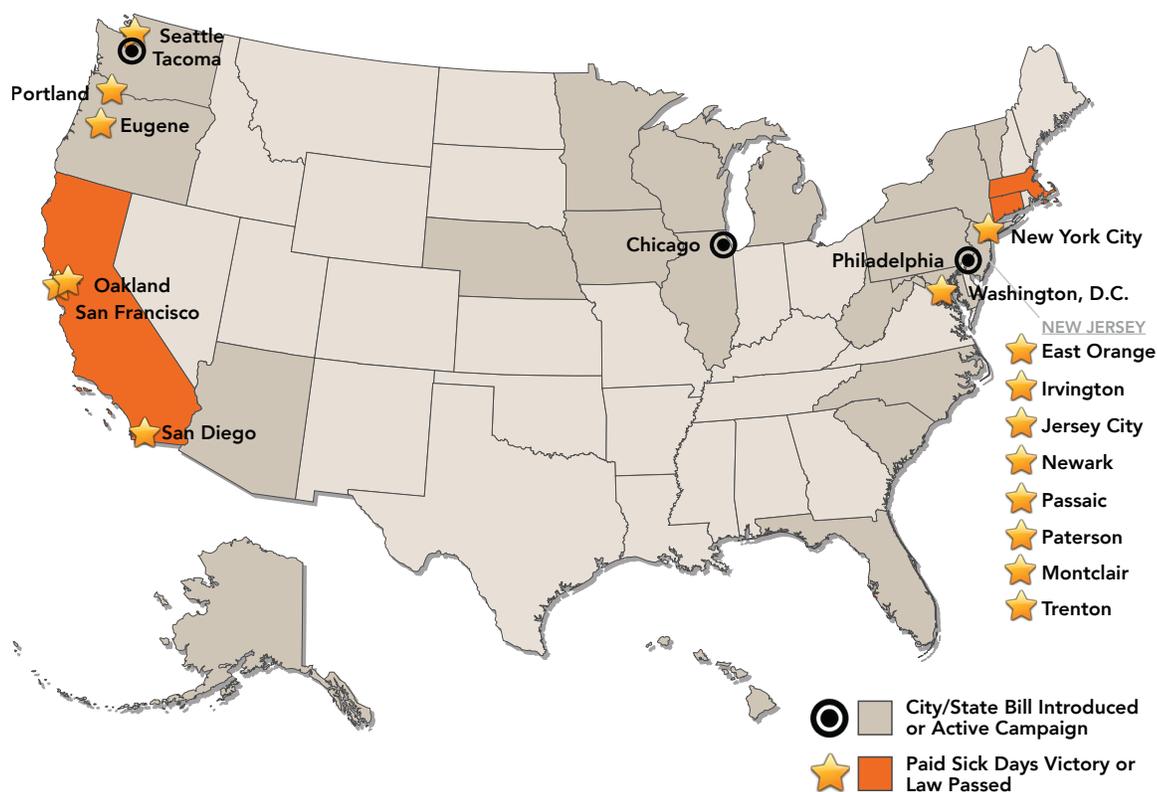


State and Local Action on Paid Sick Days

In 2006, San Francisco became the first locality in the nation to guarantee access to earned paid sick days. In 2008, the District of Columbia passed a paid sick days standard that included paid "safe" days for victims of domestic violence, sexual assault and stalking. In 2011, the Connecticut legislature became the first in the nation to pass a statewide paid sick days law and, in the same year, Seattle also passed a paid sick days law. In 2013, Portland, Ore., New York City and Jersey City, N.J., adopted paid sick days standards. Newark, N.J., followed in early 2014, followed by Eugene, Ore., San Diego, the state of California, and the New Jersey cities of Passaic, Paterson, East Orange and Irvington. In November 2014, paid sick days ballot measures passed in Massachusetts, Oakland, Calif., and the New Jersey cities of Montclair and Trenton. Altogether, more than two dozen states and cities considered paid sick days proposals in the most recent legislative session.



