

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.

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.

**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.

**Name: Dominique Simpson**  
**Company: King Soopers, UFCW Member**  
[Dominquesimpson43@gmail.com](mailto: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 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.

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 holds.

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.

**Julio: Arvada**

**Undocumented so is unable to share his workplace and last name**

Julio, restaurant worker at a Mexican restaurant in Arvada in Representative Kennedy and Senator Pettersens district.

My restaurant was doing to-go orders only and I was working regularly. I became ill and was hospitalized for 7 days at Denver Health and quarantined when released. The hospital referred me to a housing assistance program but I did not qualify. I relied on good people to bring food and other items to me and I couldn't have any contact with anyone or go out for basic necessities. I was out of work a total of 28 days without pay. I was able to go back to work when cleared by the doctor but did not receive any financial help in the meantime. I am now behind on rent and other bills and do not have any family in Colorado.

I asked my employer about the aid that he was receiving from the government to keep the business open and employees on payroll. He said that that money was only for people that were working and didn't offer any solutions. We didn't have access to paid sick leave before but were never fired from the job when I got sick. I assumed I was an employee and that government help was to keep people with a paycheck. I did not choose to get sick but it's hard to avoid exposure when I have responsibilities and have to go out to work and interact with many people.

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

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. 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.

## **Robel Worku- Colorado Peoples Alliance**

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)

**Alyssa Miller - COPA**

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.

## **K- COPA Member**

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.



June 10, 2020

TESTIMONY ON SB20-205  
**SICK LEAVE FOR EMPLOYEES**

Speaker K.C. Becker and Representative Yadira Caraveo

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.

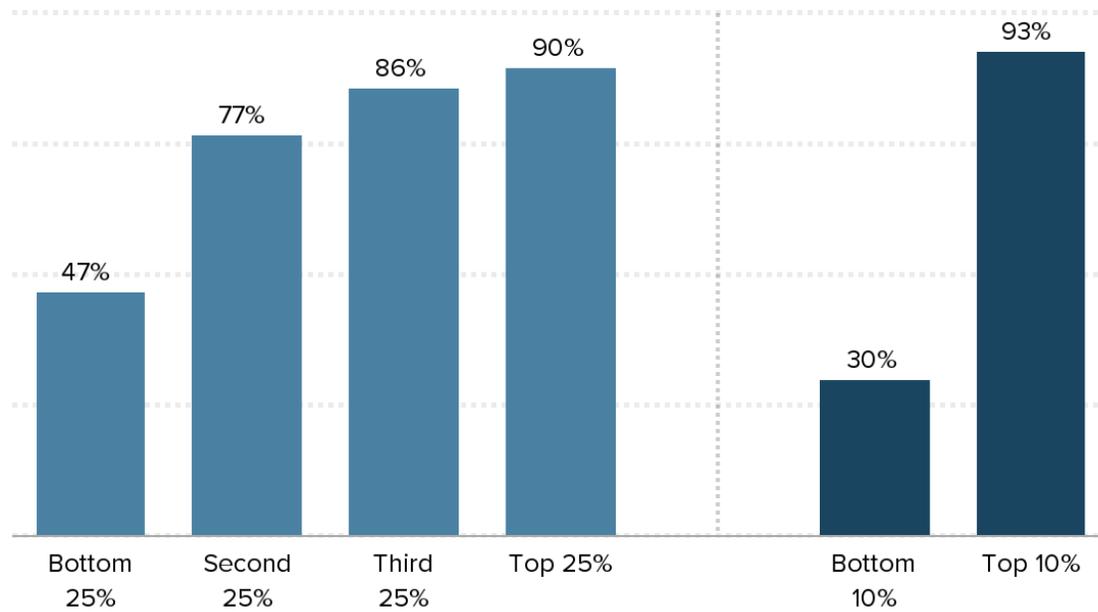
This clear inequity should be hard to defend.

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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**William Mundo, MPH**

**Denver Health Longitudinal Integrated Clerkship**

**University of Colorado School of Medicine**

**(303)-517-8529 | [william.mundo@cuanschutz.edu](mailto:william.mundo@cuanschutz.edu)**

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 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 our state government 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 SB20-205

**6/01/2020**

**Yvonne Charlesworth**

Aurora,CO

80017

You must pass paid sick leave NOW! When you are sick, if you have to keep working instead of having time to recover, you just keep getting sicker and sicker! It is a vicious cycle that needs to end. After a radical cancer operation, I was an independent contractor in the oil & gas industry. When the bottom fell out of the market and I lost my job like 250,000 other people in that industry, I worked for SRC for 2 years transporting sick seniors to and from Doctor appointments and hospitals. I ended up really sick and was fired because my employer decided I wasn't happy working for them. I'm 71 years old and, 8 1/2 years after my cancer operation, I am still struggling with my health. It took me 2 years to convince my Doctor to do a simple test to diagnose the e Coli infection I had been suffering from for 3 years. That was 1-1/2 years ago. I spent a whole month sick in bed a couple of different times last year. Until the pandemic, I was driving for Uber trying to earn enough money to pay my bills. My hours of driving each week slowly declined because my health continued to worsen. It ended up with me driving 6-8 hours one night and then needing a full 48 hours to recover so I could drive again. I was so tired by the time I got home, all I could do was collapse on my bed! I can't drive now because of my age and my physical condition, and the current pandemic. Uber will help those drivers who can prove by Doctors orders that they have been directly affected by the virus. I don't qualify, of course. Since Uber considers me an Independent Contractor, I am not now nor have I ever been able to take paid sick leave.

My financial situation is at critical mass for all the above reasons but more particularly because I haven't been able to drive for 3 months due to the government stay at home order for people my age and in my condition! I have no family to take care of me. I'm going to have to return to work and be exposed to a killer virus in the hopes of not getting it, and of being able to find the energy to drive enough hours to earn the money I need to support myself so I don't join the homeless population! I have made considerable progress getting my health back because I have taken the last 3 months to work hard on that. But I'm not completely well yet and I am 71 years old. You know the implications of these facts! Because I'm not fully recovered, I truly expect my health to slowly decline all over again! I believe that if I would have had access to paid sick leave in both industries like regular employees, I would have been able to recover my health a long time ago instead of steadily declining the way I have! My life would be so much better today than it is now. Please pass the bill requiring employers to provide paid sick leave for all employees. It may be too late for me but hopefully it will help many others! Thank you for this opportunity to tell you my story.

