Jersey City’s Paid Sick Leave Ordinance
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

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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