

## Sick Leave for Employees (SB20-205)

Testimony to the Senate State, Veterans, Military Affairs

Andrea Kuwik, Policy Analyst

May 28, 2020

Thank you for the opportunity to submit written testimony in support of [SB20-205](#). My name is Andrea Kuwik, and I am a policy analyst with the Bell Policy Center. The Bell Policy Center provides policymakers, advocates, and the public with reliable resources to create a practical policy agenda that promotes economic mobility for every Coloradan.

As an organization dedicated to advancing policies supportive of economic opportunity for all, we're excited to express our support for SB20-205, which will require all employers to provide paid sick leave for employees. Research shows when in place, paid sick leave has widespread community benefits for:

- **Businesses**, which see [increased productivity, decreased employee turnover](#), and [employment growth](#)
- **Workers**, who become [more likely to seek preventative health care](#) and have greater economic security
- **Children**, who receive [more regular check-ups, dental care, and flu shots](#)
- **Communities**, which have lower rates of communal illness. For example, studies show paid sick leave legislation can decrease flu rates by [5.5 percent to 6.5 percent](#).

Though a [well-researched and proven benefit](#), paid sick leave isn't universally accessible. [Federal data](#) shows upper-income, white, professional employees have disproportionate access, as seen below:

| Wage & Industry Characteristics      | % of Workers with Access |
|--------------------------------------|--------------------------|
| Finance                              | 91%                      |
| Retail                               | 64%                      |
| Accommodation & Food                 | 45%                      |
| Workers in the Highest Wage Quartile | 90%                      |
| Workers in the Lowest Wage Quartile  | 47%                      |

Research from the [Institute for Women's Policy Research](#) show approximately 42 percent of private sector workers in Colorado lack access to paid sick leave.

Without action, we know families in Colorado will continue to suffer. Research from Oxfam shows approximately [20 percent of low-wage working mothers](#) report losing a job because either they, or a child, were sick. Even for those who are able to take unpaid time off while keeping their job, the economic impacts for these families are significant. According to research from the [Economic Policy Institute](#), for the average worker:

- Three days of unpaid work is nearly equivalent to the household budget for a month's worth of groceries or utilities
- Two days of unpaid sick time is approximately equivalent to a month's worth of gas
- Seven and a half days could be equivalent to monthly rent or mortgage payments

With [approximately three-quarters of workers](#) reporting that they're living paycheck to paycheck, these unplanned reductions in household income can have meaningful and long-lasting effects on household security.

By passing paid sick leave legislation in Colorado, we'll be taking strong steps to support the health, well-being, and financial security of thousands of Colorado families. Thank you again for this opportunity to submit written testimony, and we urge support for SB20-2005.



June 1, 2020

TESTIMONY ON SB20-205  
**SICK LEAVE FOR EMPLOYEES**  
Senators Fenberg and Bridges

My name is Chaer Robert. I am Legislative Director for the Colorado Center on Law and Policy. CCLP stands with diverse communities across Colorado in the fight against poverty through research, legislation and legal advocacy.

- Salesclerks deserve paid sick days
- Certified nurse assistants (CNAs) deserve paid sick days
- Childcare workers deserve paid sick days
- “Big Box” store workers deserve paid sick days
- Janitors and maids deserve paid sick days
- Grocery clerks deserve paid sick days
- Delivery drivers deserve paid sick days

Most (53%) of the lowest paid private sector workers- those in the lowest 25% for pay- cannot earn paid sick days. By contrast, 90% of the highest quartile of private sector workers earn paid sick days. On average 75% of American private sector workers can earn and use paid sick days.

Many without paid sick days are our essential workers- those most exposed and least protected from the corona virus and other infectious diseases. They lose money and can even lose their jobs if they stay home when sick.

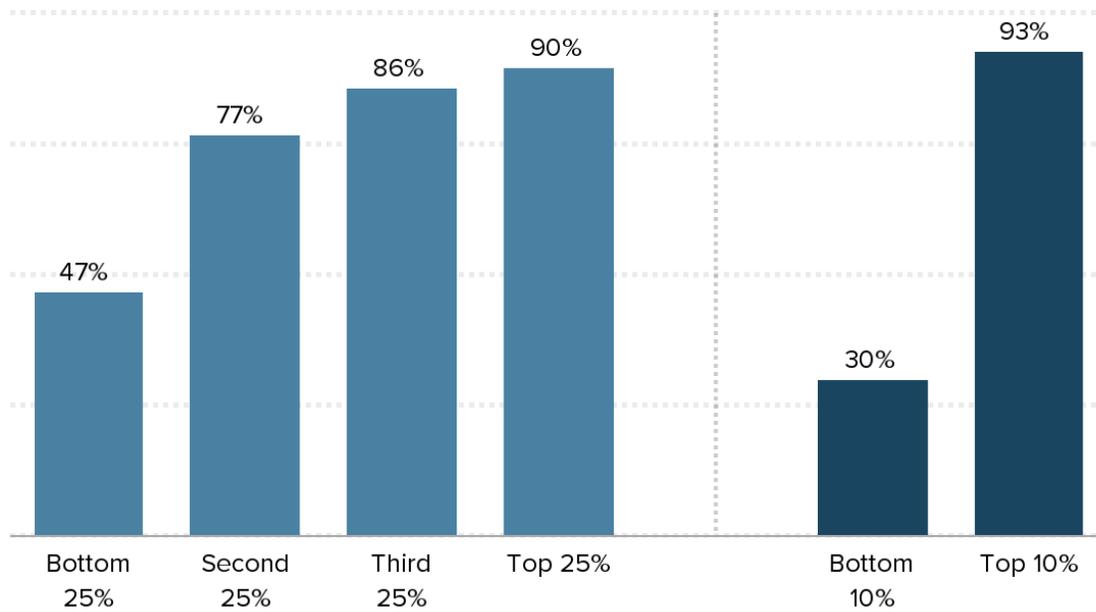
This clear inequity should be hard to defend.

Please support SB205- Sick Leave for Employees.

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## High-wage workers have paid sick days; most low-wage workers do not

Share of private-sector workers with access to paid sick days, by wage group, 2019



Source: U.S. Bureau of Labor Statistics, [National Compensation Survey 2019](#)

Economic Policy Institute

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Members of the committee, thank you for the opportunity to submit my testimony. My name is Adrienne Rae Ash, I am a Fort Collins resident, and I am writing to support SB20-205.

I faked sick for a week. Not because I didn't want to go to work, but because I have been terrified to. People aren't using masks, gloves, or social distancing. No one washes their hands when entering or exiting the cleanroom. Hand sanitizer is scarce and definitely not at every major entrance like it should be. Being here is literally a health risk according to the CDC, and yet we are receiving no hazard pay, and the staffing agency that the temps work through has been clear that they will not be covering any missed work with PTO or providing any assistance whatsoever other than "be grateful you have a job".

Today I came back after missing four workdays. Not even three hours into being there, my lead tells me that "some people in other departments" are voicing concerns over my "coughing and sneezing" and the supervisor of another department said I should stay home another day. He then starts to ask me if I'm financially okay to take another day off before I cut him off and tell him that no, I'm not. I couldn't afford to take off the other days either, but my life is worth more than what I make per hour.

I was fired 2 weeks later for THC use in a state where weed is legal. This came right before I was hired on full-time, which would have meant benefits and paid time off. Because Colorado has no earned paid sick time policy I had to take unpaid time off, which hurt me financially. I tried to come back to work, even though I had a lingering cough and sneeze because I need the money and I was sent home without pay. If Colorado had a paid sick policy I could have stayed home and taken care of myself, gotten better, and returned to work without putting myself at risk financially.

Thank you for your time and please vote yes on SB20-205.

- Adrienne Rae Ash, [adrienneraeash000@gmail.com](mailto:adrienneraeash000@gmail.com)

Thank you for your time today. My name is Alyssa Miller and I am a Denver resident. I am here to express my support for SB20-205

I have been compelled, as a professional line cook, to speak on behalf of all working class adults in the Colorado area and nationwide. We work on our feet for often 8-12 hour shifts. The average server at my last restaurant walks about 12 miles per shift. Restaurant workers deal with unrealistic demands: a full range grill filled, short handed front of house employees, customers with expectations we literally sprint to meet every night. Walk behind any swinging door in a restaurant, you will see a server's smile fall into a furrowed brow as they navigate the bruhaha with the kitchen. On top of this stress, our employee benefits are more often than not a shift beer and shift meal. We cannot afford health insurance. We cannot go back to school on these often crazy hours when dealing with skyrocketing rent. On top of all of that, last week, most of us were laid off. We now cannot afford our rent. I am in several Facebook groups in regards to this situation. I feel that these times call for a drastic social change. We contribute to the economy, we provide a needed service, and we pay taxes. We deserve paid sick leave, time off, schedules that fit a healthy lifestyle.

As individuals who handle food we need to ensure that we are able to stay away from work when we are sick. This is important for health and safety all the time, but especially during a global health pandemic. If myself and my coworkers have to go to work when we are sick we are putting other co-workers and the public at a higher risk of also getting sick. We need to be able to have earned paid sick time so we do not have to choose. Please vote yes on SB20-205.

Thank you.

Alyssa Miller

5/28/20

Dear Committee,

My name is Robel Worku and I am an Economic Justice Organizer with Colorado People's Alliance. We are a member-led organization working on climate, immigration, and economic justice issues to achieve racial justice for all in our state. We believe that a comprehensive paid sick policy is an important part of this and so we are asking you all to support SB20-205.

About 40% of employees in Colorado, over 800,000 people, lack access to even one paid sick day. Workers least likely to have access to earned paid sick days are people in the service industry: the people who serve us food, stock our shelves, clean our public spaces, and care for us. And it's important to be clear about who this impacts - low-wage jobs are disproportionately made up of black and Latinx people and women. So we can't view this as some abstract economic issue. This is one of racial & gender justice.