Sincerely,

Yvonne Charlesworth

80017

## Sick Leave for Employees (SB20-205)

Testimony to the House Health & Insurance Committee

Andrea Kuwik, Policy Analyst

June 20, 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 grateful for the opportunity 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 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	<b>64%</b>
Accommodation & Food	<b>45%</b>
Workers in the Highest Wage Quartile	90%
Workers in the Lowest Wage Quartile	<b>47%</b>

Research from the [Institute for Women's Policy Research](#) shows 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 analysis 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 of unpaid sick leave could be equivalent to monthly rent or mortgage payments

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

Requiring businesses to provide a minimum amount of paid sick leave extends a base level of protection to all Colorado workers. It's an important and strong step, in supporting 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.

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.

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



**The Women's Foundation of Colorado  
Testimony in support of  
SB20-205 Sick Leave for Employees  
House Health & Insurance Committee  
June 10, 2020**

Thank you, Madame 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 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, especially women of color, 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, in every sector, 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)



## **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 impacts 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 that we are each able to live our lives with dignity.

COLOR supports advancing a strong paid sick day policy that does not leave anyone behind. This bill is an important first step ensuring workers have access to paid time off. We will continue to work with many of our partners to advance different policies and programs that protect the most vulnerable workers among us, mostly people of color in seasonal and agricultural jobs with no protections to help them during these times.

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 over represented 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 in 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. 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.

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 how much money you make or have in the bank determines whether you can be there for your child or your parent when they need you or take a day or two to get heal if you're sick.

We all deserve to have the ability to care for our families and be healthy without the fear of putting our families in debt or not being able to make ends because we were forced to take sick day without any pay.

Thank you.

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

A plea for Colorado small independent businesses. No on SB205.

SB205, like other employer mandates, is wrapped in compliance and legal language that hit small independent businesses the hardest. It adds yet another layer of risk that may force them to seek legal counsel, a burden that many struggle to bear.

But of urgent importance - it deprives them of one of the only mechanisms they have to compete and survive with limited resources: agility.

Lawmakers should consider - who is *not* offering the benefit defined as “paid sick days”<sup>i</sup>.

We don’t know and haven’t asked.

But could it include small independent businesses that are embedded in local commerce, or perhaps serving communities with sparse populations that cannot support chains or those with lower income populations? If so, does this bill risk depriving those communities of *local* job opportunities, as well as consumer products and services?

Small independent businesses provide an alternative to national chains and large firms. They add vitality and support social bonds in ways that national businesses cannot. They may offer workers more opportunity for work-based learning and job-based social networks.

The accumulation of employer mandates discourages entrepreneurial initiative and risks depriving individuals of the option to start a business.

And finally, declines in certain types of business formation<sup>ii</sup> should raise serious questions about where growth is, or is not, occurring. All indications are that growth is shifting from small employers to those with more than 500 employees. We are also seeing high levels of growth among businesses with no intention to hire. We all lose when growth does not come from new emerging entrepreneurs who challenge large mature firms from below, and who are the well-spring of community vitality, innovation, economic dynamism, and future job creation.

While addressing needs in our workforce, we must stretch our thinking and avoid mandates like SB205.

Diana Petrak  
Founder  
Colorado Policy Pathways

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<sup>i</sup> There are now 350 employee benefits, according to SHRM, and a growing trend to personalize them to employees’ needs.

<sup>ii</sup> See US Census Bureau, Business Formation Statistics: <https://www.census.gov/econ/bfs/data.html>

Members of the House Health and Insurance 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 Speaker Becker and Representative Caraveo 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.



## Testimony on SB-205

The Colorado Plaintiff Employment Lawyers Association is dedicated to promoting and increasing public awareness of employee rights and providing educational opportunities, information and assistance to attorneys who represent employees. We are over 250 members strong, and have collectively risen to the occasion during the COVID-19 Pandemic by providing resources, counseling, and legal advice to employees who have been affected.

Navigating this crisis has highlighted the need for increased employee protections regarding paid sick leave, in order to protect employees, their families, and their communities. SB-205 is an important step in the right direction. The ability to hold employers accountable for violating this law through both the administrative process and in a private civil action with the damages as currently proposed is critically important and cannot be compromised or this will become an empty gesture.

The notice provisions are reasonable and we believe the requirements are clear for employers and will provide employees with the information that they need.

The reduction of available hours to 48 in a year, and the slow accrual for employees is not ideal from our perspective; we strongly object to any further watering down of the minimum required benefit to employees.

It would be a mistake to carve out temporary and seasonal workers from the protections of this bill. These workers have the same needs as others and should not be ignored or neglected. Much has been said about the intent of this bill protecting every Colorado worker, and we respectfully request that the legislature meet that challenge.

Thank you for your attention to this matter.

Rachel E. Ellis  
Managing Partner of Livelihood Law, LLC  
PELA Legislative Committee Chair



Chartered by United Food & Commercial Workers International Union  
**UFCW Building, 7760 West 38<sup>th</sup> Avenue, Suite 400**  
**Wheat Ridge, Colorado 80033-9982**  
Phone 303-425-0897 • Toll Free CO & WY 800-854-7054  
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Facebook: UFCWLocal7R • Twitter: @UFCW\_7 • Instagram: UFCW\_LOCAL\_7

**KIM C. CORDOVA**  
President

**KEVIN R. SCHNEIDER**  
Secretary-Treasurer

June 10, 2020

On behalf of United Food and Commercial Workers Local 7, which represents approximately 23,000 Colorado workers, I voice my support for SB 20-205.

The people least likely to get sick days are on the frontlines of this pandemic. If they had proper sick leave, the spread of the virus may not be so severe. The importance of healthy workers and the proper PPE is critical to helping maintain a healthy workforce and getting our economy back on track.

Our members work in critical retail, manufacturing and healthcare. They have been reporting to work daily to support our nation while it operated under stay at home orders. In doing so, they have exposed themselves and their loved ones daily to the potential risk of contracting COVID-19, while also risking that they may spread the virus to others.

For example, our members at JBS have no sick pay benefits. We have been told by far too many members that the Company espouses a “work while sick” culture, and that they feel bullied into coming into work. Workers are scared of taking sick time in fear of retaliation and this bill would protect them from that. At the plant, they work shoulder-to-shoulder, up to seven days a week, and it is virtually impossible to safely distance. This has resulted in nearly 300 positive cases and 6 deaths, and unfortunately, we suspect these figures will grow.

