

Ramos Sponsors Paid Sick Days Legislation for Newark Businesses

Workers Would No Longer Have to Choose Between Paycheck and Health

NEWARK – Oct. 22, 2013 – Newark Councilman Anibal Ramos Jr. announced today he is sponsoring legislation that would provide paid sick time for full- and part-time workers in Newark.

The ordinance will permit individuals employed in the City of Newark to accrue a minimum of one hour of paid sick time for every 30 hours worked. Newark businesses will be required to provide paid sick leave pursuant to a two-tiered structure.

Businesses with 10 or more employees, or those who provide childcare, food service or direct care – such as home healthcare services, are not required to provide more than 40 hours of paid sick time in a calendar year. Businesses with less than 10 employees are not required to provide more than 24 hours of paid sick time in a calendar year. Businesses are free to provide additional paid sick time.

“In Newark, there are an estimated 40,000 workers who do not get paid if they or one of their family members gets sick,” Ramos said. “It’s not fair to force workers to choose between a paycheck and their health or that of a family member. This is not a difficult decision. Employees should not be penalized, and that is why I am sponsoring this legislation.”

Newark would be among the first cities in the state to pass paid sick time legislation. Jersey City recently passed a similar ordinance.

“Paid sick days can help workers recover from an illness and provide care for sick family members as well as prevent more severe illness and use of expensive hospital care,” Ramos said. “Allowing workers to take paid sick days keeps the workplace healthier, reduces turnover and improves productivity.”

Studies have shown that small businesses have not suffered in other cities and states where similar legislation has been enacted into law. Paid sick time will also reduce the practice of workers coming to work with illnesses and health conditions that reduce their productivity. The measure will also reduce the competitive disadvantage that many employers face when they choose to provide sick time to their workers.

“We can become one of the first cities in New Jersey to pass this legislation and set a positive example for the rest of state,” Ramos said. “The measure will reduce the

competitive disadvantage that many employers face when they choose to provide sick time to their workers. It will also ensure that all workers, particularly those in key service sectors, are fully able to care for themselves and their family without risking the greater public health.”

The ordinance would also allow workers in key service sectors to comply with public health recommendations, such as the recent CDC recommendation in regards to the Belmar Mumps outbreak.

Under the ordinance, paid sick time would begin to accrue at the start of employment and workers would be entitled to it after three months of employment. Paid sick time can be carried over to the following calendar year, however no employer is required to carry over more than 40 hours of paid sick time from one calendar year to the next.