When people can earn paid sick days, they are more likely to go to the doctor and seek out medicine, and kids are more likely to get check-ups and preventative care. This is especially important during a pandemic. People forced to go to work sick will only increase the difficulty of stemming the tide of the virus, especially as more and more businesses begin to open back up.

We cannot make people choose between their health and putting food on the table. COVID-19 is already having a disproportionate impact on people of color and low-income communities, and the lack of paid sick days only exacerbates that disparity. Allowing employees to earn paid sick days will ensure that they stay home when they are sick, preventing the spread of disease, and ensuring the health of their co-workers and customers. If Coloradans are forced to come to work sick, we could end up back where we started in March with employees out of work and small businesses unable to stay open.

Thank you for your time and I hope all of you vote yes on [SB20-205](#).

Robel Worku  
Community Organizer with Colorado People's Alliance  
[robel@coloradopeoplesalliance.org](mailto:robel@coloradopeoplesalliance.org)

Commented [1]: looks good! I can get this one in

Thank you for your time today. My name is K. and I am a Denver resident. I am here to express my support for SB20-205.

I work in the food service department at the museum of Denver as a cashier. I was just hired. Their policy...is that anyone who averaged over 19.5 hours in February is given an assignment to complete on site or remotely and will be paid for their average February hours regardless of hours worked, but I didn't work there yet in February so while they haven't laid me off (yet) I wouldn't be surprised if it happens since they will likely be closed to the public for a while. Regardless I'm not going to be paid at all until they reopen.

I know they do care about their employees but it's an impossible situation and their plan wasn't perfect. It still required most of the food service department (many of whom take public transportation to work) to come in for shifts and it also screws over all the employees who were just hired, had extenuating circumstances in February (like of they took a vacation or were sick), or just didn't get scheduled for very many hours. They do have a sick time bank for part time employees to access but again only if you average over 19.5 hours in February and would be scheduled now anyway.

Ensuring paid sick leave for workers would help me, & others, immensely as we navigate the pandemic and how to stay afloat economically. Thank you for your time and please vote in support of SB20-205.

Thank you.



**The Women's Foundation of Colorado  
Testimony in support of  
SB20-205 Sick Leave for Employees  
Senate State, Veterans, & Military Affairs Committee  
June 2, 2020**

Thank you, Mister Chair and Committee Members, for your consideration of Senate Bill 205. I am Louise Myrland, Vice President of Programs for The Women's Foundation of Colorado, and I respectfully request your support of this bill to ensure that Colorado workers can earn paid sick leave.

The Women's Foundation of Colorado is committed to supporting women in achieving livable wages by investing in research that addresses the root causes of poverty and identifying the greatest barriers to thriving and solutions to propel women of every background and identity to prosperity.

Our research in partnership with the Institute for Women's Policy Research shows that women are nearly half of all workers in Colorado, and nearly two-thirds of women in the state are in the workforce.<sup>i</sup> In nearly half of Colorado households with children, women are breadwinners,<sup>ii</sup> but families headed by single mothers have the lowest median annual income of all family types at \$30,235.<sup>iii</sup> This amount falls well below the Self-Sufficiency Standard, or the amount required to meet families' basic needs, which is over \$53,000 for a single mother raising a preschooler in Denver.<sup>iv</sup> In fact, nearly nine out of ten single mothers of color raising young children in Colorado earn incomes inadequate to meet basic needs.<sup>v</sup> Also according to the Institute for Women's Policy Research, Black mothers with children under the age of 18 are more likely to be breadwinners than White, Hispanic, or Asian mothers.<sup>vi</sup>

Women are providers and caregivers, but without the opportunity to earn and utilize paid sick leave, too many women are forced to choose between caring for a loved one or working to support them. Needing to take a sick day has led to threats of or actual job loss for nearly one in four workers.<sup>vii</sup> Faced with the prospect of losing their job or foregoing essential income, too many mothers are forced to delay treatment for illness or wellness care for themselves and their children because they do not have paid sick time.

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*Catalyzing community to advance and accelerate economic opportunities for women and their families*

The Women's Foundation of Colorado | 1901 E. Asbury Avenue, Denver, CO 80208 | [www.wfco.org](http://www.wfco.org)

The COVID-19 pandemic has brought into clear focus the grave risks of employees going to work when they are sick, yet the opportunity to earn paid sick leave is out of reach for more than one in four private sector workers.<sup>viii</sup> Only 30 percent of workers in the lowest-wage jobs earn paid sick time<sup>ix</sup> and women comprise more than 50 percent of the workforce in Colorado's lowest paid jobs.<sup>x</sup> Women are also overrepresented in sectors that overwhelmingly lack access to paid sick leave, such as food service, where 81 percent of workers do not have paid sick, and child care, where 75 percent of workers do not earn paid sick time.<sup>xi</sup>

The ability to use earned paid sick leave to care for oneself or a family member offers a wide range of beneficial impacts for workers and their employers, including:

- improving family economic security when time off is needed to address immediate health needs and to maintain wellness,
- increasing the likelihood that individuals seek necessary healthcare,
- decreasing the likelihood that workers
  - transmit contagious illnesses,
  - delay necessary treatment for themselves, or
  - forego preventative care for children,
- minimizing frequency and duration of health-related absences from work,
- decreasing productivity losses to presenteeism (attending work while sick).<sup>xii</sup>

Ensuring that all workers can earn and utilize paid sick leave will benefit Colorado women, especially those overrepresented in our state's lowest-paid jobs who are least likely to have access to paid sick leave. Please support improved economic outcomes for Colorado women and families and our state economy by voting yes on Senate Bill 205 today. Thank you.

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<sup>i</sup>The Status of Women & Girls in Colorado, Institute for Women's Policy Research, 2013. <https://wfco.org/pages/content/annual-research>

<sup>ii</sup> Institute for Women's Policy Research, Status of Women in the States: The Economic Status of Women in Colorado. <http://statusofwomendata.org/app/uploads/2015/10/R467.pdf>

<sup>iii</sup> <https://www.census.gov/data/tables/time-series/demo/income-poverty/historical-income-families.html>

<sup>iv</sup> [https://cclponline.org/wp-content/uploads/2018/12/CO18\\_SSS.pdf](https://cclponline.org/wp-content/uploads/2018/12/CO18_SSS.pdf)

<sup>v</sup> [https://cclponline.org/wp-content/uploads/2018/12/CO18\\_Demo.pdf](https://cclponline.org/wp-content/uploads/2018/12/CO18_Demo.pdf)

<sup>vi</sup> <https://iwpr.org/wp-content/uploads/2020/05/Holding-Up-Half-the-Sky-Mothers-as-Breadwinners.pdf>

<sup>vii</sup> <https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-sick-days/paid-sick-days-improve-our-public-health.pdf>

<sup>viii</sup> <https://www.bls.gov/news.release/pdf/ebs2.pdf>

<sup>ix</sup> <https://www.bls.gov/news.release/pdf/ebs2.pdf>

<sup>x</sup> The Impact of a \$12.00 Minimum Wage in Colorado, Colorado Women's College Collaboratory of the University of Denver, 2016. <https://wfco.org/minimumwage>

<sup>xi</sup> <https://iwpr.org/wp-content/uploads/wpallimport/files/iwpr-export/publications/B356.pdf>

<sup>xii</sup>

[https://www.urban.org/sites/default/files/publication/99648/paid\\_sick\\_days.\\_what\\_does\\_the\\_research\\_tell\\_us\\_about\\_the\\_effectiveness\\_of\\_local\\_action\\_0.pdf](https://www.urban.org/sites/default/files/publication/99648/paid_sick_days._what_does_the_research_tell_us_about_the_effectiveness_of_local_action_0.pdf)

**Name: Ashley Christianson**  
**Company: Prefer not to say, but is a Physician's Assistant**  
**Boulder Resident**  
**402-676-1566**

I am a physician assistant in the Denver metro area, practicing urgent care medicine diagnosing and managing illnesses and injuries.

A part of my job treating illnesses and injury is educating patients about their condition and providing them with appropriate care instructions. For patients I've seen who are likely to have COVID-19, the CDC advises medical providers to tell patients to self-quarantine for 10 days. I have seen firsthand how many patients took relief in having set guidelines for paid sick leave that Governor Polis enacted through executive order since most of the people I treat express concern about taking time off work, and understandably so, since so often taking time off means losing pay and not knowing how to pay bills or afford food and medicine.

We can see clearly now that—along with other social distancing measures—paid sick days are critical to keeping our community healthy. They encourage people to stay home when they're sick, preventing infections, and stopping the spread of COVID through our communities. As a healthcare provider, it is clear to me that we weren't ready for this pandemic.

The COVID pandemic is how I became aware that the State of Colorado does not require employers to provide a set number of earned paid sick leave days -- and that the executive order Governor Polis enacted is temporary.

However, working with patients isn't the only reason I think people need earned paid sick days -- it has impacted me personally. Earlier this year, myself and my assistant had to use the 4 days of paid sick leave for COVID test results to come back that were provided by the executive order enacted by governor polis.

When the epidemic started, I was providing care to sick patients with very limited PPE. Myself and my medical assistant had known exposure to a patient who tested positive for COVID-19. We performed breathing treatments on this patient, who was not wearing a mask. After developing symptoms, my Medical Assistant and I requested testing, which we did obtain. However, our employer was not abiding by the executive order and threatened to not give us paid time off until test results returned, which would have been financially challenging.

When I was in the situation of having possible unpaid sick leave, I was able to advocate for myself. I am an educated healthcare provider who understands disease transmission and the implications of going to work sick means; other essential workers are not as privileged. I feel it is in the best service of the average working Coloradan to guarantee paid sick days.

As we are all trying to get our economy back up and running, we can't make the same mistake again. If we fail to have basic measures to allow people to stay home when they are ill, we will promote the spread of disease and compound the negative effects of this.

I am happy to hear the legislature and governor are working together towards setting up these standards in the state of Colorado. I support the measure to enact a bill that creates an earned paid sick leave program for all workers.

