

Dear District 8 City Council Member Sylvia Arenas,

I am writing to urge the San José City Council to approve the Paid Sick Leave Ordinance proposed by Councilmembers Arenas, Carrasco, and Esparza.

During a public health emergency such as the one we're experiencing now, it is 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, such as food service and grocery workers.

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.

Please pass the Paid Sick Leave Ordinance for the good of our entire community.

Sincerely,

Marnie Rohde

[Redacted signature block]

Dear District 8 City Council Member Sylvia Arenas,

I am writing to urge the San José City Council to approve the Paid Sick Leave Ordinance proposed by Councilmembers Arenas, Carrasco, and Esparza.

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Sincerely,

Michael Moreno

[Redacted signature block]

Dear District 8 City Council Member Sylvia Arenas,

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Sincerely,  
Starlina Ellis

[REDACTED]

Dear District 8 City Council Member Sylvia Arenas,

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Sincerely,

Rebecca Moskowitz

[Redacted signature block]

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Sincerely,

Jane Bibb

[Redacted signature block]

Dear District 8 City Council Member Sylvia Arenas,

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Sincerely,

Teresa Andrews

[Redacted signature block]

Dear District 8 City Council Member Sylvia Arenas,

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Sincerely,  
Enrique Ruiz

[Redacted Signature]

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Please pass the Paid Sick Leave Ordinance for the good of our entire community.

Sincerely,  
Carson Yu

[Redacted Signature]



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Please pass the Paid Sick Leave Ordinance for the good of our entire community.

Sincerely,

Angelina Fernandez

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Sincerely,

Lina Som

[Redacted signature block]

Dear District 8 City Council Member Sylvia Arenas,

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Sincerely,

Janice Huang

[Redacted signature block]

Dear District 8 City Council Member Sylvia Arenas,

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Sincerely,

Hernan Rosas

[Redacted Signature]

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Please pass the Paid Sick Leave Ordinance for the good of our entire community.

Sincerely,

Cecilia ballesteros

[REDACTED]

Dear District 8 City Council Member Sylvia Arenas,

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I believe this is not only a moral necessity, but also a economic necessity. Individuals should not have to decide between possibly getting themselves and/or their families severely ill, perhaps worse, or putting food on the table and a roof over their heads. If this is pandemic is not stopped in its tracks, our local, national, and global economy could be decimated. Workers not having sufficient paid sick time puts us all at risk.

Please pass the Paid Sick Leave Ordinance for the good of our entire community.

Sincerely,  
Javier Rodriguez

A large black rectangular redaction box covering the signature area.

Dear District 8 City Council Member Sylvia Arenas,

I am writing to urge the San José City Council to approve the Paid Sick Leave Ordinance proposed by Councilmembers Arenas, Carrasco, and Esparza.

With the ridiculous cost of living in this area, most of the working class's income goes to rent. They really can't afford to get sick without paid sick leave.

They are however, on the front lines providing the most essential services for the community, and thus are most at risk. Once they get sick and have to take time off work, their only option is to let bills go unpaid, and jeopardize having a place to live. Providing them with paid sick leave would give them the piece of mind they need to continue on with their lives, should they happen to get sick.

Please pass the Paid Sick Leave Ordinance. Thank you.

Sincerely,  
Alejandro Deleal

[Redacted Signature]

Dear District 8 City Council Member Sylvia Arenas,

I am writing to urge the San José City Council to approve the Paid Sick Leave Ordinance proposed by Councilmembers Arenas, Carrasco, and Esparza.

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Sincerely,  
alfonso medina

[Redacted signature block]



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Sincerely,

Virginia Ballantyne

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Sincerely,

Brandon Schroeder

[Redacted signature block]

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Please pass the Paid Sick Leave Ordinance for the good of our entire community.

