present further illustrates the inequities faced by essential workers who are unable to shelter-in-place and still earn an income, yet per above, often lack sick days. According the Economic Policy Institute, less than 30 percent of workers have jobs that allow them to work from home but the rate of access to telecommuting for Latinos (16.2 percent) and of black Americans (19.7 percent) is far less than that for 30% of whites (30 percent) and Asian-Americans (37 percent).

While some essential businesses have stepped up to improve their paid sick leave policies in light of the current crisis, others have either taken no action. News reports highlight how some corporation that have publicly announced enhanced paid leave policies continue to put pressure on workers to come into work experiencing symptoms, highlighting the need for enforceable public policy. Workers in restaurants, grocery stores, drug stores, logistics, Amazon and gig company delivery companies and homecare which are most likely to have few employer provided sick days are required to interact with the public and

handle goods as part of their work, creating additional vectors of transmission of the coronavirus to coworkers and the broader public. Every day we delay giving these workers access to the paid sick leave we risk more and more workers going into work sick, threatening our number one goal in this emergency, flattening the growth curve of the coronavirus to prevent our health and hospital system from becoming overwhelmed and putting lives at risk.

**FIGURE 1: Estimated workers without paid sick leave**



*Notes: Based on surveys collected between February 2018 and November 2019. Walmart data from March 2019 to November 2019, following a change in its sick leave policy. Includes workers who may be legally entitled to paid sick leave, but reported that they did not believe they were able to take paid sick leave. Sources: Shift Project; Reference USA. By The New York Times*

In a past pandemic, the 2009 swine flu outbreak, the Institute for Women's Policy Research found 30 percent of sick workers continued to go to work, which may have infected up to 7 million more people as a result. This research cited the lack of access to paid sick days as a key factor. In the United States we face a significant cultural, economic and public policy challenge of workers feeling a need to go to work when ill. In fact, our country is one of the few developed nations without universal paid sick days.

Thanks to availability of fully refundable Federal tax payroll credits under the Families First Corona Virus Response Act signed into law on March 18, the City of San Jose has the ability to extend protections for 14 days of paid sick leave to all workers AND to ensure small and medium sized businesses are fully compensated for dollars spend on providing paid sick days during the COVID-19 emergency. That law created a 100 percent refundable Federal payroll tax credit that will allow employers

to be repaid for every dollar they spend on paid sick leave, up to \$511 per a day (replacing all of a workers wage up to roughly \$63 per hour) through quarterly payroll tax filings. The law does allow for a lower threshold (two thirds of wage replacement) for workers who are caring for a sick child or family member, but still provides significantly greater and more accessible coverage for such events than other potential short-term available income supports, with the Federal Government fully subsidizing participating employers. For some small employers, time lag between making payroll and filing quarterly payroll tax may create a need for liquidity, but further federal stimulus is set to create small business relief programs reportedly worth \$350 billion to help such employers manage cash flow needs.

San Jose has an opportunity to be a leader and to set an example for the nation, filling in a key gap left by this federal law: namely the exclusion of workers at employers with over 500 employees and loopholes which make it far too easy for employers with fewer than 50 employees to avoid extending additional paid leave. Combined these two segments of exempted employers account for over 80% percent of workers. To date, our City and County have been celebrated for taking early action in this emergency, from the early shelter-in-place order and eviction moratoria, today taking steps quickly ensuring sufficient paid sick days for all workers is opportunity to set an example for the nation in how we protect our people.

As a large city in California, we also have some catching up to do in terms of a paid sick leave policy. San Jose remains the only one of California's four largest cities without a paid sick leave ordinance giving workers more than the state-mandated 3 days of paid sick leave. Los Angeles, San Diego, San Francisco, Oakland, Berkeley, Emeryville, and Santa Monica each have private sector employer paid sick leave mandates, typically incorporated into the minimum wage requirements. After this emergency resides, working families and the economy of San Jose would still benefit from a paid sick leave policy.