2014 Legislation and Campaigns

Paid sick days campaigns or legislation exist in Alaska, Arizona, California, Chicago, East Orange (N.J.), Eugene (Ore.), Florida, Hawaii, Illinois, Iowa, Irvington (N.J.), Maryland, Massachusetts, Michigan, Minnesota, Montclair (N.J.), Nebraska, New Jersey, New York, North Carolina, Oakland (Calif.), Oregon, Passaic (N.J.), Paterson (N.J.), Pennsylvania, Philadelphia, San Diego, South Carolina, Tacoma, Trenton (N.J.), Vermont, Washington, West Virginia and Wisconsin.

Alaska

Alaska's paid sick days bill, **H.B. 227/S.B. 126**, would allow workers in businesses with 15 or more employees to earn a minimum of one hour of paid sick and safe time for every 40 hours worked. The bill does not set an upper limit for paid sick time. Workers would be able to use the job-protected time to prevent, diagnose or treat their own illness or the illness of an immediate family member. The bill defines "immediate family" to include a spouse or domestic partner, or a child, parent or sibling if that person resides with the worker. Survivors of domestic violence, sexual assault or stalking crimes for which a person has been arrested or charged could use the paid sick time to take needed time away from work.

Status: H.B. 227 was introduced on January 21 by Representatives Tarr, Drummond, Kerttula and Gruenberg and was referred to the House Committee on Labor & Commerce. S.B. 126 was introduced by Senator Wielechowski on January 22 and was referred to the Senate Committee on Labor & Commerce.

Resources: www.legis.state.ak.us

Arizona

Arizona's Sick and Safe Time Act, **H.B. 2585**, would allow all Arizona workers to earn a minimum of one hour of paid sick and safe time for every 30 hours worked, up to 72 hours each year (approximately nine days annually for a full-time worker). Workers would be able to use the job-protected time to recover from their own illness, care for an ill family member or seek diagnoses or preventive care for themselves or a family member. The bill defines "family member" broadly to include a child, spouse or domestic partner, parent, grandchild, sibling or "any other person related by blood or affinity." The bill also covers time lost at work due to a public health emergency. Survivors of domestic violence, sexual assault or stalking could use "safe" days to seek medical, legal, relocation and other services.

Status: The Sick and Safe Time Act was

introduced by Representative Jonathan Larkin on February 12, 2014, and was referred to the House Committees on Commerce, Government and Rules.

Resources: www.azleg.gov

California

Building on San Francisco's historic 2006 victory, the campaign to guarantee earned paid sick days for all California workers is coordinated by the **California Work & Family Coalition**.

The California paid sick days bill, **A.B. 1522**, will allow workers to earn a minimum of one hour of paid sick and safe time for every 30 hours worked. An employer may limit a worker's use of paid sick time to 24 hours or three days per year. Workers would be able to use the job-protected time off for diagnosis, care or treatment of an existing health condition or preventive care for themselves or their family member. "Family member" is defined as spouse, registered domestic partner, child, parent, grandparent, grandchild or sibling. Workers may also use the time for reasons related to domestic violence or sexual assault. The law applies to all public and private employers in the state but, in a last-minute amendment, home care workers employed through the state's In-Home Supportive Services program were excluded from the law and are ineligible to earn paid sick days.

Status: A.B. 1522 was introduced on January 16 by Assemblywoman Lorena Gonzalez. It passed the Assembly on May 29 and the Senate on August 29. The governor signed A.B. 1522 into law on September 10, making California the second state in the country to enact a paid sick days standard. The law will take effect on July 1, 2015.

Resources: workfamilyca.org

► OAKLAND

Lift Up Oakland, a coalition of labor, faith and youth organizations, ran a campaign to raise the minimum wage and guarantee access to paid sick days for workers in Oakland. Voters in Oakland

voted on a measure on the November 2014 ballot to increase the minimum wage and allow workers to accrue one hour of paid sick time for every 30 hours worked. Beginning in March 2015, employees who work for businesses with fewer than 10 employees will accrue a maximum of 40 hours. Those who work for larger employers will accrue a maximum of 72 hours. Workers will be able to take paid sick time for their own illness or medical care, as well as that of a child, parent, legal guardian or ward, sibling, grandparent, grandchild, spouse, registered domestic partner or designated person.