**Name: Liam Buschel**  
**Company/position: Cook at Denver Chophouse at DIA**  
[liamb360@gmail.com](mailto:liamb360@gmail.com)

My name is Liam Buschel. I live in Denver, Colorado and I am writing to you in support of SB20-205. Today I would like to share with you my personal experience and why I think SB20-205 is critical for the safety of Colorado workers and all those in our state both in light of the COVID-19 pandemic and beyond.

I am a cook at The Denver Chophouse at the Denver International Airport. I have worked there since November and generally enjoy my job. I felt safe in my workplace until recently when everything changed. As news spread about COVID-19, my co-workers and I wondered everyday if this shift would be the one where we got sick, or if it will be the shift where we all lose our jobs. On March 18th I reported to my shift, like normal, only to find out that almost all of the managers had called out sick. This was super strange and left me feeling confused and uncertain. We didn't get any answers that day and did what we could to account for the smaller staff and lack of managers. On March 19th I got a call from one of my coworkers telling me that they were closing the restaurant for two weeks after the morning shift and that I shouldn't come in. I was confused and didn't know what was going on, it seemed like no one would give me a straight answer.

Later that night, I received a call from someone in Seattle who said they were with the Human Resource department of the company. They informed me that one of my coworkers, who I had been on the same shift with, had tested positive for COVID-19. The representative told me I needed to self isolate for one week. I immediately questioned this as the news and CDC has been saying that individuals who have been exposed need to quarantine for closer to 14 days to avoid getting others sick. The HR representative told me that wasn't true and I only needed to for one week. I was skeptical, confused and worried about my health and safety. If the HR department of the company wasn't encouraging employees to follow the proper protocols, what else was going on? How could they ensure we would be safe?

I asked what was happening with the restaurant, would they be closing, would I have a job, what would the safety measures be? They told me they would not be closing and I would be returning to work in about a week. I asked about compensation and what would happen for folks being told to isolate, I never got a clear answer.

This call from HR was just the beginning. Shortly after, I saw a colleague who works in the kitchen of the restaurant, post on facebook that he was also COVID-19 positive. He had taken a COVID-19 test that originally came back negative, so he had continued to work because even though he felt sick, the paid time off was only for workers who tested positive. Because my coworker had to choose between his health, and a paycheck he was forced to make a decision that put all of us at risk. I know of another worker for our company at the airport who was terribly sick, but never able to get tested for COVID-19, so she never qualified for our company's paid leave. Facing eviction, she started working at the airport again far sooner than she was comfortable with, putting herself and others at risk.

About a week after the initial call from HR, I received an email saying that the restaurant was being closed indefinitely and we were all being put on furlough. I've been out of work since then and have struggled to navigate Colorado's unemployment system and pay my bills on time. I know many of my coworkers are struggling more than I am. This past week, I received a notice

in the mail that my company, HMS Host, is now cutting off all health benefits for its furloughed employees on June 4th, despite promising to keep our insurance plans going. As all of us are struggling to get by, the company has added another huge burden to people's finances, and discouraged people from seeking medical attention when we need it most.

Now, our company is reaching out to us about re-opening restaurants in June. I'm confused and worried about my health and safety. What policies are going in place to make it safer than last time? I don't feel comfortable going back, clearly HR and individuals running the restaurant did not have the health and safety of workers in the front of their minds. Would there be cleaning protocols in place? Social distancing? We have not received answers to these questions.

I work at the airport, a hub for travel and currently, a hot spot for potential exposure to COVID. I don't trust that I will be returning to a safe environment. I have an immunocompromised partner that I live with. I don't want to put her health at risk due to the lack of workplace protections. If our workplace isn't safe, we can become another infection hotspot, and make it all that much harder for our country to recover from this pandemic.

If my colleagues and I had access to paid sick time, we could have flattened the curve and limited the spread of this deadly disease at our restaurant. My co-worker, the cook, who tested negative and came to work, only to find out he was positive, could have stayed home. He would have had to choose between a paycheck and his health. He wouldn't have had to choose between making enough money or putting people's lives in danger. But because Colorado has no guaranteed paid sick time, he did have to choose, he had to make money to survive. Colorado workers need earned paid sick time. Please support SB20-205 today.

Dominquesimpson43@gmail.com

Hi, my name is Dominique Simpson and I work at King Soopers store 29 located in Capitol Hill I am a union member of UFCW. Our store is currently dealing with a Coronavirus outbreak that has resulted in one death, possibly two of my fellow staff members. When the first case was reported the management at our store did not inform the staff and instead let us all slowly find out from each other. Once people started to be learning about the cases many union members decided to not show up to work to limit the risk of exposure. Sadly, I was not informed of the outbreak until I had already gotten into work to find the store half staffed and a lot of confused people. A manager let me know that there had been exposure after I pushed them for information but at this point the store management told the public we were going to be closed because of a 'power outage'. This exposure happened on May 1<sup>st</sup> and my coworker passed on May 14<sup>th</sup>. In the time prior to May 14<sup>th</sup> he had worked a couple shifts and therefore exposed a lot of people, I was scheduled to work on the 15<sup>th</sup> and felt unsafe doing so.

Since this happened the store has been unable to get information to us about what they are doing and what safety precautions they are taking at the store to keep the workers protected moving forward. With this level of uncertainty, I am extremely concerned about returning to work. I have a heart condition and live with 3 members of my family with compromised immune systems as well as a newborn baby.

I was able to see my doctor and get a not to show my employer why I cannot return to work at this time but King Soopers is now telling me that there is no more paid sick time for me and I will not be getting paid for the last week that I was unable to work. Myself and my family rely on my paycheck and I am extremely concerned moving forward how King Soopers is going to handle this crisis. Without allowing staff members with compromised immune systems to take the proper sick time after an exposure they are putting us and our families at risk. It has been hard enough over the past 3 months to be a frontline essential worker but not with this exposure and infection rate at my place of work I am not sure what the future hold.

Workers deserve to be safe and healthy in their workplace and access to paid sick days will assure that we not only get the rest we need but decrease the chances of spreading this virus.



## **Testimony in Strong Support of SB 20-205: Supporting Families and Building Healthy Communities**

My name is Karla Gonzales Garcia. I am the Policy Director for the Colorado Organization for Latina Opportunity and Reproductive Rights (COLOR). COLOR works to engage and empower the Latino community to speak out about the policies that impact our community. We are committed to ensuring that Latinas and our families are able to make personal decisions about health, have access to affordable health services, and are able to live our lives with dignity.

COLOR strongly supports Senate Bill 205, which would allow people in Colorado to earn paid sick leave, so they can take time off to care for their own health needs or the health needs of a family member. Now more than ever, this is such an important, concrete step to support women and families.

Without the ability to take a paid sick day, it can be difficult for people to care for their children and still be successful at work. This doesn't just hurt individuals and families, but it also hurts the economy.

More than half of Latinos lack access to any paid time off from work when they are ill or need to care for a loved one. Women of color are overrepresented in low wage jobs that offer few workplace protections or benefits and where people are too often denied a living wage. This means we are truly put into an impossible position where we have to choose between the health of a loved one and our paycheck — the money we need to pay rent, buy food, and meet our basic needs.

With so many people across Colorado struggling more than ever to make ends meet, we need to do more to ensure that families are cared for and that businesses can thrive. This legislation is such an important step to trying to achieve that important balance – what the economy needs and what people need. That is why there is such HUGE support for a paid sick days proposal that would cover every worker in Colorado. Nearly four in five Coloradans support requiring Colorado employers to provide paid sick days for all employees to care for their own health needs or those of a family member.

This bill starts with providing the very basic support of being able to earn paid sick leave that can be used to help families impacted by Covid-19 and uses this important first step to create a more long-term earned sick leave program where people can continue to

accrue sick leave for an employee's own illness or that of a family member, if they or their family member has been the victim of domestic abuse, sexual assault, or harassment, or if a public official orders an employee's place of business – or their child's school or place of care – to close due to a public health emergency.

With such strong public support and countless studies demonstrating the benefits of this type of proposal, it makes this the right thing to do. We need to advance this proposal now and make sure families know that if they or a loved one get sick, it won't be made worse by lost wages.

Families that can't earn paid sick days are twice as likely to send their child to school sick. They are more likely to go to work sick. They are less likely to go to the doctor and seek preventative care, and kids are more likely to get check-ups and flu shots. The Latinx community already faces huge obstacles to getting healthcare and disparities in access to services. We don't need the additional barriers of choosing between the care we need and caring for ourselves and our families.

I do not want to live in a state where the amount of money you make or have in the bank determines whether you can be there for your child or your parents when they need you or to take a day or two to heal if you're sick.

We all deserve to have the ability to care for our families and to be healthy without the fear of putting our families in debt or not being able to make ends meet because we were forced to take sick days without any pay. We urge you to support Senate Bill 205. Our families simply cannot wait any longer for this important step forward. Thank you.

**Submitted by:** Karla Gonzales Garcia, Policy Director, Colorado Organization for Latina Opportunity and Reproductive Rights (COLOR), 303-393-0382

Dear Committee:

Members of the committee, thank you for the opportunity to submit my testimony. My name is William Mundo, I am an Aurora Resident, a student at the University of Colorado and I represent the Latino Medical Student Association, Students for Immigrant Health and Rights, and the CU Anschutz Student Senate. I have earned my undergraduate degrees in Ethnic Studies and Health Sciences and I have also earned my Master of Public Health. Now, I am humbled to be pursuing my Medical Doctorate degree.

Thank you for taking time to discuss this important issue. I am a strong supporter of SB205 bill because I believe this bill has evidence-based public health gains and the ability to reduce adverse health and socioeconomic outcomes in several communities.

As a public health professional and a student of medicine, I have dedicated my life to understand how to address structural pathologies that cause negative health outcomes, in particular racial mortality differences. Not only have I been able to learn that sick-paid leave saves money and lives through the newest cutting edge scientific and rigorous research but also learned this the hard way through my own personal life.