**FIGURE 2: Statewide Scan of Paid Sick Leave Ordinances**

<b>Jurisdiction</b>	<b>Eligibility</b>	<b>Usage Time</b>	<b>Accrual Max**</b>
California*	Must work 30 days for same employer in CA	24 hours per year	48 hrs
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*\*Exempted workers from CA Paid Sick Leave Law: IHSS workers, workers in a collective bargaining agreement, flight deck or cabin crew members of airlines, retired annuitants working for governmental entities.*

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On March 12th, San Jose Councilmembers Magdalena Carrasco, Sylvia Arenas and Maya Esparza proposed that San Jose adopt an urgency ordinance providing emergency paid sick leave to give all workers 14 days of paid sick leave in a public health emergency and otherwise to allow workers to earn up to 80 hours of sick leave over time through an accrual system where workers would accrue one hour of paid sick leave for every 30 hours workers, mimicking existing policy in the City of San Diego on paid sick leave in the long-term and

This proposal has been endorsed by US Rep. Ro Khanna, Senator Jim Beall, Assemblymembers Ash Kalra and Kansen Chu and an extremely broad coalition of local organizations including the Minority Business Consortium, Gardner Health Clinic, the Health Trust, the Community Health Partnership, South Bay Labor Coalition, SEIU 521, SEIU USWW, UNITE HERE Local 19, Teamsters Local 287, Teamsters Joint Council 7, Carpenters Local 405, SV@Home, Silicon Valley Wage Theft Coalition, the Law Foundation of Silicon Valley, PACT, Fight for \$15, SOMOS Mayfair, YWCA, Veggielution, and more. In the two weeks since the policy was introduced, supporters from Silicon Valley Rising have signed nearly 1000 online petitions (see attached updated petition as of 7pm PT on 3/24). Together with SEIU 521 and Students against Displacement, supporters have gathered over 1,500 signers encouraging the City Council to support such a paid sick leave proposal.

At a time of crisis, small business leaders we have discussed this proposal with have clearly stated the benefits of providing their workers with paid leave in a time of a pandemic. If a sick worker were to come into a small business with few employees and were to infect one or more other co-workers, a small business could find itself with multiple sick workers, threatening operations.

While today there is less cost than ever for employers adopting an emergency paid leave policy, thanks to available refundable Federal tax credits, in the long term, a paid sick leave would not break the bank for employers. A recent IWPR-IMPAAQ study found that paid sick leave policy similar to San Francisco's current policy would cost employers less than one-third of one percent of payroll. This is because the average worker takes very few days off due to illness or injury.

The benefits to employers, on the other hand, are significant: improved productivity, fewer workplace injuries, reduced spread of illness on the job, and less turnover. Employees and their families would gain more stable income and improved employment security. Public health benefits would include reduced contagion, fewer on-the-job injuries, more timely treatment for illnesses, increased use of preventive care, and improved family health.

In the long-run the many substantial benefits of paid sick leave far outweigh the relatively small costs to employers. In a public health emergency, the benefits to stopping the swell of illness and stabilizing working families would be substantial.

I encourage the Rules Committee to direct the City Attorney to draft an urgency ordinance and ordinance on paid sick leave to be debated by the full City Council on April 7<sup>th</sup> as proposed in the City Manager's memo. In drafting this ordinance, we urge the Rules Committee to utilize the specific policy proposed by Councilmembers Carrasco, Arenas and Esparza as the basis for developing such an urgency ordinance.

Thank you to the entire Council, the City Manager, the City Attorney and all of your teams for the hard work and commitment you have to protecting our community in a time of crisis. We appreciate your consideration of this proposal and we welcome the opportunity to collaborate and be a resource with Councilmembers, the City Manager and City Attorney as the City works to develop its approach on paid sick leave. I can be reached anytime at (408) 221-3570 or by email at [jeffrey@wpusa.org](mailto:jeffrey@wpusa.org).

Best,

A handwritten signature in blue ink, appearing to read "Jeff Buchanan", with a long horizontal flourish extending to the right.

