

Committee Report

REGULAR CALENDAR

February 17, 2021

HOUSE OF REPRESENTATIVES

REPORT OF COMMITTEE

The Majority of the Committee on Labor, Industrial and Rehabilitative Services to which was referred HB 590-FN,

AN ACT relative to paid sick time. Having considered the same, report the same with the following resolution: RESOLVED, that it is INEXPEDIENT TO LEGISLATE.

Rep. Leonard Turcotte

FOR THE MAJORITY OF THE COMMITTEE

**MAJORITY
COMMITTEE REPORT**

Committee:	Labor, Industrial and Rehabilitative Services
Bill Number:	HB 590-FN
Title:	relative to paid sick time.
Date:	February 17, 2021
Consent Calendar:	REGULAR
Recommendation:	INEXPEDIENT TO LEGISLATE

STATEMENT OF INTENT

This bill would mandate each and every employer provide paid sick time to each and every employee. Currently, the majority of employers in our state already provide either paid sick time or a personal day/sick time "bank" as an added benefit or incentive to retain employees. Just as an employee's pay is determined by agreement between the employer and employee, perks and benefits should also be between the two parties and not a mandate instituted by bureaucrats. The bill adds a voluminous number of ancillary and unrelated provisions to the point that the legislation becomes similar in scope and more analogous to a paid Family Medical Leave program, a program this House has rejected numerous times. Business leaders and business associations who testified unanimously reject this legislation. Their universal statement was "do not dictate and mandate universal and 'one-size-fits-all policies' to business owners. Allow us, those who know are businesses, to run our businesses."

Vote 11-9.

Rep. Leonard Turcotte
FOR THE MAJORITY

Original: House Clerk
Cc: Committee Bill File

REGULAR CALENDAR

Labor, Industrial and Rehabilitative Services

HB 590-FN, relative to paid sick time. **MAJORITY: INEXPEDIENT TO LEGISLATE.**
MINORITY: OUGHT TO PASS.

Rep. Leonard Turcotte for the **Majority** of Labor, Industrial and Rehabilitative Services. This bill would mandate each and every employer provide paid sick time to each and every employee. Currently, the majority of employers in our state already provide either paid sick time or a personal day/sick time "bank" as an added benefit or incentive to retain employees. Just as an employee's pay is determined by agreement between the employer and employee, perks and benefits should also be between the two parties and not a mandate instituted by bureaucrats. The bill adds a voluminous number of ancillary and unrelated provisions to the point that the legislation becomes similar in scope and more analogous to a paid Family Medical Leave program, a program this House has rejected numerous times. Business leaders and business associations who testified unanimously reject this legislation. Their universal statement was "do not dictate and mandate universal and 'one-size-fits-all policies' to business owners. Allow us, those who know are businesses, to run our businesses." **Vote 11-9.**

Original: House Clerk

Cc: Committee Bill File

REGULAR CALENDAR

February 17, 2021

HOUSE OF REPRESENTATIVES

REPORT OF COMMITTEE

The Minority of the Committee on Labor, Industrial and Rehabilitative Services to which was referred HB 590-FN,

AN ACT relative to paid sick time. Having considered the same, and being unable to agree with the Majority, report with the recommendation that the bill OUGHT TO PASS.

Rep. Joshua Adjutant

FOR THE MINORITY OF THE COMMITTEE

**MINORITY
COMMITTEE REPORT**

Committee:	Labor, Industrial and Rehabilitative Services
Bill Number:	HB 590-FN
Title:	relative to paid sick time.
Date:	February 17, 2021
Consent Calendar:	REGULAR
Recommendation:	OUGHT TO PASS

STATEMENT OF INTENT

The minority on the committee is disappointed that on the same day Governor Sununu promised more in tax breaks to businesses in the state of New Hampshire, the majority of the committee decided that low-wage workers who have been showing up for work during the COVID-19 crisis do not deserve the most basic paid sick leave protection. The minority of the committee recognizes that while some companies already provide a paid sick leave program for their employees, many low-wage employees don't have those basic benefits, and the minority believes that this bill is asking employers to provide a very reasonable and affordable benefit.

Rep. Joshua Adjutant
FOR THE MINORITY

Original: House Clerk
Cc: Committee Bill File

REGULAR CALENDAR

Labor, Industrial and Rehabilitative Services

HB 590-FN, relative to paid sick time. **OUGHT TO PASS.**

Rep. Joshua Adjutant for the **Minority** of Labor, Industrial and Rehabilitative Services. The minority on the committee is disappointed that on the same day Governor Sununu promised more in tax breaks to businesses in the state of New Hampshire, the majority of the committee decided that low-wage workers who have been showing up for work during the COVID-19 crisis do not deserve the most basic paid sick leave protection. The minority of the committee recognizes that while some companies already provide a paid sick leave program for their employees, many low-wage employees don't have those basic benefits, and the minority believes that this bill is asking employers to provide a very reasonable and affordable benefit.

Original: House Clerk

Cc: Committee Bill File

Voting Sheets

HOUSE COMMITTEE ON LABOR, INDUSTRIAL AND REHABILITATIVE SERVICES

EXECUTIVE SESSION on

BILL TITLE: HB 590 relative to paid sick time

DATE: 2/11/21

LOB ROOM:

MOTION: (Please check one box)

- OTP
- ITL
- Retain (1st year)
- Adoption of Amendment # _____
- Interim Study (2nd year) (if offered)

Moved by Rep. Turcotte Seconded by Rep. Hough Vote: 11-9

MOTION: (Please check one box)

- OTP
- OTP/A
- ITL
- Retain (1st year)
- Adoption of Amendment # _____
- Interim Study (2nd year) (if offered)

Moved by Rep. _____ Seconded by Rep. _____ Vote: _____

MOTION: (Please check one box)

- OTP
- OTP/A
- ITL
- Retain (1st year)
- Adoption of Amendment # _____
- Interim Study (2nd year) (if offered)

Moved by Rep. _____ Seconded by Rep. _____ Vote: _____

MOTION: (Please check one box)

- OTP
- OTP/A
- ITL
- Retain (1st year)
- Adoption of Amendment # _____
- Interim Study (2nd year) (if offered)

Moved by Rep. _____ Seconded by Rep. _____ Vote: _____

CONSENT CALENDAR: _____ YES NO

Minority Report? Yes _____ No If yes, author, Rep: Adjutant Motion _____

Respectfully submitted: [Signature]
Rep Jonathan Mackie, Clerk



2021 SESSION

Labor, Industrial and Rehabilitative Services

Bill #: ^{HB} 590 Motion: ITL AM #: _____ Exec Session Date: 2/11/21

<u>Members</u>	<u>YEAS</u>	<u>Nays</u>	<u>NV</u>
Infantine, William J. Chairman	11		
Seaworth, Brian Vice Chairman	1		
Avellani, Lino M. <i>Melvin</i>	9		
Callum, John M.	2		
Mackie, Jonathan D. Clerk	3		
Nunez, Hershel	4		
Warden, Mark	5		
Turcotte, Leonard P.	6		
Prout, Andrew J. <i>Torosian</i>	10		
Boyd, Stephen E.	7		
Hough, Gregg	8		
Sullivan, Brian M.		1	
Soucy, Timothy A.		2	
Baroody, Benjamin C.		3	
Cahill, Michael D.		4	
DiSilvestro, Linda A.		5	
Schmidt, Janice E.		6	
Toomey, Dan		7	
Bouchard, Donald J.		8	
Adjutant, Joshua		9	
TOTAL VOTE:	11	9	

Public Hearing

HOUSE COMMITTEE ON LABOR, INDUSTRIAL AND REHABILITATIVE SERVICES

PUBLIC HEARING ON

BILL TITLE: HB 590-FN relative to paid sick time

DATE: 2/4/21

ROOM: **Time Public Hearing Called to Order: 10:44**

Time Adjourned: 12:59

(members high-lighted in red were absent)

Committee Members: Reps. Infantine, Seaworth, Mackie, Avellani, Callum, Nunez, Warden, Turcotte, **Prout**, Boyd, Hough, Sullivan, Soucy, Baroody, Cahill, DiSilvestro, J. Schmidt, Toomey, Bouchard and Adjutant

Bill Sponsors: Rep. Wallner, Rep. Altschiller, Rep. Wazir, Rep K. Murray, Rep. Schultz, Sen. Rosenwald, Sen. Whitley

TESTIMONY

*Use asterisk if written testimony and/or amendments are submitted.

Rep Wallner introduced HB 590. This bill would require employers to give employees paid sick days. They would accrue 1 hour for every 30 hours worked. Workers would be protected from retaliation for using sick days. This bill would mean employees would no longer have to choose between taking care of their health and going to work.

Q Rep Bouchard- How will this bill benefit small business

A Sick people coming to work would get other employees sick. With this they wouldn't have to come to work sick.

Rep. Hough- What this do for self-employed people?

A It doesn't affect them.

Rep. Altschiller testified in favor of the bill. This also provides protection for employees who take time off because of abuse or sexual assault from having to give any details as to their situation to their employer. This would be a substantial benefit for the victim. They need this time and shouldn't have to choose between a paycheck and getting help.

Q Rep. Infantine- How does an employee tell their employer they have this situation without giving details?

A This is earned time off. They don't have to give reasons. They may give some reasons, but they don't have to give details.

Rep Schultz testified in support of the bill. Imagine going to a restaurant and being served by someone who is sick, or to the grocery store? These are the types of employees who currently often don't get paid sick days so they work sick. About 30% of workers do not currently get paid sick days.

*Rep. Wazir testified in favor of the bill and submitted written testimony.

Ted Jankowsky testified in favor of this bill. He worked somewhere that had high turnover. He asked employees why they left. 30% said it was because didn't have paid sick leave.

Deborah Nelson testified in favor of the bill. She said that when she had a serious back injury she was fortunate that she had paid sick time, but many people are not that fortunate.

Val Zanchuk testified against the bill. His company gives employees paid time off, but he does not believe the government should be dictating how to implement and how to manage the policy.

Q Rep Cahill- You think this is a good idea, but you don't think it should be required. Why?

A This bill is too specific and would not work for some businesses. Companies need more flexibility in how to implement it.

Q Rep. Adjutant- What do you think is a reasonable number of sick days per year.

A We used to give 3 per year. Now we just give paid time off. We add vacation days and sick days together and employees have those total combined days to use however they want.

Q Looks like this would give employees 8.5 days per year Is this reasonable?

A I did the math and it seems more like 12. Higher than we did. Might work for some.

*Paula Garvey testified in favor of the bill and submitted written testimony.

Gary Abbot testified against the bill. He is from Associated General Contractors of NH. We support the individual companies having the choice of what benefits to offer.

*Jennifer Frizzel of NH women's foundation testified in support of the bill. Women are carrying a disproportionate amount of the burden through the covid pandemic. Women are more likely to be in low paid jobs that do not offer sick days.

David Juvet of the BIA testified against the bill. Many companies are barely surviving now. This could put them out of business.

Rep Cahill- I recognize things are tough for businesses, but they are for workers also. Maybe they shouldn't be in business if they can't provide sick days for their workers.

A This could be what puts them over the edge.

Q Rep. Adjutant- This would cost the average business about \$700. Is that really enough to put them out of business?

A I can't speak as to exact numbers, but it could be just enough

Q Rep. Avellani- Can you expand more on the difficulties faced by the hospitality industry?

A The pressure is coming from two places. Difficult and expensive regulations while also having less customers.

Q Cahill. This bill would not take effect for a while. Things will be better by then, agree?

A I'm not necessarily that optimistic.

Raye Ellen Douville testified in favor of the bill. With a child having a chronic illness it is difficult without paid sick days.

*Amy Brady testified in favor of the bill. With two children with chronic illnesses it is difficult to take them to appointments, even with some sick days, and still be able to take time off to take care of oneself.

Sheila Oranch Testified in favor of the bill. This bill is a good starting point for NH to create a family friendly economy. I have had the experience of a teenager having with mental illness and being given the choice of caring for him or working. I had to quit my job.

Mark McMurphy testified in favor of this bill. This would be easy for employers to handle. Paid sick time is cheaper than having a high turnover rate.

Adjutant clarified that On a 2080 work year accumulation would be about 70 hours.

*Doctor Randy Hayes testified in favor of the bill. He submitted written testimony. People will often put off care because they don't want to miss work.

*Molly Lund Owen testified in favor of the bill. She submitted written testimony.

Rosie Garvey testified in favor of the bill. I have 2 chronic illnesses. I was hospitalized 3 times this year. I have to choose between working and taking care of myself.

*Kristin Smith testified in favor of the bill. She submitted written testimony.

Dr. Atty Moriarty testified in favor of the bill. The pandemic has shown us many disparities in the country. Lack of sick days for many low wage workers is one of them

Amanda Sears from the Campaign for a family friendly economy testified in favor of the bill. The people who are most likely to need sick days are those who are least likely to have it.

Jonathan Wineburg testified in favor of this bill. With our aging population, we need to make the state more welcoming to workers. This would be a good step.

