

a better  
balance  
the work and family legal center

AARP®  
California

ACLU  
CALIFORNIA  
ACTION

AMWA The Vision and Voice of  
Women in Medicine  
since 1915  
American Medical Women's Association

California Pan-Ethnic  
HEALTH NETWORK

BARHII  
Bay Area Regional Health  
Inequities Initiative

BreastfeedLA  
CALIFORNIA  
PARTNERSHIP TO END  
DOMESTIC VIOLENCE  
Together, We're Stronger.

BET TZEDEK  
JUSTICE FOR ALL

Business and Professional  
Women of Nevada County  
bpwnevadacounty.org  
CALIFORNIA  
Work & Family  
COALITION

CENTER FOR  
Parental Leave  
Leadership™

California  
LABOR  
Federation

CALIFORNIA  
WIC  
ASSOCIATION  
WORKING FOR BETTER HEALTH

California Nurse-Midwives Association

CARING  
ACROSS  
GENERATIONS

FIRST5  
CALIFORNIA  
e|volve  
California



CHILD CARE  
LAW CENTER

EQUAL RIGHTS  
ADVOCATES

CALIFORNIA  
CATHOLIC  
CONFERENCE

Electric Universe



COMMUNITY  
LEGAL SERVICES  
IN EAST PALO ALTO



EBASE  
East Bay Alliance for a  
Sustainable Economy

CELA  
Fighting for Employee Rights!

ALMAS  
Graton Day Labor Center  
Alianza Laboral de Mujeres Activas y Solidarias

華人  
進步會  
CHINESE  
PROGRESSIVE  
ASSOCIATION

FOOD  
EMPOWERMENT  
PROJECT  
Because your food choices can change the world

Flourishing Families Inc.

laane»  
A NEW ECONOMY FOR ALL

HAVEN  
HEALTHY ALTERNATIVES TO VIOLENT ENVIRONMENTS

Friends Committee on  
Legislation of California

CLUE  
Clergy & Laity United  
for Economic Justice

HIP  
HUMAN IMPACT PARTNERS

LOCAL 21  
PROFESSIONAL & TECHNICAL ENGINEERS  
IFPTE • AFL-CIO

if  
when  
how  
Lawyering for Reproductive Justice

LEGAL  
AID AT  
WORK



IEBfC  
inland empire  
breastfeeding  
coalition

NORTH BAY  
JOBS WITH  
JUSTICE

INLAND  
EQUITY  
PARTNERSHIP

JEWISH  
CENTER  
FOR  
JUSTICE

IDEPSCA  
INSTITUTO DE EDUCACION POPULAR DEL SUR DE CALIFORNIA

NELP  
NATIONAL  
EMPLOYMENT  
LAW  
PROJECT

JOBS WITH  
JUSTICE  
MHALA  
Mental Health America of Los Angeles

LA RAZA  
CENTRO  
LEGAL



PL+US

MAGLA  
Movimiento de Arte y Cultura Latino Americana

NORTH BAY  
LABOR COUNCIL  
AFL-CIO

Public Health Alliance  
OF SOUTHERN CALIFORNIA



our family  
coalition



NCJW® | LA  
National Council of Jewish Women  
LOS ANGELES

UAW 2865

UFCW  
a VOICE for working America  
WESTERN STATES COUNCIL

SEIU  
California  
Stronger Together

Silicon Valley  
RISING

WORKING  
PARTNERSHIPS  
USA



COSSH

WOMEN'S  
FOUNDATION  
CALIFORNIA

STREET LEVEL  
HEALTH PROJECT

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

THE  
LACTATION  
TRAINING  
LAB

WORK EQUITY  
NUMBERS. RESOURCES. POWER.

