

MOTION

On March 27, 2020, the Council passed an Ordinance (Council File: 20-0147-S39) to provide supplemental paid sick leave to workers affected by COVID-19. Subsequently, on April 7, 2020, the Mayor, pursuant to Los Angeles Administrative Code, Chapter 3, Section 8.29, issued an Emergency Order that suspended the Ordinance during the local emergency period, and replaced it to ameliorate potential business impacts and staffing shortages at facilities responding to the pandemic. The Mayor's Emergency Order allows an employee to take time off due to COVID-19 infection and other pandemic related family responsibilities, and it applies to an employer that has either 500 or more employees within the City or 2,000 or more employees nationwide.

In March 2021, Governor Newsom signed SB 95, which requires all employers with 25 or more employees to provide 80 hours of COVID-19 related sick leave for full-time employees, and comparable time off for part-time employees to cover the normal schedule that an employee would work over a two-week period. Small businesses employing 25 or fewer workers are exempt from the legislation. The employee can take leave for the following reasons: The employee is subject to a quarantine or isolation period, defined by the State Department of Public Health, the CDC, or local health officer; the employee has been advised by a health care provider to self-quarantine; the employee is attending an appointment to receive a COVID-19 vaccine; the employee is experiencing COVID-19 vaccine symptoms that prevent him or her from working or teleworking; and, the employee is experiencing COVID-19 symptoms and seeking a diagnosis, among other qualifying reasons for paid leave.

Recently, Governor Newsom announced the goal of fully re-opening the State's economy by June 15, 2021. While the State has made important strides in getting individuals vaccinated, it is clear that more should be done. High need communities, including essential workers, still face barriers to vaccine access due to a lack of transportation options, work obligations, and disruptions to vaccine deployment. Additionally, many vulnerable residents, especially essential workers, may have already exhausted the existing 80-hour benefit due to either prior infection or exposure to COVID-19, and thus lack the necessary hours to take time off work to get vaccinated. Therefore, the City must take additional actions to further support individuals to complete the vaccination process.

I THEREFORE MOVE that the City Council request the Mayor to revise the Emergency Order relative to Supplemental Paid Sick Leave Due to COVID-19 to include provisions to grant all employees employed by private businesses/entities located in the City of Los Angeles, irrespective of the size of their employer, up to an additional four hours of paid leave per injection to receive the COVID-19 vaccine, as well as paid time off for any vaccine related side effects.

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