



The Honorable Sam Liccardo, Mayor and  
Members of the City Council  
City of San José  
200 East Santa Clara Street  
San Jose, CA 95113

March 17, 2020

Dear Mayor Liccardo and Councilmembers,

PACT: People Acting in Community Together 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. During a public health emergency such as the one we're experiencing now, it is critical that we provide for those who are most impacted. Providing *all* workers with access to paid sick leave, regardless of how much they have accrued, is one way to support working people and help protect everyone in our communities.

Many of those who don't currently have access to paid sick leave work in service jobs and commonly interact with the public. Providing them with paid sick leave affords them the opportunity to stay home if they are not feeling well and helps reduce the risk of transmission of infection to others, which is especially important in the current situation.

Cities across California—from Oakland and San Francisco to Los Angeles and San Diego—have passed 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 so people are not forced to work when they are ill and also have the ability to take time to get better.

PACT applauds the City Council's initiative on this issue and urges councilmembers to pass this Paid Sick Leave Ordinance. Thank you.

Signed,

Rev. R.F. Montgomery  
Executive Director  
People Acting in Community Together



**LATINOS UNITED FOR A NEW AMERICA**  
1692 Story Rd., Suite 225 San José, CA 95122 (408) 493-6486

San Jose, CA

March 17, 2020

**To Whom it May Concern / Rules and Open Government Committee**


Dear members of the committee,

On behalf of our members and the members of the executive board of Latinos United for a New America (LUNA), I am writing to support the recommendation addressed to you by councilmembers Arenas, Carrasco and Esparza on their memo dated March 12, 2020, asking you to direct the City Attorney to present the City Council with an urgent ordinance that allows workers in San Jose to get paid sick time so they can meet their personal and family health needs.

Under no circumstances should working people in San Jose or elsewhere be forced to work while sick or become risk factors for themselves or others, simply because they need to continue to bring money home to pay for their basic needs. The ordinance shall include all recommendations made in the above-mentioned memorandum by Councilmembers Arenas, Carrasco, and Esparza. Such an ordinance would greatly help soften the impact of the crisis we are facing due to the threat of the novel coronavirus pandemic (COVID-19).

In times of crisis EVERYONE has a responsibility to help each other without anyone having to make useless sacrifices. This is an opportunity for the members of the rules committee to put your grain of sand so that the working people of San Jose are not exposed or expose others to a possible contagion. We trust that you will be able to fulfill your responsibility to direct the City Attorney to draft such an ordinance to be presented to the full Council on April 7.

In Solidarity,

  
Salvador Bustamante  
Executive director,  
LUNA





Advancing Justice  
Housing | Health | Children & Youth

March 17, 2020

San José City Council  
200 East Santa Clara Street  
San Jose, CA 95113

Dear Mayor, Vice Mayor, and Councilmembers,

The Law Foundation of Silicon Valley is writing to urge 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 the 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.

Extended work absences threaten economic disaster for many working families in San José. Furthermore, we know this crisis is disproportionately impacting low-income people and communities of color who won't be able to work from home and rely on every paycheck to make it through the month. The disruption these families are experiencing could continue for some time due to the characteristics of the virus.

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.

Sincerely,

A black rectangular redaction box covering the signature of Alison Brunner.

Alison Brunner, CEO  
Nadia Aziz, Directing Attorney, Housing Program

CC: San José City Manager  
San José City Attorney





# TEAMSTERS UNION LOCAL 287

*General, Drivers, Freight, Construction, Warehousemen, and Helpers*

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**Jerry Sweeney**  
Principal Officer

March 18, 2020

The Honorable Sam Liccardo, Mayor and  
Members of the City Council  
City of San José  
200 East Santa Clara Street  
San Jose, CA 95113

Dear Mayor Liccardo and Councilmembers,

Teamsters Local 287 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.

By: **Pablo Barrera**

Business Representative

Cc: Jerry Sweeney-Secretary Treasurer–Principal Officer

1452 North 4<sup>TH</sup> Street San Jose, California 95112

# United Service Workers West



## **Southern California**

### **Los Angeles**

828 W. Washington Blvd. Los  
Angeles, CA 90015 (213)  
284-7705  
(213) 284-7725 fax

### **Orange County**

1936 W. Chapman Ave.  
Orange, CA 92868  
(657) 888-6647  
(714) 704-9102 fax

### **San Diego**

4001 El Cajon Blvd.  
Suite 211  
San Diego, CA 92105 (619)  
641-3050  
(619) 641-3055 fax

## **Northern California**

### **Alameda**

1650 Harbor Bay Parkway  
Suite 200  
Alameda, CA 94502  
(510) 437-8100  
(800) 772-3326 toll free  
(510) 749-7008 fax

### **San Jose**

1010 Ruff Dr.  
San Jose, CA 95110  
(408) 280-7770  
(408) 280-7804 fax

### **Sacramento**

1555 River Park Dr. #203  
Sacramento, CA 95815  
(916) 498-9505  
(916) 648-1905

[www.seiu-usww.org](http://www.seiu-usww.org)

The Honorable Sam Liccardo, Mayor and  
Members of the City Council  
City of San José  
200 East Santa Clara Street  
San Jose, CA 95113

March 18, 2020

Dear Mayor Liccardo and Councilmembers,

SEIU United Service Workers West 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,

Vice President – SEIU United Service Workers West



The Honorable Sam Liccardo, Mayor and  
Members of the City Council  
City of San José  
200 East Santa Clara Street  
San Jose, CA 95113

March 17, 2020

Dear Mayor Liccardo and Councilmembers,

SOMOS Mayfair 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 good for workers, their families and children and it also 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.

