

Sonoma County UNITED IN CRISIS

Emergency Paid Sick Leave Ordinance

One in five Sonoma County residents are living in poverty¹ and while hundreds of thousands are now out of work, thousands more frontline “essential workers” have inadequate paid sick time provisions.

A 2019 report found 40% of Americans would not be able to respond to a \$400 unexpected expense (including unpaid days off) without some kind of help². All workers need to know that they can take time off from work during this pandemic, when ill, without pushing them further into poverty.

We call on our local governments to protect workers by passing an ordinance that includes these provisions:

- ❖ **10 paid sick days during a public health emergency and no waiting period or accrual;**
- ❖ **All full-time and part-time and per diem workers are eligible and part-time emergency paid sick days calculated on the basis of the number of hours worked in a typical two-week period;**
- ❖ **May be used by any worker for diagnosis, quarantine and isolation or for workers whose employer has closed due a public health emergency;**
- ❖ **May be used to care for a family member or domestic partner, or to care for children at home when school is closed.**
- ❖ **Is not based on Employer approval. Your employer cannot deny your request to use your sick days.**



SoCo United In Crisis Members:

North Bay Jobs with Justice
North Bay Organizing Project
North Bay Labor Council
National Union of Healthcare Workers (NUHW)
Graton Day Labor Center
Alianza Laboral de Mujeres Activas y Solidarias (ALMAS)
Sonoma County Tenants Union
Service Employees International Union (SEIU), Local 1021
Comité VIDA
Sunrise Movement
UNITE HERE Local 2850
Homeless Action



¹http://northbayjobswithjustice.org/State%20of%20Working%20Sonoma%202018_Final%20Report3_%202-25-19.pdf

²<https://www.federalreserve.gov/publications/files/2018-report-economic-well-being-us-households-201905.pdf>