Not speaking, but submitting testimony in favor of the bill were:

Belynda Cianci

Alex Owen

Peter Brogowski

William Thomas

Jake Berry representing New Futures

Nicole Fordey

Arnie Alpert

Jennifer Wolfe-Hagstrom

Lyn S. Lindpaintner

Jennifer Savoy

Laura White

Jackie Balch

Barbara Southard

Jonathan Weinberg

Not speaking, but submitting testimony in opposition to the bill were:

Nancy Kyle representing the NH Retail Association

Dan McGuire

House Remote Testify

Labor, Industrial and Rehabilitative Services Committee Testify List for Bill HB590 on 2021-02-04

Support: 275 Oppose: 31 Neutral: 1 Total to Testify: 28

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<u>Name</u>	<u>City, State</u> <u>Email Address</u>	<u>Title</u>	<u>Representing</u>	<u>Position</u>	<u>Testifying</u>	<u>Non-Germane</u>	<u>Signed Up</u>
Jankowski, Ted	thaddeusjj@gmail.com	A Member of the Public	Myself	Support	Yes (6m)	No	2/2/2021 2:08 PM
Nelson, Deborah	dbaconnelson@gmail.com	A Member of the Public	Myself	Support	Yes (5m)	No	2/1/2021 12:00 PM
Nelson, Deb	dbaconnelson@gmail.com	A Member of the Public	Myself	Support	Yes (5m)	No	2/1/2021 11:59 AM
Zanchuk, Val	vzanchuk@graphicast.com	A Member of the Public	Graphicast, Inc.	Oppose	Yes (5m)	No	2/3/2021 1:10 PM
Garvey, Rosie	rosie.garvey@comcast.net	A Member of the Public	Myself	Support	Yes (5m)	No	2/3/2021 7:29 PM
Duncan, Sheena	sheenaduncan2107@gmail.com	A Member of the Public	Myself	Support	Yes (4m)	No	2/4/2021 10:12 AM
Juvet, David	djuvet@biaofnh.com	A Lobbyist	Business & Industry Association (BIA)	Oppose	Yes (3m)	No	2/4/2021 8:21 AM
Altschiller, Debra	debra.altschiller@leg.state.nh.us	An Elected Official	Stratham, Rockingham 19	Support	Yes (3m)	No	2/3/2021 9:58 PM
Abbott, Gary	gabbott@agcnh.org	A Lobbyist	Associated General Contractors of NH	Oppose	Yes (3m)	No	2/3/2021 9:00 PM
Frizzell, Jennifer	jennifer@nhwomensfoundation.org	A Lobbyist	New Hampshire Women's Foundation	Support	Yes (3m)	No	2/4/2021 8:14 AM
Iwaskiewicz, Joel	joel.iwaskiewicz@gmail.com	A Member of the Public	Myself	Support	Yes (2m)	No	2/3/2021 8:11 PM
Sears, Amanda	amanda@familyfriendlyeconomy.org	A Lobbyist	Campaign for a Family Friendly Economy	Support	Yes (2m)	No	2/4/2021 8:54 AM
Weinberg, Jonathan	voteweinberg@gmail.com	An Elected Official	Myself	Support	Yes (2m)	No	2/4/2021 8:52 AM
Schultz, Kris	Kris.schultz@leg.state.nh.us	An Elected Official	State Rep Merrimack 18, Concord Ward 9	Support	Yes (2m)	No	2/3/2021 7:01 PM
Douville, Raye Ellen	rayellen@outlook.com	A Member of the Public	Myself	Support	Yes (2m)	No	2/3/2021 6:24 PM
Brady, Amy		A Member of the Public	Myself	Support	Yes (2m)	No	2/3/2021 6:27 PM

	bethamy30@gmail.com	Public					
Kilcoyne, MK	mary.mk17@yahoo.com	A Member of the Public	Myself	Support	Yes (2m)	No	2/3/2021 7:12 PM
Oranch, Sheila	sheila@coppertoppe.com	A Member of the Public	Myself	Support	Yes (2m)	No	2/3/2021 12:12 PM
McMurphy, Marc	marcm@whitebirchcc.org	A Member of the Public	Myself	Support	Yes (2m)	No	2/3/2021 1:51 PM
Wazir, Safiya	s.wazir@leg.state.nh.us	An Elected Official	My Constituents	Support	Yes (2m)	No	2/3/2021 9:57 AM
Hayes MD (ret.), Randy	rcompostr@gmail.com	A Member of the Public	New Hampshire Medical Society	Support	Yes (2m)	No	2/2/2021 9:15 PM
Thayer, Lauren	lthayer387@gmail.com	A Member of the Public	Myself	Support	Yes (1m)	No	2/4/2021 8:29 AM
Fuentes, Sebastian	sebaspapi01@gmail.com	A Member of the Public	Myself	Support	Yes (1m)	No	2/4/2021 10:23 AM
Craighead, Christie	NHCraighead@aol.com	A Member of the Public	Myself	Support	Yes (0m)	No	2/4/2021 9:49 AM
Ladmer, Susan	susanladmer@gmail.com	A Member of the Public	Myself	Support	Yes (0m)	No	2/3/2021 7:19 PM
Lunn Owen, Molly	molly.lunn.owen@gmail.com	A Member of the Public	Myself	Support	Yes (0m)	No	1/29/2021 7:52 AM
Wallner, Mary Jane	Mjwallnernh@gmail.com	An Elected Official	Merrimack district 10	Support	Yes (0m)	No	1/27/2021 6:32 PM
Garvey, Paula	pgarvey10@gmail.com	A Member of the Public	Myself	Support	Yes (0m)	No	2/3/2021 7:26 PM
Lewandowski, Jean	jlewando@hotmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 7:31 PM
McNamee, Brigid	brigidmcnamee@yahoo.com	A Member of the Public	Myself	Support	No	No	2/3/2021 7:43 PM
Lucy, Crichton	Lucycrichton@comcast.net	A Member of the Public	Myself	Support	No	No	2/3/2021 7:44 PM
Lamphier, Regan	ReganBurkeLamphier@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 7:48 PM
Vallone, Mark	nhatlasman@comcast.net	A Member of the Public	Myself	Support	No	No	2/3/2021 7:52 PM
FRIEDRICH, ED	erfriedrich@yahoo.com	A Member of the Public	Myself	Support	No	No	2/3/2021 7:59 PM
Gillis, Kim	kgillis@live.com	A Member of the Public	Myself	Support	No	No	2/3/2021 7:13 PM
Mott-Smith, Wiltrud	wmottsm@worldpath.net	A Member of the Public	Myself	Support	No	No	2/3/2021 7:15 PM
Brennan, Nancy	burningnan14@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 7:17 PM
Barry, Curtis	curtis@barrygr.com	A Lobbyist	NH Retail Association (testimony submitted by email)	Oppose	No	No	2/3/2021 6:41 PM

Rich, Martha	Martha.rich@thet.net	A Member of the Public	Myself	Support	No	No	2/3/2021 6:47 PM
Hamer, Gary	grhamer@aol.com	A Member of the Public	Myself	Support	No	No	2/3/2021 7:02 PM
Hurley, John	jrhurjd@aol.com	A Member of the Public	Myself	Support	No	No	2/3/2021 6:56 PM
Ehlers, Eileen	Eileensdesk@aol.com	A Member of the Public	Myself	Support	No	No	2/3/2021 6:58 PM
Lindpaintner, Lyn	Lynlin@bluewin.ch	A Member of the Public	Myself	Support	No	No	1/28/2021 10:48 AM
Rapier, Forrest	forrest@familyfriendlyeconomy.org	A Member of the Public	Myself	Support	No	No	1/28/2021 5:24 PM
Torpey, Jeanne	jtorp51@comcast.net	A Member of the Public	Myself	Support	No	No	2/1/2021 11:37 AM
Labranche, Tony	tony.labranche.public@gmail.com	An Elected Official	Myself	Support	No	No	2/3/2021 12:14 PM
Blanchard, Sandra	sandyblanchard3@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 12:33 PM
Eaton, Rachelle	rachelle.eaton@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 12:45 PM
Termini, Marcella	marcellatermini@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 12:46 PM
Voelcker, Elsa	elsavoelcker1@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 12:59 PM
Wilke, Mary	wilke.mary@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 1:04 PM
Joyce, Brittney	brittneybjoyce@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 1:18 PM
Southard, Barbara	barbsouthard@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 1:18 PM
Green, Zachary	zachary.zalman@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 1:21 PM
Kelley, John	johnkelley85.jk@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 1:22 PM
Holt-Shannon, Michele	holtshannonfamily@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 1:23 PM
Veasey, Michelle	michelle@nhbsr.org	A Member of the Public	NH Businesses for Social Responsibility	Support	No	No	2/3/2021 1:34 PM
Dahl, Dana	danaldahl@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 1:40 PM
Campbell, Karolyn	kkcampbell43@yahoo.com	A Member of the Public	Myself	Support	No	No	2/3/2021 1:43 PM
Brogowski, Peter	Pbrogowski@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 1:46 PM

Whitley, Becky	rebeccawhitleynh@gmail.com	An Elected Official	Myself	Support	No	No	2/3/2021 1:50 PM
Cameron, Bernadette	breiscam@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 1:51 PM
MacKenzie, Rebecca	reb178@myfairpoint.net	A Member of the Public	Myself	Support	No	No	2/3/2021 2:06 PM
Gordon, Samantha	Samantha.am.gordon@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 2:15 PM
Boyle, Carol	cbssa77@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 2:26 PM
Katusiime, Viola	violakat@granitestateorganizing.org	A Lobbyist	Granite State Organizing Project	Support	No	No	2/3/2021 2:26 PM
Eaton, Sharon	Sharon.eaton@unh.edu	A Member of the Public	Myself	Support	No	No	2/3/2021 5:15 PM
Mikhailov, Gwendolyn	Mikhailov@comcast.net	A Member of the Public	Myself	Support	No	No	2/3/2021 5:15 PM
DeJoie, John	jdejoie@karnerbbluestrategies.com	A Lobbyist	National Association of Social Workers - NH Chapter	Support	No	No	2/3/2021 2:58 PM
Warner, Garvin	garvo@comcast.net	A Member of the Public	Myself	Support	No	No	2/3/2021 3:03 PM
Simpson, Alexis	Alexis.simpson@leg.state.nh.us	An Elected Official	Myself	Support	No	No	2/3/2021 3:08 PM
Jones, Gisela	gisela1142@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 3:09 PM
Cahill, kathy	kathyhigginscahill@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 3:25 PM
Leonard, Ellin	ellinleonard@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 3:31 PM
sampath, barbara	bsampath1945@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 3:39 PM
Minihan, Jeremiah	Jeremiah.minihan@gmail.com	A Member of the Public	Myself	Oppose	No	No	2/3/2021 3:41 PM
Lynch, Laura	Lynch.lauranh@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 4:19 PM
Affeldt, Rosemary	rosemary.affeldt@comcast.net	A Member of the Public	Myself	Support	No	No	2/3/2021 4:20 PM
Lynch, Ken	Laurankensplace@hotmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 4:20 PM
Bjork, Arthur	a.bjork@comcast.net	A Member of the Public	Myself	Support	No	No	2/3/2021 4:34 PM
alpert, arnie	aalpertnh@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 4:47 PM
Cevasco, Karin	Karin.Cevasco@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 4:49 PM
Brickett, Jane	silofarm@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 4:51 PM

KOEPPEN, KATJA	katja.koeppen@dartmouth.edu	Public A Member of the Public	Myself	Support	No	No	2/3/2021 5:06 PM
Flockhart, Eileen	hartflock@comcast.net	A Member of the Public	Myself as a former Representative	Support	No	No	2/3/2021 9:19 PM
M, Sandra	S-l-robinson@hotmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 9:22 PM
Gugliucci, Nicole	nicoleegugliucci@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 5:23 PM
Nedeau, Kelly	kelweb_kelly@hotmail.com	A Member of the Public	Myself	Oppose	No	No	2/3/2021 5:25 PM
Wolfe-Hagstrom, Jennifer	jkyleewolfe@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 5:43 PM
Monsein, Marilyn	msquared3@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 5:46 PM
Parmele, Victoria	victoria.willow7@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 6:05 PM
Breton, Carolyn	cb071501@aol.com	A Member of the Public	Myself	Support	No	No	2/3/2021 6:07 PM
Twitchell, Jane	woodstockgirl@comcast.net	A Member of the Public	Myself	Support	No	No	2/3/2021 6:18 PM
Owen, Archibald	aaowenv@gmail.com	A Member of the Public	Myself	Support	No	No	1/29/2021 7:53 AM
Smith-Lopez, Maria	mgsl.21@dartmouth.edu	A Member of the Public	Myself	Support	No	No	1/29/2021 12:07 PM
Berry, Jake	jberry@new-futures.org	A Lobbyist	New Futures	Support	No	No	1/29/2021 1:59 PM
Podlipny, Ann	apodlipny57@comcast.net	A Member of the Public	Myself	Support	No	No	1/29/2021 3:19 PM
Grossi, Anne	adgrossi7982@gmail.com	A Member of the Public	Myself	Support	No	No	1/29/2021 9:38 PM
Doherty, David	ddoherty0845@gmail.com	A Member of the Public	Myself	Support	No	No	1/30/2021 10:34 AM
Till, Mary	maryforderry@yahoo.com	A Member of the Public	Myself	Support	No	No	1/30/2021 11:23 AM
Rosenwald, Cindy	cindy.rosenwald@leg.state.nh.us	An Elected Official	SD 13	Support	No	No	1/30/2021 12:03 PM
Maynard, Richard	maynardrick@outlook.com	A Member of the Public	Myself	Support	No	No	1/30/2021 12:26 PM
Moriarty, Atty	attymoriarty@gmail.com	A Member of the Public	Myself	Support	No	No	1/30/2021 5:31 PM
Fordey, Nicole	nikkif610@gmail.com	A Member of the Public	Myself	Support	No	No	1/30/2021 8:28 PM
Koo, Michael	Michael.K.Koo.MED@Dartmouth.edu	A Member of the Public	Myself	Support	No	No	1/30/2021 10:57 PM