While SOMOS Mayfair already provides sick leave for our employees, we are concerned that many of their family members and our community members do not have access to adequate paid sick leave. In order to prevent small family business closing down, we want to ask City Council to work directly and swiftly with our small family owned business (many of whom are owned by families of color) to ensure they receive any available resources in the process as soon as possible.





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.



Camille Llanes-Fontanilla  
Executive Director, SOMOS Mayfair



Victor Vasquez  
Director of Organizing & Policy, SOMOS Mayfair



## AFFORDABLE HOUSING NETWORK of Santa Clara County

P.O. Box 5313, San Jose, CA 95150 - Phone 408-691-6153 - Email [ahnscc@gmail.com](mailto:ahnscc@gmail.com)

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Mayor Sam Liccardo  
Members of the City Council  
City of San José  
200 East Santa Clara Street  
San Jose, CA 95113

March 17, 2020

Dear Mayor Liccardo and Councilmembers,

We 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. On March 16, County Health Officer, Dr. Sara Cody issued a shelter in place directive ordering all non-essential workers to stay at home except for essential survival activities.

Even workers in essential businesses 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.

Paid sick leave is not only humane policy in the middle of a pandemic, it is an essential public health measure. People without sick leave frequently work in service jobs that interact with the public. If economic pressure pushes them to work when sick, their situation then become a danger to all of us.

Many California cities have already passed common sense paid sick leave protections for all workers with only minimal disruptions for businesses. People need access to robust paid sick leave benefits before public health emergencies strike, but the next best thing is to enact one now, while we are still in the middle of one. We urge councilmembers to pass this Paid Sick Leave Ordinance as soon as possible.

Thank you.

Sincerely,

Sandy Perry, President  
Affordable Housing Network of California

# TEAMSTERS JOINT COUNCIL No. 7

Affiliated with the International Brotherhood of Teamsters



March 17, 2020


The Honorable Sam Liccardo, Mayor and  
Members of the City Council  
City of San José  
200 East Santa Clara Street  
San Jose, CA 95113

Dear Mayor Liccardo and Councilmembers,

I am writing on behalf of the 110,000 Teamsters in Joint Council #7, and over 5,000 Teamsters living and working in San Jose, 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.

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. Please consider that this would not only go to those who do not have sick leave from their employer, but would also supplement those days that are currently offered by an employer up to the two weeks. We applaud the City Council initiative on this issue and urge councilmembers to pass this Paid Sick Leave Ordinance. Thank you.

  
Rome A. Aloise  
President

250 Executive Park Boulevard, Suite 3100, San Francisco, CA 94134-3306 • 415.467.7768 • Facsimile 415.467.1022  
E-Mail: [teamjc7@teamjc7.org](mailto:teamjc7@teamjc7.org)



Organized November 18, 1907  
United with JC# 38 January 1, 2010

## Executive Board

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March 18, 2020

Mayor Sam Liccardo and City Council  
City of San Jose  
200 East Santa Clara Street  
San Jose, CA 95113

**RE: Paid Sick Leave Proposal**

Dear Mayor Liccardo:

On behalf of The Silicon Valley Organization (The SVO), I am writing to express our deep concerns about Councilmembers Carrasco, Esparza, and Arenas' proposal to mandate paid sick leave on small businesses, which may inadvertently result in lost jobs during a time of crisis. By way of background, we are the Silicon Valley's premier business advocacy organization representing nearly 1,200 local companies that employ nearly 300,000 local workers. We represent our membership as the region's largest Chamber of Commerce.

Earlier this week, The U.S. House of Representatives passed the Families First Coronavirus Response Act which provides paid sick leave capped at \$511/day for employers with less than 500 employees. While being sensitive to the viability of small businesses, the bill allows small businesses to apply for an exemption and provides a tax credit to cover the costs of the paid sick leave mandate. If the costs exceed the tax credit, then the U.S. Government will send a check to the employer to cover the remaining cost. This is a more pragmatic solution to expand paid sick leave to achieve public health objectives and to protect jobs provided by small businesses. By contrast, Councilmembers Carrasco, Esparza, and Arenas' proposal does nothing to mitigate the potential economic damage to small businesses through this new regulation and could result in lost jobs during a time of crisis. This is the wrong outcome if we want to protect working families and small businesses.

While we are on the heels of an economic recession that was jumpstarted by the spread of COVID-19, we must exercise prudence and caution as we navigate uncharted waters during a political, economic, and public health crisis. Thus, we are supportive of pragmatic paid sick leave policies that would protect blue-collar jobs, small businesses and minority business owners. While the Federal Government is considering options to expand paid sick leave, we should await the outcome of this legislation before rushing to enact new regulations that could crush small businesses.

Thank you for the consideration of our comments. If you have any questions about The SVO's position on this policy issues, please contact Eddie Truong, Director of Government & Community Relations, at (408) 291-5267.

Sincerely,

Matthew R. Mahood  
President & CEO

Executive Committee

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Mike Bangs  
Oracle Corporation

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PRESIDENT & CEO

Matthew R. Mahood  
The Silicon Valley Organization

# NORTH BAY JOBS WITH JUSTICE



March 18th, 2018

Dear Mayor Liccardo and San Jose City Council members:

North Bay Jobs with Justice is a community-labor coalition comprised of 25 unions and community-based organizations in Marin and Sonoma Counties. We urge that the City Council approve the proposed paid sick policy that would enable workers in the city to accrue one hour of paid sick leave for each 30 hours worked. Each employee could earn up to 80 hours of sick leave annually. In addition, the policy would provide for additional sick leave during a public health emergency such as the current corona virus crisis.