Jeffrey Buchanan, Director of Public Policy  
Working Partnerships USA

# WORKING PARTNERSHIPS USA

March 25, 2020

Mayor Sam Liccardo and Rules Committee Members  
City Council, City of San Jose  
200 E. Santa Clara St.  
San José, CA 95113

## **ITEM G(2): SUPPORT FOR PAID SICK LEAVE ORDINANCE**

Dear Mayor Liccardo and Members of the Rules Committee:

At a time when COVID-19 is infecting a growing number of people across our County, workers should not be asked to choose between their family's economic well-being and caring for their own health and the health of their community. All workers who are sick or who have sick family members in need of care should be able to remain home to seek care and follow the direction of their doctors and County public health officials without sacrificing lost wages. COVID-19 requires those who with symptoms to self-isolate for at least 14 days to slow the spread of the virus. Giving all workers in San Jose such protection could provide a critical tool towards combatting the economic factors that push many workers to go into work despite experiencing symptoms of illness. Paid sick days can be an important tool as our City and County officials take every action possible to flatten the growth curve of the coronavirus. Having access to adequate paid sick leave is not only good for workers – it's a critical component to protecting public health. The Rules Committee should vote today to support bringing this issue before the City Council.

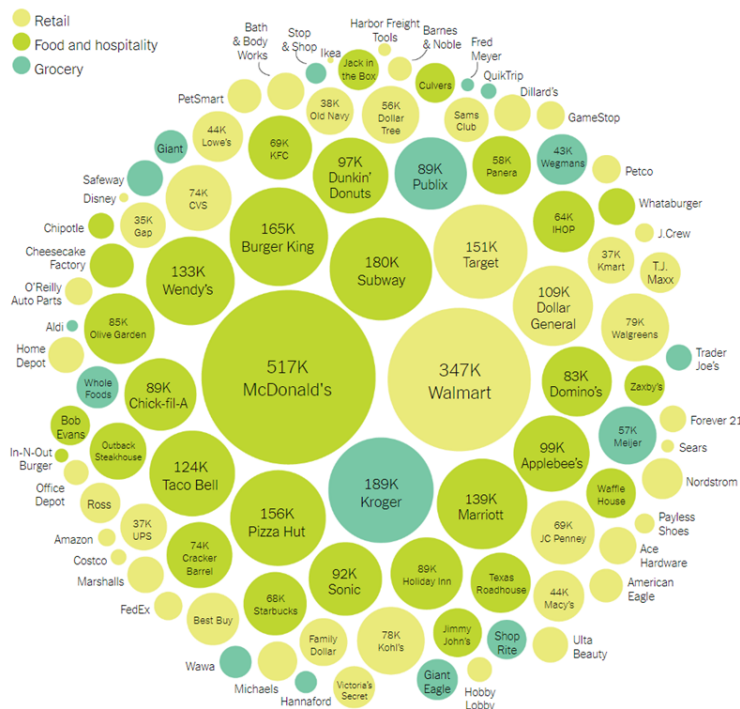
Of the essential workers allowed to continue working under our County's shelter-in-place order, many lack access to paid sick leave beyond three days required by state law, far short of time needed. A study of workers conducted in 2014, before California passed its policy, showed one in three San Jose private sector workers (136,754 workers) had no employer provided sick days. For Latino private sector workers, a majority (52 percent) lacked any paid sick leave. At that time, many sectors and occupations of workers now deemed "essential" were disproportionately likely to have no employer provided paid sick days including agriculture (83 percent), food service (81 percent), homecare and personal services (75 percent), transportation and materials moving (53 percent), and retail trade (42 percent).

The racial and ethnic divides of who can work safely from their home and whose jobs require them to be physically present further illustrates the inequities faced by essential workers who are unable to shelter-in-place and still earn an income, yet per above, often lack sick days. According the Economic Policy Institute, less than 30 percent of workers have jobs that allow them to work from home but the rate of access to telecommuting for Latinos (16.2 percent) and of black Americans (19.7 percent) is far less than that for 30% of whites (30 percent) and Asian-Americans (37 percent).