Hamer, Heidi	heidi.hamer@leg.state.nh.us	An Elected Official	Myself	Support	No	No	1/31/2021 1:22 PM
Caplan, Tony	anthonycaplan1@gmail.com	An Elected Official	Merrimack, 6	Support	No	No	1/31/2021 6:30 PM
Garen, June	jzanesgaren@gmail.com	A Member of the Public	Myself	Support	No	No	1/31/2021 8:33 PM
Damon, Claudia	cordsdamon@gmail.com	A Member of the Public	Myself	Support	No	No	1/31/2021 8:38 PM
McWilliams, Rebecca	rebecca.mcwilliams@leg.state.nh.us	An Elected Official	Merrimack 27	Support	No	No	1/31/2021 10:49 PM
Spencer, Louise	kentstusa@aol.com	A Member of the Public	Myself	Support	No	No	1/31/2021 10:54 PM
Corell, Elizabeth	Elizabeth.j.corell@gmail.com	A Member of the Public	Myself	Support	No	No	2/1/2021 8:41 AM
Gould, Rep. Linda	lgouldr@myfairpoint.net	An Elected Official	Myself	Oppose	No	No	2/1/2021 9:30 AM
Joyce, Ellen	ejoyce1961@gmail.com	A Member of the Public	Myself	Support	No	No	2/1/2021 9:38 AM
Koo MD, Caroline	Caroline.b.koo@hitchcock.org	A Member of the Public	Myself	Support	No	No	2/1/2021 10:13 AM
Mattlage, Linda	l.mattlage@gmail.com	A Member of the Public	Myself	Support	No	No	2/1/2021 12:41 PM
Anderson, Keryn	kerynlanderson@gmail.com	A Member of the Public	Myself	Support	No	No	2/1/2021 1:05 PM
Straiton, Marie	M.straiton@comcast.net	A Member of the Public	Myself	Support	No	No	2/1/2021 2:06 PM
Carter, Lilian	lcarter0914@gmail.com	A Member of the Public	Myself	Support	No	No	2/1/2021 3:39 PM
Hampton, Doris	dandmhamp38@gmail.com	A Member of the Public	Myself	Support	No	No	2/1/2021 4:07 PM
Kobylarz, Erik	erik.j.kobylarz@hitchcock.org	A Member of the Public	Myself	Support	No	No	2/1/2021 4:21 PM
Merrill, Barbara	Barbara.merrill105@gmail.com	A Member of the Public	Myself	Support	No	No	2/1/2021 7:16 PM
Muirhead, Russell	russmuirhead@gmail.com	An Elected Official	Myself	Support	No	No	2/1/2021 7:28 PM
Pierog, Jake	pierogjake@gmail.com	A Member of the Public	Myself	Support	No	No	2/1/2021 8:29 PM
Feder, Marsha	marshafeder@gmail.com	A Member of the Public	Myself	Support	No	No	2/2/2021 9:28 AM
Rettew, Annie	abrettew@gmail.com	A Member of the Public	Myself	Support	No	No	2/2/2021 8:16 AM
Knowlton-Young, Kimberly	kimberlyknowltonyoung@gmail.com	A Member of the Public	Myself	Support	No	No	2/2/2021 2:27 PM
Lane, Connie	connie.lane@leg.state.nh.us	An Elected Official	Merrimack 12	Support	No	No	2/2/2021 11:29 AM

Yen, Lidia	lyen@afsc.org	A Member of the Public	Myself	Support	No	No	2/2/2021 1:30 PM
Presley, David	presley.david1@gmail.com	A Member of the Public	Myself	Support	No	No	2/2/2021 1:44 PM
Blais, Jaime	jrbblais3@gmail.com	A Member of the Public	Myself	Support	No	No	2/2/2021 2:07 PM
Webb, Madelyn	mdywebb@gmail.com	A Member of the Public	Myself	Support	No	No	2/2/2021 2:08 PM
Richman, Susan	susan7richman@gmail.com	A Member of the Public	Myself	Support	No	No	2/2/2021 9:46 PM
Poole, Catherine	poolec@me.com	A Member of the Public	Myself	Support	No	No	2/3/2021 8:25 AM
Hatcher, Phil	phil.hatcher@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 1:15 PM
Hinebauch, Mel	melhinebauch@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 6:44 AM
Ashton, Miriam	miriamashton3@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 7:02 AM
Fogarty, Maggie	mfogarty@afsc.org	A Lobbyist	American Friends Service Committee - NH	Support	No	No	2/3/2021 8:19 AM
Wild, Gail	Gailwild@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 8:49 AM
Beaulieu, Rebecca	rebeccaeb9495@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 8:52 AM
Hastings, Leah	leahkh@bu.edu	A Member of the Public	Myself	Support	No	No	2/3/2021 8:56 AM
mcclure, melissa	melissamcclure@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 9:03 AM
Babladelis, Ashley	ash.hatch@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 9:04 AM
Cote, Lois	lcote06@outlook.com	A Member of the Public	Myself	Support	No	No	2/3/2021 9:11 AM
Morse, Elizabeth	betsybmorse@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 9:18 AM
Dentzer, Emily	emilydentzer@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 9:29 AM
Dewey, Karen	pkdewey@comcast.net	A Member of the Public	Myself	Support	No	No	2/3/2021 9:33 AM
DiMartino, Lisa	garylisa@metrocast.net	A Member of the Public	myself	Support	No	No	2/3/2021 9:57 AM
Niboli, Kathryn	Kmniboli@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 10:01 AM
Frost, Sherry	sherry.frost@leg.state.nh.us	An Elected Official	Myself	Support	No	No	2/3/2021 10:17 AM

Ford Burley, Richard	richardfordburley@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 10:46 AM
Poulin, Ashley	Ashley.L.Poulin@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 10:56 AM
Bouchard, Donald	donaldjbouchard@gmail.com	An Elected Official	Myself	Support	No	No	2/3/2021 11:42 AM
Bailey, Elizabeth	bette9109@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 11:43 AM
Moulton, Candace	candaceleighm@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 11:58 AM
Cisto, Rachel	rachelcisto@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 12:00 PM
Frey, Gina	ginagfrey@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 12:01 PM
Frey, Kevin	ginagfrey@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 12:07 PM
Ford Burley, Nicole	nicole.ford.burley@gmail.com	A Member of the Public	Myself	Support	No	No	2/2/2021 2:40 PM
alexakos, steven	smellia@aol.com	A Member of the Public	Myself	Support	No	No	2/2/2021 2:51 PM
Manning, Talia	talia.manning+politics@gmail.com	A Member of the Public	Myself	Support	No	No	2/2/2021 3:07 PM
Rasmussen, Matthew	matthewjraz@gmail.com	A Member of the Public	Myself	Support	No	No	2/2/2021 4:04 PM
DALAL, Lael	Laeldalal@gmail.com	A Member of the Public	Myself	Support	No	No	2/2/2021 6:21 PM
Buchanan, Ryan	rtbuch2018@gmail.com	A Member of the Public	Myself	Support	No	No	2/2/2021 7:35 PM
Peterson, Sonja	sonja.peterson@gmail.com	A Member of the Public	Myself	Support	No	No	2/2/2021 7:38 PM
Winter, Nitzah	nitzah.winter@gmail.com	A Member of the Public	Myself	Support	No	No	2/2/2021 8:02 PM
Hennessey, Martha	Martha.hennessey@gmail.com	A Member of the Public	Myself	Support	No	No	2/2/2021 8:12 PM
Mann, Ezra	emann60151@gmail.com	A Member of the Public	Myself	Support	No	No	2/2/2021 8:40 PM
Perencevich, Ruth	rperence@comcast.net	A Member of the Public	Myself	Support	No	No	2/2/2021 8:53 PM
White, Laura	Laura.frances.white@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 7:21 PM
Krohn, Suzanne	Suzanne.c.krohn@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 7:22 PM
Pérez, María	mariaeli63@gmail.com	An Elected Official	Self	Support	No	No	2/4/2021 8:16 AM
Field, Bryan		A Member of the Public	Myself	Support	No	No	2/4/2021 5:55 AM

	brysciguy@gmail.com	Public					
Spalthoff, Christopher	Cspalthoff@yahoo.com	A Member of the Public	Myself	Oppose	No	No	2/4/2021 5:57 AM
Persechino, Sara	persechino.sara@gmail.com	A Member of the Public	Myself	Support	No	No	2/4/2021 6:07 AM
Cotton, Bev	bevcott@gmail.com	A Member of the Public	Myself	Support	No	No	2/4/2021 6:10 AM
Langsenkamp, Margaret	mlangsen@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 9:29 PM
Quisumbing-King, Cora	CoraQ@comcast.net	A Member of the Public	Myself	Support	No	No	2/3/2021 9:58 PM
Kilcoyne, Em	mmmmkilc@comcast.net	A Member of the Public	Myself	Support	No	No	2/3/2021 8:14 PM
Davis, Johnna	jdavis@metrocast.net	A Member of the Public	Myself	Support	No	No	2/3/2021 8:30 PM
Banach, Mary	mary.banach36@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 8:33 PM
Clark, Martha	mctraveler1@comcast.net	A Member of the Public	Myself	Support	No	No	2/3/2021 8:35 PM
King, Walter	genedocwk@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 8:39 PM
Willing, Maura	Maura.Willing@Comcast.net	A Member of the Public	Myself	Support	No	No	2/3/2021 8:42 PM
Rejwan-Day, Inbal	Rejwanin9588@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 8:55 PM
Kenney, Rep. Cam	cam.e.kenney@gmail.com	An Elected Official	Strafford 06	Support	No	No	2/4/2021 9:08 AM
Osborne, Jason	HouseRepOffice@leg.state.nh.us	An Elected Official	Myself	Oppose	No	No	2/4/2021 9:14 AM
Peterson, Susan	Susanrp@aol.com	A Member of the Public	Myself	Support	No	No	2/4/2021 9:15 AM
Staub, Kathy	kstaub@comcast.net	A Member of the Public	Myself	Support	No	No	2/4/2021 9:17 AM
Lantz, Amy	Lantz.Amy@gmail.com	A Member of the Public	Myself	Support	No	No	2/4/2021 9:18 AM
Potucek, John	potucek1@comcast.net	An Elected Official	Myself	Oppose	No	No	2/4/2021 9:22 AM
Padmore, Michael	michael.padmore@nhms.org	A Lobbyist	NH Medical Society	Support	No	No	2/4/2021 9:23 AM
Hanmer, Amy	amyh777@juno.com	A Member of the Public	Myself	Support	No	No	2/4/2021 9:23 AM
Bartlett, Rep Christy	christydbartlett@gmail.com	An Elected Official	Merrimack 19	Support	No	No	2/4/2021 9:26 AM
Sorrentino, Peter	NHgov@seboasis.com	A Member of the Public	Myself	Support	No	No	2/4/2021 9:26 AM
Oakes, Danielle		A Member of the Public	Myself	Support	No	No	2/4/2021 9:28 AM

	danielleoakes1121@gmail.com	Public					
Meuse, David	david.meuse@leg.state.nh.us	An Elected Official	Rockingham 29	Support	No	No	2/4/2021 9:32 AM
King, Mark	Mark.king@leg.state.nh.us	An Elected Official	Myself	Support	No	No	2/4/2021 9:33 AM
Cianci, Belynda	belynda@belyndacianci.com	A Member of the Public	Myself	Support	No	No	2/4/2021 9:33 AM
Bernardin, Melissa	melissabernardin7@gmail.com	A Member of the Public	Myself	Support	No	No	2/4/2021 9:34 AM
Aron, Judy	judy.aron@leg.state.nh.us	An Elected Official	Myself	Oppose	No	No	2/4/2021 9:35 AM
Plett, Fred	fred.plett@leg.state.nh.us	An Elected Official	Myself	Oppose	No	No	2/4/2021 9:37 AM
Smith, Jonathan	jhsmithnh5@gmail.com	An Elected Official	Myself	Oppose	No	No	2/4/2021 9:38 AM
Mangipudi, Latha	Latha.mangipudi@leg.state.N.H.us	An Elected Official	Hills 35	Support	No	No	2/4/2021 9:38 AM
ploszaj, tom	tom.ploszaj@leg.state.nh.us	An Elected Official	Myself	Oppose	No	No	2/4/2021 9:40 AM
Chase, Wendy	wendy.chase@leg.state.nh.us	An Elected Official	Myself	Support	No	No	2/4/2021 9:42 AM
Weinberg, Sara	weinbergsd@gmail.com	A Member of the Public	Myself	Support	No	No	2/4/2021 9:44 AM
Parshall, Lucius	lucius.parshall@leg.state.nh.us	An Elected Official	Myself	Support	No	No	2/4/2021 9:44 AM
Ford, Susan	sueford06@gmail.com	A Member of the Public	Myself	Support	No	No	2/4/2021 9:45 AM
Weyler, Ken	kweyler@aol.com	An Elected Official	R0ck.13	Oppose	No	No	2/4/2021 9:46 AM
Morris, Suzanne	Suzannelynnemorris@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 10:09 PM
Larson, Ruth	ruthlarson@msn.com	A Member of the Public	Myself	Support	No	No	2/3/2021 10:40 PM
Westlake, Jane	jcwestlake@outlook.com	A Member of the Public	Myself	Support	No	No	2/4/2021 3:09 AM
Fitzgerald, Deirdre	deef@badgerbalm.com	A Member of the Public	W.S. Badger Company	Support	No	No	2/4/2021 10:51 AM
Grassie, Chuck	chuck.grassie@leg.state.nh.us	An Elected Official	Strafford 11	Support	No	No	2/4/2021 10:52 AM
Ferber, Claudia	goodwife731@gmail.com	A Member of the Public	Myself	Support	No	No	2/4/2021 10:57 AM
Longabaugh, MaryBee	mbelrjtl@earthlink.net	A Member of the Public	Myself	Support	No	No	2/4/2021 11:00 AM
Spinney, Cathy	cspinney58@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 11:08 PM
Rathbun, Eric	ericrathbun@gmail.com	A Member of the Public	Myself	Support	No	No	2/3/2021 11:11 PM
Johnson, William		A Member of the Public	Myself	Support	No	No	2/3/2021 11:39 PM