Sincerely,  
Rosemary T

[REDACTED]  
[REDACTED]

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Sincerely,

Maria Miranda

[REDACTED]  
[REDACTED]

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Sincerely,

Marisol Gonzalez

[Redacted Signature]

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Sincerely,

Nicholas Chun

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Sincerely,  
Remla Abdo

[REDACTED]

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Sincerely,  
Remla Abdo

[Redacted signature block]



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Sincerely,  
Natalie Iqbal

[Redacted signature block]

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Sincerely,

Paula Cazares

[Redacted signature block]

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Sincerely,  
Athena Garcia

[Redacted Signature]

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Sincerely,  
Cyndi Adams

[Redacted Signature]

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Sincerely,

Jeanette Fassler

[Redacted signature block]

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I am writing to urge the San José City Council to approve the Paid Sick Leave Ordinance proposed by Councilmembers Arenas, Carrasco, and Esparza.

During a public health emergency such as the one we're experiencing now, it is 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, such as food service and grocery workers.

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.

Please pass the Paid Sick Leave Ordinance for the good of our entire community.

Sincerely,

Jeanette Fassler

[Redacted Signature]

Dear District 8 City Council Member Sylvia Arenas,

I am writing to urge the San José City Council to approve the Paid Sick Leave Ordinance proposed by Councilmembers Arenas, Carrasco, and Esparza.

During a public health emergency such as the one we're experiencing now, it is 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, such as food service and grocery workers.

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Please pass the Paid Sick Leave Ordinance for the good of our entire community.

Sincerely,  
Shelby Weber

[Redacted signature block]

Dear District 8 City Council Member Sylvia Arenas,

I am writing to urge the San José City Council to approve the Paid Sick Leave Ordinance proposed by Councilmembers Arenas, Carrasco, and Esparza.

During a public health emergency such as the one we're experiencing now, it is 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, such as food service and grocery workers.

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Please pass the Paid Sick Leave Ordinance for the good of our entire community.

Sincerely,  
Elisa Valdez

[Redacted signature block]



Dear District 8 City Council Member Sylvia Arenas,

As a resident of San Jose, I am writing to urge the San José City Council to approve the Paid Sick Leave Ordinance proposed by Councilmembers Arenas, Carrasco, and Esparza.

During a public health emergency such as the one we're experiencing now, it is 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, such as food service and grocery workers.

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Please pass the Paid Sick Leave Ordinance for the good of our entire community.

Sincerely,

Perla Arellano

[Redacted signature block]

Dear District 8 City Council Member Sylvia Arenas,


I am writing to urge the San José City Council to approve the Paid Sick Leave Ordinance proposed by Councilmembers Arenas, Carrasco, and Esparza.

During a public health emergency such as the one we're experiencing now, it is 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, such as food service and grocery workers.

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Please pass the Paid Sick Leave Ordinance for the good of our entire community.

Sincerely,  
Kim Hoang

A black rectangular redaction box covering the signature and any handwritten notes or dates that might have been present.

Dear District 8 City Council Member Sylvia Arenas,

I am writing to urge the San José City Council to approve the Paid Sick Leave Ordinance proposed by Councilmembers Arenas, Carrasco, and Esparza.

During a public health emergency such as the one we're experiencing now, it is 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, such as food service and grocery workers.

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Please pass the Paid Sick Leave Ordinance for the good of our entire community.

Sincerely,

Merón Perey

[Redacted signature block]

Dear District 8 City Council Member Sylvia Arenas,

I am writing to urge the San José City Council to approve the Paid Sick Leave Ordinance proposed by Councilmembers Arenas, Carrasco, and Esparza.

During a public health emergency such as the one we're experiencing now, it is 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, such as food service and grocery workers.

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Please pass the Paid Sick Leave Ordinance for the good of our entire community.

Sincerely,

Yessenia Fernandez

[Redacted signature block]

Dear District 8 City Council Member Sylvia Arenas,

I am writing to urge the San José City Council to approve the Paid Sick Leave Ordinance proposed by Councilmembers Arenas, Carrasco, and Esparza.

During a public health emergency such as the one we're experiencing now, it is 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, such as food service and grocery workers.

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Please pass the Paid Sick Leave Ordinance for the good of our entire community.

It simply makes sense and can save lives.

Sincerely,

Vaughn Flaming

[REDACTED]

Dear District 8 City Council Member Sylvia Arenas,

I am writing to urge the San José City Council to approve the Paid Sick Leave Ordinance proposed by Councilmembers Arenas, Carrasco, and Esparza.