While some essential businesses have stepped up to improve their paid sick leave policies in light of the current crisis, others have either taken no action. News reports highlight how some corporation that have publicly announced enhanced paid leave policies continue to put pressure on workers to come into work experiencing symptoms, highlighting the need for enforceable public policy. Workers in restaurants, grocery stores, drug stores, logistics, Amazon and gig company delivery companies and homecare which are most likely to have few employer provided sick days are required to interact with the public and

handle goods as part of their work, creating additional vectors of transmission of the coronavirus to coworkers and the broader public. Every day we delay giving these workers access to the paid sick leave we risk more and more workers going into work sick, threatening our number one goal in this emergency, flattening the growth curve of the coronavirus to prevent our health and hospital system from becoming overwhelmed and putting lives at risk.

**FIGURE 1: Estimated workers without paid sick leave**



*Notes: Based on surveys collected between February 2018 and November 2019. Walmart data from March 2019 to November 2019, following a change in its sick leave policy. Includes workers who may be legally entitled to paid sick leave, but reported that they did not believe they were able to take paid sick leave. Sources: Shift Project; Reference USA. By The New York Times*

In a past pandemic, the 2009 swine flu outbreak, the Institute for Women's Policy Research found 30 percent of sick workers continued to go to work, which may have infected up to 7 million more people as a result. This research cited the lack of access to paid sick days as a key factor. In the United States we face a significant cultural, economic and public policy challenge of workers feeling a need to go to work when ill. In fact, our country is one of the few developed nations without universal paid sick days.

Thanks to availability of fully refundable Federal tax payroll credits under the Families First Corona Virus Response Act signed into law on March 18, the City of San Jose has the ability to extend protections for 14 days of paid sick leave to all workers AND to ensure small and medium sized businesses are fully compensated for dollars spend on providing paid sick days during the COVID-19 emergency. That law created a 100 percent refundable Federal payroll tax credit that will allow employers

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Thank you to the entire Council, the City Manager, the City Attorney and all of your teams for the hard work and commitment you have to protecting our community in a time of crisis. We appreciate your consideration of this proposal and we welcome the opportunity to collaborate and be a resource with Councilmembers, the City Manager and City Attorney as the City works to develop its approach on paid sick leave. I can be reached anytime at (408) 221-3570 or by email at [jeffrey@wpusa.org](mailto:jeffrey@wpusa.org).

Best,



Jeffrey Buchanan, Director of Public Policy  
Working Partnerships USA

**From:** Judi Walter

**Sent:** Wednesday, March 25, 2020 12:16 PM

**To:** City Clerk <city.clerk@sanjoseca.gov>; The Office of Mayor Sam Liccardo <TheOfficeofMayorSamLiccardo@sanjoseca.gov>; District1 <district1@sanjoseca.gov>; District3 <district3@sanjoseca.gov>; District2 <District2@sanjoseca.gov>; District3 <district3@sanjoseca.gov>; District4 <District4@sanjoseca.gov>; District5 <District5@sanjoseca.gov>; District 6 <district6@sanjoseca.gov>; District7 <District7@sanjoseca.gov>; District8 <district8@sanjoseca.gov>; District9 <district9@sanjoseca.gov>; District 10 <District10@sanjoseca.gov>

**Subject:** 14 days paid sick leave for all Santa Clara County workers

As a retail manager for REI in San Jose, I am so grateful my crew of 92 people are being taken care of by REI. Most retail and food workers don't have this benefit. They only have 3 sick days to use and have to pay the bills so they go to work anyway, making the corona virus spread more dangerous.

Silicon Valley cities have come together before, taking a first-in-the-nation regional approach to raising the minimum wage. Now we must do so again to **protect our communities, workers, and families both during the current outbreak and for the years to come.**

Each city in Santa Clara County **should act now to ensure all working people can immediately access the paid sick days they may need** to cover the CDC's recommended 14-day quarantine during this crisis, prepare for any future outbreaks, and keep our families and communities healthy every day.

Lets take the lead again and show we care about our fellow Californians.

Sincerely,

Judi Walter.