Most workers in the low wage service and hospitality industries lack paid sick leave beyond the three days mandated by the State. The recent federal paid sick leave legislation approved by the House of Representatives excludes nearly 80 percent of the workforce.

Many studies demonstrate that paid sick leave is good public policy and that it is essential for public health. According to the New York Times, cities and states providing paid sick days to their employees experience lower rates of seasonal flu than other comparable jurisdictions. Working parents who lack paid sick leave may send their sick children to school because they can't afford to stay home, and their children are more likely to pass their illnesses to classmates and teachers.

Paid sick leave is good for business, too. According to the National Partnership for Women and Families, workers without sick leave are more likely to work when ill. They are less productive when they do so and more likely to expose co-workers to illnesses like colds and flu. Moreover, workers with paid sick leave experience lower turnover rates and save firms the costs of hiring and training. Employers also benefit because higher worker retention rates result in an increased quality of services.

Finally, paid sick leave is critical for the economic security of low-wage workers. According to the Economic Policy Institute, for a worker without sick leave to lose 3.5 days pay due to illness is equivalent, on average, to the monthly grocery bill for that worker and their family. One in five low-wage working women has lost a job due to taking time off for illness or caring for a sick child or parent.

Comprehensive paid sick leave has positive outcomes for workers, employers, and public safety. A new comprehensive sick leave policy for the City of San Jose could become a model for other Bay Area cities and counties without paid sick time, like ours. We urge you to approve the comprehensive paid sick leave policy.

Sincerely,

Mara Ventura, Executive Director, North Bay Jobs with Justice

March 18, 2020

**San Jose City Council**

City of San Jose  
200 E. Santa Clara Street  
San Jose, CA 95113

**RE: Paid Sick Leave Ordinance**

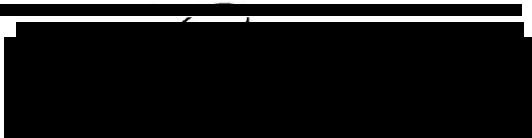
Dear Honorable Mayor Liccardo and Councilmembers,

On behalf of the Santa Clara County Association of REALTORS® (SCCAOR) and our 6,000 members, I write in opposition of the Paid Sick Leave Ordinance memorandum authored by Councilmembers Arenas, Carrasco, and Esparza. This proposal to mandate increased sick leave on small businesses may inadvertently result in job loss during this current or future crises.

The issue of mandated sick leave needs to be solved at the federal and state level, not by local jurisdictions. The uncertainty placed on local small business owners attempting to comply with different regulations in local jurisdictions is unrealistic and detrimental to businesses. California is already just one of 11 states that require employers to offer paid sick leave. Under the Healthy Workplaces, Healthy Families Act of 2014, employees who work 30 or more days a year are required to receive one hour of leave for every 30 hours worked. At the federal level, the Families First Coronavirus Response Act has been implemented. It provides paid sick leave capped at \$511/day for employers with less than 500 employees. While being sensitive to the viability of small businesses, the bill provides a tax credit to cover the costs of the paid sick leave mandate. If the costs exceed the tax credit, then the U.S. Government will send a check to the employer to cover the remaining cost.

It is important during these unprecedented times to act accordingly. As a society, we must pragmatically plan for the future. It is not beneficial to hastily react without anticipating the negative impacts of well-intentioned legislation. SCCAOR supports state and federal legislation that increases paid sick leave to help support blue-collar jobs, small businesses and minority business owners. For these reasons, SCCAOR does not support the memorandum authored by Councilmembers Arenas, Carrasco, and Esparza that rushes to enact legislation detrimental to small businesses and vulnerable employees.

Regards,



Sandy Jamison  
President, Santa Clara County Association of REALTORS®



March 18, 2020

**San Jose City Council**

City of San Jose  
200 E. Santa Clara Street  
San Jose, CA 95113

**RE: Paid Sick Leave Ordinance**

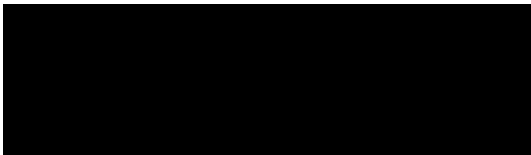
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It is important during these unprecedented times to act accordingly. As a society, we must pragmatically plan for the future. It is not beneficial to hastily react without anticipating the negative impacts of well-intentioned legislation. SCCAOR supports state and federal legislation that increases paid sick leave to help support blue-collar jobs, small businesses and minority business owners. For these reasons, SCCAOR does not support the memorandum authored by Councilmembers Arenas, Carrasco, and Esparza that rushes to enact legislation detrimental to small businesses and vulnerable employees.

Regards,



Sandy Jamison  
President, Santa Clara County Association of REALTORS®



March 18, 2020

Honorable Mayor and City Councilmembers,

As organizations that advocate for our community's health and economic security, we collectively urge you to support the proposed sick leave policy today at Rules Committee. Last Friday March 13th, our organizations joined together to call for all cities in our County to act; we encourage you to act on the opportunity presented to San Jose today.