During a public health emergency such as the one we're experiencing now, it is 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, such as food service and grocery workers.

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Please pass the Paid Sick Leave Ordinance for the good of our entire community.

Sincerely,

Vonetta Daniels

[Redacted Signature]

Dear District 8 City Council Member Sylvia Arenas,

I am writing to urge the San José City Council to approve the Paid Sick Leave Ordinance proposed by Councilmembers Arenas, Carrasco, and Esparza.

During a public health emergency such as the one we're experiencing now, it is 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, such as food service and grocery workers.

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Please pass the Paid Sick Leave Ordinance for the good of our entire community.

Sincerely,  
Kelly Tsuda

[Redacted Signature]

Dear District 8 City Council Member Sylvia Arenas,

I am writing to urge the San José City Council to approve the Paid Sick Leave Ordinance proposed by Councilmembers Arenas, Carrasco, and Esparza.

During a public health emergency such as the one we're experiencing now, it is 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, such as food service and grocery workers.

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Please pass the Paid Sick Leave Ordinance for the good of our entire community.

Sincerely,  
ray navarra

[Redacted signature block]



Dear District 8 City Council Member Sylvia Arenas,

I am writing to urge the San José City Council to approve the Paid Sick Leave Ordinance proposed by Councilmembers Arenas, Carrasco, and Esparza.

During a public health emergency such as the one we're experiencing now, it is 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, such as food service and grocery workers.

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Please pass the Paid Sick Leave Ordinance for the good of our entire community.

Sincerely,

CINDY TORRES

[REDACTED]



March 23, 2020

Mayor Sam Liccardo and Councilmembers

City of San Jose, City Council

200 East Santa Clara Street

San Jose, CA 95113

Re: Paid Sick Leave Proposal

Dear Mayor Liccardo and City Councilmembers,

The California Restaurant Association is the definitive voice of the food service community in California and the oldest restaurant trade association in the nation. On behalf of the restaurants in San Jose, we must express our opposition to the proposal to mandate 80 hours of paid sick leave. California and the federal government already have requirements for paid sick leave programs in place. Creating any new additional program 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.

Under existing California law, all employers are already providing their employees who have worked in California for 30 or more days with 24 hours of paid sick leave, at an accrual rate of one hour for every thirty hours worked. This leave applies to all employees including temporary, seasonal and part-time employees. California has a myriad of protective leave programs including the Paid Family Leave program, which allows an employee to obtain partial wage replacement for up to six weeks to care for an immediate family member or to bond with a new child entering the family.

Additionally, Congress passed, and the President signed into law the Emergency Paid Sick Leave Act which creates new emergency paid sick leave obligations for employers across the United State in response to the coronavirus. The Act applies to employers with fewer than 500 employees and an employee is immediately eligible for this leave. Full time employees are provided with 80 hours of paid leave and part time employees a two-week average of paid sick leave, on top of any other existing paid leave program, to quarantine or seek a diagnosis or preventative care for COVID-19. If the employee is absent to care for a sick family member or a child unable to attend school, they are compensated at two-thirds of the rate they would otherwise receive. Employers will receive a 100% tax credit for all wages that are paid.

As we respond to COVID-19 with measures to protect the public health and mitigate the spread of the virus, restaurants are experiencing the unprecedented financial impacts of these measures. In response to the Governor's Emergency Orders restaurants have closed their doors, closed their dining rooms and moved what operations they can to delivery and carry out. As a result, customer traffic and sales have plummeted. The impact of these changes to restaurant operations have been devastating in an industry that is uniquely characterized by razor-thin economic margins. A restaurant owner typically only keeps about five cents to every dollar they make in sales. That means an owner earns about \$50,000 for every \$1 million in sales. Restaurants in today's crisis environment will not have revenue matching costs.