**MEMORANDUM**  
**March 25, 2020**

**To: Mayor Sam Liccardo**  
**City Councilmembers**  
**City of San Jose**

**From: Katie Hansen**  
**Senior Legislative Director, CRA**

**Re: San Jose Paid Sick Leave Ordinance**

---

CRA submitted a comment letter on March 23, 2020, regarding the proposed San Jose Sick Leave Ordinance scheduled for the Rules and Open Government Committee Meeting on March 25, 2020. Yesterday, Mayor Sam Liccardo submitted a Memorandum to the Committee members with his proposal for the Paid Sick Leave Ordinance. For purposes of today's committee discussion, CRA would like to provide supplemental commentary on the Mayor's Memorandum.

As we are responding to COVID-19 with measures to protect the public health, restaurants are experiencing the unprecedented financial impacts of these measures. Creating any new additional programs at the local level would be a costly burden for restaurants already struggling with financial hardship due to the loss of customers during the COVID-19 pandemic. We appreciate Mayor Liccardo's acknowledgement and concern for the extraordinary financial burden restaurants in San Jose are facing in today's environment. CRA would like to offer the following comments for the Committee's consideration:

1. Currently, all employees in California receive 24 hours of paid sick leave. Speaker Pelosi's Emergency Paid Sick Leave Act applies to all employers with fewer than 500 employees. It is important to be specific about the universe of employer this paid sick leave proposal will apply to, since employers with 500 or more employees were not covered in the Emergency Paid Sick Leave Act.
2. The Emergency Paid Sick Leave Act provides an process for relief for small businesses with fewer than 50 employees. This process is not automatic, a small business with fewer than 50 employees must apply for the relief and document why the business meets the criteria to receive the such relief . The U.S. Department of Labor will establish the necessary criteria in forth coming regulations.\*

3. San Jose's paid sick leave should only be for the duration of the emergency and be specifically tied to the employee eligibility requirements of the federal Emergency Paid Sick Leave Act, which are:
  - a. Quarantine or seek a diagnosis or preventative care for COVID-19
  - b. Care for a sick family member or child unable to attend school
4. The San Jose paid sick leave ordinance must align the reasons, listed above, for taking paid sick leave with the federal Emergency Paid Sick Leave Act in order for restaurants to receive the federal tax credit. If the ordinance allows for the paid sick leave to be used for any other reason, restaurants will not be eligible to receive a federal tax credit for the paid sick leave. While these tax credits are well intentioned, they assume restaurants will be in business after the crisis clears- and that they will be profitable (something necessary in order to take a tax credit). Both assumptions are wildly unpredictable at this time.
5. CRA agrees with the Mayor that any consideration of the question of imposing a more permanent sick-leave mandate should not be considered at this time. The remaining restaurants that are open for take-out, delivery and drive thru service need help from the City to weather this financial crisis. Once the crisis has passed, it is important to remember that restaurants will have suffered devastating financial losses and will be extremely fragile. Those that make it, will want to be able to quickly pivot to serving the public, employing local team-members, and being one of the largest generators of sales tax again.

\*U.S. Department of Labor, Families First Coronavirus Response Act: Questions and Answers.  
<https://www.dol.gov/agencies/whd/pandemic/ffcra-questions>

**From:** SAD SJSU

**Sent:** Wednesday, March 25, 2020 11:48 AM

**To:** City Clerk ; The Office of Mayor Sam Liccardo ; District1 <district1@sanjoseca.gov>; District3 <district3@sanjoseca.gov>; District2 <District2@sanjoseca.gov>; District3 <district3@sanjoseca.gov>; District4 <District4@sanjoseca.gov>; District5 <District5@sanjoseca.gov>; District 6 <district6@sanjoseca.gov>; District7 <District7@sanjoseca.gov>; District8 <district8@sanjoseca.gov>; District9 <district9@sanjoseca.gov>; District 10 <District10@sanjoseca.gov>

**Subject:** Paid Sick Leave in San Jose

The Honorable Sam Liccardo, Mayor and  
Members of the City Council  
City of San José  
200 East Santa Clara Street  
San Jose, CA 95113

[03/25/2020]

