



California
LABOR
Federation



CALIFORNIA
Work & Family
COALITION



COMMUNITY
LEGAL SERVICES
IN EAST PALO ALTO



EMPLOYEE RIGHTS CENTER

INNERCITY STRUGGLE 

Building a Movement in the Eastside

**LEGAL
AID AT
WORK**



**JOBS WITH
JUSTICE SF**



laane»
A NEW ECONOMY FOR ALL

NCJW **LA**

National Council of Jewish Women

LOS ANGELES

WACLA

Movimiento de Arte y Cultura Latino Americana

Maintenance Cooperation Trust Fund

Fideicomiso de Cooperación en Mantenimiento

NASW
National Association of Social Workers
CALIFORNIA CHAPTER



**LEGAL
AID of
MARIN**
Justice for all



Public Health Alliance™
OF SOUTHERN CALIFORNIA



MHALA
Mental Health America of Los Angeles

RCS FRESNO
Rape crisis advocates serving Fresno
County for more than 40 years.
24 HOUR CRISIS LINE: (559) 222-7273
www.RCSFresno.org
FRESNO OFFICE
259 N. Blackstone Ave.
Fresno, CA 93701
FIREBAUGH OFFICE
838 O Street
Firebaugh, CA 93622

PUBLIC LAW CENTER
PROVIDING ACCESS TO JUSTICE
FOR ORANGE COUNTY'S LOW INCOME RESIDENTS



Restaurant Opportunities Center
California



**Peace Builders of
Orange County**





WORK EQUITY
NUMBERS. RESOURCES. POWER.

WORKSAFE
safety, health, and justice for workers

August 13, 2021

Honorable Gavin Newsom
Governor, State of California

Honorable Phil Ting
Chair, Assembly Committee on Budget

Honorable Toni Atkins
President pro Tempore, California State
Senate

Honorable Wendy Carrillo
Chair, Assembly Budget Subcommittee No.
4

Honorable Anthony Rendon
Speaker, California State Assembly

Honorable Anna Caballero
Chair, Senate Budget Subcommittee No. 4

Honorable Nancy Skinner
Chair, Senate Budget and Fiscal Review
Committee

To: Governor Newsom and the California State Assembly and Senate

California workers are at risk of losing access to paid sick leave right as our state is being assaulted by the Delta variant, a variant of COVID-19 that is more contagious, more likely to cause breakthrough cases, and possibly even more deadly. We ask that you act now and extend paid sick leave through the pandemic to protect California's families before it is too late.

On March 19, 2021, Governor Newsom signed SB 95, granting two weeks of emergency paid sick leave for COVID-19 to workers with employers who have 26 or more employees through September 30, 2021. SB 95 arose during a surge of COVID-19 cases, at a moment when the existing Federal and State COVID-19 paid sick leave protections had all lapsed on January 1, 2021, leaving most workers with merely three paid sick days. As a result, workers were having to choose between staying home and going without the pay their families desperately needed or going to work sick or contagious and endangering their coworkers and customers.

In signing the bill, the Governor stated, **“Even as case rates and hospitalizations decline and vaccinations ramp up, we can’t let our guard down and must do all we can to stop this virus from spreading.”** When the bill was signed, it was made retroactive to January 1, 2021, in recognition of the fact that no worker should suffer financial consequences for choosing to stay home to protect their coworkers and customers. However, this could not undo the harms that had already taken place. Sick and exposed workers had already been forced to continue working to avoid hunger and homelessness.

California needs to act now.

The COVID-19 Supplemental Paid Sick Leave provided by SB 95 will expire on September 30, 2021. Yet California is being pummeled by the more contagious Delta variant, which is more likely to break through protections afforded by the vaccines and may cause more severe disease than all other known versions of the COVID-19 virus¹. In the last two weeks, confirmed cases are up 94.1%, deaths are up 46.5% and hospitalizations are up 112.9%². California has now passed 4 million confirmed COVID-19 cases. Vaccination rates are slowing. Schools are reopening, and many school age children are not yet eligible for vaccination. COVID-19 continues to disproportionately impact California’s families of color.³ Failure to extend paid sick leave will put the entire state in danger.