For our retail grocery workers, it takes several years for them to be able to accrue sick leave. Customers should not have to worry whether or not a sick worker handled their food.

People who process, sell, serve, and stock our food live paycheck-to-paycheck. They need sick leave the most. Workers are faced with the unenviable choice of going to work sick, or being able to afford food, rent, or other necessities to care for themselves and their families. No one should be put in this position. This bill takes an important step toward mitigating this unfortunate reality faced by Colorado workers.

In the long run, by preventing the severity and spread of illness, sick leave will decrease cost to the companies and save lives. This is particularly critical now as medical professionals project that a “second wave” of COVID-19 may occur in the coming months. This pandemic is far from behind us, and even when it is under control, there are a myriad of other illnesses, which pose a direct threat to the workforce.

By supporting this bill, you all are supporting protecting people’s lives. With several of our members dying from contracting COVID-19 at work, asking companies to be responsible and allowing their workers to stay home while sick instead of spreading deadly viruses is a small request.

I call on you to support this bill.

Sincerely,

Kim C. Cordova  
UFCW Local 7 Union President  
UFCW International Vice President



Hot Shot Supply Co.  
5351 Lincoln St.  
Denver, Co. 80216

05-28-2020

Dear Representative Perlmutter,

I vehemently oppose **SB20-205: Sick Leave for Employees**.  
Please see my concerns in red, below.

The bill creates the "Healthy Families and Workplaces Act" (act), which requires employers to provide paid sick leave to employees under various circumstances. On and after the effective date of the act through December 31, 2020, employers are required to provide each of their employees paid sick leave for employees to take for reasons related to the COVID-19. pandemic in the amounts and for the purposes specified in the federal "Emergency Paid Sick Leave Act" in the "Families First Coronavirus Response Act".  
An employee:

! Begins accruing paid sick leave when the employee's employment begins; **Benefit packages for my company begin after the 30 day trial period. I believe this is important as it encourages a willingness for the employee to find a place in the team and ensure they are equipped with the tools they need to fill their hired position.**

! May use paid sick leave as it is accrued; and **Please see above**

! May carry forward and use in subsequent calendar years paid sick leave that is not used in the year in which it is accrued. Employees may use accrued paid sick leave to be absent from work for the following purposes: **Sick leave has always been discretionary to the company of employ. Historically, sick leave has been reset annually. I believe this should be a decision for each individual company, not a government mandate.**

! The employee has a mental or physical illness, injury, or health condition; needs a medical diagnosis, care, or treatment related to such illness, injury, or condition; or needs to obtain preventive medical care; **Agreed**

! The employee needs to care for a family member who has a mental or physical illness, injury, or health condition; needs a medical diagnosis, care, or treatment related to such illness, injury, or condition; or needs to obtain preventive medical care; **Is there a definition of "family" available?**

! The employee or family member has been the victim of domestic abuse, sexual assault, or

harassment and needs to be absent from work for purposes related to such crime; or **Agreed with a definition of family.**

! A public official has ordered the closure of the school or place of care of the employee's child or of the employee's place of business due to a public health emergency, necessitating the employee's absence from work. In addition to the paid sick leave accrued by an employee, the act requires an employer to provide its employees an additional amount of paid sick leave during a public health emergency in an amount based on the number of hours the employee works. The act prohibits an employer from retaliating against an employee who uses the employee's paid sick leave or otherwise exercises the employee's rights under the act. Employers are required to notify employees of their rights under the act by providing employees with a written notice of their rights and displaying a poster, developed by the division of labor standards and statistics (division) in the department of labor and employment, detailing employees' rights under the act **Do not agree. It should not be the companies responsibility to provide pay when forced to shut down, or care/school is shut down, by a federal mandate. This will decimate a small business.**

Employers must retain records documenting, by employee, the hours worked, paid sick leave accrued, and paid sick leave used and make such records available to the division to monitor compliance with the act. **The cost, hours and labor that this portion entails is excessive. As a small business with 5 employees, we are already stretched thin.**

The director of the division will implement and enforce the act and adopt rules necessary for such purposes. The act treats an employee's information about the employee's or a family member's health condition or domestic abuse, sexual assault, or harassment case as confidential and prohibits an employer from disclosing such information or requiring the employee to disclose such information as a condition of using paid sick leave. **This leaves the employee with an excessive amount of power and opens up the employer to significant risk of litigation. The employer should, within reason, have the ability to ask the employee for proof of self proclaimed sick time. How would the employer govern if time taken by the employee was warranted?**

Employers, including public employers, that provide comparable paid leave to their employees and allow employees to use that leave as permitted under the act are not required to provide additional paid sick leave to their employees. Employees covered by a collective bargaining agreement would not be entitled to paid sick leave under the act if the collective bargaining agreement expressly waives the requirements of the act and provides an equivalent benefit to covered employees.

I appreciate your time and consideration. I believe the language in this bill is vague, at best, and leaves much to interpretation. The ability to site this bill, without having to provide proof, will be detrimental if not devastating to our small business community. Please contact me if you have any additional questions or comments.



5-28-2020

Erin L. Hartman  
President, Hot Shot Supply Co. Erin@hotshotsupplyco.com



Hot Shot Supply Co.  
5351 Lincoln St.  
Denver, Co. 80216

05-28-2020

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harassment and needs to be absent from work for purposes related to such crime; or **Agreed with a definition of family.**

! A public official has ordered the closure of the school or place of care of the employee's child or of the employee's place of business due to a public health emergency, necessitating the employee's absence from work. In addition to the paid sick leave accrued by an employee, the act requires an employer to provide its employees an additional amount of paid sick leave during a public health emergency in an amount based on the number of hours the employee works. The act prohibits an employer from retaliating against an employee who uses the employee's paid sick leave or otherwise exercises the employee's rights under the act. Employers are required to notify employees of their rights under the act by providing employees with a written notice of their rights and displaying a poster, developed by the division of labor standards and statistics (division) in the department of labor and employment, detailing employees' rights under the act **Do not agree. It should not be the companies responsibility to provide pay when forced to shut down, or care/school is shut down, by a federal mandate. This will decimate a small business.**

Employers must retain records documenting, by employee, the hours worked, paid sick leave accrued, and paid sick leave used and make such records available to the division to monitor compliance with the act. **The cost, hours and labor that this portion entails is excessive. As a small business with 5 employees, we are already stretched thin.**

The director of the division will implement and enforce the act and adopt rules necessary for such purposes. The act treats an employee's information about the employee's or a family member's health condition or domestic abuse, sexual assault, or harassment case as confidential and prohibits an employer from disclosing such information or requiring the employee to disclose such information as a condition of using paid sick leave. **This leaves the employee with an excessive amount of power and opens up the employer to significant risk of litigation. The employer should, within reason, have the ability to ask the employee for proof of self proclaimed sick time. How would the employer govern if time taken by the employee was warranted?**

Employers, including public employers, that provide comparable paid leave to their employees and allow employees to use that leave as permitted under the act are not required to provide additional paid sick leave to their employees. Employees covered by a collective bargaining agreement would not be entitled to paid sick leave under the act if the collective bargaining agreement expressly waives the requirements of the act and provides an equivalent benefit to covered employees.