Wright, Robert	wfjohnson27@gmail.com rw8545694@gmail.com	Public A Member of the Public	Myself	Support	No	No	2/3/2021 11:41 PM
See, Alvin	absee@4Liberty.net	A Member of the Public	Myself	Oppose	No	No	2/3/2021 11:43 PM
Aronson, Laura	laura@mlans.net	A Member of the Public	Myself	Support	No	No	2/3/2021 11:50 PM
Cutshall, Catherine	vivadofamily@aol.com	A Member of the Public	Myself	Support	No	No	2/3/2021 11:53 PM
Dyer, Allison	Allie_scott@comcast.net	A Member of the Public	Myself	Oppose	No	No	2/3/2021 11:54 PM
Vivado, Mauricio	vivaofamily@aol.com	A Member of the Public	Myself	Support	No	No	2/3/2021 11:56 PM
Stavis, Laurel	laurel.stavis@leg.state.nh.us	An Elected Official	Myself	Support	No	No	2/4/2021 11:14 AM
Soucy, Tim	Tsoucy8371@aol.com	An Elected Official	Myself	Support	No	No	2/4/2021 11:20 AM
Mennella, Alexandra	amennella1@protonmail.com	A Member of the Public	Myself	Oppose	No	No	2/4/2021 6:30 AM
Wyatt, Timothy	Timwyatt1@juno.com	A Member of the Public	Myself	Support	No	No	2/4/2021 6:33 AM
Cioffi, Monica	ciolfim@comcast.net	A Member of the Public	Myself	Support	No	No	2/4/2021 6:35 AM
Johnson, Suzanne	johnson811@yahoo.com	A Member of the Public	Myself	Support	No	No	2/4/2021 6:39 AM
Townsend, Melanie	MTownsend29@gmail.com	A Member of the Public	Myself	Support	No	No	2/4/2021 6:45 AM
Sullivan, Alexandra	Alexmarysullivan@gmail.com	A Member of the Public	Myself	Oppose	No	No	2/4/2021 7:07 AM
Spencer, Emily	emilyloucele@gmail.com	A Member of the Public	Myself	Support	No	No	2/4/2021 7:09 AM
Carole, Kimberly	Mskimberlycarole@gmail.com	A Member of the Public	Myself	Support	No	No	2/4/2021 7:11 AM
Thomas, Sally	Sallythomas@comcast.net	A Member of the Public	Myself	Support	No	No	2/4/2021 7:16 AM
Hurley, Margaret	mdaishshurley@gmail.com	A Member of the Public	Myself	Support	No	No	2/4/2021 7:36 AM
Paulin, Cynthia	Hikercyn@gmail.com	A Member of the Public	Myself	Support	No	No	2/4/2021 7:36 AM
Dyer, Michael	mdwyer233@yahoo.com	A Member of the Public	Myself	Oppose	No	No	2/4/2021 7:41 AM
Potvin, Shana	shanapotvin@gmail.com	A Member of the Public	Myself	Support	No	No	2/4/2021 7:50 AM
Ogden, Rudolph	rudolph.Wogden@dol.nh.gov	State Agency Staff	New Hampshire Department of Labor	Neutral	No	No	2/4/2021 8:13 AM

Murray, Kate	dr.karma2000@gmail.com	An Elected Official	Myself	Support	No	No	2/4/2021 9:49 AM
MAGGIORE, Jim	jim.maggiore@leg.state.nh.us	An Elected Official	Myself	Support	No	No	2/4/2021 9:49 AM
Vail, Suzanne	Suzanne.vail@leg.state.nh.us	An Elected Official	Hillsborough County 30	Support	No	No	2/4/2021 9:50 AM
Barnes, Katelyn	barneskatelyn03@gmail.com	A Member of the Public	Myself	Support	No	No	2/4/2021 9:51 AM
Lekas, Tony	Rep.Tony.Lekas@gmail.com	An Elected Official	Hillsborough 37	Oppose	No	No	2/4/2021 9:51 AM
Booras, Efstathia	efstathia.booras@leg.state.nh.us	An Elected Official	Constituents	Support	No	No	2/4/2021 9:54 AM
Veilleux, Daniel	dtveilleux@yahoo.com	An Elected Official	Hillsborough 22, Amherst	Support	No	No	2/4/2021 9:55 AM
Cornell, Patricia	Cornell49@comcast.net	An Elected Official	Myself	Support	No	No	2/4/2021 10:00 AM

Testimony

Archived: Thursday, April 15, 2021 3:13:59 PM
From: [Arnie Alpert](#)
Sent: Wednesday, February 3, 2021 4:59:23 PM
To: [~House Labor, Industrial and Rehabilitative Services](#)
Subject: support for HB 590 on paid sick leave
Importance: Normal

Dear Members of the Labor Committee,

I am glad to know you are considering HB 590, which would require employers to offer paid sick leave to their employees. We've all learned a lot from the COVID-19 pandemic, but one thing should be clear: when workers who are sick with infectious diseases show up for work, they put customers, clients, tradespeople, and co-workers at risk.

Workers who have paid sick leave can (and should) choose to stay home when they are ill. But workers who lack paid sick leave confront a choice between support for their families and risking the health of others.

No one should have to make a choice like that.

HB 590 offers a solution, one that will be especially beneficial to workers at the lower end of the wage scale, exactly the ones who need support the most.

Please recommend this bill "ought to pass."

Sincerely,
Arnie Alpert,
Canterbury NH

Archived: Thursday, April 15, 2021 3:13:59 PM
From: Randy
Sent: Wednesday, February 3, 2021 5:45:00 PM
To: ~House Labor, Industrial and Rehabilitative Services
Subject: Testimony on HB 590. Paid Sick Leave
Importance: Normal

TESTIMONY BEFORE THE N.H. HOUSE COMMITTEE ON LABOR, INDUSTRIAL AND REHABILITATIVE SERVICES FEBRUARY 4, 2021
IN SUPPORT OF HB 590 CONCERNING PAID SICK LEAVE
RANDY HAYES, MD (retired), CANTERBURY, NH rcompostr@gmail.com

My name is Randy Hayes and I am a retired Family Doctor who practiced in Concord for 35 years. During my years of medical practice I met hundreds of people who were unable to take proper care of their own and their family's health needs due to a lack of paid sick time. Among all workers in New Hampshire, pre-Covid data suggest that nearly 40 % lack access to even a single paid sick day. This percentage is likely much higher in high-risk groups such as those with low income, part-time workers, people of color, the uninsured and New Americans.

When faced with having to lose a day's pay in order to address an acute personal or family illness, many Granite Staters now have to choose one of the following harmful options:

- + go to work sick, a choice that often puts coworkers and the public at risk, especially during the pandemic

- + delay necessary care until the problem becomes so urgent that one has to resort to Emergency Room Care for a worsening and more difficult to treat progressive illness

- + delegate the care of a sick child or disabled family member to a kind but ill-informed neighbor who can transport the patient to a health professional for care but who cannot provide the detailed information that the working family member could offer.

Paid, accrued sick time reduces the financial and emotional pressures employees and employers often experience during an urgent illness. I believe HB590 will contribute to a healthier workforce and a more Family Friendly Economy.

Sent from my iPad

Archived: Thursday, April 15, 2021 3:13:59 PM
From: [Lyn Lindpaintner](#)
Sent: Wednesday, February 3, 2021 6:06:06 PM
To: ~House Labor, Industrial and Rehabilitative Services
Cc: forrest@familyfriendlyeconomy.org
Subject: Support for HB 590
Importance: Normal

To the Members of the Souse Labor Committee:

I am a retired physician living in Concord and I ask you all to support House Bill 590, which would provide citizens of New Hampshire with Paid Sick Leave.

In my decades of general internal medicine practice I witnessed the negative and sometimes life-threatening consequences of having to choose between supporting one's family versus following my advice to take a day or two off to recover from a significant illness or an injury. When people rest, their bodies heal more efficiently. They return more quickly to the work force with renewed vigor. They do not suffer relapse as often. They suffer less exhaustion and hopelessness, which helps to prevent diseases of despair such as alcoholism, opioid overdose and suicide.

The pandemic has shown us that paid sick leave keeps all of us safe, by allowing persons with COVID 19 to self-isolate appropriately rather than spreading the virus. However, it is a mistake to believe that paid sick days are needed only in such extraordinary circumstances. In fact, fulltime workers in New Hampshire are much more likely to have access to paid time off than parttime workers and low wage earners. The result is that women and communities of color are disproportionately denied this support.

I feel strongly about paid time off. I am grateful that I have always been afforded paid time off when I have been sick. Perhaps you are too. My patients clearly suffered when they were forced to work sick, and they stayed sick longer. Because of these observations I long ago decided to pay my personal employees, such as the people who clean my home, even when they are sick or injured and cannot work. I have not had anyone take advantage of that.

I urge you to pass House Bill 590.

Sincerely,
Lyn S. Lindpaintner, MD

Lyn S Lindpaintner, MD
39 Via Tranquilla
Concord, NH 03301

lynlin@bluewin.ch
+1-603-312-2333

Archived: Thursday, April 15, 2021 3:13:59 PM
From: [Katelyn Barnes](#)
Sent: Thursday, February 4, 2021 9:53:39 AM
To: [~House Labor, Industrial and Rehabilitative Services](#)
Subject: Bill HB 590 Testimony
Importance: Normal

Hello,

I support this bill because I believe that everyone should have the peace of mind to care for themselves and their family members in times of illness without having to worry about making ends meet. My company offers me paid sick leave and it gives me great comfort to know that I will be able to afford to pay my bills should I fall ill and need to care for myself. This is also really important because the cost of medical care can become really expensive. Before I found a job that offers me paid sick leave, I would avoid seeking medical care because of the associated costs, knowing that I would be responsible for those extra bills and concurrently receiving a pay cut if I took a day off work to get care. This would affect my health and my job performance. As a young person, I really appreciate having a job with paid sick leave because I know that should I or my loved ones become ill, we will be able to recover without the added stress of needing to make more money afterwards.

Thank you for your time,
Katelyn Barnes

Archived: Thursday, April 15, 2021 3:13:59 PM
From: Dan McGuire
Sent: Thursday, February 4, 2021 11:08:59 AM
To: ~House Labor, Industrial and Rehabilitative Services
Subject: HB 590
Importance: Normal

To members of the House Labor Committee:

Today you are having a public hearing on HB 590, relative to paid sick time. Please recommend it inexpedient to legislate.

This bill is similar to many others you see regularly such as the family & medical leave act, the minimum wage, etc. It dictates one particular aspect of the relationship between an employer and an employee, in this case paid sick leave. There are tens of thousands of employers and hundreds of thousands of employees in New Hampshire. It is impossible for the legislature to know the circumstances of each one, and even if they did their lack of "skin in the game" means that any decisions made would be inferior to those made by the employers and employees themselves.

New Hampshire has long had a robust economy with very low unemployment. Employers have every incentive to provide wages and benefits that will attract and retain employees. For many (I would guess most) that includes paid sick leave. For others it does not. If they are forced to include this benefit, either wages or other benefits will suffer. Those other compensations are clearly preferable to employees, so the inevitable consequence of this bill is to hurt workers.

In extreme cases that hurt could be as bad as unemployment if the total compensation required by law including this benefit exceeds their productivity. A similar case came up just recently in Long Beach, California where the city increased its local minimum wage from \$14 to \$18, purportedly to help retail workers. The actual result was that Kroger supermarkets, a popular chain there, was forced to close a quarter of their local stores. See [here](#) for more details.

Yours,

Dan McGuire
Epsom
603-782-4918

Archived: Thursday, April 15, 2021 3:13:59 PM

From: [Jake Berry](#)

Sent: Wednesday, February 3, 2021 4:42:47 PM

To: ~House Labor, Industrial and Rehabilitative Services

Subject: New Futures testimony on HB 590

Importance: Normal

Attachments:

[2021-02-04, New Futures testimony HB 590 \(sick time\).pdf](#) 

Good afternoon, please see the attached testimony from New Futures in support of HB 590, relative to paid sick time.

Thank you!!

Jake Berry

Vice President of Policy

[New Futures](#)

One Eagle Square, Suite 400 | Concord, NH

603-225-9540 Ext. 105

[NewFuturesNH](#) | [@NewFuturesNH](#)

Archived: Thursday, April 15, 2021 3:13:59 PM

From: Curtis Barry

Sent: Wednesday, February 3, 2021 6:45:35 PM

To: ~House Labor, Industrial and Rehabilitative Services

Subject: HB 590-paid sick leave - NH Retail Association

Importance: Normal

Attachments:

[HB 590 Paid Sick Leave - NH Retail Assoc. Statement.pdf](#) 

Folks, attached is a statement on HB 590, relative to paid sick leave, from Nancy Kyle, President of the NH Retail Association.

Thank you for considering these points, and please feel free to reach out at any time on this issue or others.