I come from a family of hard-working Mexican immigrants. My grandmother worked two jobs cleaning for the ski resorts and also cleaned enormous houses for private clients. My family left Mexico in 1990 to pursue the American Dream and to give our family life-saving opportunities, which later evolved into my pursuit of a career in medicine. This interest also began because we lived in poverty and many people in my family and community became sick frequently. Every time my family had an encounter with our health care system, I had to interpret from English to Spanish for them since they were unable to communicate with their providers. It also made it more difficult when she couldn't get any time off to seek help because she had to work.

As a result, she had to keep suffering many episodes of hyperglycemia and malignant hypertension. These episodes happened every other week, especially when we were unable to afford the time and money for her medications and visits with her providers. I was eager to begin my career in medicine so I can finally provide for my grandmother and reciprocate the compassion and love she raised me with.

I would always talk to my grandmother on the phone because she knew I was going to medical school asking me if I knew anything about some symptoms she had. I would always remind her that I was still not a medical student, so I am not really unsure. I am a first-generation student; she had no idea what the difference was between high school and college and that after my undergraduate studies I still needed to pursue my doctoral degree in medicine. I kept trying to tell her that she needed to go see her doctors, but she always said, "I can't, I have to work." She would tell me that I am the closest thing she will get to care.

Several days after our last conversation, my grandmother suffered a premature death at 62 from a subarachnoid hemorrhage. When I walked into the ICU that day, my mother and uncle frantically shook me to help them understand what had happened. I felt lost—the only thing I knew was that she was Flight for Life and is now on a mechanical ventilator. I still remember the sounds of the

machine beginning to blur with the cries of my family as I stared at my grandmother's edematous face. I was forever changed.

I have dedicated my life to understanding the pathophysiological and public health forces that caused my grandmother's demise. I wondered if she might have been alive today if she had sick paid leave and able to seek care without being afraid to lose food on the table? Would she be alive today if we had already had a bill like this in place? As a public health professional and a student of medicine, my prediction and instinct tells me that she would have.

Action from Congress is needed to protect the health, safety, and welfare of Colorado citizens and therefore must act to safeguard the right to paid sick leave for all Colorado workers. Not only will this save lives, but it will push Colorado's economy and public health to new horizons.

Thank you for your time and the opportunity to submit my testimony. Please support HB20-X.

William Mundo, MPH

MD(c) | Class of 2022

Denver Health Longitudinal Integrated Clerkship

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*Pronouns: He/Him/His*



5/25/2020

To Senator Donovan, and members of State Veteran Military Affairs Committee,

I am writing to express my strong support of SB 205. Due to some recent personal experiences which significantly impacted my life families' life during COVID. My partner began to suffer from extreme mental health challenges due to the stressors of COVID which led to an M1- health hold and inpatient hospitalization. The circumstances for this hospitalization made my daughter and I feel unsafe in the home we just bought and we have been struggling to find a place to move to all while I must continue working in order to support us. I was unable to take any time off of work as I am paid hourly and I could have really used paid time off in order to help us find a new place and relocate. I fully support this bill and I hope that voters pass this in order to help those who are hit hardest by the economic impacts, unexpected stress levels and increased mental health concerns due to the Coronavirus.

Respectfully,

Megan R.

I am writing this testimony in support of SB20-205, Sick Leave for Employees.

Particularly, I am in support of the paid safe leave component of this bill. Paid safe leave has the power to turn domestic violence victims into domestic violence survivors by providing financial safety during a time of tremendous vulnerability.

I am a registered nurse with five years of experience working with vulnerable populations in Colorado. I have been told countless times by domestic violence victims that leaving an abusive relationship is not a feasible option. The reasons for staying in a dangerous situation are often financially motivated. Domestic violence perpetrators are financially manipulative, meaning that victims rarely have access to the household's money. Domestic violence victims are therefore completely dependent on the immediate income they are receiving from independent employment. Victims are often unable to take time off of work to tend to the many logistics associated with escape, such as attending court hearings for protective orders, securing a new living arrangement, meeting with attorneys, and procuring much needed psychotherapy services. Victims are so dependent on their personal income, that they cannot afford to take time off of work to complete these vital steps in the road to safety or worse they are told if they take a day off they will lose their jobs. Supporting victims of domestic violence benefits individuals, the economy, and the healthcare system. Paid safe days for survivors as they transition into a new life is a low-cost, low barrier, high reward evidenced based small way to help families find safety.

Domestic violence takes an enormous toll on the healthcare system. The Centers for Disease Control and Prevention also note that domestic violence drains the economy, costing \$103, 767 per female victim after calculating reduced occupational productivity, criminal costs, and healthcare costs. It is associated with chronic medical conditions, substance use disorders,

and suicide attempts. As a registered nurse specifically working with psychiatric patients, I have frequently worked with women recovering from a suicide attempt that was made secondary to domestic violence. Victims do not feel they have the power of the financial means to leave. It is vital that we assist domestic violence victims by providing paid safe leave, empowering them to change their lives. Please vote yes on SB 205.

Kayla Day, RN

I, Jennifer L Jones, am in full support of SB20-205, "Healthy Families and Workplaces Act", and I am asking for your support of this bill.

Finding safety and security for yourself, your children and your pets after leaving an abusive intimate partner should be the **ONLY** thing on your mind when leaving. Sadly, currently in Colorado, you may not find this safety or security if you have to miss work in order to get you and your family into a safe living situation. Why? You may lose your job! And sometimes, the only certainty a victim has to hold onto, is the ability to get a paycheck when they decide to leave. In fact, it may be the only **means** they have to leave! They will also need the support of their colleagues, if they choose to disclose any of their situation, as well as support from management, as they move through both the mental and physical recovery that is almost always necessary after the abuse.

I know these assertions because I am a survivor of domestic violence or intimate partner violence (IPV). Financial abuse is rampant within IPV, making leaving extremely difficult. For me, if I were to leave, he would have been waiting for me at my job to terrorize me, as I scrambled to try to get a protection order. However, if I had the opportunity to stay at my job, with PAID SAFE Days, after finding safety and shelter for me and my dog, I would have gotten a protective order to make it safe for me to return to work and safe for **everyone** in our workplace.

PAID SAFE time would also have given me the opportunity to work with domestic violence counselors, as opposed to anxiously looking for a way to get some money to survive. With their assistance, I could have returned to work safely and with a recovery plan. My recovery plan most definitely would have involved mental health recovery because I suffered from and am still in recovery from complex post traumatic stress disorder (C-PTSD). A disability many victims suffer in silence from; many times, not even knowing they have it. Job security would give them the flexibility to find the correct recovery plan for them. I know this would have started me on the road to recovery two years earlier, after four domestic violence shelters, five jobs and six more months with my abusive intimate partner, not knowing how to safely escape!

Thankfully, I finally did escape and am here, seven years later, in support of SB20-205. Again, I am asking for you to support this bill as well. With its passing into

law you will show your dedication to helping victims, like I was, escape from the ONLY thing the victim should feel they have to leave behind, the abuser. You will be showing employers that victims of such crimes of domestic abuse, sexual assault and harassment have rights as an employee. Please do not let victims be revictimized in the workplace!

Thank you in advance for your support of SB20-205. Please stay safe. Please be well.

Respectfully,

Jennifer L. Jones



# Women's Lobby of Colorado

June 2, 2020

Dear Members of the Committee,

Thank you for your work on behalf of Colorado, and thank you for the opportunity to advocate for SB20-205, which would establish paid sick leave for Colorado workers and their families. The Women's Lobby of Colorado (WLCO) has voted to strongly support this bill, and we urge our Colorado State Legislators to join us.

Since 1993, the WLCO has sought to provide better opportunities for women and families in our state by ensuring that public policies reflect gender equity and justice. We are a non-partisan organization and operate on a membership model, representing over 260 individuals and 25 organizations from across Colorado. We work to keep the needs of women and families front and center in our state's public policy debates.

SB20-205 would ensure that children have access to regular check-ups, dental care, and flu shots. It would also ensure that workers are more likely to seek preventative care for themselves and their families, including using their sick time to care for children if childcare centers are closed. Ultimately, these aspects taken together would make this a strong bill for working families and helping them achieve economic security.

Women – especially women of color and low-income women – often work in industries that lack adequate paid sick leave policies, while also frequently being the ones to take time off work to care for family members. Women stand to significantly benefit from this program.

Now more than ever is time to prioritize legislative solutions that would have material benefits for Coloradans. The pandemic has clearly demonstrated that Colorado families and workers need support, and this paid sick leave bill is a step in that direction. As long-time advocates for policies that help children, families, and workers, the WLCO supports SB20-205, and we ask for your yes vote.

For Colorado,

Anna Crawford, Board Chair  
The Women's Lobby of Colorado

June 2, 2020

Senate State Affairs Committee

SB 20-205 Sponsors: Senate Majority Leader Steve Fenberg and Senator Jeff Bridges

Good afternoon Members of the Committee,

My name is Kris Garcia. I'm a community leader with 9to5Colorado. The fallout from COVID-19 has highlighted the need to provide economic security for our communities. During this pandemic, I changed positions in employment when my hours were drastically cut from 60 hrs a week to only 10 hrs a week as an "essential" employee. I found employment through a temp agency which I am very thankful to have employment, but last week I found myself scrambling once again to remain financially stable during this crisis.

A couple of weeks ago I started feeling soreness in my neck I thought I had pulled a muscle while at work I scheduled an appointment between the 2 jobs I have so that I would not miss any hours at work. I was sent to Denver Health to do an ultrasound, after waiting for a week I heard back that I would need to schedule a biopsy because they had found a mass in my thyroid. I was told I would have to go in to get it biopsied the following week. My wife had to take the day off from work to be able to accompany me since I'm a hemophiliac and would require an infusion prior and would have to be monitored after the procedure to make sure I didn't have uncontrolled bleeding afterward. That day we took off work equates to \$240 which doesn't seem like a lot but when I'm supposed to take 3 days off to ensure that I can get infusions and be monitored it quickly adds up. The fact that I currently do not have access to Paid Sick Days meant that the following day at 6 AM I was at the infusion center so that I could make it to work and not miss out on another shift.

