

To: San Jose City Council

CC: Sonoma County Board of Supervisors; San Mateo County Board of Supervisors; City and County of San Francisco Board of Supervisors; City of Oakland Council Members; City of Santa Rosa Council Members

**Re: Immediate Extension of Local Emergency Paid Sick Leave Ordinance**

Dear Mayor Liccardo and City Council Members,

We write to you on behalf of a broad coalition of non-profit organizations, which represent public health, labor, racial equity, and education concerns across the San Francisco Bay Area.

We commend your leadership in adopting an emergency paid sick leave ordinance to protect the health and well-being of your jurisdiction’s workers and the larger community during the COVID-19 pandemic.

**We urge you to extend the sunset date of your local ordinance immediately, to keep the extension in effect for the duration of this current public health crisis, and to ensure that the ordinance covers as many workers as possible.**

Earlier this year, the Federal Families First Coronavirus Response Act (FFCRA) was enacted, providing new emergency paid sick leave (EPSL) protections to some workers through December 31, 2020. The new law left out large sections of the population. Fortunately, local governments like yours stepped forward to close those gaps by adopting local emergency paid sick leave policies that protect over 2.9 million residents of the Bay Area. These local provisions also sunset on December 31, 2020.

When these emergency policies were drafted, it was not clear how long the pandemic would be present in our communities. California is now experiencing a new surge in COVID-19 cases, with up to 150,000 new cases projected between mid-November and mid-December alone<sup>1</sup>. A vaccine is not expected to be available for community-wide use until deep into 2021 at the earliest.

This means that we stand to lose our emergency paid leave infrastructure in the very months in which the pandemic is most severe, with little hope for a rapid medical resolution.

Paid sick leave is a clear public health necessity to address this situation. When workers don’t have sufficient paid sick leave, fear of income loss leads many to report to work even when they’re ill. This means that sick individuals suffer needlessly. It also increases the spread of infectious diseases to co-workers and customers. Lack of paid sick leave disproportionately affects low-wage workers of color. Now more than ever, ensuring that workers are protected by robust emergency paid sick leave policies is essential to reduce the spread of COVID-19, address deep health inequities in COVID-19 health outcomes, and create the conditions that allow California to safely re-open its economy and recover from the pandemic-created recession.

<sup>1</sup> <https://www.cdc.gov/coronavirus/2019-ncov/downloads/cases-updates/Consolidated-Cases-Forecasts-2020-11-16.pdf>

Thank you again for your leadership to date in advancing emergency paid sick leave policies. We stand ready to support you in coordinating your efforts with other Bay Area jurisdictions that are working to extend local emergency paid sick leave ordinances, and to partner with you to build a robust paid sick leave policy and implementation structure in your jurisdiction.

Sincerely,



Melissa Jones  
Executive Director  
Bay Area Regional Health Inequities Initiative (BARHII)



Mara Ventura  
Executive director  
North Bay Jobs With Justice



Jack Buckhorn  
Executive Director  
North Bay Labor Council, AFL-CIO



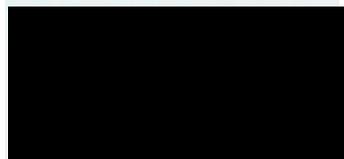
Jean Cohen  
Interim Executive Officer  
South Bay AFL-CIO Labor Council



Louise Auerhahn  
Director of Economic and Workforce Policy  
Working Partnerships USA



Jenya Cassidy  
Director  
California Work and Family Coalition



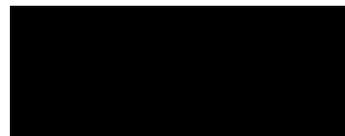
Julie Lind  
Executive Secretary/Treasurer  
San Mateo Labor Council



Kate O'Hara  
Executive Director  
East Bay Alliance for a Sustainable Economy



Kung Feng  
Lead Organizer  
Jobs with Justice San Francisco



Jen Chou  
Reproductive Justice & Gender Equity Attorney  
ACLU of Northern California

**Blair Beekman. sj council Tuesday. January 5, 2020. Item 3.7**

b. beekman [REDACTED]

Tue 1/5/2021 12:15 PM

To: Agendadesk <Agendadesk@sanjoseca.gov>

[External Email]

Dear community of San Jose, and city govt.,

This item of city employee sick pay, in this time of Covid-19, was an important issue, in the early days, of this pandemic, in local Bay Area cities.

I would like to take this time, to apologize for my reporting, this fall, on what I felt, would be, fed., state, and local govt. efforts, to keep the death count, relatively low, as Covid-19 cases, were obviously on the rise.

I used, minimal, death count numbers, as a way, to minimize fear. And that people, could then, more easily measure the situation.

I am sorry, I have not better understood, how to use this form of reporting.

I still feel, it was a somewhat decent-minded gesture, that intial, L.A times statistics, were at about, 4 to 5 deaths a day, in Santa Clara Co., from Covid-19.

It is important to consider, this number, has now, at least, doubled.

So now, 15 to 20 deaths a day, in Santa Clara Co., may be something, of the new norm.

Add to these numbers, what you may feel, is more accurate. Hopefully, I have given, a good, beginning reference point.

I will work, in the following months, to give more accurate numbers.

A thank you, for your patience, in myself trying to report, on this matter. I try to report, with some simple news, and how to take care.

Sorry again, where I sometimes, may be inaccurate.

As we continue with our lives, in this pandemic - good luck, in sorting out, current vaccination issues.

And how to proceed with caution, this month, to decide the school year of 2021, as there is a more contagious strain, of Covid-19, floating around.

A final helpful reminder, of Kip Harkness words, at a recent council meeting, that things can possibly start to return, more back to normal, by this summer.

Sincerely,  
Blair Beekman

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## Fw: Extend Covid Paid Sick Leave

City Clerk <city.clerk@sanjoseca.gov>

Tue 1/5/2021 3:31 PM

To: Agendadesk <Agendadesk@sanjoseca.gov>

### Office of the City Clerk | City of San José

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San Jose, CA 95113

Main: 408-535-1260

Fax: 408-292-6207

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**From:** Jeffie Khalsa [REDACTED]

**Sent:** Tuesday, January 5, 2021 10:47 AM

**To:** The Office of Mayor Sam Liccardo <TheOfficeofMayorSamLiccardo@sanjoseca.gov>; District1 <district1@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>; City Clerk <city.clerk@sanjoseca.gov>

**Subject:** Extend Covid Paid Sick Leave

[External Email]

Dear Council Members and Mayor,

I am writing to ask you to extend paid COVID sick leave in the City of San José retroactive to January 1, 2020 and to continue it through June 30, 2021.

As you know, we are in the midst of unprecedented social, economic, and organizational crisis. More and more individuals and families are unemployed and facing incipient homelessness. We need our local government to look out for its citizens in any and all ways possible. Extending COVID leave will help many vulnerable workers help make ends meet, and could very well be the difference between housed and unhoused for others. We are a city wealthy in resources, and we need to distribute those adequately to ensure that we continue as a community.

As an involved, voting citizen, I ask you to represent me in this.

Thank you for your consideration.

Jeffie Khalsa

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