Status: Oakland's paid sick days ballot measure withstood a challenge from a business-backed counter-proposal that would have provided a less generous minimum wage increase and paid sick days standard. Voters approved the measure in November 2014, and it goes into effect in March 2015.

Resources: www.liftupoakland.org/about

▶ SAN DIEGO

The **Raise Up San Diego** coalition is a broad community coalition fighting for earned sick days and to raise the minimum wage for all San Diegans. The coalition is spearheaded by the **Center on Policy Initiatives**. The measure introduced in 2014 would allow workers to earn up to five paid sick days per year and would raise the minimum wage to \$11.50 by 2017.

Status: The San Diego paid sick days and minimum wage measure passed the City Council and was then vetoed by the mayor and, on August 18, 2014, the City Council overrode the mayor's veto. Opponents pledged to block the measure by collecting signatures in support of a referendum that would put a hold on the ordinance's enactment and could ultimately rescind it. Opponents were able to gather enough signatures and, as a result, the referendum will be on the ballot in June 2016. The ordinance is on hold until that time.

Resources: www.raiseupsandiego.org
onlinecpi.org

Florida

In 2012, thriving campaigns were working for the adoption of paid sick days ordinances in Orange County and Miami-Dade County. Orange County advocates successfully collected enough signatures to have a paid sick days ballot measure placed on the November 2012 ballot, but the County Commission decided, illegally, to delay placement on the ballot. In 2013, the state legislature – fueled by paid sick days opponents – preempted local authority to enact paid sick days laws. The preemption law strips Orange County and other jurisdictions of the power to determine for themselves whether to adopt paid sick days standards. Paid sick days advocates such as **Organize Now** and the **Restaurant Opportunities Center of Miami** (ROC-Miami) are educating voters and lawmakers about the benefits that a statewide paid sick days law would bring. As a postscript to Orange County's saga, voters overwhelmingly approved the county's paid sick days ordinance in August 2014 even though the statewide preemption law essentially nullifies that result.

Hawaii

The Hawaii paid sick days bill, **H.B. 2381/S.B. 2493**, would allow Hawaii workers to earn a minimum of one hour of paid sick time for every 30 hours worked, up to nine days annually. Workers would be able to use the job-protected time off to care for themselves or for a family member who is ill or needs preventive or medical care, or under certain circumstances in the case of a public health emergency. "Family member" is defined as a child, parent, spouse or reciprocal beneficiary, grandparent, grandchild, sibling, child or parent of a spouse or reciprocal beneficiary, spouse or reciprocal beneficiary of a grandparent or sibling, or any other individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship.

Status: The bills were introduced in January 2014. The House bill was referred to the Committees on Finance and Labor & Public Employment. The

Senate bill was referred to the Committees on Judiciary & Labor and Ways & Means.

Resources: www.capitol.hawaii.gov

Iowa

Iowa's paid sick days bill, **S.F. 2245**, would allow workers to earn one hour of paid sick and safe time for every 40 hours worked, up to 40 hours per year (approximately five days for a full-time worker). The bill would only apply to workers in certain service occupations who are employed by businesses with 50 or more employees. These workers would be able to use the paid time off to care for themselves or a family member who is ill or needs preventive or medical care, or if the worker is a victim of domestic abuse or sexual assault, for medical care, counseling or certain other services. "Family member" is defined as a worker's spouse or child.

Status: S.F. 2245 was introduced by Senator Joe Bolkcom on February 20 and was referred to the Committee on Labor and Business Relations.

Resources: www.legis.iowa.gov/index.aspx

Illinois

Women Employed leads the **Sick Days Illinois** coalition, which includes dozens of state advocacy groups that are raising public awareness and campaigning for a paid sick days standard.

In his January 2014 State of the State address, Governor Pat Quinn announced his support for a statewide paid sick days law, and bills were introduced in the legislature soon after. The Earned Sick Time Act, **H.B. 4420/S.B. 2789**, would allow workers in business with 20 or more employees (and beginning January 1, 2016, with 15 or more employees) to earn a minimum of one hour of paid sick time for every 40 hours worked, up to two days annually. Workers would be able to use the job-protected time to care for themselves or for a family member who is ill or needs preventive or medical care or, under certain circumstances in the case

of a public health emergency. "Family member" is defined as a spouse, child, parent, or the child or parent of a spouse.

