

LABOR AND WORKFORCE DEVELOPMENT

Resolution LWD-20-29

A RESOLUTION SUPPORTING EARNED SICK LEAVE FOR EMPLOYEES

WHEREAS, employees across this country have often had to forego their earnings while caring for either themselves or their families due to illness;

WHEREAS, earned sick leave should be available for the employee's own medical needs or to tend to the medical needs of a family member;

WHEREAS, employers should provide earned sick leave to employees;

WHEREAS, paid sick leave was available to 71 percent of workers in private industry in March 2018, according to the Bureau of Labor Statistics;

WHEREAS, the Bureau of Labor Statistics also found that paid sick leave was available to 31 percent of workers with an average wage in the lowest 10 percent and to 92 percent of workers with an average wage in the highest 10 percent;

WHEREAS, this large gap shows, how our most economically vulnerable employees are prevented are often not allowed to get healthy without facing economic consequences; and

WHEREAS, only 11 states have laws protecting paid sick leave for employees.

THEREFORE BE IT RESOLVED, that the National Black Caucus of State Legislators (NBCSL) supports state and federal legislation to provide employees with earned sick leave through their respective employers and to protect the employees right to use such policies;

BE IT FURTHER RESOLVED, that the NBCSL believes that employer should pay employees for earned sick leave at the same rate of pay and with the same benefits as the employee normally earns, and encourages our states and the federal government to work toward that goal wherever possible;

BE IT FURTHER RESOLVED, that the NBCSL recognizes that this could adversely affect private employers if broadly implemented, as such, NBCSL first urges that such policies be first effective on all public sector employees within a state, then to gradually include the private sector starting with the largest employers first; and

BE IT FINALLY RESOLVED, that a copy of this resolution be transmitted to the President of the United States, the Vice President of the United States, members of the United States House of Representatives and the United States Senate, and other federal and state government officials as appropriate.

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SPONSOR: Assemblymember Shavonda E. Sumter (NJ)

Committee of Jurisdiction: Labor and Workforce Development Policy Committee

Certified by Committee Co-Chair: Senator Ronald L. Rice (NJ)

Ratified in Plenary Session: Ratification Date is December 6, 2019

Ratification is certified by: Representative Gilda Cobb-Hunter (SC), President