The COVID-19 outbreak presents an urgent challenge to city leaders: what can we do to protect working people and public health in this moment? A key part of the response must be **ensuring everyone can take paid time off if they or their family gets sick.**

**No one should have to choose between making rent and taking care of their family**, yet far too many working people — especially low-income people who cook and serve us food, care for our children and seniors, and clean our buildings — have no choice but to keep working while sick.

A CDC study found that nationally, 1 in 5 food service workers had to work while they were sick with vomiting or diarrhea. A 2014 study found that 1 in 3 workers in San José lacked any paid sick leave, with women, Latinx, and Black workers particularly at risk. Sick days were especially rare in low-wage jobs requiring frequent contact with the public, such as restaurant workers, child care providers, and cleaning staff. These are people living paycheck-to-paycheck, who simply cannot afford to skip work — and who might lose their jobs if they did.

This has **serious consequences for our public health**. Researchers found that during the H1N1 swine flu outbreak, roughly 30% of sick employees had to keep working, and may have infected up to 7 million more people as a result. Sick days are vital outside of a pandemic as well: the CDC estimates that providing paid sick leave to workers could decrease the number of workdays lost due to flu and similar illnesses by up to 11 million a year.

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Some of these workers likely now have access to three sick days under state law, but many do not, and three days is vastly insufficient for anyone placed under a 14-day quarantine.

With Santa Clara county grappling with some of the highest COVID-19 infection rates in the nation, our organizations are calling on San Jose to immediately enact strong paid sick leave ordinances to protect our public health. We must do so again to protect our communities, workers, and families both during the current outbreak and for the years to come.

San Jose 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.

Sincerely,

Michele Lew, CEO, Health Trust

Chava Bustamante, Executive Director, LUNA

Derecka Mehrens, Executive Director, Working Partnerships<sup>1</sup> USA

Maria Noel Fernandez, Campaign Director, Silicon Valley Rising

Matthew Reed, Policy Manager, SV@Home

Walter Wilson, CEO, Minority Business Consortium

Matthew King, Director of Organizing, Sacred Heart Community Service

Ben Field, Executive Director, South Bay Labor Council

Ruth Silver Taube, Founder and Coordinator, Wage Theft Coalition





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March 18, 2020

The Honorable Sam Liccardo, Mayor and  
Members of the City Council  
City of San José  
200 East Santa Clara Street  
San Jose, CA 95113

RE: Paid Sick Leave Ordinance at Rules Committee

Dear Mayor Liccardo and Councilmembers:

Unite Here Local 19 is writing to urge the San José City Council to approve the Paid Sick Leave Ordinance that will be considered at the Rules Committee this afternoon. 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. 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.

Sincerely,

Enrique Fernandez  
Business Manager, UNITE HERE Local 19

# Silicon Valley RISING

## Protect public health: Pass paid sick leave!

**All working people need to be able to take paid time off if they or their family gets sick, especially as we deal with COVID-19.**

The COVID-19 outbreak presents an urgent challenge to city leaders: what can we do to protect working people and public health in this moment? A key part of the response must be ensuring everyone can take paid time off if they or their family gets sick.

**No one should have to choose between making rent and taking care of their family**, yet far too many working people — especially people who cook and serve us food, care for our children and seniors, and clean our buildings — have no option but to keep working while sick.

A CDC study found that nationally, 1 in 5 food service workers had to work while they were sick with vomiting or diarrhea.<sup>1</sup> A 2014 study found that **1 in 3 workers in San José lacked any paid sick leave**, with women, Latinx, and Black workers particularly at risk.<sup>2</sup> Sick days were especially rare in jobs requiring frequent contact with the public, such as restaurant workers, child care providers, and cleaning staff.

This has **serious consequences for our public health**. Researchers found that during the H1N1 swine flu outbreak, roughly 30% of sick employees had to keep working — and may

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<sup>1</sup> <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5578438/>

<sup>2</sup> <https://www.wpusa.org/research/access-to-paid-sick-days/> Some of these workers likely now have access to three sick days per year under a newer state law, but many do not, and three days is vastly insufficient for anyone placed under a 14-day quarantine.

have infected up to 7 million more people as a result.<sup>3</sup> Sick days are vital outside of a pandemic as well: the CDC estimates that providing paid sick leave to workers could decrease the number of workdays lost due to flu and similar illnesses by up to 11 million a year.<sup>4</sup>

With Santa Clara county grappling with some of the highest COVID-19 infection rates in the nation, **our organizations are calling on all cities in the county to immediately enact strong paid sick leave ordinances to protect our public health.**

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.

Signed,

Adriana Ramirez

94089

This is an unforeseen situation and people should not pay the consequences.

Malinda Markowitz

95123

Betsy Hammer Carr

95126

Michelle Hatfield

95113

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<sup>3</sup> <https://iwpr.org/wp-content/uploads/wpallimport/files/iwpr-export/publications/B284.pdf>

<sup>4</sup> <https://www.washingtonpost.com/business/2020/03/03/our-lack-paid-sick-leave-will-make-coronavirus-worse/>

Brian Wheatley

95118

Because these are the families of the students I serve both in Evergreen SD and in San Jose Unified SD!

Victor Hek

95133

Kumba Kofuma-Jimissa

95117

Keyur Golani

98007

Chantal Shaffer

95126

Jonathan Karpf

95112

Because an injury to one is an injury to all.

Alicia Madrigal

95148

Celia Campoy

95126

This matters because it's so important to my self & people to be able to worry about our health & families first. The last thing anyone wants to be doing is worrying about how their going to pay their rent, mortgage, food, or basic essentials needed to live. This petition would help many families!