Restaurants need help from their local governments to survive these financially perilous time. Instead of creating new unnecessary sick paid leave employment mandates, we urge you to consider measures to help restaurants, such as eviction protections and delayed licensing and fee payments. These and other local policies could help the restaurant community "hibernate" during this crisis and, hopefully, emerge as local employers and continue as the fabric of the San Jose community. Please feel free to contact me with any questions at [REDACTED] or [REDACTED]

Sincerely,

[REDACTED]

Katie Hansen  
Senior Legislative Director  
California Restaurant Association





March 25, 2020

City of San Jose Rules and Open Government Committee  
200 E Santa Clara St  
San Jose, CA 95113

Regarding: Proposed Sick Leave Ordinance and Related Memos for Rules Committee Agenda of 3/25/20

Honorable Mayor Liccardo and Rules Committee Members,

As a PAC supporting businesses, and pro-business issues, and their owners, we are deeply concerned with both the Carrasco, Esparza, and Arenas proposal, and the supporting Mayor's memo, to mandate paid sick leave on local businesses who are already struggling during these difficult times.

Talk about kicking someone who is already on the ground, this misguided attempt of the sick pay requirement being proposed will only drive businesses further into debt and in all likelihood will drive some of them out of business. In an attempt to take advantage of these business owners in these very difficult times, proponents of this proposal are taking advantage of this pandemic and proposing laws that will impact us for years to come.

This isn't the time to play politics with our local economy. Let's take a step back, and work on opportunities that work for all San Joseans. BUSINESSES want their employees to be taken care of, this is not debatable! How that happens must not put such burden on the business where they end up closing their doors forever!"

What this committee should do is work with the Federal Government on the *Families First Coronavirus Response Act* that will provide relief for many employees and their companies, including small business. The City has a great opportunity here by acting as a conduit for information to small business that are struggling by working with the Feds. The proposal before you today does nothing to protect small business, in fact, it does the opposite by driving them further into the ground.

We urge you to leave this issue to the Federal Government, and its relevant agencies, not the City of San Jose.

Sincerely,

Tracey Enfantino  
Board Chair  
Business San Jose Chamber PAC

Business San Jose Chamber PAC FPPC #1409516.  
<https://businesssanjosechamberpac.org>  
408-827-8053

**From:** Suzanne Salata

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

**To:** 'sam.liccardo@sanjoseca.gov'

**Cc:** chappie.jones@sanjoseca.gov; Dev Davis (Dev@devdavis.com); johnny.khamis@sanjoseca.gov; lan.diep@sanjoseca.gov; magdalena.carrasco@sanjoseca.gov; 'raul.peralz@sanjoseca.gov'; 'sylvia.arenas@sanjoseca.gov'; 'pam.foley@sanjoseca.gov'; maya.esparza@sanjoseca.gov; 'sergio.jimenez@sanjoseca.gov'

**Subject:** Proposed Sick Leave Ordinance

**Importance:** High

Dear Mayor Liccardo,

As you know, we own two small businesses in San Jose; Garden City Construction and Buccaneer Demolition. We are “overwhelmed” with trying to keep our employees working where we can, keeping them safe, reassuring them that they will have a job when this crisis is over, paying appropriate sick pay as we currently know it, pay for hours not worked, losing income from our personal investments, AND NAVIGATING THROUGH ALL THE MANDATES FROM THE FEDERAL GOVERNMENT --- WHICH IS CHANGING HOURLY. **AND NOW, WE NEED TO WORRY WHAT ADDITIONAL BURDENS THE CITY OF SAN JOSE WANTS TO IMPOSE ON US!**

Please don't do this to us and all other businesses. Taking care of our employees is at the top of our list of things to worry about – that is not debatable. I encourage you to slow down...understand fully what the Federal Government is asking of us and delay any further action on Paid Sick Leave.

As our leaders, you need to think very hard what your actions will do to many of the businesses in San Jose --- further regulations (and all the red tape involved) will send many businesses ***to permanent closure***(which many are already on the verge of) in San Jose.

Respectfully,

Jim and Suzanne Salata

Dear District 8 City Council Member Sylvia Arenas,

I am writing to urge the San José City Council to approve the Paid Sick Leave Ordinance proposed by Councilmembers Arenas, Carrasco, and Esparza.

During a public health emergency such as the one we're experiencing now, it is 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, such as food service and grocery workers.

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.

Please pass the Paid Sick Leave Ordinance for the good of our entire community.