Curtis J. Barry

603-496-4564 (mobile)

www.linkedin.com/in/curtisjbarry<<http://www.linkedin.com/in/curtisjbarry>>

<https://lobbylinx.com/profile.php?profileid=3111115>

Archived: Thursday, April 15, 2021 3:13:59 PM

From: pgarvey10@gmail.com

Sent: Wednesday, February 3, 2021 8:22:22 PM

To: ~House Labor, Industrial and Rehabilitative Services

Subject: NH House Remote Testify: 9:00 am - HB385 in House Labor, Industrial and Rehabilitative Services

Importance: Normal

Attachments:

testimony HB 590.docx ;

To whom it may concern,

Please find my testimony attached. I omitted to put time needed at registration, I expect the testimony should take 3-5 minutes.


Thank-you,

Paula Garvey

CF PFAB Co-ordinator DHMC

Email: pgarvey10@gmail.com

Stay masked!

Archived: Thursday, April 15, 2021 3:13:59 PM
From: [Molly Lunn Owen](#)
Sent: Thursday, February 4, 2021 12:23:12 AM
To: ~House Labor, Industrial and Rehabilitative Services
Subject: Written testimony, HB 590
Importance: Normal
Attachments:
[Testimony in support of HB590_Molly Lunn Owen_February 2021.pdf](#) 


Dear Chairman Infantine and committee members,

Please find, attached, my written testimony in support of HB 590.

Many thanks,
Molly

--

Molly Lunn Owen
molly.lunn.owen@gmail.com
(781) 789-1168

Archived: Thursday, April 15, 2021 3:14:00 PM
From: [Jennifer Frizzell](#)
Sent: Thursday, February 4, 2021 9:24:09 AM
To: ~House Labor, Industrial and Rehabilitative Services
Subject: HB 590 - document to support this morning's testimony
Importance: Normal
Attachments:
[GM Special Issue 2020 FINAL.pdf](#) 

Good Morning House Labor Committee -

I want to share the attached report with you in advance of today's 10am hearing:

[The Impacts of COVID-19 on New Hampshire Women \(also linked here\)](#)

I will refer to this data as part of my testimony this morning **in support of House Bill 590 establishing paid sick time** for New Hampshire workers.

Thank you in advance for your interest and attention.

--

Jennifer Frizzell
she/her/hers
Director of Policy

**NEW HAMPSHIRE
WOMEN'S FOUNDATION**
18 Low Avenue, Suite 205
Concord, NH 03301
603.340.1593 (mobile)
nhwomensfoundation.org

4 Feb 2021

To: [House Labor, Industrial and Rehabilitative Services](#).

From: Alex Owen, Manchester NH. aaowenv@gmail.com.

In Support of HB 590, paid sick time.

Dear Chairman Infantine and committee members,

I am writing to ask that this committee **support HB 590**, a bill relating to paid sick time.

I'm an engineer at BAE Systems and a proud Navy reservist. I'm also a new dad to my daughter, Clara. I'm preparing for a 10-month deployment to the Middle East this spring.

My wife's job offers paid sick leave should she or my daughter become ill while I'm deployed. However, most of the spouses of my military colleagues do not have any paid sick time when the service member is on deployment.

My wife is wonderful at her job running a nonprofit that helps people throughout the state every day, and she is also a gifted and loving mother. While we could afford for her to drop out of the workforce, I would never want to see her sacrifice exercising one of her talents in order to focus solely on the other. Some women are called to be full time mothers, and I am happy for them and respect their choices. However, no one should be forced to make this choice because of lack of paid sick time. Furthermore, for families where both parents work but don't have paid sick time, they are forced to go to work sick or send their sick children to daycare or school, hurting us all.

I hope that committee members support HB 590 so that working moms and dads in New Hampshire have a chance to earn paid sick leave, especially during a pandemic.

Thank you for your attention. I urge you to support HB 590.

Regards,

Alex Owen
Manchester, NH
aaowenv@gmail.com

Archived: Friday, February 5, 2021 12:05:48 PM
From: [Chantel Hagan](#)
Sent: Friday, February 5, 2021 8:46:53 AM
To: ~House Labor, Industrial and Rehabilitative Services
Cc: Forrest@familyfriendlyeconomy.org
Subject: Notice of support for HB 590
Importance: Normal

Greetings leaders of New Hampshire,

I am writing to inform you of my support for House Bill 590, which is intended to provide families in NH with appropriate and necessary paid family leave from work.

I have had the experience of needing to use leave time to help care for my ailing Memere, myself, my spouse, and my child at different times in the course of my professional life. As I have worked toward building a career that is able to support the life I wanted; with ability to purchase a home, vehicle, and provide for the basics and a few “extras” for my family, it has become increasingly important that I have the ability to balance that career with taking care of the family I have built.

Just a couple years ago, my husband was injured and had to take weeks of leave from work to heal. Not too long after that, I had to have surgery to bring our son into the world. I had saved up as much leave time as I possibly could, luckily, because I needed the extra time to heal appropriately from surgery while caring for a newborn.

Recently, my private childcare provider had some health issues come up that prevented her from being able to care for my child. My husband and I each had to take time off from work to juggle the unexpected and uncertain timeline of having no childcare available to us.

Any of these situations could have been the difference of our ability to sustain our household if paid leave were not part of the equation. During these circumstances, we were able to focus on the true issue at hand; healing and caring for loved ones.

We did not have to be concerned about loss of income and what basic expense we might have to put off and/or service or item we might have to put in jeopardy of losing. It is not right that anyone should feel that concern, or have to make the choice to put their health at risk because they cannot afford to lose the pay. Bill 590 helps put NH on the right track toward the quality of life many of us take for granted, yet plenty of NH citizens do not currently have the ability to experience.

Thank you for your time and consideration.

Kindly,

Chantel Hagan
Bennington, NH

--

Chantel Corriveau
ChantelCorriveau@gmail.com
(603)289-7266

Testimony regarding opposition to HB 590 – February 4, 2021
Val Zanchuk, President, Graphicast, Inc., Jaffrey, NH

As president of a company twice named as a top ten company to work for in New Hampshire, and one which provides paid time off to our employees, I am not opposed to the concept of paid time off or paid sick time. I think company policies and benefits should be constructed to remove or reduce family stress so that employees can focus on doing the work for which they are paid. These benefits provide financial and emotional support to our employees. They also improve the productivity and profitability of our company. Paid benefits make good economic sense – to the individual, to the company, and to our society.

What I oppose in this bill is the overbearing prescriptive nature of how paid sick leave or paid time off is to be allocated and managed. Each company has its own history and culture. These provide the basis for company policies and philosophies that make a particular company an attractive place to work. The company's financial condition also impacts its ability to provide benefits. The combination of all these factors allows companies to craft benefit packages that balance employee needs with company resources.

This bill intends to create highly prescribed rules that strip companies of their ability to create policies that make sense for them and their employees. These prescriptions do not take into account company finances, employee demographics, company attendance policies, local cultural norms, owners' philosophies, company operations, and everything else that goes into developing workable policies. They don't take into account human nature, as anyone who owns or runs a business will confirm.

Legislating that companies should have paid sick leave may gain some support in the business community, as this policy is already in place with many employers. Dictating how to implement and manage paid sick leave will gain no support.

Written Testimony in Support of HB590- FN: Relative to Paid Sick Time.

MR. Chair and members of the committee, My name is Safiya Wazir, Representative from Merrimack 17.

I am speaking today in favor of House Bill 590 FN: Relative to Paid Sick Time. This time that we are in has shown us how contagious viruses can be and the sad consequences of passing our illnesses on to others, especially those who are elderly or more vulnerable than ourselves. COVID-19 provides a dramatic view of this. But even in typical times, the flu and other illnesses can be transmitted, including by those who go to work sick. Those who do not have paid sick days often choose to go to work ill because they count on the money they earn to buy essentials, to buy groceries, to pay the rent, and to support their families.

I appreciate the way that this bill provides fair treatment to part-time as well as full-time employees. Illness does not distinguish between those who work 20 hours at a job and those who work 40 hours. Throughout my life, I worked many part-time jobs. I worked two part-time jobs at a time, one working nearly full-time hours. I interacted with many customers and clients in these positions. And yet I didn't qualify for sick time. Being paid hourly, I would not be paid if I did not show up to work, and I might be looked at unfavorably if I stayed home to get well. I rarely missed a workday for these reasons.

These days, contagious viruses are greatly on our minds for a good reason. However, one time after a serious injury I went back to work almost immediately because I could not afford to stay home.

As the mother of three children, I am pleased to see that this bill allows sick time to be used, as accrued, for a family member's medical care. Those moms and dads who work at low-income and part-time jobs who do not earn sick time may need this time for a sick child or their child's medical appointment. I have seen parents have to take a child from Concord to the Children's Hospital at Dartmouth in Lebanon to see a specialist, and that can be not just a tremendous worry, but an all-day event. They shouldn't have to worry about lost wages on top of the medical bills.

This bill allows fair accrual of sick time off. And yes, COVID-19 is the best example of this. The states surrounding us have already seen the wisdom of paid sick time and enacted bills. It is time for New Hampshire to do this, too. I hope you will support House Bill 590FN.

Thank you.

Good Morning,

My name is Paula Garvey from Amherst. I support this bill to ensure access to paid sick leave in New Hampshire.

My daughter Rosie was born with Cystic Fibrosis – a chronic health condition that effects the lungs and other organs. CF requires a lot of medical care, with frequent doctors visits and hospitalizations. At age 15, she was diagnosed with rheumatoid arthritis which has had a huge impact on her health. Both conditions have led to multiple hospitalizations and surgeries. It has been very challenging as family to work and care for a child with health conditions.

- In the past, when Rosie was hospitalized I was fortunate to have 4 days of paid sick leave but after that I would have to use unpaid leave. This is particularly stressful when you have a child with a chronic health condition with frequent hospitalizations. My husband and I juggled our sick days to ensure that one parent was available. On one occasion, my older daughter who works in New York took sick leave to come home to support us, when we had used our days.
- Parents of children with chronic health conditions have to attend multiple appointments – when Rosie is healthy she has clinic every 3 months, and often with appointments between clinic visits. It is very difficult to manage work and sick days in times like this.
- On a general note, as the Covid Pandemic has taught us, it is imperative to stay at home when feeling unwell so not to spread infection. Knowing that people have a cushion of some pay would make it easier to make the right decision.

Thank-you for your consideration,

Paula Garvey

Date: Thursday, February 4th at 10am

Committee: Chairman Infantine and committee members. House Labor, Industrial and Rehabilitative Services. HouseLaborIndustrialandRehabilitativeServices@leg.state.nh.us

From: Molly Lunn Owen, Manchester. Molly.lunn.owen@gmail.com. 781-789-1168.

Re: In Support of HB 590, a bill relative to paid sick time.

I am writing to respectfully urge the committee to **support HB 590**, a bill that would allow working people in New Hampshire to accrue paid sick time.

I'm a new mom to a chubby 9-month-old who was born during the pandemic but smiles and laughs like she's never known otherwise. My husband is an engineer at BAE, a Navy reservist, and a doting father who's anxiously preparing for his deployment to the Middle East for ten months this spring.

I was almost hospitalized with the flu last spring and was away from work for two weeks. In my previous job, those two weeks would have encompassed the *entirety* of my yearly paid leave and I would have returned to work with no paid maternity leave and no leave available for doctors' appointments, an illness like COVID-19, or time with family before or after my husband's ten months away.

Thankfully, my current organization offers paid sick leave should my daughter or I become ill while my husband is deployed. Most military spouses in New Hampshire, however, would approach a deployment without access to any paid sick time or a partner to help. The one-third of New Hampshire families headed by single parents face this harrowing choice between an income and their families every single time a family member becomes ill.

I'm sharing my story to urge that committee members support HB 590 so that working moms and dads in New Hampshire have a chance to earn paid sick leave, especially during a pandemic, to both work *and* care for our families.

HB 590 would help working people like my family and our friends live, raise our families, and contribute to our communities and the economy of this state I'm proud to call home.

Thank you, Mr. Chair and committee, for your attention. I urge you to support HB 590.

Respectfully yours,

Molly Lunn Owen
Manchester, NH
molly.lunn.owen@gmail.com
(781) 789-1168

Testimony submitted to the House Labor, Industrial, and Rehabilitative Services: HB590

The COVID-19 pandemic lays bare the universal need for access to paid sick days among New Hampshire workers. For the 32 percent of New Hampshire workers (excluding the self-employed) who do not have paid sick days,¹ being exposed to someone who tests positive or testing positive themselves forces a difficult decision: stay home and lose wages or possibly even your job or go to work sick and put the health of others at risk. The need for this protection will not end with the current health crisis, as these difficult decisions choosing between a paycheck and the risk of spreading the flu, for example, necessitate the establishment of permanent structures to provide access to paid sick days to all working people.

Access to paid sick days in New Hampshire is uneven, with large discrepancies in access across work hours, earnings, and firm size. Table 1 shows the largest gap in having paid sick days is determined by whether you work part-time or full-time: 63 percent of part-time workers lack paid sick leave, but even 19 percent of full-time workers do not have this workforce standard. The lack of paid sick days among part-time workers is not surprising since many workplace benefits, such as health and dental insurance, are tied to full-time employment. However, other workplace standards are guaranteed for all workers, full-time and part-time workers alike, such as the minimum wage and safety codes.

Workers who can ill-afford to forgo a day's pay are often the least likely to have paid sick days. Low-income workers are less likely to have paid sick time than high-income workers. For example, 46 percent of the workforce earning \$600 per week or less lacks paid sick days compared with 18 percent of the workforce earning more than \$1,600 per week. When confronting the dilemma of caring for a sick child, two-thirds of low-income working families have left a sick child home alone or have lost pay to care for a child,² illustrating the real toll that the lack of paid sick days takes on low-income families.