Christine Herena Rojas

95133

Salvador Bustamante

95125

It matters to me that people working people who depend on their salary to support their families are able to continue to bring money home to pay for their basic necessities.

Joses Magno

95123

If you don't take care of all citizens then who do you serve?

Janice Sapigao Sapigao

95126

Jason Hall

95118

Matt Savage

95130

Jeffrey Buchanan

95127

Caroline Thomas

95123

This is a matter of justice for those affected.

Judith Kaiser

95126

Mary Blanco

95126

David Budd

95128

Ema Inscore

95125

Natasha Bobinaoux

95112

Sylvia Donohoe

95037

Angel Tompkins

95126

It has an impact on us all.

Jo McCord

95130

Luciano Zamora

95127

Jacob Tonkel

95128

Mireya Coronado

95127

It matters to me because we need to protect service workers who are not guaranteed paid sick leave. In order to avoid leaving workers at risk of a serious medical illness. We can't afford to fail to provide the protections needed in this current crisis.

Zachary Pallin

95110

Because it's common sense.

Mary Helen Doherty

95112

Lori Baumgartner

95111

Rebecca Haggerty

95124

Public health and respecting workers as people

Mullissa Willette

95111

Jacqueline Craig

95126

Elisse De Sio

94070

Sarah Armes

95112

Prashanth Mundkur

94025

Carmelita Gutierrez

95123

In order for a better society to exist, all people should be able to make their contribution to society, to provide goods and services, to help those in need. And when there are times when one is ill, society should acknowledge their contribution by providing for them. Paid Time-Off is one of the ways to allow a person to take the time to get better and return strong and healthy and continue to make their contribution.

Rodel Redon

95125

John Greg Miller

95133

Roxana Marachi

95112

monica alvarado

95127

Kathryn Hedges

95112-5594

I remember going to work sick because temps didn't get sick pay. But I wasn't doing it during a pandemic. It shouldn't take a pandemic to let sick people stay home and get well without worrying about starving or losing their homes, but the fear of spreading infection has become a wake-up call.

Jerome Perry Jr

95125



People have to survive

Curtis Jones

95112-2150

Matt Cleinman

94110

Ana Avila

95136

It matter to me because if I get sick I won't have to worry coming from a one parent home.

Brenda Lujano

95008

Maria Aguilera-Silva

95126

Family needs

Delma Hernandez

95116

Peggy Elwell

95133

Juana Flores

95125

Though my job allows me to work remotely, I know that there are a lot of individuals whose jobs require them to work on site. Those luxuries are not extended fairly to everyone across the board. When individuals get sick, they shouldn't have to choose their work over their health, exposing themselves and their family to die. While those who work in the health care

field are exposed as well, our restaurants, groceries, and janitorial staff cannot afford to stay home. They are an integral part of our society that deserve to be treated as an equal. I am particularly concerned about the livelihood of individuals who risk losing their jobs for becoming sick and not being able to make it to work due to COVID. It's unfair and inhumane to treat others as an expense for our well being.

Anita Quattrin  
95050

Michael Donovan  
L35 3PD

Peter Milne  
PL4 7HG

Jelica Roland  
98520

Kathy Bradley  
29078-9626

Matthew Seymour  
95131

Quan Nguyen  
95122

Alette Lundeberg  
95112

Have compassion for those members of our community who do not have an economic safety net - every day and particularly during this pandemic.

Jan Salas

95062

Maria Lopez

95121

Richard Wong

95126

"We must protect all workers specially those whom work in small businesses. Most of us live by a pay check to paycheck, there must be A table of a scale established based on priority."

Maria Lopez

95128

Patrick Twomey

94611

Brenda Bailor

95127

Claudia Rossi

95037

Mandy Lu

95127

Wiggys Sivertsen

95030

Jl Angell

95672

Dang Pham

95135

Mike Jones

91307

Gabriele Gräfe

70619

Philip Johnston

95066

Adam Levine

98112

Patti Rocha

95112

Peter Richert

95112

Ellen Rollins

95128

I am 77 my daughter is a person after a SCI. Having a healthy care provider is SIGNIFICANT

Ronald Diaz Contreras

95117

Because I've know how hard is to be sick and not been able to miss work because you have no means to afford it.

Eugene Deforrest  
95112

Charlotte Powers  
95112

"It used to be a part of the city's benefits package and should encourage those who are ill to not speed their recovery."

Tri Nguyen  
95125

Jay Atkinson  
94803

Amelia Post  
95121

Rosa Isela Pureco  
95110

Because of our families. We need money to provide the essentials for them.

Maria Fuentes  
95148

Lynda Ramirez Jones  
95132

Because it is the right thing to do, especially for the disadvantaged who are affected by this.



Michael Selic

95172

My spouse has generous paid sick leave, but in all my working life the organizations I've worked for have had only the stingiest of paid sick leave policies, if any at all. What a difference a little thoughtful consideration for those who do the work makes to families!

Theresa Owens

94558

Neil Kozuma

95127

Celeste Hong

90027

Peter Ortiz

95127

Yefim Maizel

94131

Brian Boortz

95030

Alison Walmsley

95037

"I worked for a facilities outsourcing company for five years.

The pay and benefits were far below a livable wage and unacceptable.

I support what you are doing for workers!"

Steve Aguayo

95050

Sherra Picketts

94123

Robert Burk

90024

Della Marquez

95110

Dianne Saichek

95125

This is why I voted for Bernie Sanders. We need help at the federal level as well, and Bernie has fought for these issues his entire political life. This crisis underlines the need for a robust response to help working families. Let's DO it, Santa Clara!!