I appreciate your time and consideration. I believe the language in this bill is vague, at best, and leaves much to interpretation. The ability to site this bill, without having to provide proof, will be detrimental if not devastating to our small business community. Please contact me if you have any additional questions or comments.



5-28-2020

Erin L. Hartman  
President, Hot Shot Supply Co. Erin@hotshotsupplyco.com

## **Earned Paid Sick Leave - SEIU Local 105**

Colorado Representatives,

We are the Service Employees International Union Local 105, a union of over 8,000 janitors, healthcare workers, airport workers, and security officers across our great state. We urge you to pass the Healthy Families and Workplace Act. We urge you because even before the pandemic, workers' lives, the lives of our families, and the health and safety of our communities are at stake.

Too many workers in our state must make the difficult decision between going to work sick or going without pay. We hear these stories every day from workers like Serah Ezeudoye a passenger service agent at the airport who was recently hospitalized and is now struggling to pay rent. We hear it from Sandra Sherwood a nursing home caregiver who's employer told her she had to report for work even though she still had flu symptoms, and she did so knowing the risks to patients, and coworkers, but couldn't afford to go without a day's wages.

In Colorado, approximately 2 out of 5 employees, or over 800,000 people, lack access to even one paid sick day. Those least likely to have earned paid sick days are people in the service industry, including our janitors who are cleaning and sanitizing our buildings to keep us all safe and our home caregivers protecting the lives of our most vulnerable in our communities.

Black, brown, and white, working people across our state need the opportunity to see a doctor when they or a loved one is sick. As we continue the process of reopening, we must prioritize the health and safety of all Coloradans and work to set stronger standards for protecting workers and their families. We all do better when we all do better. Passing Senate Bill 20-205 is an essential step in establishing a new normal after this pandemic, one where families don't live in fear of poverty when they get sick and where we invest in creating healthier thriving communities in our state.

This is a top priority for our organization, and we hope a top priority for this body of elected leaders.

Thank you for your time and consideration.

Dear \_\_\_\_\_, and members of the committee,

Thank you for the opportunity to submit my testimony. My name is Amy Skeats and I represent working people, Service Employees International Union Local 105 and Colorado Care Workers Unite. I am writing to support this bill because:

I started my nursing career in a very union driven environment in New York State. I do not think at the time I realized how much impact the union had in terms of allowing the nurses a voice so that they could be heard by upper administration. I do now.

After working in Colorado for the last 5 years. I now understand the profound impact and power that a union has. I have worked for both University of CO hospital and currently I work in the Medical ICU at Denver Health. I have always been a vocal person that does not seem to have the same inhibitions as other workers with upper administration. At University of CO I was on a committee that let me interact with upper administration on a monthly basis representing nursing. I wish Denver Health had a committee of some sort of functional equivalent because I would fight to be a part of that.

We all know the very public fallout that Denver Health executives have recently had with the bonus situation. In an attempt to alleviate internal distress, the executives have been meeting with staff in "Town Hall" situations so that they can directly answer questions from staff. I spoke up in one Town Hall a couple weeks ago and one of the executives literally took the microphone out of my hands as I was talking. There were over 90 employees listening to that Town Hall via phone and once the microphone is taken, I lost

the ability to be heard. That is probably the best example of what is going on internally at DH. They say they want to hear what we have to say...until we say something they don't like and then they try to silence us.

For the moment I feel very confident that I have job security, because they do not have the staffing necessary for the crisis at hand. We have too many patients that are on ventilators and not enough staff trained to be able to take these patients. As soon as the need for critical care nurses starts to decrease, I imagine that they will concoct a reason to let me go. This has historically happened with people at DH that have the nerve to stand up to administrators. I do not believe that because I have stood up for those people that are too intimidated to have a voice, that is an adequate reason for dismissal. We are currently dealing with a number of injustices at this point which the COVID-19 situation has served to highlight. We have the right to be heard and be part of the decision-making process without fear of reprimand.

Some of what I have spoken out about personally and directly to upper administration (including my CNO, COO, and CEO):

- our mandatory overtime and burnout

- executives creating a hiring freeze when we were understaffed whilst receiving bonuses that could easily pay for much needed staff (while also asking us working mandatory OT to forgo accumulating PTO to help out furloughed staff)

-pay that we were promised and we are not getting because DH has an outdated policy that was never addressed prior to making these promises.

-the fact that if we contract COVID we must go on short term disability after a week, which is 60% of our pay (70% if we bought up). So we will not get full pay for contracting COVID for doing our jobs.

-the fact that frontline workers are not being represented in our "incident command center" that was created to deal with the COVID crisis. I offered personally to come in on my day off, not be paid, and represent nurses to this group which was all administrators and upper management. I was denied. When I stated this in the Town Hall, my COO said, "I never heard about that"

All of these things are valid concerns and there is absolutely no reason that I should fear losing my job for voicing these concerns. Yet I think when everything settles down there will definitely be a mark on my head. I will have to stay vigilant to make sure that I cannot give them any reason to take my employment for whatever reasons they might come up with.

Hospital administrators typically do not have actual medical experience. They cannot understand us or what we are doing without our input and yet they are refusing to let our voices be heard. We need protections so that we can make our voices heard. These

administrators are too scared to even walk the COVID hallways of my ICU, yet have the ability to make all our decisions for us without any frontline input. That is not acceptable. They do not understand us, and they do not understand what they are putting us through.

Thank you so much for taking the time to read this. Please feel free to reach out to me personally if you have any questions about what we are dealing with. I would be more than happy to discuss anything.

Best Regards,

Amy Skeats

Thank you members of the committee for your time.

