



CITY OF NEW YORK

MANHATTAN COMMUNITY BOARD FOUR

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COREY JOHNSON
Chair

ROBERT J. BENFATTO, JR., ESQ.
District Manager

March 8, 2012

Speaker Christine Quinn
NYC Council
City Hall Office
250 Broadway
Suite 1744
New York, NY 10007

**Re: New York City Council Intro. 0097-2012
Paid Sick Time Act**

Dear Speaker Quinn:

Manhattan Community Board 4 again gives its support for Intro. 0097-2012, which would require employers to provide employees with paid sick leave. We originally supported this bill when it was Intro. 1059 back on December 2, 2009.

At the time we stated that we supported the intent and believed that the broadest range of industries should be covered. However, we were concerned about the bill's potential economic impact, especially on small businesses, and as yet unresolved matters surrounding its implementation and enforcement.

We listed the issues articulated at the Full Board meeting and in a Housing, Health, and Human Services Committee meeting. The intent of the letter was not to recommend specific alternatives, but rather to raise the issues and express that the Board's continued support is conditioned upon favorable resolution of these items before the bill's passage.

However, since then twelve (12) amendments have been proposed by the sponsors to answer these concerns:

1. The bill will not apply to businesses with fewer than five (5) employees, except to provide job protection for up to five (5) days if a worker or family member is ill;
2. New businesses with fewer than 20 employees will have a one-year grace period before being covered by the bill;
3. The size of the businesses will be determined by full-time equivalents rather than by counting all individual workers;

4. Any type of paid leave – paid time off, vacation, personal days, etc. – counts as paid sick time. Businesses that prefer not to designate specific time to sick leave need not do so and businesses providing any kind of leave in the same amounts as required by the law need not change their policies;
5. Businesses can allot paid sick time at the beginning of the year, rather than through an accrual process, if they prefer;
6. Business can determine time increments by which workers may use their sick time;
7. Workers who volunteer for shifts with higher rates of pay will earn their standard pay rate if they take sick time during those shifts;
8. Worker protections apply only to sick time and do not extend to other disciplinary actions;
9. Businesses will not need to change bookkeeping practices;
10. Model policies, notices and forms will be available for businesses through an online resource;
11. During declared emergencies, the provisions of the bill will be suspended for public service commission employees; and
12. Work-study students will not be covered by the bill.

CB4 applauds the efforts of all involved to find a viable compromise. The Paid Sick Leave Act would go far to protect workers—both full-time and part-time—with only a modest increase in cost to the employer. We urge continued dialogue and support this bill with amendments.

Sincerely,



Corey Johnson
Chair

cc: NYC Council Member Gale Brewer
Manhattan Borough President Scott Stringer