Veronica Palencia

95122

It is very important for families to be able to care for their sick relatives without having to worry about whether they can afford to be out of work/lay off.

Stephen Martin

94703

Thelma Boac

95133

Joann Gines

94089

Hector Hernandez

95116

Ellen Hill

95124-2730

Pamela Nelson

63113

I believe all people should have paid sick days. It is inevitable that we're going to be sick at times. Not to have paid sick days is like punishment for being sick. To choose to work sick for fear of losing your job or not being able to pay your bills, is absolutely absurd and should be illegal. It is inhumane!

Maryanne Hoirup-Bacolod

95136

We need to take care of the workers and their families during these times. They need to stay home and not spread the virus.

Karna Jones

95128

"Families need to be able to survive. If we can't work due to no fault of our own we need a safety net."

Amber H.

94560

David Weinstein

94710

bob clark

97527

Kathryn Rose

80205

Reymundo Espinoza

95112

It is extremely important to ensure the safety of all employees by providing paid time of by those affected by the symptoms of the Coronavirus. This strategy will reduce the spread of the virus which is extremely important!

Anne DePalma

95120

Kim Messmer

95051

Sonia Ramos

95003

Camille Llanes-Fontanilla

95127

Joe Modeste

L1T3C9

Health is paramount!

Murielle Antoku

95123

Jeffrey Hemenez

94583-5000

It's just the right thing to do!

Kathryn Alcantar

95123

Everyone deserves to be protected during this pandemic- especially those most vulnerable like workers who may not have paid sick leave already through their employer.

Helge Kaiser

28717

Susan Colson

94602

Rodney Smith

94533

Maria Torres

95127

I have 4 kids and I am not able to get paid these days because of covid19

Melissa Vernon

95020

"I am a single working Mom of 4 children under the age of 15."

Stanley Gu

94089

Viveka Jagadeesan

95120

Ina Clausen

94530

Deniese Alejandro

95127

All workers should be provided Paid sick to care for Themselves and or their family

Adrienne Grey

95008

Thomas Ferrito

95030

John Golding

94619

James Thompson

95130

Elena Robles

95124

Nichole Zamora

95123

Cindy Lance

96822

Patty Linder

95136

Andrea Romero



95136

Pat Blackwell-Marchant

94552

Sam Saiu

95122

Anthony Albert

97330

Samala Gunasekera

95120

Phuongchi Pham

95131

Annie Wu

95129

So many people who provide important services in our city, from food service to cleaning to long term care, child care, and other social services don't have or can't afford sick leave. This is an impossible situation to put individuals, families, and our community through. I highly encourage my city council to put our health as the highest priority, and pass this important measure.

Kyle Chak

95046

"Paid sick leave, plus any cost of fuel during any requirement to go to work on a minimum wage at an essential function is critical in tough times like the coronavirus (COVID-19). Although I live in Santa Clara County, I work at a airport tenant that is among the crucial

functions of any Bay Area airport, whether in San Jose, San Francisco, or Oakland. (Minimum wage laws still must apply in the city and/or county where I work, regardless of residence.)

After the 14-day period of which a quarantine is required after a positive test, it is critical that doctors must be able to test patients for COVID-19 again, and that doctors communicate directly with the employer. The sick pay may need to continue as long as the results of the testing for the COVID-19 remains positive after 14 days, until the results turn negative. The pay must remain in accordance with state and local jurisdiction of where the employer is.

Sick pay rates may vary from city to city, and from county to county. For example, a worker living in Santa Clara County may be working at a tenant within San Francisco International Airport (SFO). Since the workplace is in the jurisdiction of the City and County of San Francisco, the sick pay from San Francisco must follow, not from Santa Clara County of which the worker resides. If a worker in Santa Clara County is employed at Mineta San Jose International Airport (SJC), the pay rate from San Jose must follow, including for sick days - thus San Jose's minimum pay rate may be different from San Francisco.

I only have heard about the increasing number of airport tenant workers getting sick from the COVID-19 on the news and on social media, and when sickness occurs, usually there is no pay for sick days. In some cases, the employer doubles the vacation pay as sick days.

I urge Santa Clara County to lead the way and adapt an ordinance that separates pay days from vacation days and prohibit any employer to use paid time off for sick days that is strictly reserved for vacations. I also want Santa Clara County to increase the number of vacation pay days and separately, the number of sick day allowances in light of the ongoing COVID-19 cases in the County and beyond. Finally, I want the County to put a strong ordinance to adapt a measure that require all minimum wages to have retirement benefits and additional pay for distance traveled from home, especially for those who live more than 50 miles from any Santa Clara County-based workplace, in addition to sick day allowances.

It's a critical time for the County to act swiftly not to just sit around and wait until more people have no available money in the bank or in their hand in light of the COVID-19 virus. It's also time for the County to support people who are working at an essential or critical function regardless of their workplace (including those outside Santa Clara County with a distance between home and work that is 50 miles or more).

Santa Clara County can do whatever it takes to keep our people safe and have defensive measures against the coronavirus, but must also abide by city and/or county laws where people work at, including any neighboring counties in regards to sick pay, plus any executive order made by the American government."