Before the pandemic, families were reliant on women's wages for family economic stability and nearly 64 percent of Granite State women were employed at the end of 2019.³ Yet, one-third of women workers in the state lack paid sick days, potentially compromising the health and economic well-being of families. We have witnessed the toll of women's substantial caregiving responsibilities on their employment when 865,000 women across the US left the labor force in September 2020.⁴ The lack of work supports, such as paid sick days, contributes to the conflict that women face in their roles as workers and caregivers.

¹ Professor Kristin Smith's analysis of Granite State Poll, Paid Family and Medical Leave Topical Module, 2018.

² Jody Heymann, *Forgotten Families: Ending the Growing Crisis Confronting Children and Working Parents in the Global Economy* (New York: Oxford University Press, 2006).

³ New Hampshire Employment Security, "COVID-19 Unemployment Update, December 18, 2020." Concord: NH.

⁴ Bureau of Labor Statistics, "Employment Situation Summary." Washington: DC.

DARTMOUTH

Department of Sociology

Small firms are the engine of the New Hampshire economy, 40% of all workers were employed in a firm with fewer than 50 employees in 2015.⁵ Employees in small firms are more likely to lack paid sick days than those in larger firms (52 percent compared with 20 percent). Providing paid sick days may be costly to employers in the short-term, but in the long-term paid sick days save employers money by reducing turnover and increasing productivity.⁶

Table 1. Percent of NH Workers who Lack Access to Paid Sick Days, NH Workers 2018

	<u>Lack Paid Sick Days</u>	
All	32.0	
Sex		
Women	33.5	
Men	30.9	
Weekly earnings quartiles		
\$600 or less	45.9	*
\$601-\$1000	35.4	
\$1001-\$1600	16.6	
More than \$1600	18.1	
Firm size		
Fewer than 50 employees	52.4	*
50 or more employees	19.8	
Work hours		
Part-time	62.6	*
Full-time	19.2	

Note: Weighted estimates; not show for respondents missing on weekly earnings or firm size.

* indicates statistically significant group differences at p-value < 0.05 or lower.

Source: Kristin Smith analysis of Granite State Poll, Paid Family and Medical Leave Topical Module, 2018.

Respectfully submitted,
Kristin Smith, Ph.D, MPH
Visiting Research Associate Professor
Department of Sociology
Dartmouth College, 301B Blunt Hall
Hanover, NH 03755
Email: kristin.e.smith@dartmouth.edu
Phone: 603-646-8168

February 3, 2021

⁵ NH Employment Security data, February 2015.

⁶ Rebecca, Glauber, "Family Friendly Policies for Working Mothers" (Durham, NH: Carsey Institute, University of New Hampshire, 2009).

February 4, 2021

The Honorable William Infantine, Chair
House Labor, Industrial and Rehabilitative Services Committee
Legislative Office Building, Room 307
33 North State Street
Concord, NH 03301

Re: New Futures Support for HB 590-FN (relative to paid sick time),

Dear Representative Infantine and Honorable Members of the Committee:

New Futures appreciates the opportunity to provide testimony in support of HB 590-FN, relative to paid sick time. New Futures is a nonpartisan, nonprofit organization that advocates, educates and collaborates to improve the health and wellness of all New Hampshire residents. In this role, we work extensively with policy makers, service providers and families afflicted by substance misuse and mental illness to prevent, address and reduce behavioral health issues in our state. As New Hampshire's authorized Kids Count organization, New Futures advocates for data-based policies that support Granite State families.

New Futures Kids Count stands strongly in support of HB 590-FN as it aims to increase access to paid sick time for New Hampshire's working families. Data shows that more than 200,000 Granite State workers, nearly 40 percent of the state's workforce, do not have access to paid sick time. Without this crucial benefit, many of these workers, who face significant socioeconomic challenges, are forced to make the impossible choice between their own health and the financial stability of their family. This not only leads to poor health outcomes for these workers, but it leaves their co-workers at greater risk of contagious illness, and it compromises the health and wellness of the workers' family members, especially children, for generations to come.

Without paid sick time, many parents do not have the flexibility they need to care for their children during times of need. Unattended physical and mental health concerns among children have been shown to contribute to toxic stress, which can impair a child's developing brain and have life-long negative impacts.

Interventions that support health and family stability, like paid sick time, can help prevent Adverse Childhood Experiences and deter the impacts of toxic stress. Access to paid sick time would help workers better care for their own health and the health of their family members. It would save businesses costs and increase productivity by better preventing the spread of infectious diseases at the workplace, and it would promote family financial stability, reducing the potential of toxic stress, and thus improving the lives of our children now and into the future.

For these reasons and many others, New Futures Kids Count believes that HB 590-FN represents an important investment in our children and our state, and we urge the Committee to recommend this bill Ought to Pass.

Respectfully submitted,



Jake Berry, Vice President of Policy, New Futures



GENDER MATTERS

from the New Hampshire Women's Foundation

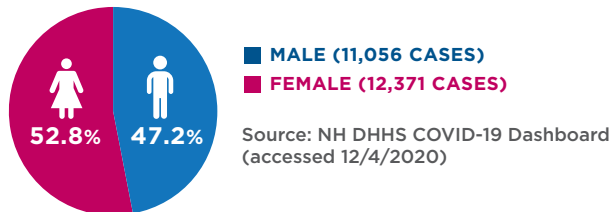
WHEN YOU KNOW THE FACTS, YOU CAN ACT!

2020: SPECIAL ISSUE The Impacts of COVID-19 on New Hampshire Women

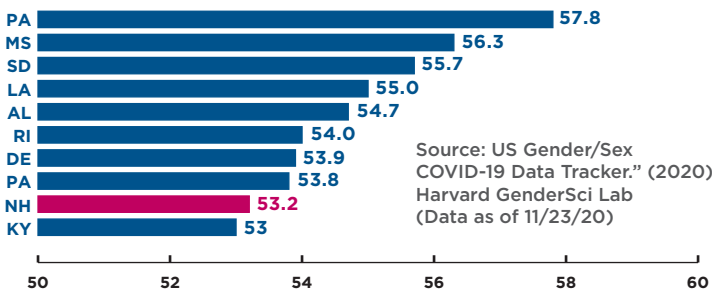
THE COVID-19 PANDEMIC has triggered both health and economic crises that are being felt disproportionately by women here in New Hampshire and across the globe. This pandemic has destabilized workers, families and communities and has exposed the fragility and inequality in our health care, economic and caregiving systems. While the rate of COVID-19 cases in New Hampshire remains one of the lowest in the country,¹ women are predominantly on the frontlines of the virus shouldering the burden in the workplace and at home as caregivers to children and aging parents. At the same time, women are more likely than men to suffer negative health and economic consequences.

WOMEN ARE EXPERIENCING A HIGHER PERCENT OF COVID-19 CASES AND DEATHS

TOTAL COUNT CASES BY SEX



NH IS AMONG THE TOP 10 STATES FOR PERCENT OF FEMALE CASES



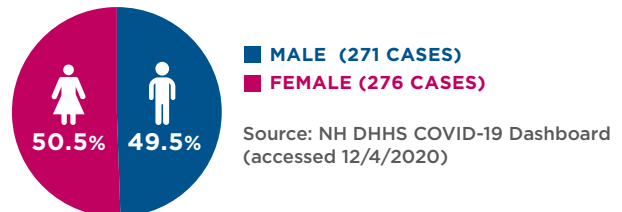
THE SEX DISTRIBUTION OF COVID-19 CASES varies significantly across all 50 states with a low of 35% of positive cases attributable to women in Texas and a high of 58% in Pennsylvania. At 53%, New Hampshire ranks among the top 10 states in the country for the gendered impact of the virus, above the national average of 52%.²

FIRST IN THE NATION FOR PERCENT OF COVID-19 DEATHS IN LONG-TERM CARE FACILITIES: EVEN HIGHER FOR FEMALES³

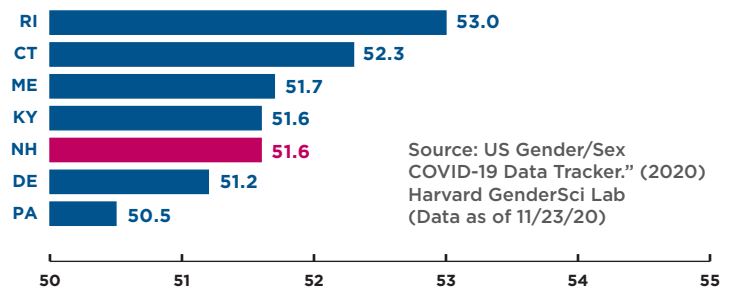
Residents of long-term care (LTC) facilities, such as nursing homes, have experienced a disproportionate share of COVID-19 deaths. New Hampshire has the highest share of LTC facility deaths in the U.S. at 82% of total state deaths. This number is even higher, at 90%, when looking at female deaths alone.

Source: Kaiser Family Foundation and NH DHHS COVID-19 Dashboard (accessed 12/4/2020)

TOTAL COUNT DEATHS BY SEX



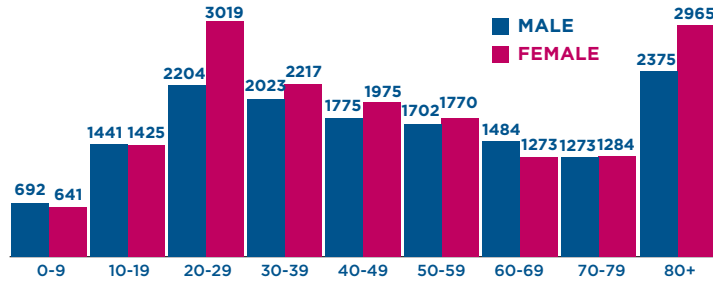
NH IS ONE OF ONLY 7 STATES WITH A HIGHER PERCENT OF FEMALE DEATHS



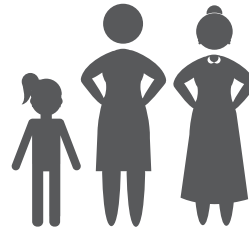
THE SEX DISTRIBUTION OF COVID-19 DEATHS shows that mortality rates for men and women vary widely among US states, with the virus killing more men than women in all but 7 states. NH is among these 7 states ranking 5th highest in the country for percent of female deaths.



NH RATE OF COVID-19 CASES BY AGE AND SEX



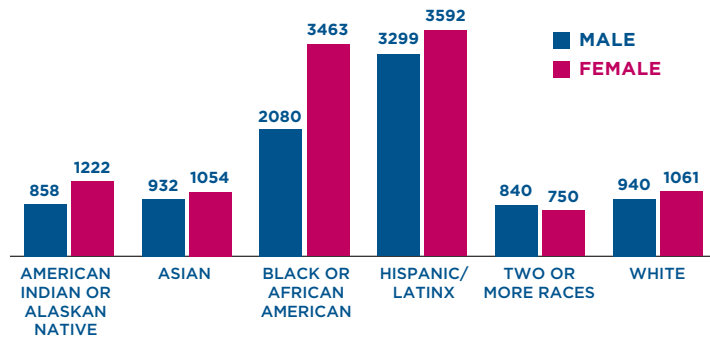
Source: NH DHHS COVID-19 Dashboard (accessed 12/4/2020)



NH WOMEN ARE EXPERIENCING A HIGHER PREVALENCE OF COVID-19 CASES ACROSS MOST, BUT NOT ALL AGE GROUPS (Rate per 100,000 population)

Risk and gender disparity are most pronounced for women in the 20-29 and 80+ age groups. Given that a person's age is a strong predictor of their risk of dying from COVID-19, this disparity contributes to the higher number of female deaths for women over age 80.

NH RATE OF COVID-19 CASES BY RACE AND SEX



Source: NH DHHS COVID-19 Dashboard (accessed 12/4/2020)

WOMEN OF COLOR ARE EXPERIENCING COVID-19 AT MUCH HIGHER RATES THAN WHITE WOMEN

(Rate per 100,000 population)

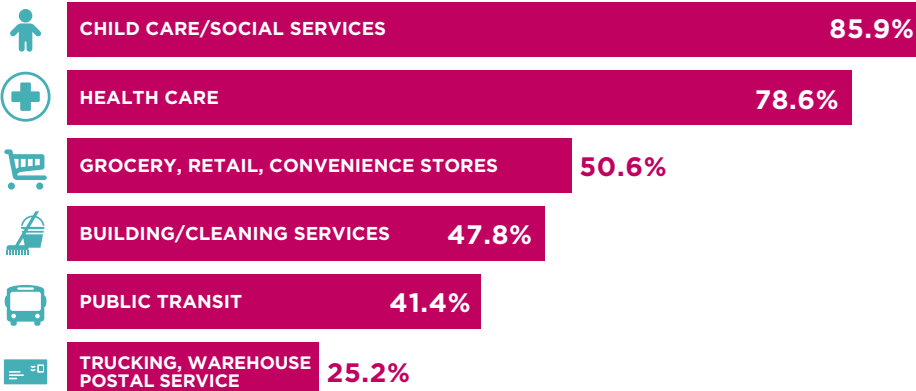
Nationally recognized trends of greater COVID-19 risk for racial minority groups are present in New Hampshire. Among nearly all racial and ethnic groups, the risk is greater for women. Black or African American women are experiencing COVID-19 at a prevalence 3.3 times greater than white women and for Hispanic/Latinx women the rate is 3.4 times as great.