516-238-0739

5/20/2020

Madam Chair, and members of the committee,

Thank you for the opportunity to submit my testimony. My name is Jesus Bautista Lopez, I represent working people, Service Employees International Union Local 105 and Colorado Care Workers Unite. I am writing to support this bill because I have been a certified nurse's assistant for 3 years. I currently work at an assisted living facility that has experienced an outbreak of COVID19. We do not have adequate PPE or a protocol to handle this virus in a manner to keep it from spreading. I contracted COVID19 from my facility 4 weeks ago. I had a fever of 102 degrees Fahrenheit, I wasn't able to breathe, I had chills and digestive problems. I have no health insurance and had to pay \$100 for a test out of pocket. I'm still unsure what the amount of my medical bills is going to be. Due to contracting the virus I had to quarantine for 2 weeks. I was told by my administrators to use my vacation time because we do not have sick days. One of my co-workers is currently in the ICU with COVID19 and her organs are failing. If she makes it back to work is she going to be required to use vacation days for the time she was in the ICU?

I support this bill because having COVID19 is no vacation and I depend on my vacation time to rest so that I can continue to provide quality care to my residents. I believe working people who get sick should have the ability to have sick days. Having to pay out of pocket for medical expenses as well as using my vacation due to my company's lack of protocol is not right. I'm asking you to pass legislation that addresses the need of working people, like

me, to be able to have access to sick days during times of illness so that we aren't sick and worried about how we are going to make ends meet.

Thank you members of the committee for your time,

Jesus Bautista Lopez

80246

720-690-7642

**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.

**5/22/20**

**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.

**5/22/2020**

**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.

**5/22/20**

**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.

**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.

**5/22/20**

**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.

**5/24/20**

**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.

**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.

**5/26/20**  
**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.

**5/26/20**

**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

## **Earned Paid Sick Leave – Colorado Care Workers Unite**

On behalf of Colorado Care Workers Unite (CCWU), an organization made up of home care, nursing home, and facility workers across our state, we urge you to protect the voices of our caregivers in Colorado. We urge you to pass the Healthy Families and Workplace Act that includes earned paid sick leave, on-the-job protections, and necessary time off that workers need to take care of their own families.

Ever since the arrival of COVID-19, here in Colorado, and across the nation, the demand for home care is rapidly increasing, but the system does not work for anyone. Caregivers cannot afford to keep doing this work without a pathway to critical earned time off. Colorado care workers, do essential, compassionate work. Caregivers take care of loved ones and their families. Yet, caregivers are not paid the respect that they deserve. Paid sick leave is still something they have to fight for.

In Colorado, approximately 2 out of 5 employees, or over 800,000 people, lack access to even one paid sick day, according to research done by the Institute for Women's Policy Research (IWPR). Those least likely to have earned paid sick days are people in the service industry, especially workers who care for us.

Caregivers put their lives on the line every day to ensure that their patients are being taken care of. They are on the frontlines treating and doing the work necessary to sustain healthy communities. Having paid sick leave gives caregivers the option of taking time to process the demanding and essential work they have always been doing.

Earned paid sick leave can be used for many reasons. Some examples include using paid sick leave if a worker has fallen ill 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 their child's school or place of care closes due to a public health emergency.

Passing Senate Bill 20-205 is an essential first step in making sure that a new normal after this pandemic includes protecting our communities. One where families do not live in fear of poverty when they get sick and where we invest in creating healthier communities in Colorado.

This is a top priority for our organization, and we hope a top priority for this body of elected leaders.

Thank you for your time and consideration.

5/26/2020

Madame Chair, thank you so much for this opportunity to talk about the importance of this bill and the urgency of making this concept a reality in Colorado.

My name is Sandra Sherwood and I have been a homecare worker for over 40 years and a proud representative of working people, Service Employees International Union Local 105 and Colorado Care Workers Unite. Colorado Care Workers Unite is a women lead organization of frontline care workers building power and fighting everyday for better wages, working conditions and a real voice in our industry so that we can make sure all of our families are taken care of.

I left my house at 6:30am this morning and made the 3 hour trip from Penrose CO to Denver because my ability to voice health and safety concerns in the workplace is that important, not only to me but the clients I take care of everyday.

All workers know what happens when we shine a light on something the boss doesn't want people to know. We get punished. We get our hours cut. We get our shift changed. We get the hard assignment for the day. We get suspended from work without pay. And sometimes, we get fired. I don't know about you, but I can't go without a paycheck. My co-workers can't go with a paycheck. I need a job, I need to make money to support myself and my loved ones.

Workers need to be able to shed light on what is going on in their workplaces. Especially when it comes down to patient health. How do we protect those we care for and truly

deliver the best care, if we are too scared to address an issue that can potentially harm them? Should you be forced to make the decision between speaking up about a health issue in your workplace to keep people safe or keeping a job and putting food on the table and a roof over your head?

Should you be so scared and desperate to keep your job that you will keep your mouth shut even if you know that it might risk another person's life?

No, you shouldn't, no one should be faced with that choice. It's a false choice, one that shouldn't exist, and I shouldn't have to make.

All I want is some assurance that when I see something that I know could put me or your loved one at risk, I can say something.

I hope that you can all agree that is not too much to ask. I hope that you can all agree that protecting the lives of workers and the people they care for is something worth protecting.

Thank you for your time and I hope that you will think about what this really means to me, my family and the people I take care of when you make your decision to vote. I hope that you vote to empower workers to keep all of us safe.

I am writing to support this bill because when COVID19 first became an issue in March, I came down with respiratory symptoms and a fever. My employer checked my temperature as that was protocol and identified that I did have a fever of 100 degrees Fahrenheit. I was told to go ahead and work my 12 hr shift with an elderly client at an assisted living facility. I finished my shift and when I arrived at home my fever increased. The next morning I called into work due to being sick and was told my fever was still in the parameters of being able to go to work. I asserted myself and said I was calling off and going to the doctor. I was told by my employer to keep them updated on my condition, results and symptoms. The doctor tested me for COVID19, which my results came back negative 3 days later. I was diagnosed with the flu. When I called my employer to update them, they offered and paid me 4 HOURS of sick time and continued to use up my vacation time to pay me.

COVID19 or the flu is not a vacation. I shouldn't have to use my vacation time for an illness. When workers like me get sick, our elderly clients should not have to endure possibly getting sick themselves. Not having sick time puts a strain on myself because I have had to choose between going to work to pay my bills or get better. It is time health care workers get needed sick time pay so that they do not have to make this choice and possibly get the vulnerable population they take care of sick.

