

# NEW JERSEY STATE AFL-CIO

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June 29, 2015

Dear Members of the Senate:

### **Re: Please Support S-785 (Weinberg) Establishes an Earned Sick Leave Program**

The New Jersey State AFL-CIO believes that the legislation before you today is a win-win for consumers, employees and the communities that they live and work in and we respectfully ask for your support.

Independent research 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. Fortunately, states like Connecticut, Massachusetts and California as well as over a dozen cities have changed direction and confronted this failure head on. 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 today's workplace.

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, the most prominent of which was an analysis of the Connecticut law. A study published in 2014 titled "Good for Business?" was released by the Center for Economic and Policy Research and the City University of New York and surveyed Connecticut's employers after the law was implemented. The study 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. After 18 months of implementation, 75% of employers expressed support for the law."

In closing, the net benefit of this policy is a positive one. A benefit that all other wealthy first world nations enjoy, but unfortunately is lacking here. 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.

Sincerely,

Charles Wowkanech  
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Secretary-Treasurer

CW:LB:jd  
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