Dear Mayor Liccardo and Councilmembers,

Students Against Displacement (SAD) is writing to urge the San José City Council to approve the Paid Sick Leave Ordinance that will be considered at the Rules Committee on March 18, 2020. At the March 10, 2020 meeting of the Santa Clara County Board of Supervisors, the County's Health Officer, Dr. Sara Cody informed the Board that since novel Coronavirus has spread to the community, containment is no longer an option and that focus must shift to slowing the spread of the virus. Aside from frequent hand washing and avoiding large gatherings of people, the Public Health Department's message to the public on how to slow the spread of the virus has been clear: if you are sick, stay home and do not come to work.

The most current research has shown that the virus has an incubation period that can last as long as 14 days for some patients. The County Public Health Department has also found that infected persons on average pass the virus on to 2 to 3 people if nothing is done to prevent it. Workers who begin to feel symptoms must have the ability to stay home and self-quarantine, while having enough sick time left over in case their condition worsens, requiring treatment and/or quarantine. During a public health emergency such as the one we're experiencing now, it is also critical that all workers have access to paid sick leave, regardless of how much they have accrued, in order to protect our communities.

Having access to adequate paid sick leave is not only good for workers – it's a critical component to protecting public health. Many of those who don't have access to paid sick leave work in service jobs that commonly interact with the public. The CDC reports that 1 in 5 food service workers have gone to work while sick with vomiting or diarrhea. Another study conducted by the Institute for Women's Policy research found that 30 percent of sick workers continued to go to work during the H1N1 swine flu outbreak, which may have infected up to 7 million more people as a result.

Cities across California—from Oakland and San Francisco to Los Angeles and San Diego—have passed common sense paid sick leave protections for all workers with minimal disruptions for businesses. As recent events have taught us, it is essential that everyone has access to robust paid sick leave benefits before the next public health emergency strikes. Doing so limits interruptions to essential services and infrastructure during a critical time. We applaud the City Council initiative on this issue and urge councilmembers to pass this Paid Sick Leave Ordinance. Thank you.

Signed,

Students Against Displacement (SAD)

## Item 3.2 - Support Mayor Liccardo's Memorandum

Barbara Johnson

Tue 3/31, 3:09 PM

Agendadesk

Dear Clerk City Clerk,

You have an opportunity to pass an emergency Paid Sick Leave Ordinance that will protect both workers and small businesses. Please support Mayor Sam Liccardo's memorandum to enact a sensible and pragmatic Paid Sick Leave policy.

The Mayor's proposal strengthens existing Paid Sick Leave policies above and beyond state requirements. It would also be considerate of the financial viability of vulnerable small businesses that have seen their customer base disappear overnight as a direct result of COVID-19. In this time of crisis, we need to encourage workers to stay home if they are sick and to protect valuable jobs provided by small businesses. It also hurts workers and their jobs, if we enact legislation that crushes small businesses at the same time.

Finally, the Mayor's proposal expands upon and leverages the new Federal Paid Sick Leave policy. It strongly encourages refundable federal tax credits and no-interest loans to help small businesses survive the COVID-19 crisis.

Please pass Mayor Liccardo's proposal for the emergency Paid Sick Leave Ordinance and clearly define exemptions for small businesses with 50 or less full time employees.

Sincerely,

Sincerely,

Barbara Johnson

## Item 3.2 - Support Mayor Liccardo's Memorandum

Arash Firouzjaei

Tue 3/31, 3:11 PM

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Sincerely,

Sincerely,

Arash Firouzjaei

## Item 3.2 - Support Mayor Liccardo's Memorandum

Kenneth Kelly

Tue 3/31, 3:12 PM

Agendadesk

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Sincerely,

Sincerely,

Kenneth Kelly

## Item 3.2 - Support Mayor Liccardo's Memorandum

Cindy Fairfield

Tue 3/31, 3:16 PM

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Sincerely,

Sincerely,

Cindy Fairfield

## Item 3.2 - Support Mayor Liccardo's Memorandum

Sondra Gill

Tue 3/31, 3:19 PM

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Sondra Gill

## Item 3.2 - Support Mayor Liccardo's Memorandum

Lieu Bach

Tue 3/31, 3:36 PM

Agendadesk

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Sincerely,

Sincerely,

Lieu Bach

## Item 3.2 - Support Mayor Liccardo's Memorandum

Marcia Bankirer

Tue 3/31, 3:39 PM

Agendadesk

Dear Clerk City Clerk,

You have an opportunity to pass an emergency Paid Sick Leave Ordinance that will protect both workers and small businesses. Please support Mayor Sam Liccardo's memorandum to enact a sensible and pragmatic Paid Sick Leave policy.

