

Jersey City's Paid Sick Leave Ordinance



Date
Authors

Jersey City: At the Forefront of Paid Sick Leave

- Addressing Community Needs
- Key Provisions of Jersey City's Mandated Sick Leave Ordinance
- Working with Community Groups to Drive Change





Jersey City is:

- The first municipality in New Jersey to adopt mandatory paid sick leave bill into law
- The sixth municipality in the nation to pass paid sick leave, joining:
 - New York City
 - Portland, Oregon
 - San Francisco, California
 - Seattle, Washington
 - Washington, D.C.

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Addressing Community Needs

Jersey City has 30,000 private sector workers. The city has adopted paid sick leave in order to:

Support vulnerable populations

- *Working mothers* responsible for sick children
- *Working families*
 - Parents face job loss and inability to support families if forced to take unpaid sick time
- *Low-income workers*
 - Nationally, 1 in 5 have access to paid sick time

Improve public health

- *Contagious service workers* add to outbreaks
- Workers without sick leave more likely to *skip doctor's visits* for preventive screenings
- Workers with paid sick leave less likely to suffer *occupational injuries*

Reduce health care expenditures

- Promotes access to *primary* and *preventive* care

Strengthen families

- Working parents can provide *personal care* to their families

Strengthen the local economy

- Paid sick time results in *reduced worker turnover*
 - Firing and replacing workers can cost from 25 to 200 percent of employee's annual compensation
- Reduces *low productivity* caused by illness

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Key Provisions of Ordinance

Employers

- Applies to businesses with *ten or more* employees
- Employees must be *informed of law*
- Paid sick time accrues at *start of employment*
- Employers must provide paid sick time after *90 days* of employment

Employees

- Employees earn *one hour* of sick time for every *thirty days* worked
- Eligible if employee works *80 hours per year*
- Carryover days limited to five per year
- May be used in hourly increments

Definition

- Paid sick time may be used for
 - Illness, injury, mental or health condition
 - Medical diagnosis, care, or treatment
 - Preventive care
 - Care of a family member for all of the above
 - Closure to place of business due to public health emergency



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Working with Community Groups to Drive Change

The City of Jersey City worked with community based organizations to achieve paid sick leave time. Outside groups:

- Contributed policy research
- Engaged stakeholders
- Generated community engagement