WORKSAFE  
safety, health, and justice for workers  
seguridad, salud y justicia para los trabajadores

December 16th, 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 Carillo  
Chair, Assembly Budget Subcommittee No. 4

Honorable Anthony Rendon  
Speaker, California State Assembly

Honorable Senator Maria Elena Durazo  
Chair, Senate Budget Subcommittee No. 5

Honorable Nancy Skinner  
Chair, Senate Budget and Fiscal Review  
Committee

To: The California Legislature and Gov. Gavin Newsom

Dear Elected Leaders:

COVID-19 Supplemental Paid Sick Leave has expired, but the COVID-19 pandemic is far from over, and paid sick leave continues to be necessary to protect public health. California is facing the newly-identified Omicron variant,<sup>1</sup> significant declines in vaccine effectiveness after six months,<sup>2</sup> the need for all adults to receive a booster shot,<sup>3</sup> and an average of more than 3,600 confirmed COVID-19 cases per day<sup>4</sup> -- all of which clearly demonstrate that COVID-19 Supplemental Paid Sick Leave remains a necessary tool to contain the spread of COVID-19. We ask that you act now to extend supplemental paid sick leave through the pandemic in order to protect California's families.

On March 19, 2021, Governor Newsom signed SB 95, which granted two weeks of emergency paid sick leave for COVID-19 to workers with employers who have 26 or more employees, effective through September 30, 2021. SB 95 arose during a surge of COVID-19 cases, at a moment when the previously-existing federal and state COVID-19 paid sick leave protections had lapsed, leaving most California workers with only three days of paid sick leave. As a result, workers were being forced to choose between going to work sick or contagious, thereby endangering their coworkers and customers, or staying home, and going without the pay their families desperately needed. Since September 30, 2021, workers have again been facing that same untenable choice.

In signing SB 95, Gov. Newsom 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

---

<sup>1</sup> <https://www.who.int/news/item/28-11-2021-update-on-omicron>

<sup>2</sup> [https://www.phi.org/press/breakthrough-infection-study-compares-decline-in-vaccine-effectiveness-and-consequences-for-mortality/?mc\\_cid=3f6c621265&mc\\_eid=701ee9df78](https://www.phi.org/press/breakthrough-infection-study-compares-decline-in-vaccine-effectiveness-and-consequences-for-mortality/?mc_cid=3f6c621265&mc_eid=701ee9df78)

<sup>3</sup> [https://www.cdc.gov/coronavirus/2019-ncov/vaccines/booster-shot.html?s\\_cid=11706:cdc%20covid%20booster%20shot%20guidelines:sem.ga:p:RG:GM:gen:PTN:FY22](https://www.cdc.gov/coronavirus/2019-ncov/vaccines/booster-shot.html?s_cid=11706:cdc%20covid%20booster%20shot%20guidelines:sem.ga:p:RG:GM:gen:PTN:FY22)

<sup>4</sup> <https://covid19.ca.gov/state-dashboard/>

spreading.” Now, a new variant has appeared in our state, making the need for COVID-19 Supplemental Paid Sick Leave clearer than ever.

### **COVID-19 is Still Present in Our Communities, But Workers Lack Protection to Follow Public Health Advice**

The COVID-19 Supplemental Paid Sick Leave expired on September 30, 2021, but COVID-19 has not gone away. California has now passed 4.8 million confirmed COVID-19 cases<sup>5</sup> since the start of the pandemic. There is new evidence indicating that vaccine effectiveness declines significantly after six months,<sup>6</sup> which has prompted the Centers for Disease Control and Prevention to recommend that all adults receive a booster shot. Schools and daycare centers are open, but children under five still cannot be vaccinated. If schools are to remain open, parents and other caregivers of young children must be able to financially afford to keep them home if they have symptoms of COVID-19 or need to quarantine.

Many Californians are still getting sick and dying from COVID-19, and paid sick leave remains an essential tool to save lives. To date, more than 74,000 Californians have died from COVID-19.<sup>7</sup> The fact is that paid sick leave saves lives. One study found that states whose workers newly gained access to paid sick leave through the Families First Coronavirus Response Act saw four hundred fewer confirmed cases per day, translating into approximately one case prevented for every 1,300 workers per day.<sup>8</sup> 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 that COVID-19 will continue to spread needlessly.