Status: The Earned Sick Time Act was introduced in January by Representative Berrios in the House and Senators Muñoz and Collins in the Senate. It was referred to the House Committee on Rules.

Resources: www.sickdaysillinois.org

▶ CHICAGO

The **Earned Sick Time Chicago** coalition includes community, public health, faith, women's and labor organizations. Chicago's legislation, **O2014-1511**, would allow workers to earn one hour of paid sick and safe time for every 30 hours worked, up to 40 hours for workers in businesses with fewer than 10 employees (approximately five days for a full-time worker) and up to 72 hours for workers in larger businesses (approximately nine days for a full-time worker). The job-protected time off may be used for the worker's own health condition, medical appointments or preventive care, or for those of a family member. It may also be used when the worker or a family member is a victim of domestic or sexual violence or under certain circumstances due to a public health emergency. "Family member" is defined as a child, spouse, domestic partner, parent, sibling, grandparent, grandchild, or child or parent of a spouse or domestic partner.

Status: O2014-1511 was introduced in the City Council on March 5 and referred to the Committee on Workforce Development and Audit.

Resources: www.sicktimechicago.org

Maryland

The **Job Opportunities Task Force**, **Public Justice Center** and **United Workers Association** are the founding members of **Working Matters**, a coalition of nearly 100 organizations and businesses committed to advancing the Maryland Campaign for Paid Sick Days. The Maryland Earned Sick and Safe Leave Act, **H.B. 986/S.B. 753**, would allow workers in businesses with 10 or more employees

to earn one hour of job-protected paid sick time for every 30 hours worked, up to 56 hours per year (approximately seven days for a full-time worker). Workers in businesses with fewer than 10 workers would earn one hour of *unpaid* but job-protected sick time for every 30 hours worked, up to 56 hours per year. This time could be used by workers to care for themselves or for a family member who is ill or needs preventive or medical care, under certain circumstances in the case of a public health emergency, or if they or a family member are a victim of domestic violence, sexual assault or stalking. “Family member” is defined as a spouse, child, parent (or parent of a spouse), grandparent (or that person's spouse), sibling (or that person's spouse) or grandchild.

Status: H.B. 986 was introduced in the House by Delegate John Olszewski, Jr., and S.B. 753 was introduced in the Senate by Senator Catherine Pugh in February 2014. The bills were referred to the House Economic Matters Committee and the Senate Finance Committee and hearings were held on February 18 in the House and February 20 in the Senate.

Resources: www.facebook.com/WorkingMatters

Massachusetts

Raise Up Massachusetts has worked to advance a statewide earned sick time standard

After several years of legislative progress but no victory, voters approved an earned paid sick time ballot measure, **Question 4**, in November 2014. Beginning in July 2015, workers in businesses with more than 10 employees will earn one hour of paid sick and safe time for every 30 hours worked, up to 40 hours annually (approximately five days for a full-time worker). Workers in businesses with 10 or fewer employees will earn one hour of *unpaid* sick time for every 30 hours worked, up to 40 hours annually. Workers will be able to use the job-protected time to recover from their own illness, care for an ill family member or attend medical appointments of their own or of a family member.

“Family member” is defined as a child, spouse (including a same-sex spouse under state law), parent or parent of a spouse. The time can also be used to address the psychological, physical or legal effects of domestic violence.

Status: The ballot measure passed in November 2014 and goes into effect in July 2015.

Resources: www.raiseupma.org

Michigan

Grassroots organization **Mothering Justice** is working with state legislators and allies to advance paid sick days for Michigan workers.

The Paid Sick Leave Act, **H.B. 4706**, would allow workers to earn one hour of paid sick and safe leave for every 30 hours worked, up to 40 hours annually (approximately five days for a full-time worker) for workers in businesses with fewer than 10 employees and up to 72 hours annually (approximately nine days for a full-time worker) for workers in larger businesses. Workers would be able to use the job-protected time off for their own health condition, medical appointment or preventive care or for those of a family member. Time may also be used to obtain medical, legal or other services needed as a result of domestic violence or sexual assault. “Family member” is defined as a worker’s child (or the child of a domestic partner), parent (or the parent of a spouse or domestic partner), spouse, grandparent, grandchild, sibling, spouse or domestic partner of a grandparent or sibling, or “any other individual related by blood or affinity.”

