CITY OF JERSEY CITY

STEVEN M. FULOP, MAYOR

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Mayor Fulop to Introduce New Jersey's First Municipal Paid Sick Days Legislation;

Workers employed by businesses with ten or more employees would earn up to five paid sick days per year

JERSEY CITY – In what could become a victory for working families in Jersey City, **Mayor Steven M. Fulop** will introduce at next week's City Council meeting the **"Earned Sick Time Bill"** which provides for workers employed by businesses with ten or more employees to earn up to five paid sick days per year to care of themselves or their family members. Employees of businesses with nine workers or less would accrue five unpaid days.

The legislation also calls for the aggregation of employees if a business owner owns more than one establishment within the city.

¨This is an issue that impacts the most vulnerable in our society and it is the right thing to do," said **Mayor Fulop**. "In New Jersey, some 1.2 million workers – that's more than 1 in 3 of us – do not earn paid sick days."

Without the ability to earn paid sick days, employees risk losing wages – and possibly even their jobs – when they are ill. Without paid sick days, workers are too often forced to choose between their jobs and their own health, or that of their loved ones.

"In Jersey City we know that a healthy employee is a more productive employee, which in turn generates more value," added **Mayor Fulop**. "There is a strong business case for a minimum sick days standard, however, more and more businesses understand the value of providing good workplaces for their employees, including earned sick leave benefits. We want Jersey City to be business friendly as is evident with our new tax abatement policy, but also working family friendly which is the goal of this legislation"

OVERVIEW OF JERSEY CITY PROPOSED SICK DAYS BILL

- Private sector workers will be able to earn up to 40 hours of paid sick time a year (5 days)
- Workers will earn one hour of sick time for every 30 hours worked.
- Paid sick time can be used to care for a worker's own health needs including mental or physical illness, injury, or health condition, need for medical diagnosis, care, or treatment of a mental or physical illness, injury, or health condition or need for preventive medical care or to care for those health needs for the worker's spouse, civil union partner, domestic partner, child, parent, grandparent, grandchild, sibling or the child, grandchild, parent or grandparent of a worker's spouse or domestic partner or civil union partner.

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- Workers will begin earning sick time as soon as they are hired but will have to work for 90 days before they are able to use the time.
- Part-time workers will be covered by the bill and earn paid sick time based on hours worked.
- Any type of paid leave—paid time off, vacation, personal days, etc.—will count for purposes of complying with the law as long as it can be used for sick leave purposes.
- Workers may carry over up to 40 hours of unused paid sick time but an employer is never required to provide more than 40 hours of paid sick time in a year.
- Employers may require medical verification if a worker is absent for more than 3 days.
- Employers are not required to pay for unused sick time when a worker leaves employment.
- Workers can go to court for any violation of the law.
- The effective date of the law is 120 days after passage
- The bill will not cover public employees

In recent years, the absence of any federal law has prompted Connecticut, Portland, Seattle, Washington, D.C., and San Francisco to enact their own; a measure has been approved in Philadelphia and awaits mayoral action. Campaigns for additional state and local laws are active around the nation.

All media inquiries should be directed to Jennifer Morrill, Press Secretary for the City of Jersey City, at 201-547-4836 or 201-376-0699./////