

# NEW JERSEY STATE AFL-CIO

106 West State Street  
Trenton, New Jersey 08608

(609) 989-8730

FAX (609) 989-8734

[www.njafclcio.org](http://www.njafclcio.org)

CHARLES WOWKANECH  
PRESIDENT

LAUREL BRENNAN  
SECRETARY-TREASURER

CHARLES H. MARCIANTE  
PRESIDENT EMERITUS



## EXECUTIVE BOARD MEMBERS

JOYCE ALSTON

THOMAS ASHTON

MICHAEL BARNES

KAREN BELLAMY LEWIS

JAMES R. CHEW, JR.

NOEL CHRISTMAS

JOSEPH DEMARK, JR.

WYATT EARP

SHARON EASTWICK

LYNNE P. FOX

THOMAS GIBLIN

RAYMOND GREAVES

CHARLES HALL, JR.

VINCENT LANE

MICHAEL MALONEY

DOMINICK MARINO

MATTHEW McCARTY

C. ROBERT McDEVITT

JAMES McMANUS, JR.

JUAN NEGRON

JOHN T. NICCOLLA, JR.

GERALD OWENS

DEBBIE PARKS

STEPHEN F. PETTIT

RAYMOND POCINO

JOHN POTTS

HETTY ROSENSTEIN

TIMOTHY RUDOLPH

RONALD E. SABOL

DAVID SCHNECK

JOHN SHINN

JOSEPH SORESI

RICHARD SWEENEY

BUDDY THOMAN

RICHARD TOLSON

STEVEN M. TULLY

ANN TWOMEY

HARVEY WHILLE

March 12, 2018

Dear Members of the Assembly Labor Committee:

### **Re: Please Support A-1827 (Lampitt/Mukherji) Establishes an Earned Sick Leave Program**

The New Jersey State AFL-CIO would like to thank the sponsors of this bill for their leadership in moving this policy forward, as well as Chairman Egan for posting the bill. The bill before you today is a win-win for consumers, employees, employers and the communities that they live and work in. We respectfully ask for your support.

First, we applaud the local governments and private sector employers in New Jersey that have taken it upon themselves to require or provide paid sick compensation. Businesses in particular that offer this benefit are good corporate citizens and recognize that providing sick leave compensation is not only good for the health and welfare of sick employees, but is also good for their healthy employees, their customers and their bottom line. For these companies, paying sick leave has been a no-brainer for decades.

Unfortunately, the lack of a policy on paid sick days by many other employers has compounded the erosion of economic security for millions of New Jersey workers who are already suffering due to three decades of wage stagnation. The most recent study conducted by the Center for Economic and Policy research titled "Contagion Nation" compares paid sick day policies of the wealthiest 22 nations in the world as ranked by the United Nations using economic development statistics. Sadly, the United States is the only country that does not have a paid sick day law. Now is the time for New Jersey to catch up to the rest of the world and implement a policy that is sorely lacking from much of today's workplace.

Of course, one of the arguments that will be made against a sick leave policy is that it will result in a heavy financial burden for employers, which will result in job loss. A large volume of academic, independent research has been conducted on this exact issue and we would like to bring to your attention one such study published in 2014. Titled "Good for Business?," the study was released by the Center for Economic and Policy Research and the City University of New York and surveyed Connecticut's employers three years after their law was enacted. The study

- over -

concludes that “most employers reported a modest impact or no impact of the law on their costs or business operations and that the administrative burden was minimal. In fact, 75% of employers expressed support for the law.” A copy of the Executive Summary is attached to our testimony.

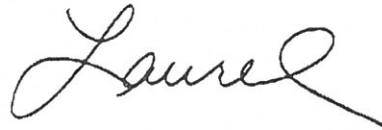
We recognize that there is indeed a cost to this policy for employers. If someone calls out sick, they need to be replaced that day and the employer is now paying two employees to perform one job that day. But studies illustrate that this cost to business owners is negligible and is offset by reduced costs associated with turnover, recruitment and training, not to mention the health benefit to co-workers and the customers that company serves.

In closing, the net benefit of this policy to community health and economic stability for low and moderate income workers is a positive one. This is a benefit that all wealthy first world nations enjoy, but unfortunately is lacking in the United States. It’s time for New Jersey to adapt to the needs of a changing workforce and changing society and do the right thing by passing this bill into law.

In Solidarity,



Charles Wowkanech  
President



Laurel Brennan  
Secretary-Treasurer

CW:LB;jd  
Attachment (1)  
OPEIU:153