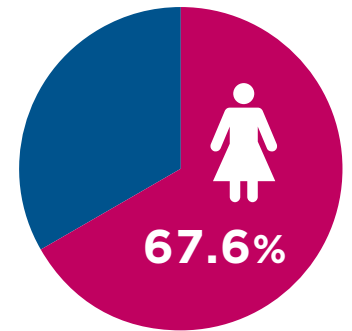
FEMALE WORKERS FACE INCREASED OCCUPATIONAL HAZARDS

Women are disproportionately represented in occupations on the frontlines of the pandemic response with employment conditions that present higher exposure and greater risk of contracting COVID-19. These jobs are often physically demanding, lack flexibility and have fewer benefits and lower pay.

WOMEN AS PERCENTAGE OF ESSENTIAL WORKFORCE IN KEY OCCUPATIONAL SECTORS IN NH⁴



Source: Center for Economic and Policy Research Analyzing ACS 2014-2018



WOMEN COMPRISE MORE THAN 2/3 OF THE ESSENTIAL WORKFORCE

THE WAGE GAP HAS MADE THINGS WORSE FOR WOMEN DURING THE COVID-19 PANDEMIC

During economic downturns and recessions, lost earnings due to the gender wage gap make women economically more vulnerable and add to financial hardship when women have less savings to cover emergencies or basic expenses when there is a sudden or unexpected loss of employment.

IN NH HEALTHCARE WORKFORCE, THE WAGE GAP PERSISTS



HEALTHCARE PRACTICIONER/TECHNICAL OCCUPATIONS

76% WOMEN

Includes Doctors, Dentists, Veterinarians, Laboratory technicians, MRI technologists, Registered Nurses, etc.

71.4¢



Women's earnings as compared to one dollar of men's earnings



HEALTHCARE SUPPORT OCCUPATIONS

89.5% WOMEN

Includes Personal Care Aides, Nursing Assistants, Massage Therapists, Medical Equipment Preparers, etc.

79.1¢

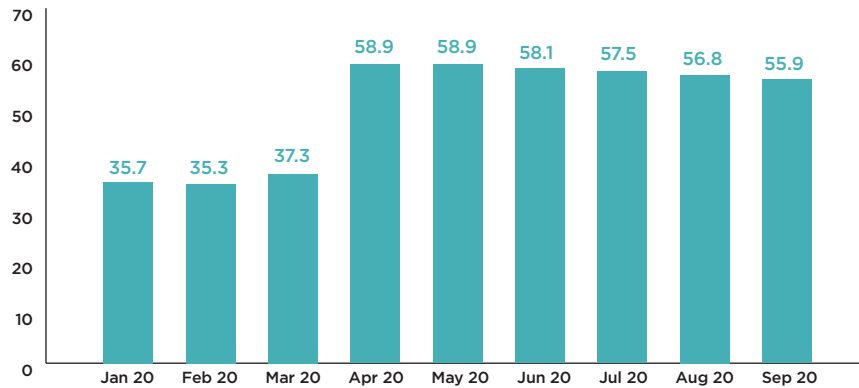


Source: U.S. Census Bureau, American Community Survey 1-year estimates, 2017

MORE WOMEN HAVE LOST EMPLOYMENT AND EARNINGS

Men have fared much better in retaining employment and re-entering the workforce throughout the pandemic.

WOMEN'S SHARE OF UNEMPLOYMENT (PERCENT)



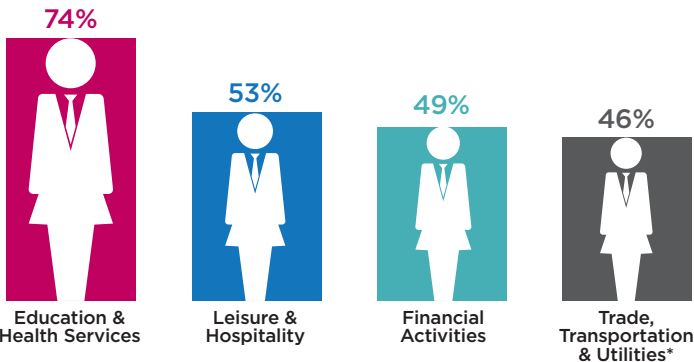
Source: BLS Unemployment Insurance Data, ETA 203, Characteristics of the Uninsured.

While women's share of the unemployment insurance program in January 2020 was only 36%, by April their share had risen to 59%, reflecting larger job loss among women in NH compared with men. As the economy has reopened since late spring, some job growth has occurred, but women's share of unemployment has remained uncharacteristically higher than men's.

WHO CAN WORK FROM HOME?

There are stark occupational differences as to whether or not a worker will be able to telecommute or be required to show up at a physical location in order to perform work and receive pay. Only 8% of workers employed in service occupations and 13% of workers in leisure and hospitality had the ability to work from home. In sharp contrast, 64% of those employed in professional occupations and 86% of those employed in management, business and financial occupations were able to do so.⁶

IN KEY NH INDUSTRIES, PERCENT OF WORKFORCE THAT IS FEMALE

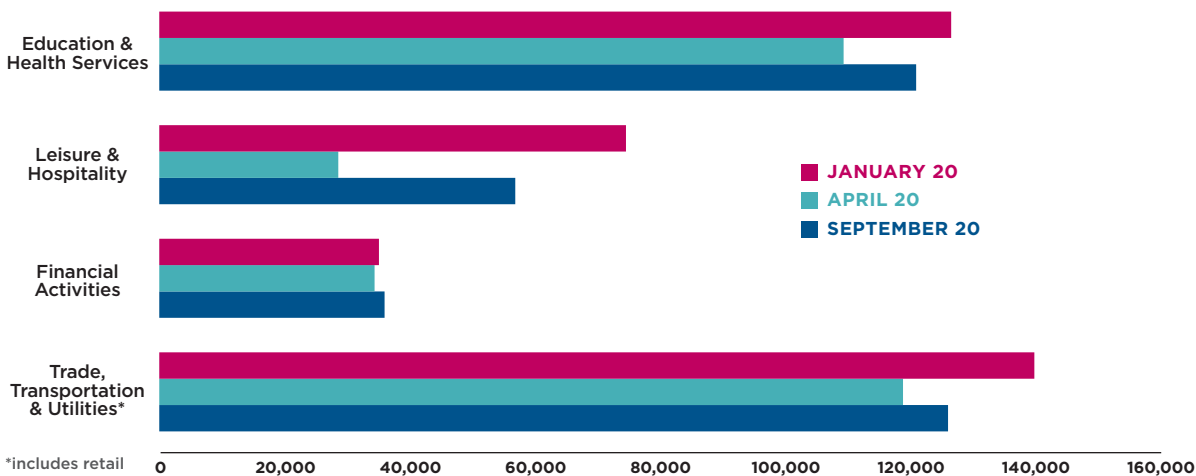


*includes retail

Source: U.S. Census Bureau ACS 1-Year Estimates - Public Use MicroData Sample, 2018

Women are disproportionately or evenly represented in industries that are suffering the greatest job loss. Ironically, women's jobs are simultaneously deemed "essential" but also more likely to be eliminated as the labor market responds to the recession and subsequent waves of the pandemic. Persistent job loss in these industries will have long-term impact on women's earnings.

NUMBER OF NH JOBS IN SELECTED INDUSTRIES (JANUARY, APRIL AND SEPTEMBER 2020)



*includes retail

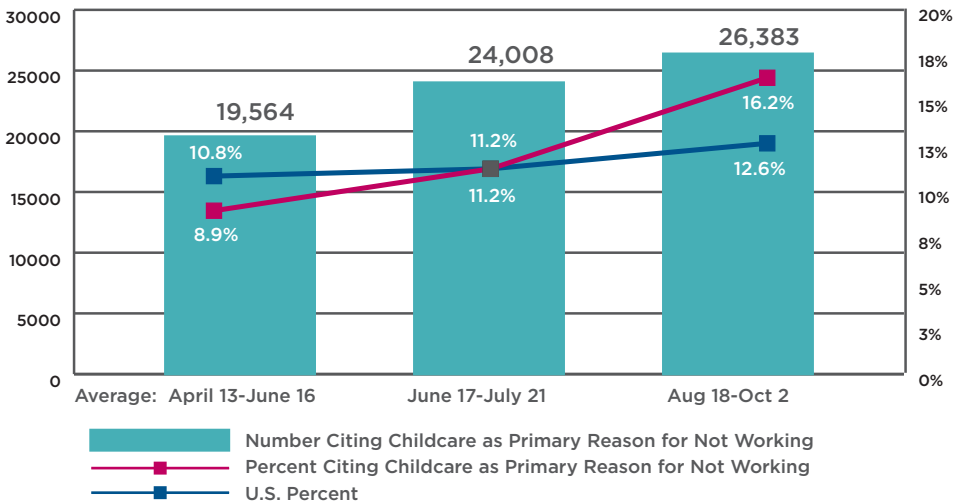
Source: NH Employment Security, NH Economic Conditions ELMI Current Employment Statistics - by Industry and Number of Jobs, Seasonally Adjusted, October 13, 2020

ACROSS THE U.S. PARENTS ARE SCRAMBLING, MOST RESPONSIBILITY FALLING ON WOMEN

Study after study has shown that in response to school, child care, and camp closings, as well as remote learning and reduced class sizes, significantly more women than men have reduced their work hours,⁷ left work to care for children,⁸ and spent more time on education and household tasks.⁹ The latest evidence shows that due to COVID-19 school and child care closures, mothers with young children have arranged reductions in their work hours that are four to five times greater than the reductions arranged by fathers.¹⁰



IN NH LACK OF CHILDCARE HAS INCREASINGLY BEEN CITED AS A REASON FOR NOT WORKING



Over the span of the pandemic, and the onset of a new school year, the number of Granite State workers who are out of the labor force, citing child care as the primary reason for not working, has grown to more than 26,000. Nearly all of these individuals were women.

For women to re-enter the workforce and sustain employment, schools and child care centers will need to re-open fully and without interruption.

Source: NHES ELMU COVID-19 Unemployment Update, October 29, 2020 (ELMU analysis of Census Bureau, Pulse Household Survey)

CONCLUSION

Women in New Hampshire are more vulnerable to COVID-19-related health and economic effects because of persistent gender and racial inequalities in our health care system and our economy. As our federal and state governments turn to longer-term recovery efforts, there is a need to center investments and solutions on those who have been most impacted by COVID-19 and the corresponding economic downturn. The needs of New Hampshire women, especially working mothers and women of color, demand greater attention and greater investment.

Without intervention to address the disproportionate impact of COVID-19, women's progress will continue to decline. This will not just set back the cause of gender equality, but also will hold back the state's economic recovery and deny women and their families an equitable share of future opportunity and prosperity. Bold action now¹¹ toward more equitable health, economic and caregiving systems will help reverse these declines in women's health and financial security and more rapidly restore economic growth and family incomes.

ENDNOTES

1. The New York Times: Coronavirus in the U.S.: Latest Map and Count (Accessed 12/4/2020)
2. Harvard GenderSciLab (2020), US Gender/Sex Data Tracker, <https://www.genderscilab.org/gender-and-sex-in-covid19/>
3. <https://www.kff.org/health-costs/issue-brief/state-data-and-policy-actions-to-address-coronavirus/#long-term-care-cases-deaths>
4. Center for Economic and Policy Research, <https://cepr.net/a-basic-demographic-profile-of-workers-in-frontline-industries/>
5. Ariane Hegewisch and Halie Mariano, 2020 "Same Gap, Different Year. The Gender Wage Gap, Earning Differences by Gender and Race." IWPR, Washington DC (accessed 11/2/20).
6. Dey, Matthew, Henry Frazis, Mark A. Lowenstien and Hugette Sun. 2020. "Ability to Work from Home: Evidence from Two Surveys and Implications for the Labor Market in the COVID-19 Pandemic". U.S. Bureau of Labor Statistics. <https://www.bls.gov/opub/mlr/2020/article/ability-to-work-from-home.htm> (accessed November 2, 2020)
7. Caitlyn Collins and others, "COVID-19 and the gender gap in work hours," Gender, Work and Organization (2020): 1-12, available at <https://onlinelibrary.wiley.com/doi/abs/10.1111/gwao.12506>.
8. Danielle Rhubart, "Gender Disparities in Caretaking during the COVID-19 Pandemic" (Syracuse, NY: Lerner Center for Public Health Promotion, 2020)
9. Matt Krentz and others, "Easing the COVID-19 Burden on Working Parents," Boston Consulting Group, May 21, 2020, available at <https://www.bcg.com/publications/2020/helping-working-parents-ease-the-burden-of-covid-19>.
10. Collins and others, "COVID-19 and the gender gap in work hours.
11. C. Nicole Mason, Ph.D and the Institute for Women's Policy Research offer an important policy framework in "Build(ing) The Future: Bold Policies for a Gender Equitable Recovery," <https://iwpr.org/building-the-future/>, released November 10, 2020.



new hampshire
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December 2020:
Special Issue

The New Hampshire Women's Foundation recognizes Jennifer Frizzell, Director of Policy as the author of this publication, and credits Dr. Kristin Smith, Visiting Research Associate Professor of Sociology, Dartmouth College, Ashley Post, undergraduate Dartmouth student and Dow Drukker, UNH Graduate Student for the research contained herein.