My story, however, is just one of many people in similar situations to mine who have had to get treatments around work schedules so as to minimize the economic impact on their families. Before you is a bill that will allow people to not have to choose between their well being and economic security. This bill would allow me to stay home the 3 days and follow my Dr's recommendations rather than hurrying to get back to work and not put us even further behind on our bills.

On behalf of myself, my family, and members of our community, I urge you to vote yes for Senate Bill 20-205 so we can move towards being a state that values economic security for all Coloradans not just during this pandemic, but during times of economic prosperity so that all residents can have the time to take care of themselves without the worry of financial ruin. Thank you.

Hi, my name is Mykaela Doane, I'm 24, and I'm a CU Boulder grad working as the Head of Operations for a startup accounting firm in Boulder. I'm here (virtually) today to urge you to support SB20-205.

In my current position, I'm fortunate enough to receive unlimited paid sick time as a part of my benefits package. Unfortunately, since in the State of Colorado paid sick time is not currently a job-guaranteed benefit, but left as an optional benefit at employer discretion, as many as 40% of Coloradans lack access to even ONE paid sick day. This is unacceptable. Of course Coloradans are going to get sick. Of course their children or their parents are going to get sick, and they are going to need to care for them. Their financial obligations don't go away when they do, and they become stuck between a rock and a hard place when deciding the appropriate action: stay home and lose money, or go to work/send my child to school and risk further illness and spread to others?

When we force the workforce to choose between getting paid and earning the resources they need to keep their families safe, sheltered, and healthy, and keeping themselves and others safe and healthy, we are perpetuating an endless cycle of unwellness all around. Passing the PaidSick Days Bill should be at the top of the list to make a meaningful impact on Coloradans' health.

Beyond this, lack of access to paid sick time disproportionately affects low-income and service industry workers. These are the people who serve us food, stock our shelves, clean our public spaces, and care for us, our children, our sick, and our elderly. These are also disproportionately women and Latinx, and more likely to be living paycheck to paycheck - thus unable to miss a day of work i.e. miss a day of pay in fear of not being able to pay rent, pay the bills, or put food on the table.

With the current pandemic we're facing, I've personally seen this issue impact many of my friends - friends who work as instructors, grocery store workers, and in food service. They've been confronted with the impossible choice between risking illness and being fired at worst or losing a crucial day's pay at best. The mental, physical, and financial consequences of either of these 'choices' is a burden no Coloradan should need to bear.

We need to use our resources at the state level to help all Colorado workers stay safe, and in turn help keep the rest of Colorado safe, by offering them the basic earned benefit of paid sick time. When everyone has the ability to care for themselves and their families without having to juggle the concern of financial harm from doing so, we'll see the overall health of our state uplifted.

13 states have already passed earned paid sick days legislation. It is time for Colorado to join them in protecting our hard working people, and in turn the health of our communities. Please - I urge you to vote yes on SB20-205 to help provide Coloradans with the resources they need to stay healthy and safe without compromising their financial stability.



**5/22/20**

**Name: Ali Mohamed**

**Company/Position: Customer service representative/cart return at ABM at DIA**

**Zip Code: 80012**

**Contact: 303-847-2808**

My name is Ali Mohamed and I am a Customer Service Representative at ABM. I support the bill to give workers in Colorado paid sick leave and I have some issues I would like to make sure are addressed in the bill. Companies will try to restrict us from using the sick leave. We need to make sure companies should not require a doctor's note. The sick leave should be requested and approved no matter what as long as you have accrued that amount. Workers should be able to use the sick leave if they are sick or if their kids or family members are sick also. Even if you have not completed your probationary period, you should still be able to use the sick time you have accrued.

This issue is very important to me because I have experienced it first hand. One time I got a very bad flu and the doctor gave me three days of sick leave. I was not paid. I lost money and my paycheck came up short. I had a doctor's permission to stay home but I still lost points at work. You accumulate points at work if you are tardy, have a no call no show, or call in sick. If you get enough points you can be fired or suspended. We need to make sure workers can stay home and not get others sick without being punished or losing pay. Thank you for considering my feedback.

Thank you madame chair and to the committee for hearing my testimony today in support of SB20-205. My name is Morgan Royal and I am the Campaigns Director at New Era Colorado. We are a local nonpartisan, nonprofit organization that works to mobilize and empower a new generation to participate in our democracy and make Colorado a better place for everyone.

Young people are facing heightened financial insecurity right now. This insecurity is even greater at the intersection of race and class. SB20-205, is a step that our state can take to provide protections for workers - especially in a moment like this one. This bill outlines some of that critical change that young voters want to see in increasing protections for our most vulnerable.

Workers shouldn't be in a position where they have to choose between securing a paycheck or taking time off work to take care of themselves. It shouldn't take a public health crisis to realize the urgency and necessity of worker protections, yet this pandemic has exposed the current gaps and weaknesses in our social safety net. People of color, especially Black people, are hurting the most.

Establishing a system for paid sick leave in Colorado is absolutely critical for supporting Colorado's workers and our economy. My generation cares deeply about improved worker protections and benefits because we are personally impacted by these protections. FMLA, our federal unpaid leave program, leaves out 40% of workers—with low-income, part-time workers, and younger workers being the most likely to be left out.

Even for those workers who have access to unpaid leave, the burdens of student debt, rent and other high cost-of-living demands often make unpaid leave unrealistic. This public health crisis is going to have lasting impacts on our state and our economy, and we've heard story after story about how young people are struggling to make monthly payments and keep themselves afloat. Workers shouldn't lose out on a paycheck for taking the time they need to get better.

The impacts of this crisis are going to extend beyond the measures that are currently in place and we need to take action in order to provide these protections not just for this moment but for the future. I strongly urge you to vote yes on SB20-205. Thank you so much for your time and for being here today.

**5/22/20**

**Name: Annie Sanders**

**Company/Position: Prospect**

**Zip Code: 80013**

**Contact: 720-641-2122**

My name is Annie Sanders and I'm a PSA at Prospect at DIA. I support the bill to give workers in Colorado paid sick leave because without sick leave workers have to come to work sick. I was sick at the end of February in 2020. I had bad flu-like symptoms. Before I got sick, the dispatcher was also really sick. The supervisor told her to come in anyway and when she came to work she was still very sick. I believe that was how I got it and other people at work got it. I was off a few days from work because of this. When people are really sick they need to stay home but they don't have that option because they need to pay their bills. I have heard that from multiple coworkers. We don't even have one paid sick day, so any time someone is sick they have to come to work.

When we first started hearing about COVID-19 we were called to meetings every day and these meetings were held in a small room where illnesses spread. There were no precautions and no one was taking the pandemic seriously. The week the first case was reported in Colorado, I went to my supervisor and asked for gloves and a mask. Dispatch called the Prospect office and they said absolutely not. We didn't even have hand sanitizer at that time. We were touching doors, the time clock, and we still were told we couldn't have hand sanitizer. I went to them several times myself and they didn't do anything to protect workers. We weren't even allowed to wear masks and gloves we brought ourselves. I took a leave of absence a week before they laid us off because I was afraid to come in with such unsafe conditions. Workers at the airport need to be able to feel safe and report conditions that make them feel unsafe.

**5/23/20**

**Name: Berehanu Ayele**

**Company/Position: PSA with Prospect for South West**

**Zip Code: 80013**

**Contact: (310) 616-6216**

My employer at DIA does not provide affordable health insurance and we do not have any paid sick leave. You can imagine how these realities make our life difficult and our jobs challenging. Against all these challenges, however, we still respect and carry out our job to the best of our abilities.

In addition to that, our jobs are not secured without a Union and we have no paid sick leave if we are sick. Working for a minimum wage, one job is not enough to cover all expenses so most of us work two and more jobs. This in turn will result in a situation where the worker is weak and vulnerable because of overwork and sooner or later he/she will get sick without question.

You go and report to work even though you are sick. This is everyday reality for so many workers at the airport. It can be a heavy headache or toothache for which you must go to a dentist or a painful foot which needs some rest or a proper treatment. Whenever I hear from my colleagues about their health problems and when they tell me that their treatment will cost more than they can afford, I feel very sad thinking when my turn will be.

That is why I strongly support the bill. The impact of having healthy working people to the whole society is undeniably huge.

I would be very happy if the bill will pass.

**5/26/20**

**Name: Daniel Agbeti**

**Company/Position: Passenger Boarding Assistant at ABM**

**Zip Code: 80015**

**Contact: 720-419-6925**

My name is Daniel Agbeti and I'm a Passenger Boarding Assistant at ABM. I am writing in support of the bills to provide workers with paid sick leave and protect workers who report hazardous working conditions.

When COVID started we didn't have any PPE. I couldn't find any masks to buy and ABM was not giving them out to the workers. I asked one of the supervisors for a mask and gloves and was told ABM didn't provide them. I came down with flu-like symptoms and had a fever. I was never tested for COVID-19 because my symptoms were not severe enough and was given treatment as though it was the flu. Eventually I was cleared to go back to work. If not for the stimulus check I would not have been able to pay my bills because of the time I was not paid while sick.

When I came back to work ABM was still not providing PPE and we were expected to get our own. They later gave out masks to workers but I was not at work that day so I never got one. They ran out and I was never able to get one of the masks. I later got one for myself. They were not providing gloves throughout the covid-19 crisis, except for the cleaning staff. Hand sanitizer and wipes were also not provided by ABM so we had to use the supplies that United put out for their workers. If it's easier for workers to report unsafe conditions, then less people will get sick. There should be a place at the airport to report such problems. Thank you very much.