I have been a care provider for over 40 years and I still make minimum wage. Some say care providing is rewarding but that reward never comes from the employer, wages or benefits.

I have severe asthma and allergies. Since the COVID19 pandemic, my doctor has advised me to stay home and avoid exposure. I am currently unemployed and also worried about these benefits running out while the pandemic is still growing.

I need my legislators to enact legislation that would help care workers like myself. We need sick pay and worker protections. We are the “heroes” in this pandemic yet we are sent out on the frontlines unprepared and unprotected. Please extend benefits, address sick pay and help fight to get us care workers the protections we need in order to provide quality care.

Thank you members of the committee for your time. Please reach out to if you would like to further discuss my concerns.

Sandra Sherwood

81240

719-429-5557



June 10, 2020

RE: Healthy Families and Workplaces Act, SB 20-205  
Statement of Support from the Colorado Women's Bar Association

Having reviewed SB 20-205, the Colorado Women's Bar Association ("CWBA") strongly urges its passage.

One aspect of the CWBA's mission is to promote the interests of women in Colorado. Women disproportionately act as caregivers for ill family members, both children and adults, and are disproportionately affected by a lack of paid sick leave. Women are also disproportionately victims of domestic violence, sexual assault, and harassment, and this bill provides paid leave for employment absences related to those crimes.

The CWBA convened a committee of employment and family law attorneys to consider the bill's legal and policy implications. The Committee concluded that the bill is practicable and will offset the personal and financial hardships felt by employees who are crime victims, become ill themselves, or must care for ill family members. The timing of the bill's passage is crucial, as we are in the midst of a public health emergency that is likely to flare up again in a few short months, potentially shuttering schools and daycare facilities. Simply put, Coloradans need legal assurance that they both can manage their health and protect others from infection without going broke. This bill reasonably addresses that reality. Accordingly, the CWBA supports passage of the Healthy Families and Workplaces Act.

Sincerely,

A handwritten signature in black ink that reads "Miranda Hawkins". The signature is written in a cursive, flowing style.

Miranda Hawkins  
CWBA President 2020-21



Thank you Chair and members of the committee.

My name is Maggie Gómez, and I am the Deputy Director of Center for Health Progress. At Center for Health Progress, we believe that health care is a right. So, we fight for laws and policies that make it possible for everyone to take care of themselves and their families. Our statewide grassroots membership is predominately made up of people and immigrants who lack access to health insurance, paid family medical leave, and the ability to earn paid sick days. That is why we are submitting testimony in support of SB2-205, Healthy Families and Workplaces Act.

As the coronavirus spreads, it's never been more important to take care of all workers. The people least likely to have earned paid sick days are people in the agricultural and service industry: the people who care for our children and elders, those who harvest our food, and workers who provide superior hospitality services. It hurts all of us when we force them to work while sick. Every hardworking person should be able to earn paid sick days. It doesn't matter what your job is, or what industry you work in, everyone gets sick and needs to be able to take time off without risking their paycheck. Increasing access to paid sick days will directly control the spread of the current pandemic, which is good for workers and businesses alike. We polled our grassroots members across the state, and 90% of them do not have the ability to earn paid sick time. Here are their stories:

- This past January, David, who lives in Fort Morgan, became extremely sick with flu-like symptoms that he could not get rid of for nearly a month. He says, "I was never able to take time off to go see a doctor, let alone get time to rest and feel better, because when I let my manager know that I was sick and needed some time off he said 'No. You were probably out drinking and are probably hung over or something'. Just because I'm younger he assumed that I was lying, but I was really, really sick. I don't have insurance so I never went to the doctor to be seen. I basically had to push through for almost a month, just so I wouldn't be fired from my job. Paid sick leave is important for people like me and my coworkers, especially those some who have families and kids they need to take care of, but sometimes can't for fear of losing their job."
- Alisha, who lives in Pueblo, is a manager at the local Sonic drive-in and has two children. Even as a manager, she doesn't have paid sick leave and as a single mom, it's crucial for her to be able to take care of them when they get sick. She says, "I feel terribly guilty when my kids are sick and I have to leave them home alone so I can go to work. When I'm sick, I still come to work because I am the only income. House expenses and bills don't stop, and I will be written up if I try to call off sick. I cannot afford to lose pay or my job."

Colorado deserves a strong health care platform to ensure an equitable and inclusive recovery for those who are bearing the brunt of the COVID -19 pandemic. Paid sick days are health care, because it directly supports a person's



ability to seek care, access to treatment, and heal from disease and illness and not lose the wages they need to pay for medications, co-pays, and even rent. It is an obvious measure that is clearly needed to protect the health of the public, the Colorado workforce and the families of those workers, and can reduce the spread of illnesses such as COVID 19 to the Mumps. Center for Health Progress has concerns about amendments that have been introduced because we believe it will disenfranchise specific workers that would have otherwise had the opportunity to earn paid sick time. We have seen an outbreak of the [Mumps in Keystone](#) this year, and an outbreak of [COVID-19 in the San Luis Valley](#), no one who works part time, in seasonal jobs, or live in crowded employee housing should be left of out this earned benefit.

Passing critical, commonsense policies that protect all workers and public health allow businesses to reopen responsibly, and reduce the preventable spread of disease. SB20-205 is a good move in this direction, and it is with our support I ask you to vote in support of this bill. Thank you.

Maggie Gómez

Deputy Director- Center for Health Progress

# SUBMITTED WRITTEN TESTIMONY

**Committee** House Health & Insurance  
**Meeting Date** 06/10/2020 Upon Adjournment

<b>Registered</b>	<b>Bill Number</b>	<b>First Name</b>	<b>Last Name</b>	<b>Position on Bill</b>	<b>Representing</b>	<b>Status</b>	<b>Testifying</b>	<b>Text of Testimony</b>
6/9/2020 21:39	SB20-205	Adrienne Rae	Ash	For	Self	Open	Uploaded file	
6/9/2020 21:45	SB20-205	Alyssa	Miller	For	Self	Open	Uploaded file	
6/10/2020 12:20	SB20-205	Amie	Baca-Oehlert	For	Colorado Education Association	Open	Uploaded file	
6/10/2020 7:46	SB20-205	Andrea	Kuwik	For	Bell Policy Center	Open	Uploaded file	
6/10/2020 14:32	SB20-205	Andy	Jacob	For	SEIU Local 105 and Colorado Care Workers Unite	Open	Uploaded file	

