

March 17, 2020

Honorable Supervisors  
Alameda County Board of Supervisors  
County of Alameda Administration Building  
1221 Oak Street, #536  
Oakland, CA 94612

Dear Supervisors,

We are writing to urge the Board to adopt a Paid Sick Days law to help address the current COVID-19 pandemic our community is enduring. In Alameda County, one of the most diverse places in the country, we know that this is a moment for us to come together around real, sensible policy solutions to address the Coronavirus crisis and protect our communities in the long term.

Our health depends on the health of the person next to us, and the person next to them. Ensuring that ALL Alameda County residents can take care of ourselves is critical to stopping this pandemic in its tracks. ALL workers need to be able to stay home when we are sick or when our families need care – without fear of losing our jobs or missing a paycheck.

Low-wage workers, who are predominantly people of color, are the hardest hit economically by the crisis, and we need immediate policy action to protect our health and livelihood without loopholes.

During the 2008 recession and recovery, low-wage workers' wages stagnated, hours were reduced, and workers had no sick days. Let's learn from our mistakes. This is an incredible opportunity to not only address the current crisis, but put long-term policies into place that protect public health and protect low-wage workers' ability to support our families.

Oakland already passed this law several years ago, and it is working. By passing this ordinance, Alameda County can set the example for other cities to follow suit, like Berkeley, San Leandro, Hayward, Emeryville, and Alameda.

We cannot and will not allow this pandemic to spread. Every single person in Alameda County is interdependent no matter where we come from, what we look like, or how much money we have, and by passing this policy, we protect everyone's health.

We urge the County of Alameda to immediately adopt a Paid Sick Day Law with no loopholes, that follows the Oakland law, which includes:

1. All employers are required to provide Paid Sick Days to all workers performing at least 2 hours of work per week with no loopholes.
2. Workers can use Paid Sick Days for themselves or to care for someone else.
3. Workers shall accrue 1 hour of sick time for every 30 hours worked.
  - a. Workers at small businesses with under 10 employees can accumulate up to 40 hours of sick leave.
  - b. Workers at all other businesses can accumulate up to 72 hours of sick leave.
  - c. In a declared public health emergency, every worker has immediate access to 14 days of Paid Sick Days, regardless of accrual.

We anticipate your support of this important step towards protecting workers' and the public's health, and we look forward to working with you to implement this policy expeditiously.

Respectfully,

Alameda Labor Council, AFL-CIO

Causa Justa::Just Cause

Centro Legal de la Raza

East Bay Alliance for a Sustainable Economy (EBASE)

Ella Baker Center for Human Rights

Gig Workers Rising

IFPTE Local 21

Oakland Rising

Restaurant Opportunities Center (ROC the Bay)

SEIU Local 1021

SEIU - United Service Workers West (USWW)

UNITE HERE Local 2850

Urban Peace Movement