**5/22/20**

**Name: Elmer Lamin**

**Company/Position: Ramp Agent at Menzies Aviation**

**Zip Code: 80011**

**Contact: 720-334-2898**

My name is Elmer Lamin and I am a Ramp Agent at Menzies Aviation at DIA. I am writing to support the paid sick leave bill because I have personally been affected by this issue. My wife was in the hospital for 2 weeks with coronavirus and I thank god that she survived. I was the one who kept working at the airport and my kids had to be separated from me so I would not get them sick. I was struggling with paying rent and my car bill but I was also struggling with being away from my kids. I had to bring a pay stub and a note from work about my hours being cut to my landlord so I could delay my rent payment. My kids were staying with my step daughter. If I had paid sick leave I could have stayed home with my kids and cared for them while my wife was sick. I hope that you will pass this bill so workers like me will not have to face challenges like this. Thank you for your time.

**5/26/2020**

**Name: Md Wahiduzzaman**

**Company/Position:Prospect Airport Service, Passenger Assistant Service Denver  
International Airport.**

**Zip Code:80014**

**Contact number: 7203940644**

My name is Md Wahiduzzaman and I have been a Passenger Assistant Service at Denver International Airport for the last 6 years giving my best service to the most vulnerable passengers. I am writing to support the Whistleblower Protection bill Because me and my coworkers affected by this issue several times, During this crisis time we need proper PPE like the mask, gloves, hand sanitizer but our company do not provide anything enough for us, And we have to work unsafe working place without proper PPE, we are afraid to ask every day for PPE because in the past some of my coworker facing retaliation because they arguing management for proper PPE, So I believe that Whistleblower Protection bill helps me and my coworkers feel comfortable and safe speaking things aren't right. Thank you so much for your time.

**5/26/20**

**Name: Mintesinot Mamo**

**Company/Position: Baggage Handler with ABM**

**Zip Code: 80010**

**Contact: (720) 586- 5044**

My Name is Mintesinot Mamo and I am a baggage handler for ABM at Denver International Airport. Currently I am furloughed and staying at home, but I can not wait to get back to work once the COVID-19 situation is under control. It gives me a lot of hope when I hear the introduction of this bill that we can still be empathetic to each other's concerns. I would like to share my personal experience from not long ago in relation to this conversation.

I became ill back in April 2020, in the middle of the chaos where COVID-19 was affecting everybody and everything. I was having very strong flu-like symptoms and I was coughing, and my nose was running, and I was suffering from all these things. Knowing very well that I do not have any paid sick time, and well aware that I cannot afford to go unpaid even for a day, I went and reported for work like I do every day.

My manager at ABM came to learn that I was sick with all the symptoms and she asked me to leave and stay home. I immediately resisted saying that I will not go home and miss my pay because I depend on it. When the manager threatened to call the police and as soon as my coworkers pleaded with me to go stay at home, I left work and stayed away for a day. I came back to work after taking two of my day offs and that is how we handle the situation when we get sick. This is exactly the reason why paid sick time is very important to workers like myself. And I fully support and endorse the paid sick leave bill.

Thank you very much.

**5/22/2020**

**Name: Mohammad Ali**

**Company/Position: Prospect Airport Service, Passenger Assistant Service Denver International Airport**

**Zip Code:80249**

**Contact Number: 7207578670**

My name is Mohammed Ali and I am a (PSA) Passenger Assistant Service at Denver International Airport. I am writing to support the paid sick leave bill because me and my family have been affected by this issue many times. I remember a few weeks ago my wife have COVID-19 symptom so I take my wife to the hospital for COVID testing after we have to wait a couple of days getting a test result Negative but the doctor told us my wife have to self-quarantine for 14 days, I have a teenage son I have to separate my son from me and from my wife, I can't miss the work because me and my wife both are airport worker now my wife is being sick so I am the only one can work and make money for my family and paying all the expenses If I had paid sick leave I can stay home with my son and can help my wife if she needs something like food or medicine. I hope that you will pass this bill so workers like me and others who can't share their stories today do not have to face challenges like this. Thank you very much.

**5/26/20**

**Name: Sammie Johnson**

**Company/Position: Baggage Handler at ABM**

**Zip Code: 80012**

**Contact: 303-961-2305**

My name is Sammie and I'm a baggage handler at ABM. I support passing the paid sick leave bill and the bill protecting whistleblowers. With sick leave, it's the same old problem that all of us have. You can't handle your bills when the time comes if you take days off of work because you're sick. Right before I was furloughed from ABM I was out sick for 2 days and did not get paid for that time. It was difficult for me to pay my phone bill and other bills.

With everything going on, a lot of us are calling in sick. Not many people are getting tested to see if they have COVID. At the beginning of the COVID-19 crisis we saw information in the news but the airport still wasn't taking precautions. People were not allowed to wear masks on the floor. We were still getting shipments from other countries where COVID had been spreading. Down at FIS there was testing for United and we went over and asked if there was testing for everyone but it was only for United. We're contracted through United but we weren't able to get tested. I have had friends pass away from COVID-19 who worked at the airport. Workers need to be able to report unsafe working conditions the same way that a construction worker could if they aren't given the right safety equipment. Thank you.

**5/22/20**

**Name: Serah Ezeudoye**

**Company/Position: Wheelchair Agent at ABM at DIA**

**Zip Code: 80247**

**Contact: 720-624-6465**

My name is Serah Ezeudoye and I push passengers in wheelchairs for ABM at DIA. I am writing to support this bill because I have worked at the airport for 23 years and not having paid sick time has affected my life many times. For example, in June of 2019 I was in the hospital for 2 days and during that time I didn't get paid. I couldn't work for 3 days after that because I was recuperating and I wasn't paid for those 3 days either. I have a lot of bills I have to pay and I really struggled paying them during that time. If I had two weeks of paid sick leave it would go a long way to help and be a great relief. Thank you.

**5/22/20**

**Name: Sualia Ayalew**

**Company/Position:PSA with ABM**

**Zip Code: 80249**

**Contact: (720) 3415682**

My name is Sualia Ayalew and I work for ABM as a PSA at DIA. Back in January 2019 I used to work as a lead to the same company. I remember this period because it is very relevant to the proposed bill under consideration. I had a bad flu and I was suffering, and I could not possibly properly carry out my job. I had no paid time off then and I have none now. So I had to call off some unpaid days (five to be exact) at the expense of my income that I depend on. I could have continued to work even if I was sick but I couldn't. You see I was a lead PSA and a good part of the job description was to communicate to workers through telephone. The issue is my throat was badly affected and I could not talk much because of that. I even explained the issue in person to my manager but all she could give me was a write up. I refused to sign on it. This is one example of what the majority of us at the Airport are experiencing every single day. This is therefore why I strongly support this bill.

**5/24/20**

**Name: Tseganesh Engedashet**

**Company/Position: Ticket Agent at Menzies Aviation/Frontier**

**Zip Code: 80011**

**Contact: (720) 210-6008**

My name is Tseganesh Engedashet and I am a Ticket agent at Menzies Aviation for Frontier Airlines. I am very happy to support this bill that grants paid time leave for all workers in Colorado. This might be one of the most reasonable and very useful bills that I have learned about. I also have a personal experience I want to share. I go to the DIA to work, in this COVID-19 era, knowing that I am taking a big risk to the health and safety of myself and my loved ones. And knowing that I do not have paid sick time off sends a terrible pain to my heart because you depend on this income for your livelihood.

In my previous job at DIA (I was a PSA for Prospect/DELTA) my coworker had a miscarriage and she requested some time off. The management told her it is none of their problem. And let alone to grant her paid sick leave, they denied her even leave without pay. That was, frankly, one of the most shocking experiences that I know in my life. We all suffer because of the absence of paid sick leave as minimum wage workers. Our budget is so tight we can not afford to take unpaid sick leave because it would directly impact our livelihood.

I was sick myself in 2019, but I still had to come to work because I did not have any paid sick time. I convinced myself that I should take a few days off because I was suffering, and I did. Because of this I know how much I struggled to pay rent that month and still be able to cover basic expenses. This is a wonderful and reasonable thing to do And I stand behind the paid sick leave bill for all employees in Colorado.





June 3, 2020

Dear Chairman Foote and members of the Senate State Affairs Committee,

We are writing to express our concerns about the proposed Paid Sick Leave legislation (SB 20-205) and the impact on the home care industry.

Colorado's home care industry mainly serves Colorado's most vulnerable population through a variety of Medicaid waivers, enabling them to stay at home longer and avoiding nursing homes, etc. Colorado's home care industry is characterized by a large amount of part time employees and very thin margins.

In this respect, we believe that the PTO suggested here will render a large portion of providers unprofitable. Consider that e.g. the most common relative personal care program (RPCP) under any of the EBD, BI, SCI or CMHS waivers: RPCPs are only allowed to work 8.5 hours / week or a total of 425 hours per year (assuming 50 weeks). Giving them 48 hours of paid time off is an additional cost of \$709.56 (\$13.50 per hour, including all payroll taxes). However, an agency only earns perhaps \$500 a year on this program (taking into account all costs & payroll taxes). So, essentially, adding Paid Sick Leave would make Medicaid's entire relative personal care line unprofitable. Hourly direct care costs have increased dramatically over the last few years and are expected to increase even more, especially for Denver-based agencies (Denver min wage). Many believe that the current trend of direct care costs are approaching such a high percentage of the total Medicaid rate paid to agencies, is simply unsustainable and that many agencies will stop accepting Medicaid clients altogether. And this is before Paid Sick Leave and the impending Colorado Medicaid rate cut.

We believe that **the cost of the here suggested legislation needs to be offset by the State of Colorado for Colorado's Medicaid home care agencies, in order to continue with home care services for Colorado's Medicaid population.** We understand that similar measures have been taken for Nursing homes in the past. Failing that Coloradans will lose access to Medicaid home care services.

Additionally, we also believe that the legislation could benefit from a more distinct treatment of full-time workers vs. part time workers. Part timers could e.g. have two jobs. Would they qualify for Paid Sick Leave from two employers? So, 96 hours? Moreover, one should also consider the fact that most part time workers have sufficient time off to provide e.g. child care, etc.

