

1 **New Business**

Item #: 17

2
3 Speaker Quinn
4 NYC Council
5 City Hall Office
6 250 Broadway
7 Suite 1744
8 New York, NY 10007

9
10 **Re: New York City Council Intro. 0097-2012**
11 **Paid Sick Time Act**

12
13 Dear Council Member Brewer,

14
15 Manhattan Community Board 4 again gives its support for Intro. 0097-2012, which
16 would require employers to provide employees with paid sick leave. We originally
17 supported this bill when it was Intro. 1059 back on December 2, 2009 (see attached).

18
19 At the time we stated that we supported the intent and believed that the broadest range of
20 industries should be covered. However, we were concerned about the bill's potential
21 economic impact, especially on small businesses, and as yet unresolved matters
22 surrounding its implementation and enforcement.

23
24 We listed the issues articulated at the Full Board meeting and in a Housing, Health, and
25 Human Services Committee meeting. The intent of the letter was not to recommend
26 specific alternatives, but rather to raise the issues and express that the Board's
27 continued support is conditioned upon favorable resolution of these items before the bill's
28 passage.

29
30 However, since then twelve (12) amendments have been proposed by the sponsors to
31 answer these concerns:

- 32
33 1. The bill will not apply to businesses with fewer than five (5) employees, except to
34 provide job protection for up to five (5) days if a worker or family member is ill;
35
36 2. New businesses with fewer than 20 employees will have a one-year grace period
37 before being covered by the bill;
38
39 3. The size of the businesses will be determined by full-time equivalents rather than by
40 counting all individual workers;
41
42 4. Any type of paid leave – paid time off, vacation, personal days, etc. – counts as paid
43 sick time. Businesses that prefer not to designate specific time to sick leave need not do
44 so and businesses providing any kind of leave in the same amounts as required by the law
45 need not change their policies;
46

47 5. Businesses can allot paid sick time at the beginning of the year, rather than through an
48 accrual process, if they prefer;

49
50 6. Business can determine time increments by which workers may use their sick time;

51
52 7. Workers who volunteer for shifts with higher rates of pay will earn their standard pay
53 rate if they take sick time during those shifts;

54
55 8. Worker protections apply only to sick time and do not extend to other disciplinary
56 actions;

57
58 9. Businesses will not need to change bookkeeping practices;

59
60 10. Model policies, notices and forms will be available for businesses through an online
61 resource;

62
63 11. During declared emergencies, the provisions of the bill will be suspended for public
64 service commission employees; and

65
66 12. Work-study students will not be covered by the bill.

67
68 CB4 applauds the efforts of all involved to find a viable compromise. The Paid Sick
69 Leave Act would go far to protect workers—both full-time and part-time—with only a
70 modest increase in cost to the employer. We urge continued dialogue and support this bill
71 with amendments.

72
73 Sincerely,

74
75 Cc: elected, etc.

76