I am a night time janitor, I understand that in my position I am considered a Disaster Worker. But I feel that this is not a disaster, this is a serious medical emergency. Being untrained in this subject I feel that I am more likely to accidentally spread the virus driving back and forth to work, stopping for gas along the way. I feel that I put myself my family and the counties that I travel between in unnecessary risk.

Sincerely,  
Andrea Anders

A large black rectangular redaction box covering the signature area.

Dear District 8 City Council Member Sylvia Arenas,

I am writing to urge the San José City Council to approve the Paid Sick Leave Ordinance proposed by Councilmembers Arenas, Carrasco, and Esparza.

It is important for the people who serve the public to have access to these measures. I myself would really benefit from this as would my coworkers, community, and neighbors. It is common sense during this time of crisis. I understand the implications it causes could be disruptive but it could be a lifesaving measure that can potentially save lives. Without these measures, we would be opening up a Pandora box of uncertainty in our state. I myself know what it's like to live paycheck to paycheck and what it means to lose your home because I had to take time off. It starts with the sickness leading to job loss, then snowballs into not being able to make the bills, cars getting repossessed and evictions. If rent was not so hard to afford here perhaps people in this situation would have savings but most who are not in tech do not. It's a slippery slope. It would most affect our elderly, working-class, and disabled and disadvantaged that already struggle to survive in the county such as mine where rent is far above unreasonable. It would be reckless and liable if we did not have these measures. So please when you think about this I understand your mind wants to take it to the implications to businesses, but think just a moment about your elderly neighbor, your Starbucks barista, your nurse, and your community at large. Not doing anything would risk all their lives. Thank you so much for your time,

Sincerely,  
Michelle Blade

A large black rectangular redaction box covering the signature area.

Dear District 8 City Council Member Sylvia Arenas,

I am writing to urge the San José City Council to approve the Paid Sick Leave Ordinance proposed by Councilmembers Arenas, Carrasco, and Esparza.

During a public health emergency such as the one we're experiencing now, it is 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, such as food service and grocery workers.

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Please pass the Paid Sick Leave Ordinance for the good of our entire community.

In addition to the above, I made an E.R visit because I wasn't feeling well. I was then tested for strep throat. But Monday March 16th, 2020 I received a call from the ER doctor that treated me on Sunday stating that I was tested positive for strep throat. I had exhausted my sick time Monday the 16th, Tuesday the 17th and a partial day on Wednesday. I was advised to stay out of work by my doctor for the entire week because I was contagious. But because I had no more sick time left I was afraid to stay home the remainder of the week because I would not receive a decent paycheck to care for my household. Because my immune system was already low from having strep throat, I've been at a higher risk of catching COVID 19. Not only contracting it for myself and becoming sick, But taking it home to my perfectly healthy family.

Sincerely,  
Vanessa Indalecio

A large black rectangular redaction box covering the signature area.



Dear District 8 City Council Member Sylvia Arenas,

I am writing to urge the San José City Council to approve the Paid Sick Leave Ordinance proposed by Councilmembers Arenas, Carrasco, and Esparza.

Please pass the Paid Sick Leave Ordinance for the good of our entire community.

I am high risk due to my medical condition. This is causing a lot of stress, because I've been put on medical leave by my doctor. My doctor has also advised a work from home notation, which is not an option at this time. I can't afford this time off, and it's making it difficult for my family. So I plead for you to help us in the community.

Sincerely,  
Dominga Silbas

A black rectangular redaction box covering the signature area.

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.

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)

## **SICK LEAVE MANDATE FOR SMALL BUSINESSES**

**Drew McClure DC <**

Wed 3/25/2020 1:57 PM

To:

- The Office of Mayor Sam Liccardo;
- District 6;
- District1;
- District8;
- District 10;
- Agendadesk

📧

Please, we are already hurting, do not make us pay sick leave beyond what we already pay. Your actions have made some of the services provided at our medical clinic (massage therapy) non-essential even though my therapists want to work and are not sick. The California business environment is prohibitively expensive to small businesses already and this will destroy us. Please take responsibility for your actions and fund the sick-leave mandate yourselves

Thank you

--

Drew McClure D.C.

Whole Body Chiropractic