Status: H.B. 4706 was introduced by Representative Rudy Hobbs and three other sponsors on May 8, 2013, and was referred to the Committee on Commerce. In addition to supporting this bill, advocates are also mobilizing to fight state legislation that would preempt the right of localities to pass their own paid sick days ordinances.

Resources: www.motheringjustice.org/index.html

Minnesota

Take Action Minnesota coordinates the campaign to bring paid sick days to Minnesota workers, with the involvement of **Neighborhoods Organizing for Change**. The paid sick days legislation, **H.F. 2461/S.F. 2105**, would allow workers to earn one hour of sick and safe time for every 30 hours worked. Workers in businesses with fewer than 21 employees would earn up to 40 hours annually (approximately five days for a full-time worker). Workers in larger businesses would earn up to 72 hours annually (approximately nine days for a full-time worker). The job-protected time off could be used by workers to care for themselves or for a family member who is ill or needs preventive or medical care, under certain circumstances in the case of a public health emergency, or if they or a family member are a victim of domestic abuse, sexual assault or stalking. “Family member” is defined as a spouse, child, parent, grandparent, sibling or extended family member.

Status: H.F. 2461 was introduced on February 27. It passed out of the House Labor, Workplace and Regulated Industries Committee on March 6, the Civil Law Committee on March 12, and the Government Operations Committee on March 20. S.F. 2105 was also introduced on February 27 and passed out of the Senate Judiciary Committee on March 17. Although these bills did not advance further in 2014, the campaign worked to pass an omnibus women’s economic security bill that allows workers who already have access to sick leave to care for a broader group of family members and is planning for a renewed effort to pass paid sick days in 2015.

Resources: www.takeactionminnesota.org
www.mnwesa.org

Nebraska

The Healthy Families and Workplaces Act, **L.B. 1090**, would allow most full-time workers to earn one hour of paid sick time for every 30 hours worked, up to 40 hours annually (approximately

five days for a full-time worker). Workers would be able to use the job-protected time for their own health condition, medical appointments or preventive care, or for those of a family member. “Family member” is defined as a child, parent, spouse or spouse’s parent.

Status: L.B. 1090 was introduced by Senator Danielle Conrad on January 22, 2014, and referred to the Committee on Labor and Business. A hearing took place on February 24.

Resources: www.nebraskalegislature.gov

New Jersey

The **New Jersey Time to Care Coalition**, a broad-based group of more than 100 community, advocacy, union, religious, research and academic organizations, along with the **New Jersey Working Families Alliance** and its diverse labor and community partners, is building on the successful paid sick days campaigns in Jersey City (2013) and Newark (2014), as well as in the cities listed below (2014), to advance a statewide paid sick days standard for New Jersey workers. New Jersey’s paid sick days legislation, **A. 2354/S. 785**, guarantees workers one hour of paid sick and safe time for every 30 hours worked, up to 40 hours annually for workers in businesses with fewer than 10 employees (approximately five days for a full-time worker) and up to 72 hours annually for workers in larger businesses (approximately nine days for a full-time worker). The job-protected time off may be used for the worker’s own health condition, medical appointments or preventive care, or for those of a family member. It may also be used to obtain medical, legal or other services needed as a result of domestic violence or sexual assault, or for time taken under certain circumstances due to a public health emergency. “Family member” is defined as a child (including child of a domestic or civil union partner), spouse, domestic or civil union partner, grandchild, sibling, parent, grandparent, spouse/domestic partner/civil union partner of a parent or grandparent, or sibling of a spouse/domestic partner/civil union partner.

The coalition has advanced paid sick days ordinances at the municipal level. Paid sick days ordinances were introduced and passed quickly in Passaic, East Orange, Paterson and Irvington, and paid sick days ballot measures were approved in Montclair and Trenton in November 2014.