**The undersigned organizations respectfully request that the California Legislature and Governor 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;**
- **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 daycare is closed due to COVID-19 on the premises;**
- **receiving the COVID-19 vaccine and booster or recovering from its side effects;**
- **taking a family member to get a vaccine or booster; or**
- **caring for a family member recovering from side effects of receiving a vaccine or booster.**

---

<sup>5</sup> <https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/Immunization/ncov2019.aspx>

<sup>6</sup> [https://www.phil.org/press/breakthrough-infection-study-compares-decline-in-vaccine-effectiveness-and-consequences-for-mortality/?mc\\_cid=3f6c621265&mc\\_eid=701ee9df78](https://www.phil.org/press/breakthrough-infection-study-compares-decline-in-vaccine-effectiveness-and-consequences-for-mortality/?mc_cid=3f6c621265&mc_eid=701ee9df78)

<sup>7</sup> <https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/Immunization/ncov2019.aspx>

<sup>8</sup> 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>

California needs to ensure that no worker has to choose between their income and protecting their family and community. When sick and exposed Californians are forced to go to work or school, we all suffer.

Limiting the spread of COVID-19 is the most important step California can take to protect its economy, but to the extent that small businesses are concerned about the costs of offering paid sick leave, the state has the resources to create a grant program to aid in offsetting those costs.

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 by continuing COVID-19 paid sick leave from October 2021. The spread of COVID-19 will not wait; we need action now.

Sincerely,

A Better Balance

AARP California

ACLU California Action

Asian American Advancing Justice - Asian  
Law Caucus

American Medical Women's Association  
(AMWA)

BARHII (Bay Area Regional Health  
Inequities Initiative)

Bet Tzedek Legal Services

BreastfeedLA

Business & Professional Women of Nevada  
County

CA Association of Caregiver Resource  
Centers

California Advocates for Nursing Home  
Reform

California Catholic Conference

California Child Care Resource & Referral  
Network

California Employment Lawyers Association

California Immigrant Policy Center

California Labor Federation

California Nurse-Midwives Association

California Pan-Ethnic Health Network

California Partnership to End Domestic  
Violence

California WIC Association

California Women's Law Center

California Work & Family Coalition

Caring Across Generations

Center for Parental Leave Leadership

Center for Workers' Rights

Centro Legal de la Raza

Child Care Law Center

Chinese Progressive Association

Clergy and Laity United for Economic  
Justice

Community Legal Services in East Palo Alto

East Bay Alliance for a Sustainable  
Economy EBASE

Electric Universe

Ella Baker Center for Human Rights

Equal Rights Advocates

Evolve California

Family Caregiver Alliance, National Center  
on Caregiving

First 5 California  
Flourishing Families Inc  
Food Empowerment Project  
Friends Committee on Legislation of California  
Graton Day Labor Center  
HAVEN (Healthy Alternatives To Violent Environments)  
Human Impact Partners  
IFPTE Local 21  
If/When/How: Lawyering for Reproductive Justice  
Inland Empire Breastfeeding Coalition  
Inland Equity Partnership  
Instituto de Educacion Popular del Sur de California  
Jewish Center for Justice  
Jobs with Justice San Francisco  
LA Best Babies Network  
La Raza Centro Legal  
Legal Aid at Work  
Los Angeles Alliance for a New Economy  
MACLA/Movimiento de Arte y Cultura Latino Americana  
Maintenance Cooperation Trust Fund  
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  
National Employment Law Project  
North Bay Jobs with Justice

North Bay Labor Council  
Our Family Coalition  
Orange County Equality Coalition  
Pacific Yearly Meeting  
Paid Leave for the US (PL+US)  
Parent Voices  
Project Sentinel  
Public Counsel  
Public Health Alliance of Southern California  
Public Law Center  
Prevention Institute  
Rape Counseling Services of Fresno  
Restaurant Opportunities Center (Worker's Rights and Workforce Development Center)  
San Mateo Labor Council  
Santa Clara County Wage Theft Coalition  
SEIU California  
Silicon Valley Rising Action  
SoCalCOSH  
Street Level Health Project  
The Lactation Training Lab  
UAW 2865  
UAW Local 4123  
UAW Local 5810  
UFCW Western States Council  
Women's Foundation California  
Work Equity  
Working Partnerships USA  
Worksafe