Registered	Bill Number	First Name	Last Name	Position on Bill	Representing	Status	Testifying	Text of Testimony
6/9/2020 21:57	SB20-205	annie	sanders	For	Self	Open	Submitted text	<p>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.</p> <p>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 didnt 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.</p>
6/9/2020 21:26	SB20-205	Ashley	Christianson	For	Self	Open	Uploaded file	

Registered	Bill Number	First Name	Last Name	Position on Bill	Representing	Status	Testifying	Text of Testimony
6/9/2020 21:58	SB20-205	Berehanu	Ayele	For	Self	Open	Submitted text	<p>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.</p> <p>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.</p> <p>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.</p> <p>That is why I strongly support the bill. The impact of having healthy working people to the whole society is undeniably huge.</p> <p>I would be very happy if the bill will pass.</p>
6/9/2020 21:50	SB20-205	Chaer	Robert	For	Colo Center on Law and Policy	Open	Uploaded file	
6/9/2020 22:01	SB20-205	Daniel	Agbeti	For	Self	Open	Submitted text	<p>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.</p> <p>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.</p> <p>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.</p>

Registered	Bill Number	First Name	Last Name	Position on Bill	Representing	Status	Testifying	Text of Testimony
6/9/2020 21:32	SB20-205	dominique	jackson	For	Self	Open	Uploaded file	
6/10/2020 15:59	SB20-205	Eric	Bergman	Against	Colorado Counties, Inc.	Open	Submitted text	Madam Chair and Committee members: Good afternoon. Colorado Counties, Inc. is opposed to SB 205 (Sick Leave for Employees). Counties provide excellent benefits to their full time employees, but also have a number of seasonal and temporary employees who do not always earn the same level of benefits. Many local governments are in the process of furloughing employees right now due to severe revenue loss from the COVID shut-down. Now is not the time to be placing additional costs on employers around the state. We should be striving for solutions that aid both workers AND business owners as we try and jumpstart this economy and put Coloradoans back to work. Thank you for your time and consideration and hang in there during the rollercoaster ride that the next three days will surely bring! - Eric
6/10/2020 8:53	SB20-205	Jennifer	Eyl	For	Project Safeguard	Open	Submitted text	<p>Dear Committee Member,</p> <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. I am writing to today to ask for your support of SB 20-205, which creates the “Healthy Families and Workplaces Act.”</p> <p>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.</p> <p>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.</p> <p>I urge you to vote yes on SB 205.</p> <p>Jennifer Eyl</p>

Registered	Bill Number	First Name	Last Name	Position on Bill	Representing	Status	Testifying	Text of Testimony
6/10/2020 10:41	SB20-205	Jennifer	Streifel	For	Self	Open	Submitted text	I have been an employee for king soopers for 25 years where a work while sick culture is the normal it has become the normal because most retail employees live paycheck to paycheck and are bullied into coming to work while sick. Paid sick time would give employees the comfort to be able to stay home and not have to worry about paying there rent or putting food on there table. Passing this bill would also help stop the spread of many illnesses which is very important especially during this pandemic.
6/9/2020 21:33	SB20-205	Julio	Unknown	For	Self	Open	Uploaded file	
6/9/2020 21:46	SB20-205	K	Anonymous	For	Self	Open	Uploaded file	
6/10/2020 9:52	SB20-205	Karla	Gonzales Garcia	Neutral	Colorado Organization for Latina Opportunity and Reproductive Rights	Open	Uploaded file	Paid Sick Days
6/10/2020 14:17	SB20-205	Kevin	Abels	For	UNITE HERE Local 23	Open	Submitted text	<p>My name is Kevin Abels. I am the Denver Chapter President of UNITE HERE Local 23, the hospitality workers union. We represent 2,000 hotel, food service and airport workers in metro Denver. Our members are at high risk for contracting COVID-19 at work. Some of our members work in restaurants; there customers cannot wear masks while eating and drinking.</p> <p>Half of our members are seasonal concessions workers at sports stadiums and event centers. Currently these workers have no paid sick leave. These cooks and bartenders work just as hard as their non-seasonal counterparts. They too deserve to earn paid sick in accordance with their hours worked. Please pass a bill that provides all workers in Colorado with this much needed benefit.</p>
6/9/2020 20:57	SB20-205	Kris	Garcia	For	Self	Open	Uploaded file	
6/9/2020 21:28	SB20-205	Liam	Buschel	For	Self	Open	Uploaded file	

Registered	Bill Number	First Name	Last Name	Position on Bill	Representing	Status	Testifying	Text of Testimony
6/10/2020 11:38	SB20-205	Lorna	Sexton	For	Self	Open	Submitted text	<p>To whom it may concern,</p> <p>I support paid sick leave for many reasons, but the biggest reasons are because I am a mother, a cancer patient, and a retail worker.</p> <p>Like many people, I have children and have had to make the choice: send my kids to school sick, or miss a days pay and stay home with my child. I hate to admit that I usually choose to work and hope that my child can last the day at school. I, like many people, simply can not afford to miss even 1 day of pay. If we had paid sick leave, I wouldn't have to make that choice. I could care for my child.</p> <p>I'm also immunocompromised. I have cancer and am at higher risk of getting sick. Covid-19 has made this even more apparent. I am entirely dependent on herd immunity to help keep me alive and when people come into work sick, I am compromised. If we had paid sick leave, my coworkers could help protect me by staying home when sick.</p> <p>Paid sick leave is important and our current system isn't working.</p> <p>Thank you, Lorna Sexton</p>
6/10/2020 9:41	SB20-205	Louise	Myrland	For	The Women's Foundation of Colorado	Open	Uploaded file	
6/10/2020 8:37	SB20-205	Lydia	Waligorski	For	Self	Open	Submitted text	<p>Please allow me to submit testimony from a survivor of domestic violence who wishes to use limited personal info for her safety:</p> <p>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.</p> <p>Respectfully, Megan</p>

Registered	Bill Number	First Name	Last Name	Position on Bill	Representing	Status	Testifying	Text of Testimony
6/10/2020 9:08	SB20-205	Lydia	Waligorski	For	Violence Free Colorado	Open	Submitted text	<p>Violence Free Colorado strongly supports SB 205 and the inclusion of paid safe days for survivors of domestic violence and sexual assault.</p> <p>60% of domestic violence survivors lose their jobs as a direct result of experiencing abuse. A few earned paid safe days can make the difference between job loss and staying employed and keeping an income for themselves at critical times.</p> <p>These common sense economic supports make the difference for survivors in their ability to achieve and more importantly maintain safety for themselves and their families.</p> <p>Please support SB 205.</p> <p>Thank you, Lydia</p>
6/9/2020 22:03	SB20-205	Md	Wahiduzzaman	For	Self	Open	Submitted text	<p>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.</p>
6/10/2020 14:58	SB20-205	Meagan	Moodie	For	Colorado Women's Bar Association	Open	Uploaded file	