Status: A. 2354 was introduced in February 2014 by Representative Pamela Lampitt and referred to the Assembly Labor Committee. S. 785 was introduced in January 2014 by Senator Loretta Weinberg and referred to the Senate Labor Committee.

Resources: www.njtimetocare.org

► MUNICIPAL

Status: In September 2014, the city councils of Passaic, East Orange, Paterson and Irvington passed paid sick days ordinances. The ordinances have been approved by the cities' mayors and will go into effect in January 2015. In November 2014, paid sick days ballot measures were approved in Montclair and Trenton. They will go into effect in March 2015.

Resources: www.njtimetocare.org

New York

The Paid Sick Leave Act, **A. 3894/S. 2626**, would allow New York workers to earn one hour of paid sick time for every 20 hours worked. Businesses with fewer than 10 employees would be required to provide up to 40 hours annually (approximately five days for a full-time worker); all other businesses would be required to provide up to 80 hours (approximately 10 days for a full-time worker). Workers could use the job-protected leave to recover from illness, care for an ill family member or seek medical care for themselves or a family member. "Family member" is defined broadly to include a child (including child of a domestic partner), spouse, parent, grandparent, grandchild, sibling, aunt or uncle. Workers without a spouse could designate one person to care for in a spouse's stead.

Status: In January 2013, the Paid Sick Leave Act was introduced in the Senate by Senator Kevin Parker and in the Assembly by Assemblyman Karim Camara. It was referred to the Labor Committee in both houses.

Resources: www.nysenate.gov/legislation
assembly.state.ny.us

► NEW YORK CITY

In New York City, **A Better Balance: The Work and Family Legal Center**, the **New York State Paid Family Leave Coalition** and the **Working Families Organization** led a broad coalition to advance a paid sick days standard that covers workers in the city. The coalition includes **Make the Road New York** and the **Restaurant Opportunities Center of New York**, as well as unions, workers', children's and women's advocates, and public health leaders.

New York City's Earned Sick Time Act was originally enacted in June 2013. In 2014, the City Council considered bills that would expand the law to require any business with five or more employees to provide paid sick days to its workers. The bill also removed the original bill's exemption for manufacturing businesses and a provision that would suspend enforcement of the law during economic downturns.

Status: New York City's paid sick days expansion bill passed the City Council in February and was signed into law on March 20, 2014. The law and expansion went into effect on April 1, 2014.

Resources: www.abetterbalance.org
www.timetocareny.org

North Carolina

The **North Carolina Families Care Coalition**, led by the **North Carolina Justice Center**, is comprised of workers', women's, religious and health organizations, as well as children's and older adults' advocacy groups committed to bringing a paid sick days standard to the state.

Status: Legislation was introduced in 2013 but did not move in 2014. North Carolina advocates are making paid sick days part of a broader women and families agenda at public events.

Resources: www.ncfamiliescare.org

Oregon

Everybody Benefits Oregon, a campaign coordinated by **Family Forward Oregon**, is building on the successful campaign in Portland in 2013 to bring paid sick days to the entire state.

Status: Statewide legislation was introduced in 2013 and was the subject of multiple committee hearings. New legislation is expected in 2015 when the legislature reconvenes in regular session.

Resources: everybodybenefitsoregon.org

► EUGENE

The group is also spearheading the effort to bring paid sick days to workers in Eugene, Ore. An ordinance was introduced on June 23 that would allow workers to earn one hour of paid sick time for every 30 hours worked, up to a minimum of 40 hours of paid sick time in a year; time begins to accrue on commencement of employment. The job-protected time off may be used for the worker's own health condition, including preventative care, or for that of a family member, and may also be used for certain purposes related to domestic violence, harassment, sexual assault or stalking.

Status: The Eugene paid sick days ordinance passed on July 28, 2014. Just prior to its passage, the Lane County Board of Commissioners passed several measures to preempt the Eugene ordinance. Rulemaking is underway in both the city and county, and resolution of this conflict will be determined in the coming months. The Eugene ordinance goes into effect on July 1, 2015, barring legal challenges.

Resources: everybodybenefitseugene.org

Pennsylvania

The **Coalition for Healthy Families and Workplaces**, coordinated by **PathWays PA**, is working to bring paid sick days to all Pennsylvania workers. Advocates are also mobilizing to fight state legislation that would preempt the right of localities to pass their own paid sick days ordinances.