Paid Sick Leave is much more expensive for an employer to provide for part timers than full timers, given the large disparity in hours worked. This is especially true where services are usually provided one-on-one, like home care. In this respect, We would suggest investigating if 1) Paid Sick Leave should not apply for below a certain threshold (say 10-20 hours a week), 2) Paid Sick Leave should be at a lower amount for part timers (e.g. 20-24 hours per week), and 3) Paid Sick Leave should be only provided by one employer (for multiple jobs, perhaps by the one with the most hours).

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Thank you for your consideration!

Kind Regards,

Members of the Home Care and Hospice Association of Colorado

Dear Members of the Senate State Affairs Committee

Re: SB 20-205 - Concerning the requirement that employers offer sick leave to their employees

Thank you for the opportunity to provide you with our concerns and request on SB 20-205 – Concerning the requirement that employers offer sick leave to their employees.

As public employers, Special Districts work hard to recruit and retain great employees. We do this by offering competitive compensation and benefits – including leave benefits. We see SB 20-205 as duplicative of our long-standing efforts as employers. Further, the membership of the SDA has employers of every size, located in every corner of the state. What may be a competitive employee salary and benefit package for a large special district in Denver is not the same for our smallest, rural members. This one-sized approach is an unfunded mandate. As you are aware, Special Districts are already experiencing significant decreases in our tax and non-tax revenues in the near term – and we are bracing for a reduction in the residential assessment rate to 5.88% (or less) that will devastate our members, both as employers and employees of Special Districts, for years to come. For most Special Districts, their largest budget driver is compensation; therefore, mandated cost drivers may actually reduce our members' wherewithal to maintain their current levels of employees.

For these reasons, we respectfully ask that you exempt public employers, including Special Districts, from this legislation. If you are not able to consider that, we ask that you provide an opt-in for public employers; for our smaller employer members, rural members, or members with significant revenue reductions, an opt-in would allow them time to recover and to maintain their existing employees during these unprecedented times.

We view the State as our partner in government for the public's interest. Please help us meet the challenge to continue to provide the necessary public health, safety, and other essential governmental services as we see demands grow and revenue fall.

Thank you for your time and attention.

Please do not hesitate to contact me at [michael@sdaco.org](mailto:michael@sdaco.org) or 303.887.1295 (cell or text).

Michael Valdez

My name is Julie Netzky and I work as a Registered Nurse at Denver Health. I am a member of Denver Health Workers United.

I became symptomatic with COVID on May 19th. After filling out our employee screening survey, it was determined that I did need to be tested and I was to call into work that night. I came back COVID positive the following day. I have been out of work since May 19th, and am still not cleared to come back. I received pay for 40 hours of work, which is what Denver Health is paying to all employees testing COVID positive. Denver Health requires all employees to quarantine for at least 10 days after receiving a positive test. I will not be paid for the remainder of the time I have needed to be off. I will need to apply for FMLA or short-term disability, which will only pay me a percentage of my normal pay rate. In the meantime, my employer has taken my PTO, which I was told would be returned to me, but has not as of today.

I take care of COVID patients every day at work and therefore limit my exposure outside of work even further. Because of that, I believe that I contracted COVID from work.

I would like to ask the committee support SB20-205 to give paid sick leave to all workers, including those who are essential workers, like myself, who got sick at work. It has been a very difficult, stressful, and confusing process to figure out how I am supposed to get paid. Being sick while trying to navigate this process has made it even more worse.

My name is Julie Netzky and I work as a Registered Nurse at Denver Health. I am a member of Denver Health Workers United.

I became symptomatic with COVID on May 19th. After filling out our employee screening survey, it was determined that I did need to be tested and I was to call into work that night. I came back COVID positive the following day. I have been out of work since May 19th, and am still not cleared to come back. I received pay for 40 hours of work, which is what Denver Health is paying to all employees testing COVID positive. Denver Health requires all employees to quarantine for at least 10 days after receiving a positive test. I will not be paid for the remainder of the time I have needed to be off. I will need to apply for FMLA or short-term disability, which will only pay me a percentage of my normal pay rate. In the meantime, my employer has taken my PTO, which I was told would be returned to me, but has not as of today.

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June 3, 2020

Senate State Affairs Committee

SB 20-205 Concerning the Requirement That Employers Offer Sick Leave To Their Employees

Senate Sponsors: Fenberg and Bridges

Good afternoon Members of the Committee,

My name is Melanie Kesner. I'm the policy director for the Interfaith Alliance of Colorado. The Interfaith Alliance brings people together across diverse religions and backgrounds to work towards equity so that all Coloradans have the opportunity to thrive.

The recent COVID-19 pandemic has highlighted and exacerbated Colorado's existing issues around a lack of protections and paid sick leave for our most vulnerable workers. Unfortunately, we have already witnessed how a lack of universal health care and sick time benefits makes Coloradans more vulnerable to the new coronavirus than they should be.

Without paid sick leave, people drag themselves to work when ill, people without insurance may be discouraged from getting tested for the virus, and perhaps eventually, from treatment, if they worry about the costs. We know that low-income and service-sector workers—who are disproportionately women—and Latinx workers are the least likely to have access to paid sick days. These are the people our society has recently deemed “essential workers”. They stock our shelves, clean and sanitize our public spaces, and care for us. Approximately 2 out of 5 Coloradans, over 800,000 people lack access to even one paid sick day, according to research by the Institute for Women's Policy Research. This means they lack access to a single paid sick day to recover from an illness such as COVID-19 or to care for a sick family member without losing their job or their paycheck. This does not reflect the values that our state holds close.

The Interfaith Alliance of Colorado represents people of diverse faith who are called to this work by commonly-held religious values. For instance, all of our traditions hold that having a job is an essential part of what it means to live a dignified human life, however, how an employer treats and provides for their workers also determine whether someone has a dignified human life. In Rabbi Jill Jacobs writes, “... the offense to the dignity of a worker also compromises the dignity of the employer whether the employer realizes this or not.” This also extends to the provisions our state provides for its “essential” workers. We can and must do better in protecting our workers on the front lines.

On behalf of the Interfaith Alliance of Colorado and our members, I urge you to vote yes for Senate Bill 20-205 so we can move towards being a state that truly value keeping its workers and their families safe and healthy.

June 3, 2020

Senate State Affairs Committee

SB 20-205 Concerning the Requirement That Employers Offer Sick Leave To Their Employees

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On behalf of the Interfaith Alliance of Colorado and our members, I urge you to vote yes for Senate Bill 20-205 so we can move towards being a state that truly value keeping its workers and their families safe and healthy.

Mister Chair and members of the Senate State, Veterans, and Military Affairs Committee:

My name is Amie Baca Oehlert and I am a Counselor and the President of the Colorado Education Association, representing the 39,000 plus educators across Colorado. I am submitting this testimony in support of SB20-205: Sick Leave for Employees. I first want to say thank you to Majority Leader Fenberg and Senator Bridges for bringing this important bill and highlighting the need to ensure all workers have access to paid sick leave in Colorado.

The Colorado Education Association supports this bill because it will help students, educators, public education, and workers across Colorado.

Too many of our students have to go to school sick because there is no family member who can stay home with them. Too many families in Colorado are living paycheck to paycheck and are less likely to have access to paid sick days. These families cannot afford to take an unpaid day of work or may suffer retaliation and potential job loss if they stay home. Paid sick days will allow families to stay home and care for children and this will greatly reduce the risk of infections spreading to students and staff.

When parents and families can access paid sick days, we know that there is a greater chance that students will receive check-ups and the preventative care they need. This helps ensure our students are healthy which greatly affects their ability to learn and thrive in school.

Our current reality forces families to make a cruel choice between economic and physical health. The current pandemic highlights the reality that the success of Colorado's economy is tied to the health of workers. Right now, the people least likely to be able to earn paid sick days are those who work the jobs that have proven to truly be the backbone of our economy. They need to be able to stay home when sick and when their children are sick.

In addition to setting a statewide minimum for paid sick leave, we are glad to see that employers cannot fire the employee or punish them for using the days they have earned. Additionally, the ability of employers through policies or collectively bargained agreements to have more robust leave policies ensures that existing leave policies may continue as long as they meet this minimum.

As a counselor, I once had a student who needed to go to the emergency room due to an injury sustained while she was in school. When I called her mother, she told me that her boss told her that if she left her job to meet her child at the emergency room, she would be fired. Imagine the pain of having to choose between being there for your sick child and your job. Unfortunately, this story is not uncommon and we can and must do better.

Thank you for your time, please support SB20-205 it is time for Colorado to ensure sick leave for all employees.



1700 Lincoln St  
17th Floor  
Denver, CO. 80203  
303-860-1778

NFIB is an incorporated nonprofit association with about 300,000 members across America including 7,000 in Colorado. NFIB protects and advances the ability of Americans to own, operate, and grow their businesses and, in particular, ensures that the governments of the United States and of the fifty states hear the voice of small businesses

No one opposes paid sick leave. Many of our members already offer the benefit. What our members oppose is a government mandate that assumes every business of any type or size can afford to offer the same benefits as large companies offer their employees. Most small employers (73%) offer paid time off (PTO) to man their full-time employees, and 67 percent of them offer two weeks or more of leave. The number of days offered is dependent on an employee's length of service in 76 percent of small businesses offering the benefit.

Small businesses today are facing unprecedented challenges to reopening their businesses. Small business owners have never faced a government order to shut down their business for over eight weeks. Many small business owners are unable to reopen due to financial reasons, those businesses will not be back, and the employees will have to look for work elsewhere.

The concern of NFIB Colorado with Senate bill 205 is the treatment of all businesses as the same. That is why NFIB Colorado cannot support Senate bill 205. The average member of NFIB Colorado and nationally has between five to nine employees and less than \$500,000 in revenues. Our members do not have the luxury of a fulltime Human Resources manager to be responsible for the necessary record keeping that accompanies a paid sick leave program.