Martin Henderson  
93117

Katherine Wright  
97068

Lacey Hicks  
94536

Lauren Kay  
48324

Kevin Connell  
94039

Michael Garitty  
95959

Valentin Garcia  
94303

Amit Shoham

94619

Naser Shishegar

65074

Ann McEntee

95127

Walter Wilson

95123

Dian Syverson

95136

"This is a matter of justice. These workers make my life easier and better. At its most basic level this is the RIGHT thing to do. I don't know a great deal about other religions but the Bible tells us we must act justly"

Marilyn Pizzardi

11767-1812

Mary Robertson

E17 8PF

Alicia Hernandez

95050

Marilyn Becchetti

94611

Jason Evans

BN2 8BT

Pamylle Greinke

11958

Yolanda Reynolds

95128

We must protect every person by helping them survive this epidemic!

Kathie E Takush

19602

Natasha Orozco

95112

Because my mother is high risk and over 65 and still working. I want/need her to stay inside and not worry about financial ramifications

Constance Hunter

95121

Susan Chavarria

95112

Dave Navales

95125

Don Allred

98926

Lidia Doniz

95112

My son works at a restaurant he does not have a large sick bank

Igdalia Rojas

95122

Noemi Heerey

95133

Rachel Bird

E3 5ER

Dana Bainbridge

95112

Jan Lloyd

MK2 2HP

William Hewes

93063

vana spear

98036

Shay Chan Hodges

96708

Elaine Benjamin

91901

Heidi Rodriguez



95124

Lorna Sumaraga

95122

The most marginalized voices need to be addressed and heard. Action is imperative!

Marjorie Streeter

95816

katia scaglia

37100

Dale Bracey

95030

Javier Valero

E50019

Maureen McCarthy

1945

I. Engle

88352

Hamid R Ebrahimi

21973

Jillian I

95126

Jacqueline lanto

95111

Leslie Salzinger

94705

Kathy Harrington

5082

Cynthia Betts

53142-7015

Lawrence Gallegos

95125

Leslie Alfonso

95131

Linda Hayes

23452

Nadia Nouri

95134

Geisell Garcia Perez

95110

Janice Hallman

55110

Courtney Gartin

95120

Rev. Allan B. Jones

95404

William Armaline

95110

Iliena Hernandez

95128

Rachael Barreto

95123

Kris Bifulco

95128

Kelle Mason

95128

Peggy Cabrera

95127

Keep everyone safe especially those people who don't earn sick leave from work. They need to be protected.

Michelle Pelcastre

95111

Alejandra Moreno

95035

Laura Todd

95118

Aroosha Sanchez

95125

Victoria partida

95122

Jose Cedillo

95112

Trabajo en la industria hotelera y ya tengo más de un mes sin trabajo ya que es donde está afectando mas

Martin Allen

95112

I believe that everyone should be able to stay safe without losing their income!

Sheryl Savage

95120

Pamela Gudino

95133

I am a nurse just got off the phone with a patient who had to go to work while sick because he has no paid time off and needs the money for basic necessities. Paid time off for sick days is something all workers should have. At this time, it's even more obvious how it negatively impacts all our health when even some people don't have it

Alexis Alamillo

95035

Andrea Cousins

95125

Margaret Flores

95116

Magdalena Locquiao

95148

Carlos Urrutia

95126

Workers deserve respect and a dignifying work life

Amaya Gonzalez

95148

We are in a national crisis that was out of our control. Our government issued a shelter in place to ensure that COVID-19 wouldn't spread. Yet, we are still forcing hard working people to risk their lives and the lives of their loved ones to work? They are putting their lives in danger because of how a lack of income would affect them. Especially now, when families must slightly stock up on food, toiletries, and hygiene products, money is vital. However, these people should NOT need to put themselves in danger to be able to support themselves. These workers MUST be given paid sick leave for the sake of themselves and the county. This pandemic will not get better if we put people at risk for the sake of corporations. Have a heart. Do what is necessary. Let them stay home.

Sophia Alvarez

95112

We dedicate our lives to our work some of us because we have to in order to support our family's and some because we just enjoy it but bottom line is we give our all and we deserve to keep our homes our families feed or lively hood!! No one wants to be sick help us keep what we have if we get sick!!

Maribel Montanez

95134

Joanne Seavey-Hultquist

95125

Julianne Obrien

95112

Because I'm human and humans should get the help necessary during these difficult times.

Geri Wittig

95112

Salvador Medina

95116

Dolores Raposas

95127

All deserve to get paid if mandated by city, county, state or federal law.

Eloy Quezada

95110

What about the self employed like me. What kind of help can we get?

Victoria Duran

95121

Kansen Chu

95132

Elizabeth Alonso

95122

Molly Wright

95032

Karissa Barnett

95113

Gabby Areas

95123

All workers need sick pay NOW.

Erika Gonzalez

95122

It is important that families are able to support themselves financially so that they are able to stay afloat and do the bare minimum to keep each other healthy.

Mortaza Azim

95127

I don't have a way to pay my bills or feed my family without a job.

Julie Nunez

95111

Freddie Navarro

95127

Reyna Villa

95116

Ofelia ruiz

95002

California has high rents and we need to help our people of poverty.. the barber, persons who do our nails and cut our hair, the grocery bagger, people who carry signs... this is the time to be compassionate.. we need to help those in need.

Shannon Diaz

95127

I'm on UI my husband is the only source of income to pay our already high rent. He was told to stay home and file for UI during this time. We are facing eviction if we don't get support in some way during this time.