Status: State legislation has not been introduced in 2014.

Resources: www.pathwayspa.org

► PHILADELPHIA

Under current law, adopted in 2011, Philadelphia requires certain employers who contract with the city to provide workers with earned paid sick days. The **Coalition for Healthy Families and Workplaces**, coordinated by **PathWays PA** and **Women's Way**, is working with a broad range of groups to expand this standard to cover all Philadelphia workers. The 2013 bill, Promoting Healthy Families and Workplaces, **No. 130004**, would allow workers in businesses with more than five employees to earn one hour of paid, job-protected sick and safe time for every 40 hours worked. Workers in businesses with between six and 19 employees would earn up to 32 hours annually (approximately four days for a full-time worker), and workers in larger businesses would earn up to 56 hours annually (approximately seven days for a full-time worker). Workers would be able to take time off to deal with their own health needs or those of a family member, or to address the effects of domestic violence, sexual assault or stalking on themselves or a family member. "Family member" is defined as a spouse or life partner, child, parent (or spouse's parent), grandparent (or grandparent's spouse), grandchild, sibling (or sibling's spouse) or "any other individual related by blood or affinity."

Status: The Philadelphia City Council approved the Promoting Healthy Families and Workplaces bill on March 14, 2013, by a vote of 11-6. However, Mayor Michael Nutter vetoed the bill on April 4, 2013, and the campaign was not able to secure the 12 City Council votes necessary for a veto override.

The campaign plans to keep pushing for a citywide paid sick days standard, and is also mobilizing to fight state legislation that would preempt the right of localities to pass their own paid sick days ordinances.

In June 2014, Mayor Nutter announced the creation of a Task Force on Paid Sick Leave consisting of mayoral appointees with professional expertise and stakeholder interest. The task force is directed to conduct a complete, thorough and balanced review of paid sick leave policies and their likely effects on employers and employees. The task force will submit a final report with their recommendations to the mayor and City Council by December 1, 2014.

Resources: www.phillyearnedicksickdays.com

South Carolina

The Earned Paid Sick Leave Act, **S. 906**, would allow workers to earn one hour of sick time for every 40 hours worked. Workers in businesses with more than 10 employees would earn up to 56 hours of sick time annually (approximately seven days for a full-time worker), while workers in businesses with six to 10 employees would earn up to 40 hours annually (approximately five days for a full-time worker). Workers in businesses with fewer than six workers would earn up to 40 hours of job-protected *unpaid* sick time annually. Workers would be able to use sick time to care for themselves or for a family member who is ill or needs preventive or medical care, in the case of a public health emergency, or to address the effects of criminal domestic violence. “Family member” is defined as a child or spouse.

Status: S. 906 was introduced by Senator Kimpson on January 14, 2014, and referred to the Committee on Labor, Commerce and Industry.

Resources: www.scstatehouse.gov/index.php

Vermont

The Vermont paid sick days coalition, coordinated by **Voices for Vermont’s Children** and the **Vermont Workers Center**, is fighting for a statewide paid sick days standard. An Act Relating to Absence from Work for Health Care and Safety, **H. 208/S. 255**, would allow workers in businesses with five or more employees to earn one hour of “paid health care time” for every 30 hours worked, up to 56 hours annually (approximately seven days for a full-time worker). Workers would be able to use this paid health care time to recover from an illness or injury, care for a sick family member or seek medical care for themselves or a family member. Workers could also use the job-protected paid health care time to obtain legal, medical, relocation or social services arising from domestic violence, sexual assault or stalking. “Family member” is defined as a child, parent or parent-in-law, grandparent, grandparent-in-law, spouse, domestic partner, stepchild, or foster child or ward of the worker who lives with the worker.

Status: H. 208 was introduced by Representative Jill Krowinski on February 7, 2013. A companion bill, S. 255, was introduced by Senator Sally Fox on January 7, 2014. H. 208 passed out of the House Committee on General, Housing and Military Affairs on February 11, 2014. The bill was then sent to the House Appropriations Committee, where it was not taken up for consideration

Resources: www.voicesforvtkids.org

Washington

The **Economic Opportunity Institute**, at the helm of the **Washington Family Leave Coalition**, is building support for paid sick days in Washington state. The state was among the first in the nation to consider paid sick days legislation, and advocates have built a strong movement committed to improving standards for families and businesses.