The following is a personal statement from one of our members; "I own a small business in Denver area. Thus, I speak from firsthand experience that we and most small businesses we associate with value our employees and try to work with them when they encounter personal situations requiring time off for illness for themselves or a close family member. Every business is different and has its own special situations. **Please, for the sake of a healthy business climate in Colorado, vote no on SB 20-205.**"-Lowell W.,

Submitted by.

A.F. Tony Gagliardi  
State Director

# SUBMITTED WRITTEN TESTIMONY

**Committee**  
**Meeting Date**

Senate State,  
06/03/2020

|                |          |              |     |                   |      |                |  |
|----------------|----------|--------------|-----|-------------------|------|----------------|--|
| 6/2/2020 22:56 | SB20-205 | Jennifer Eyl | For | Project Safeguard | Open | Submitted text | <p>My name is Jennifer Eyl and I am the Executive Director of Project Safeguard, which provide legal advocacy and legal representation to victims of domestic violence, sexual assault and stalking. SB 205 provides desperately needed paid sick leave for employees who currently do not have access to such a benefit. For victims of domestic abuse, sexual assault and harassment, not having access to sick leave often means choosing to keep your job or choosing safety for yourself and your children. For all of the other ways that Colorado is a leader in providing legal protections for victims, we are missing this crucial piece. I constantly hear from our advocates that victims they are working with have chosen to let a civil protection order lapse, are staying with an abuser rather than take time off to leave and move to other housing, or are letting criminal charges be dismissed, because they can't afford to lose their job by taking time off to address these matters. Often, victims are faced with choosing to provide for their families or seek safety. SB 205 will give victims the ability to take the time they need to seek safety, whatever that means to them, without risking their paychecks.</p> <p>SB 205 is even more important at this moment, when we know that going to work sick has greater sequences than ever before. We also know that domestic abuse and sexual violence rates are climbing every day. This bill is one tangible thing we can do to help. I urge you</p> |
|----------------|----------|--------------|-----|-------------------|------|----------------|--|

Witness Signup List

6/3/2020 8:56 SB20-205 Lydia

Waligorski For

Violence Free Open  
Colorado

Submitted  
text

Violence Free Colorado a statewide membership org. representing domestic violence programs and individual members. We are thankful for the inclusion of safe time provisions in the bill and are in strong support.

I understand there have been concerns about documentation and briefly want the committee to understand the difficulty survivors have in obtaining documents right now during the pandemic. Police reports cannot be ordered over the phone and are not given if the case is open this can take weeks/months before someone gets a copy. Protection orders are being done over the phone and internet and it takes a while to even get a scanned/emailed copy and that is IF you have the technology to receive it. Even a letter from an advocate is difficult right now as services are virtual or over the phone. We have documentation standard elsewhere in statue for breaking a legally binding lease contract, or applying for unemployment insurance and those are high bars. This is an earned day off work to address DV/SA which is not usually a planned absence. Please take this into consideration and vote YES and do not require onerous documentation for safe days.

Witness Signup List

|                |          |          |        |     |      |      |                |  |
|----------------|----------|----------|--------|-----|------|------|----------------|--|
| 6/3/2020 10:38 | SB20-205 | Rosalina | Roacho | For | Self | Open | Submitted text | My name is Lina Delgado I am a Medical Assistant for Denver Health. I am writing as a member of Denver Health Workers United.<br><br>I became symptomatic May 28th. I was advised to stay home by my employer given that I am working the front lines as a COVID-19 tester for one of the sites at Denver Health.<br><br>With this being said I have been on leave without pay. Because I have no PTO. I have no idea how I am going to pay for my bills these next few weeks. Therefore I am asking this bill to be passed. |
|----------------|----------|----------|--------|-----|------|------|----------------|--|

| Registered     | Bill     | First    | Last         | Positi | Representing  | Status | Testify  | Text of Testimony |
|----------------|----------|----------|--------------|--------|---------------|--------|----------|-------------------|
| 6/3/2020 9:13  | SB20-205 | Ali      | Mohamed      | For    | Self          | Open   | Uploaded |                   |
| 6/3/2020 10:50 | SB20-205 | Alik     | Kassner      | Amend  | Home Care and | Open   | Uploaded |                   |
| 6/3/2020 11:34 | SB20-205 | Amie     | Baca         | For    | Colorado      | Open   | Uploaded |                   |
| 6/3/2020 6:40  | SB20-205 | Anna     | Crawford     | For    | Women's Lobby | Open   | Uploaded |                   |
| 6/3/2020 9:15  | SB20-205 | Anne     | Sanders      | For    | Self          | Open   | Uploaded |                   |
| 6/2/2020 16:53 | SB20-205 | Ashley   | Christianson | For    | Self          | Open   | Uploaded |                   |
| 6/3/2020 9:17  | SB20-205 | Berehanu | Ayele        | For    | Self          | Open   | Uploaded |                   |
| 6/3/2020 9:24  | SB20-205 | Berehanu | Ayele        | For    | Self          | Open   | Uploaded |                   |
| 6/3/2020 9:24  | SB20-205 | Daniel   | Agbeti       | For    | Self          | Open   | Uploaded |                   |

Witness Signup List

|                |          |           |          |     |          |      |               |  |
|----------------|----------|-----------|----------|-----|----------|------|---------------|--|
| 6/2/2020 16:59 | SB20-205 | Dominique | Simpson  | For | Self     | Open | Uploaded file | <p>Hi, my name is Dominique Simpson and I work at King Soopers store 29 located in Capitol Hill I am a union member of UFCW. Our store is currently dealing with a Coronavirus outbreak that has resulted in one death, possibly two of my fellow staff members. When the first case was reported the management at our store did not inform the staff and instead let us all slowly find out from each other. Once people started to be learning about the cases many union members decided to not show up to work to limit the risk of exposure. Sadly, I was not informed of the outbreak until I had already gotten into work to find the store half staffed and a lot of confused people. A manager let me know that there had been exposure after I pushed them for information but at this point the store management told the public we were going to be closed because of a 'power outage'. This exposure happened on May 1st and my coworker passed on May 14th. In the time prior to May 14th he had worked a couple shifts and therefore exposed a lot of people, I was scheduled to work on the 15th and felt unsafe doing so.</p> <p>Since this happened the store has been unable to get information to us about what they are doing and what safety precautions they are taking at the store to keep the workers protected moving forward. With this level of uncertainty, I am extremely concerned about returning to work. I have a heart condition and live with 2 members of my family with coronavirus.</p> |
| 6/3/2020 9:26  | SB20-205 | Elmer     | Lamin    | For | Self     | Open | Uploaded      |  |
| 6/2/2020 22:50 | SB20-205 | Jennifer  | Jones    | For | Self     | Open | Uploaded      |  |
| 6/2/2020 18:09 | SB20-205 | Karla     | Gonzales | For | Colorado | Open | Uploaded      |  |
| 6/2/2020 22:43 | SB20-205 | Kayla     | Day      | For | Self     | Open | Uploaded      |  |

Witness Signup List

|                |          |          |           |         |                  |      |          |   |
|----------------|----------|----------|-----------|---------|------------------|------|----------|---|
| 6/3/2020 8:07  | SB20-205 | Kris     | Garcia    | For     | Self             | Open | Uploaded | <p>Good afternoon Members of the Committee, file</p> <p>My name is Kris Garcia. I'm a community leader with 9to5 Colorado. The fallout from COVID-19 has highlighted the need to provide economic security for our communities. During this pandemic, I changed positions in employment when my hours were drastically cut from 60 hrs a week to only 10 hrs a week as an "essential" employee. I found employment through a temp agency which I am very thankful to have employment, but last week I found myself scrambling once again to remain financially stable during this crisis.</p> <p>A couple of weeks ago I started feeling soreness in my neck I thought I had pulled a muscle while at work I scheduled an appointment between the 2 jobs I have so that I would not miss any hours at work. I was sent to Denver Health to do an ultrasound, after waiting for a week I heard back that I would need to schedule a biopsy because they had found a mass in my thyroid. I was told I would have to go in to get it biopsied the following week. My wife had to take the day off from work to be able to accompany me since I'm a hemophiliac and would require an infusion prior and would have to be monitored after the procedure to make sure I didn't have uncontrolled bleeding afterward. That day we took off work equates to \$240</p> |
| 6/2/2020 16:56 | SB20-205 | Liam     | Buschel   | For     | Self             | Open | Uploaded |   |
| 6/2/2020 15:52 | SB20-205 | Louise   | Myrland   | For     | The Women's      | Open | Uploaded |   |
| 6/3/2020 9:28  | SB20-205 | Md       | Wahiduzza | For     | Self             | Open | Uploaded |   |
| 6/2/2020 22:37 | SB20-205 | Megan    | R         | For     | Self             | Open | Uploaded |   |
| 6/3/2020 11:28 | SB20-205 | Melanie  | Kesner    | For     | Interfaith       | Open | Uploaded |   |
| 6/3/2020 10:54 | SB20-205 | Michael  | Valdez    | Against | Special District | Open | Uploaded |   |
| 6/3/2020 9:30  | SB20-205 | Mohammad | Ali       | For     | Self             | Open | Uploaded |   |
| 6/3/2020 9:14  | SB20-205 | Morgan   | Royal     | For     | New Era          | Open | Uploaded |   |
| 6/3/2020 8:52  | SB20-205 | Mykaela  | Doane     | For     | Self             | Open | Uploaded |   |
| 6/3/2020 9:32  | SB20-205 | Sammie   | Johnson   | For     | Self             | Open | Uploaded |   |
| 6/3/2020 9:33  | SB20-205 | Sera     | Ezeudoye  | For     | Self             | Open | Uploaded |   |

Witness Signup List

|                |          |           |            |     |      |      |          |
|----------------|----------|-----------|------------|-----|------|------|----------|
| 6/3/2020 9:34  | SB20-205 | Sualia    | Ayalew     | For | Self | Open | Uploaded |
| 6/3/2020 9:35  | SB20-205 | Tseganesh | Enegedashe | For | Self | Open | Uploaded |
| 6/2/2020 18:32 | SB20-205 | William   | Mundo      | For | Self | Open | Uploaded |