Kathleen Buitrago

95139

Karin Mak

91030

Miguel Valencia

95124

Rogelio Nunez

95111

Kiley Stokes

95136

dozens of my friends with families are being put at major risk right now as COVID-19 has forced working class families into positions of taking sick leave without pay. This is a huge problem! Do not let our system punish families for their health situations by not allowing them to continue affording rent or normal daily necessities. This is a human right!

Araceli Garcia



95112

Nobody should be penalized for having symptoms from Coronavirus.

sylvia armas

95020

Angela Rivera

95002

I know several people who don't have the means to survive w/out income. they don't have a saving they can turn to. And have children that depend on them for security. Their parents live paycheck to paycheck. So yes this matters to me.

Matt Gustafson

95116

# SAN JOSE CONSERVATION CORPS + CHARTER SCHOOL

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Executive Director/CEO

March 18, 2020

Planning Commissioners

City of San Jose

200 E. Santa Clara Street

San Jose, CA 95113

## **RE: Support for Zoning Ordinance Amendment File NO. PP20-003**

Dear Planning Commissioners:

San Jose Conservation Corps + Charter School (SJCC+CS) provides transition-age youth (18-27 years old) with a high school education and job training in conservation and construction. It serves very-low income young adults and given the high-cost of living in Silicon Valley it is difficult for them to find affordable housing. As a result, over 30% of the students are housing unstable and many are homeless, this makes it difficult to attend school consistently, stay focused and healthy. Thus SJCC+CS faces a *housing emergency* and therefore has developed a program to address housing for its students while at the same time providing multiple benefits to the community.

### **Housing Solutions: Youth Housing Promise**

The Youth Housing Promise (YHP) program will provide job training in building tiny homes on wheels (THOWs), lease backyards of single-family homes and place housing insecure students in the units. THOWs will be rent restricted at 40% AMI or \$1,025 of which, the host families will receive passive rent income of \$500 per month + utility allowance. YHP will have wrap-around services such as property management and resident services to ensure a successful program.

The benefits include: students obtain marketable job skills, a sense of pride and affordable housing while enrolled at SJCC+CS; the program will seek host families that are low-income and seniors on fixed income whom are typically endangered of being displaced; all while preventing chronic homelessness amongst young adults.

***SJCC+CS however, is unable to implement this program without first amending the zoning ordinance to legalize THOWs.***

### **Zoning Ordinance Amendment**

Some jurisdiction have recognized THOWs as a viable innovative housing solution to alleviate the housing crisis and jurisdictions such as Santa Clara County, Fresno, San Luis Obispo SLO and Los Angeles have already legalized them while the cities of Sacramento and San Diego as well as Humboldt County are on the cusp of amending their zoning ordinances.



**CHANGING LIVES**  
EDUCATING THE WORKFORCE FOR THE FUTURE

**San Jose Conservation Corps + Charter School**  
1560 Berger Drive, San Jose, CA 95112 Main Phone: 408-283-7171  
www.sjcccs.org 501(c)(3) Federal Tax ID: 77-0155997



Amending the zoning ordinance to include THOWs as part of the accessory dwelling unit (ADU) ordinance will allow the units to be placed in single family backyards and SJCC+CS will be able to implement its program.

This amendment will also open the door for any homeowner looking to have a temporary unit in their backyard to house their loved ones or have as a rental unit—potentially preventing displacement. THOWs are less expensive than ADUs and thus a viable option to those homeowners who are unable to carry a second mortgage.

The amendment is not intended to allow recreational vehicles (RVs) or travel trailers to be used as housing as such the design guidelines steer the aesthetics through the use of construction materials to look and feel much like a typical ADU.

### **Tiny Homes on Wheels (THOWs)**

THOWs are independent living facilities just like an ADU—they have a full bathroom, kitchen and a flexible living area and the utilities (electrical, sewer and water) are connected to the primary home. The dwelling unit sits on a trailer which allows it to be towed and placed—they are not self-propelled and are DMV registered, and are estimated to last for 30-years.

THOWs are third party certified meeting standardized codes ANSI or NFPA (*the zoning amendment incorrectly states they need to be certified by both standards*). SJCC's units are 160 square feet (18' length x 8'6" width + a 2' x 4' niche) designed to accommodate two students, with a futon and a murphy bed. They also include an amenity package consisting of a full-size refrigerator, microwave/hood, HVAC, stove top and washer/dryer appliances as well as security features such as keypad and Ring entry system and Amazon's Echo Show.

**THOWs create an entirely new class of affordable housing**—quick to build, interim housing—which have the potential to make a significant impact in alleviating the housing crisis, preventing displacement and chronic homelessness.

For all the reasons described above, we respectfully request that the Planning Commission approve the zoning ordinance amendment and legalize tiny homes on wheels.

Thank you for your consideration of our request!

Sincerely,

  
**Dorsey Moore**  
Executive Director/CEO  
San Jose Conservation Corps + Charter School  


-----Original Message-----

From: valerie.prigent@

Sent: Thursday, March 19, 2020 12:55 PM

To: City Clerk <city.clerk@sanjoseca.gov>

Subject: I am writing to you today regarding a very important issue

[External Email]

Dear City Clerk Toni Taber,

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,  
Mrs. Valerie Prigent

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From: jarodfvblaine@[REDACTED] <jarodfvblaine@[REDACTED]>  
behalf of jarod blaine [REDACTED]

Sent: Thursday, March 19, 2020 4:27 PM

To: City Clerk

Subject: Pass paid sick leave in San Jose

[External Email]

Dear City Clerk Toni Taber,

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,  
jarod blaine

[REDACTED]  
[REDACTED]