The city of Seattle passed the fourth citywide paid sick days law in 2011. Washington’s statewide paid sick days legislation, **H.B. 1313/S.B. 5594**, is

patterned on Seattle's ordinance. It would allow workers in businesses with between five and 49 employees to accrue at least one hour of paid sick and safe time for every 40 hours worked, up to 40 hours per year (approximately five days for a full-time worker). Workers in businesses with between 50 and 249 employees would also accrue at least one hour of paid time for every 40 hours worked, up to 56 hours per year (approximately seven days for a full-time worker). Workers in businesses with 250 or more employees would accrue at least one hour of paid time for every 30 hours worked, up to 72 hours per year (approximately nine days for a full-time worker). Workers would be able to use the job-protected time off to care for themselves or a family member who is ill, needs medical care or is a victim of domestic violence, sexual assault or stalking. "Family member" is defined as a child, parent, spouse or civil union partner, grandparent, grandchild, sibling or any other individual related by blood or affinity.

Status: H.B. 1313 was introduced in the House of Representatives by Representative Laurie Jinkins on January 23, 2013, and S.B. 5594 was introduced in the Senate by Senator Nick Harper on February 5, 2013. S.B. 5594 had a hearing in the Senate Committee on Commerce and Labor on February 20, 2013. H.B. 1313 passed the House on January 29, 2014, and was sent to the Senate, where it had a hearing in the Committee on Commerce and Labor on February 26, 2014.

Resources: www.eoionline.org
www.waworkandfamily.org

► TACOMA

The Healthy Tacoma campaign, a coalition of community groups, unions, women's and workers' groups and others, is building support for a paid sick days standard in the city of Tacoma.

Status: Legislation has not yet been introduced. On September 9, 2014, the Healthy Tacoma coalition attended the City Council's Citizen's Forum with representatives from labor, faith and community

groups to testify in favor of passing a paid sick days ordinance in Tacoma.

Resources: www.healthytacoma.net

West Virginia

The **West Virginia Earned Sick Days Coalition** formed in 2014 to address the needs of women, children and families in West Virginia. The coalition is a broad-based group of individuals and organizations, with **SEIU 1199, WV Center on Budget and Policy** and **WV FREE** taking the lead on organizing efforts in the state.

Status: The coalition and its legislative champions are expected to introduce an earned sick days bill in West Virginia's 2015 legislative session.

Resources: www.wvpolicy.org/keeping-families-healthy-west-virginia-earned-sick-days-and-family-medical-leave

Wisconsin

Wisconsin's paid sick days legislation, **A.B. 898**, would guarantee workers one hour of paid sick and safe time for every 30 hours worked, up to 40 hours annually for workers in businesses with fewer than 10 employees (approximately five days for a full-time worker) and up to 72 hours annually for workers in larger businesses (approximately nine days for a full-time worker). The job-protected time off may be used for the worker's own health condition, medical appointments or preventive care, or for those of a family member. It may also be used to obtain medical, relocation or other services needed as a result of domestic abuse, sexual abuse or stalking. "Family member" is defined as a spouse or domestic partner; the parent, child, sibling or sibling-in-law, grandparent, step-grandparent, or grandchild of the worker or their spouse or domestic partner; or any other person who is related to the worker or their spouse or domestic partner and whose close association makes the person the equivalent of a family member.

9to5 Wisconsin, which leads the statewide **Keep Families First Coalition**, supports A.B. 898, while also leading the campaign for state paid family leave insurance.

Status: A.B. 898 was introduced on March 31, 2014, by Representative Cory Mason and referred to the Committee on Labor.

Resources: legis.wisconsin.gov/assembly/mason/Pages/Earned-Sick-Leave-Act.aspx

The National Partnership for Women & Families is a nonprofit, nonpartisan advocacy group dedicated to promoting fairness in the workplace, access to quality health care and policies that help women and men meet the dual demands of work and family.

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