The Mayor's proposal strengthens existing Paid Sick Leave policies above and beyond state requirements. It would also be considerate of the financial viability of vulnerable small businesses that have seen their customer base disappear overnight as a direct result of COVID-19. In this time of crisis, we need to encourage workers to stay home if they are sick and to protect valuable jobs provided by small businesses. It also hurts workers and their jobs, if we enact legislation that crushes small businesses at the same time.

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## Item 3.2 - Support Mayor Liccardo's Memorandum

Erhan Ark

Tue 3/31, 3:40 PM

Agendadesk

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## Item 3.2 - Support Mayor Liccardo's Memorandum

Jessica Waite

Tue 3/31, 3:46 PM

Agendadesk

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Sincerely,

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Jessica Waite

## Item 3.2 - Support Mayor Liccardo's Memorandum

Tony Mirenda

Tue 3/31, 4:20 PM

Agendadesk

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Sincerely,

Tony Mirenda

## Item 3.2 - Support Mayor Liccardo's Memorandum

Lorene Alexander <

Tue 3/31, 4:40 PM

Agendadesk

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Sincerely,

Sincerely,

Lorene Alexander

## Item 3.2 - Support Mayor Liccardo's Memorandum

Denyse Cardozo

Tue 3/31, 5:12 PM

Agendadesk

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Denyse Cardozo

## Item 3.2 - Support Mayor Liccardo's Memorandum

Tim Beaubien

Tue 3/31, 5:25 PM

Agendadesk

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Sincerely,

Sincerely,

Tim Beaubien

## Item 3.2 - Support Mayor Liccardo's Memorandum

Collin Forgey

Tue 3/31, 5:44 PM

Agendadesk

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Sincerely,

Collin Forgey

## Item 3.2 - Support Mayor Liccardo's Memorandum

Terrence Reilly

Tue 3/31, 7:02 PM

Agendadesk

Dear Clerk City Clerk,

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Sincerely,

Sincerely,

Terrence Reilly

## Item 3.2 - Support Mayor Liccardo's Memorandum

Clyde Hammond

Today, 8:10 AM

Agendadesk

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Sincerely,

Sincerely,

Clyde Hammond

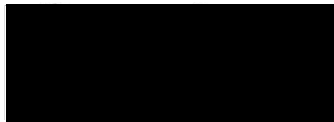
Dear Mayor and City Councilmembers,

The lack of adequate paid sick leave for many of our working families has left many with few options during this global pandemic. Low income workers that face economic barriers including high costs of housing and low-wages are often not able to miss a day of work, even when sick, because they're unable to lose out on a day's pay.

As a community leader FIRST 5 Santa Clara County's mission is to support the healthy development of children, from prenatal to age 5, and enrich the lives of their families and communities. We work to support families across the region and help to ensure a higher quality of life for every resident. FIRST 5 Santa Clara County strongly supports the Paid Sick Leave memo from Councilmembers Arenas, Carrasco, and Esparza that would provide working families with 80 hours of paid sick time (the equivalent of 10 eight-hour days) for full-time employees.

This moment in time calls for strong leadership in support of our most vulnerable families. We urge you to approve the Paid Sick Leave Ordinance with the recommendations set forth by Councilmembers Arenas, Carrasco, and Esparza. Thank you for your consideration, we're grateful for your partnership in creating a stronger, more stable community for all our families.

In community,



Jolene Smith  
Chief Executive Officer  
FIRST 5 Santa Clara County