Registered	Bill Number	First Name	Last Name	Position on Bill	Representing	Status	Testifying	Text of Testimony
6/9/2020 22:02	SB20-205	Mintesinot	Mamo	For	Self	Open	Submitted text	<p>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.</p> <p>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.</p> <p>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.</p> <p>Thank you very much</p>

Registered	Bill Number	First Name	Last Name	Position on Bill	Representing	Status	Testifying	Text of Testimony
6/10/2020 8:45	SB20-205	moe	keller	For	mental health colorado	Open	Submitted text	<p>Dear Legislators,</p> <p>Mental Health Colorado urges you to support SB205. We strongly support this bill, which will allow employees to take paid sick time off for their own health needs or the needs of someone they care for.</p> <p>How is someone expected to make ends meet when being sick means not getting paid?</p> <p>When we think about a community that strives to identify as healthy, we must acknowledge that we are living in a society where many working people take a loss when they take time off for health reasons. There is something inherently unhealthy about making Coloradans choose between paying their bills and caring for an illness.</p> <p>Healthier minds for all Coloradans are a standard that's good for everyone. Guaranteeing all employees a minimum of 48 hours of paid sick leave is good for the economy and the community, as paid sick days increase productivity, improve employee retention rates, and alleviate consumer distress.</p> <p>Employers who provide paid sick leave appropriately compensate the humans who are indispensable to the success of their businesses, rather than treating those humans as disposable—being more humane humans is an important element of an employer's mental health. Choosing profit over humanity makes us ill as a state and nation. And consumers prefer to support humane and equitable businesses...it's trending! Paid sick leave for mental health is as important as other physical health concerns and a sound return on investment to ensure overall employee health and cost reduction.</p> <p>Mental Health Colorado strongly supports SB205, which will improve wellness in aging, provide support for Colorado's families, and create healthier minds across the lifespan.</p> <p>Sincerely, Moe Keller Mental Health Colorado 303-478-6757</p>
6/10/2020 8:42	SB20-205	Morgan	Royal	For	New Era Colorado	Open	Uploaded file	
6/10/2020 12:40	SB20-205	Rachel	Ellis	For	Colorado Plaintiff Employment Lawyers Association	Open	Uploaded file	

Registered	Bill Number	First Name	Last Name	Position on Bill	Representing	Status	Testifying	Text of Testimony
6/9/2020 21:42	SB20-205	Robel	Worku	For	Colorado Peoples Alliance	Open	Uploaded file	
6/10/2020 12:13	SB20-205	Rueben Tim	Marinez	For	Self	Open	Submitted text	<p>My name is Rueben Tim Martinez and I am a grocery store worker and member of UFCW Local 7.</p> <p>As an essential worker working in stores all day, we then go home to our families. If we get sick some of us have sick leave to fall back on, but for some of us it is not enough if you really get sick. With the threat of Covid -19, most of the workers need additional sick time.</p> <p>We would like to request additional sick time allocated to these essential workers when needed. We work hard and put our health on the line for our customers, but if we get sick and we don't have enough sick time, we will need more hours to cover us. "</p>
6/9/2020 22:00	SB20-205	Sammie	Johnson	For	Self	Open	Submitted text	<p>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.</p> <p>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.</p>

Registered	Bill Number	First Name	Last Name	Position on Bill	Representing	Status	Testifying	Text of Testimony
6/9/2020 21:59	SB20-205	Tseganesh	Engedashet	For	Self	Open	Submitted text	<p>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.</p> <p>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.</p> <p>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.</p>
6/10/2020 9:44	SB20-205	TYSON	KEHM	For	Self	Open	Submitted text	<p>I BELIEVE THAT PAID SICK LEAVE IS VERY IMPORTANT BECAUSE COMPANYS ARE BULLYING EMPLOYEES TO COME IN TO WORK SICK AND I AM AN EMPLOYEE THAT CAN NOT AFFORD TO CALL IN BECAUSE I DO NOT HAVE ANY SICK TIME AND IF YOU ARE SICK YOU SHOULD STAT AT HOME SO YOU DONT GET ANYONE ELSE SICK BUT THE COMPANY I WORK FOR FROWNS APON IF THIER EMPLOYEES CALL IN SICK AND THEY RETALIATE IF YOU ARE TO CALL IN SICK DURING THIS PANDEMIC THE COMPANY THAT I WORK FOR WAS STILL HAVING EMPLOYEES LIKE MY SELF TO REPORT TO WORK WHILE SICK I BELIEVE IF YOU WERE TO GET PAID SICK LEAVE IT WOULD HELP WITH A LOT OF ILLNESSES THAT ARE OUT IN THE WORLD.</p> <p>I DO NOT BELIEVE THAT HAVING SICK EMPLOYEES REPORTING TO WORK BECAUSE THEY DIDNT HAVE MONEY TO TAKE THE TIME OFF AND HAVING THE EMPLOYER TO BULLY AND BE LITTLE HARD WORKERS BECAUSE NOW THE COMPANY THAT DEALS WITH FOOD IN THE GROCERY STORE IS SHORT HANDED AND THEY WOULD RATHER HAVE EMPLOYEES WORKING WHILE SICK AND INSTEAD OF GETTING BETTER AND NOT RISKING GETTING OTHER FRONT LINE WORKERS SICK.</p> <p>I AM A FRONT LINE WORKER AND WHEN I BECOME SICK IT HAVE TO EITHER CHOOSE TO PUT FOOD ON THE TABLE BECAUSE I CANT AFFORD TO CALL OUT SICK OR CALL OUT SICK AND IT WOULD BE WITHOUT PAY AND NOT BEING ABLE TO PUT FOOD ON THE TABLE FOR ME AND MY FAMILY THAT IS WHY PAID SICK LEAVE IS VERY IMPORTANT TO ME.</p>

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6/9/2020 21:51	SB20-205	William	Mundo	For	Self	Open	Uploaded file	
6/9/2020 21:54	SB20-205	Yvonne	Charlesworth	For	Self	Open	Uploaded file	