This is not the time to let critical worker protections expire, especially when we know that paid sick leave saves lives. One study found that states whose workers newly gained access to paid sick leave through the FFCRA saw four hundred fewer confirmed cases per day, translating into approximately one case prevented for every 1,300 workers per day.⁴ If California does not take action to allow workers to follow public health advice and stay home when sick, quarantining or caring for a family member with COVID-19, we can expect infection rates to soar even higher. The state of California needs to act immediately to prevent needless suffering and death.

The undersigned 79 organizations respectfully request that the California Legislature take immediate action to extend emergency paid sick days to ensure that all workers can take time off without losing their job or pay when they are:

- **infected with COVID-19;**

¹ <https://www.yalemedicine.org/news/5-things-to-know-delta-variant-covid>

² <https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/Immunization/ncov2019.aspx>

³ <https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Race-Ethnicity.aspx>

⁴ Pichler, Wen, and Ziebarth. Oct. 2020. “COVID-19 Emergency Sick Leave Has Helped Flatten The Curve In the United States.” Health Affairs, 39, No. 12:2197-2204. <https://www.healthaffairs.org/doi/pdf/10.1377/hlthaff.2020.00863>

- **experiencing COVID-19 symptoms and seeking a diagnosis;**
- **quarantining or self-isolating due to COVID-19;**
- **caring for a family member who has COVID-19 or must self-isolate or quarantine due to COVID-19;**
- **caring for a child whose school or care is closed due to COVID-19 on the premises; or**
- **receiving the COVID-19 vaccine or recovering from its side effects.**

California needs to ensure that no worker who stays home when sick or ordered to quarantine or self-isolate to protect public health can be fired and that no worker has to choose between missing out on essential income and endangering their family and community.

We ask that you take immediate action to ensure that sick and exposed workers can stay home without risking their jobs and their families' economic security. The spread of COVID-19 will not wait; we need action now.

Sincerely,

A Better Balance

AARP California

Advantage Health Now

Alliance Against Family Violence and Sexual Assault

Asian Law Alliance

Association of California Caregiver Resource Centers

Bet Tzedek Legal Services

BreastfeedLA

Business and Professional Women of Nevada County

California Employment Lawyers Association (CELA)

California Immigrant Policy Center

California Labor Federation

California Pan-Ethnic Health Network

California Partnership to End Domestic Violence

California WIC Association

California Women for Workplace Justice

California Work & Family Coalition

Center for Workers' Rights

Centro Legal de la Raza

Chinese Progressive Association

Clergy and Laity United for Economic Justice

Community Legal Services in East Palo Alto

DOVES of Big Bear Valley, Inc.

Employee Rights Center

Equal Rights Advocates

Family Violence Appellate Project

Friends Committee on Legislation of California

Garment Worker Center

Housing Rights Committee of San Francisco

Human Impact Partners
If/When/How: Lawyering for Reproductive Justice
IFPTE Local 21
InnerCity Struggle
Jewish Center for Justice
Jobs with Justice San Francisco
KIWA
LA Best Babies Network
La Raza Centro Legal
LAANE
Labor Occupational Health Program
Latinos United for a New America
Legal Aid at Work
Legal Aid of Marin
Local 26 I.L.W.U. - International Longshore and Warehouse Union
Lumina Alliance
MACLA/Movimiento de Arte y Cultura Latino Americana
Maintenance Cooperation Trust
Fund/Fideicomiso de Cooperación en Mantenimiento
Mental Health America of Los Angeles
Mixteco/Indígena Community Organizing Project
National Association of Social Workers (NASW) California Chapter
National Council of Jewish Women Los Angeles
North Bay Jobs With Justice

North Bay Labor Council
Orange County Equality Coalition
Orange County Poor People's Campaign
Parent Voices CA
Public Health Alliance of Southern California
Public Law Center
Rape Counseling Services of Fresno
Restaurant Opportunities Center of California
San Francisco Senior & Disability Action
San Mateo Labor Council
Silicon Valley Rising Action
South of Market Community Action Network (SOMCAN)
Stand Up Placer
Street Level Health Project
The Health Trust
The Southern California Coalition for Occupational Safety & Health
Together We Will - San José
UAW 2865
UAW Local 4123
UAW Local 5810
UFCW5
UNITE-LA
WEAVE
Work Equity
Working Partnerships USA
Worksafe
YWCA Golden Gate Silicon Valley