Archived: Thursday, April 15, 2021 3:09:32 PM
From: Elizabeth Duck
Sent: Sunday, January 31, 2021 3:45:40 PM
To: ~House Labor, Industrial and Rehabilitative Services
Cc: forrest@familyfriendlyeconomy.org
Subject: Paid Family Leave
Importance: Normal

Sent from my iPad
To NH House Representatives deliberating on HB590:

When a loved one becomes ill, suddenly or gradually, adjustments are made. A grand juggle begins where family and community resources are called in, a plan of care is developed, and family responsibilities are organized to round out care needs. My family experienced this when our Mom became incapacitated with Alzheimer's Disease, and began her slow and steady decline. She and our younger sister lived together in CT. This sister became Mom's primary care giver; the many challenges were most difficult for her. She was often unable to go to work, or had to explain that she would be late getting there. Although she had a very nice and understanding boss, these instances meant she would be docked pay, or not paid at all. No work meant no pay.

The ability to cut work hours, to take family leave (especially paid leave), or to use earned time benefits, would have been a Godsend, indeed. But my sister did not have any of these options. We were 4 siblings, we were close, helping out as well as we all could, the fact remain that there were many gaps.

What about those who are on there own? The more lonely of these front line care givers? Those major bread winners? Paid family leave in these situations is critical. Paid leave is NOT paid vacation time. Caring for a newborn, or an incapacitated loved one is not a vacation. There are ways to effect this needed benefit if our work places will begin, once again, to appreciate the people who do the work that achieves their "bottom lines," if our work places will, once again, consider real-life-necessary benefits.

Good luck with your deliberations.
Sincerely,
Elizabeth Duck

Archived: Thursday, April 15, 2021 3:09:32 PM

From: [Peter Brogowski](#)

Sent: Wednesday, February 3, 2021 1:58:34 PM

To: ~[House Labor, Industrial and Rehabilitative Services](#)

Subject: NH House Remote Testify: 9:00 am - HB385 in House Labor, Industrial and Rehabilitative Services

Importance: Normal

I am writing in strong support of HB590. I am a paramedic and work 25 hour shifts. I am a working dad of a child with special needs. My wife is a teacher. We work long shifts in the service of the public. We have experienced extreme hardship taking time off from work to care for our-then foster daughter. We ran out of federal FMLA and we were forced to make drastic changes that have impacted our economic security for years to come. Family medical, mental health, or child care emergencies should not force families close to bankruptcy or foreclosure.

These are not handouts these are programs that can be easily funded. Don't hide behind rhetoric of income tax and consider the needs of those you serve.

Archived: Thursday, April 15, 2021 3:09:32 PM
From: William Thomas
Sent: Wednesday, February 3, 2021 2:46:39 PM
To: ~House Labor, Industrial and Rehabilitative Services
Subject: HB590
Importance: Normal

Dear Chairperson Infantine and Committee Members,

As a retired educator, I offer a few words in support of HB 590. Based on what I have read and seen, I do support passage of this bill.

NH's minimum wage of \$7.25 is hardly a living wage. Some may say that \$7.25 for a teenager is appropriate, but it's not just teens who work at minimum wage rates. I have seen and spoken to seniors who work at fast food restaurants whose social security may not be enough to provide all the necessities required to live a decent life.

Moreover, changing policies for earned sick days will help insure that middle and especially, low income working folks can obtain or "seek preventative care when they or their children are sick.

Please, do not force working parent (s) to have to choose between earning a paycheck or having to stay home to care for a sick child or for her own health.

Thank you.

William Thomas
27 Margate Drive
Auburn, NH 03032

Archived: Thursday, April 15, 2021 3:09:32 PM
From: Nikki Fordey
Sent: Wednesday, February 3, 2021 4:44:19 PM
To: ~House Labor, Industrial and Rehabilitative Services
Subject: HB590 testimony
Importance: Normal

Dear Members of the NH House Labor, Industrial, and Rehabilitative Committee,

My name is Nicole Fordey and I am representing my own views, not necessarily of any organization of which I have been affiliated. I am a social worker and substance use disorder clinician. I write to you today in support of HB590 - *An Act relative to paid sick time*. I regret I can not attend the hearing live to present my testimony, but include it below and wish for it to be considered as you debate the merits of this bill.

When I moved to New Hampshire in 2017, I transitioned my employment from a clinic in my former state of residence to a clinic in NH owned by the same company. I was assured that my pay and benefits would be kept consistent. I was eager to put my social work and substance use disorder treatment skills to work in the Granite State. However, upon starting my position at the clinic in NH I learned that there would be a key difference in offered benefits - I would not be able to earn any paid sick days. In my former state, earned paid sick time had become law several years earlier and thus for clinics in that state employees did earn paid sick time. In NH, such a requirement was not in place and thus the company did not offer the benefit. I was shocked that my access to paid sick days was not protected in the Granite State.

This forced me to make some tough decisions. As inevitably happens when your work puts you in close contact with many people day after day, I became ill. I had to decide whether to go to work sick, putting my coworkers and patients at risk, or staying home and losing the day's pay - and potentially risking the security of my employment and future with the company.

I am not proud to say that I went to work while ill. This is also known as "presenteeism" and it is a problem in our workforce. Presenteeism is going to work while sick (Pichler & Ziebarth, 2017). Presenteeism is a public health hazard as sick employees can spread illness to coworkers and customers (Garrity, 2017). Paid sick leave reduces presenteeism by providing workers with a financial incentive to stay home when ill (Pichler & Ziebarth, 2017). Universal paid sick leave would ensure that no employee would have to choose between working while sick and losing wages or being fired. When paid sick leave is available, employees are able to access medical care promptly to prevent more serious illnesses from developing and reduce the spread of disease in the workplace and the community (Scheil-Adlung & Sander, 2010). According to Hsuan, Ryan-Ibarra, DeBurgh, and Jacobson's (2017) study, foodborne illness rates declined after paid sick leave laws were implemented in San Francisco and Seattle - just one example, but it does make me wonder, do you want the person preparing and/or serving your meal to be sick? Don't we have an obligation to protect public health by providing a mechanism wherein people who are ill can recover without putting others at risk?

I also wanted to make you aware of a group of workers that you probably don't think of as not having access to paid sick time under the status quo. Many mental health and substance use disorder clinicians are fee-for-service employees, paid only for sessions that are billed - and not granted any benefits. These are my co-workers on the front lines of the opioid crisis and mental health crisis in our state, working with very little resources and reimbursement - many having to make the choice to go to work while ill because they can't afford to go without pay. Many of us are saddled with student loan debt and other obligations and when we get sick - the consequences are disastrous no matter what we do. It is an impossible decision, put your coworkers and patients at risk, or call out and risk a financial spiral. Many of us are on the edge and our employers are not going to change unless forced. I believe it is a responsibility of government to recognize when its constituents are struggling and assist if possible. HB590 is the assistance we need, only asking to be able to earn the benefit with hours worked and to be recognized for our worth and labor.

In order to reduce presenteeism, and thereby protect public health and worker productivity (read: profit), all workers must have access to paid sick leave. A healthy workforce is a productive workforce and a worker with paid sick leave is a worker contributing to the strength of the New Hampshire economy. You are going to hear from businesses that they cannot afford to offer paid sick time to their employees. I would counter that in reality, we can't afford NOT to offer the ability of workers to earn paid sick time. I urge you to support HB590 and vote ought to pass. Granite Staters deserve a legislature that will protect their interests.

Best,
Nicole Fordey, LICSW, MLADC
85 Page Rd.
Litchfield, NH 03052
516-318-2296

References

Garrity, E. (2017). Guacamole is extra but the norovirus comes free: Implementing paid sick days for American workers. *Boston College Law Review*, 58(2), 703-742. Retrieved from <http://lawdigitalcommons.bc.edu/bclr/vol58/iss2/7>

Hsuan, C., Ryan-Ibarra, S., DeBurgh, K., & Jacobson, D. M. (2017). Association of paid sick leave laws with foodborne illness rates. *American Journal of Preventive Medicine*, 53(5), 609-615. doi:10.1016/j.amepre.2017.06.029

Pichler, S., & Ziebarth, N. R. (2017). The pros and cons of sick pay schemes: Testing for contagious presenteeism and noncontagious absenteeism behavior. *Journal of Public Economics*, 156, 14-33. doi:10.1016/j.jpubeco.2017.07.003

Scheil-Adlung, X., & Sandner, L. (2010). *The case for paid sick leave* (World Health Report Background Paper, 9). Geneva, Switzerland: World Health Organization. Retrieved from <https://www.who.int/healthsystems/topics/financing/healthreport/SickleaveNo9FINAL.pdf>

Archived: Thursday, April 15, 2021 3:09:32 PM
From: Randy
Sent: Wednesday, February 3, 2021 5:45:00 PM
To: ~House Labor, Industrial and Rehabilitative Services
Subject: Testimony on HB 590. Paid Sick Leave
Importance: Normal

TESTIMONY BEFORE THE N.H. HOUSE COMMITTEE ON LABOR, INDUSTRIAL AND REHABILITATIVE SERVICES FEBRUARY 4, 2021
IN SUPPORT OF HB 590 CONCERNING PAID SICK LEAVE
RANDY HAYES, MD (retired), CANTERBURY, NH rcompostr@gmail.com

My name is Randy Hayes and I am a retired Family Doctor who practiced in Concord for 35 years. During my years of medical practice I met hundreds of people who were unable to take proper care of their own and their family's health needs due to a lack of paid sick time. Among all workers in New Hampshire, pre-Covid data suggest that nearly 40 % lack access to even a single paid sick day. This percentage is likely much higher in high-risk groups such as those with low income, part-time workers, people of color, the uninsured and New Americans.

When faced with having to lose a day's pay in order to address an acute personal or family illness, many Granite Staters now have to choose one of the following harmful options:

- + go to work sick, a choice that often puts coworkers and the public at risk, especially during the pandemic

- + delay necessary care until the problem becomes so urgent that one has to resort to Emergency Room Care for a worsening and more difficult to treat progressive illness

- + delegate the care of a sick child or disabled family member to a kind but ill-informed neighbor who can transport the patient to a health professional for care but who cannot provide the detailed information that the working family member could offer.

Paid, accrued sick time reduces the financial and emotional pressures employees and employers often experience during an urgent illness. I believe HB590 will contribute to a healthier workforce and a more Family Friendly Economy.

Sent from my iPad

Archived: Thursday, April 15, 2021 3:09:32 PM
From: Jennifer Wolfe-Hagstrom
Sent: Wednesday, February 3, 2021 5:45:49 PM
To: ~House Labor, Industrial and Rehabilitative Services
Subject: In Support of HB590
Importance: Normal

February 3, 2021

To: Chairman William Infantine, House Labor, Industrial and Rehabilitative Services Committee

From: Jennifer Wolfe-Hagstrom, LICSW, Amherst, New Hampshire, jkyleewolfe@gmail.com,
585-500-5718

Re: Bill number **HB590**. Shortened version of bill title: **relative to paid sick time**

I am writing **in support of HB590** which would require employers to provide paid sick leave to employees.

Over my years working in social services I have often encountered clients who are unable to take time off from work when they are ill to seek medical treatment, limit the spread of disease, and recover so that they are well enough to perform at work and care for their loved ones at home.

During the current COVID-19 pandemic it is clear that paid sick leave would limit the spread of disease and thus put less financial stressors on our medical systems.

As a mother and a clinical social worker, I know that families are the number one priority for New Hampshire residents. Requiring paid sick leave is in the best interest of New Hampshire's families so that parents are able to get the medical attention they need as soon as possible to limit the severity and the spread of illness.

Thank you for your attention, Chairman. I urge you to support HB590.

Sincerely,

Jennifer Wolfe-Hagstrom, LICSW
Amherst, New Hampshire
jkyleewolfe@gmail.com

--

Jennifer Wolfe-Hagstrom, LICSW
 [View Jennifer Wolfe-Hagstrom's profile](#)

Archived: Thursday, April 15, 2021 3:09:32 PM
From: [Laura White](#)
Sent: Wednesday, February 3, 2021 7:40:41 PM
To: ~House Labor, Industrial and Rehabilitative Services
Cc: forrest@familyfriendlyeconomy.org
Subject: In support of HB590
Importance: Normal

February 3, 2021

Dear Members of the House Labor Committee,

Please vote in favor of HB590 to guarantee access to paid sick leave. All working families need and deserve access to this.

As a public school teacher, I'm grateful to know that when I am sick I can take time to care for myself without fear of falling behind on bills or going into debt. I once had to take 7 days off for pneumonia, which included an emergency room visit. Knowing my income was secure allowed me to care for myself and take the time necessary to heal as quickly as possible without relapse and get back to my students.

Less severe, day-to-day illnesses are also best treated with rest. Under financial duress, parents will choose the paycheck over taking care of themselves, and in the long run, when ignored these illnesses can worsen, causing loss in productivity in our economy and strain on our families.

Furthermore, individuals may choose to go to work sick when knowing they need to put food on the table for their families or pay the rent and thus can't afford time off from work. This causes further spread of germs in the community leading to more individuals needing to take time off and a ripple effect on the economy. During this pandemic, this negative impact of the lack of paid sick leave, is all the more concerning.

Lastly, the toll stress takes on the health of our bodies, our families and our economy is hard to measure but significant. This simple act of guaranteeing sick time could alleviate one major source of stress that families must bear when dealing with illness.

As a state and a community, let's take care of our fellow citizens. The wellness of each family contributes to the wellness of our state as a whole. Please vote yes on HB590.

Thank you for your time,

Respectfully,
Laura White
Chesterfield, NH
laura.frances.white@gmail.com
603-209-5363

Archived: Thursday, April 15, 2021 3:09:32 PM
From: Jackie Balch
Sent: Wednesday, February 3, 2021 11:32:50 PM
To: ~House Labor, Industrial and Rehabilitative Services
Cc: forrest@familyfriendlyeconomy.org
Subject: Paid Sick Leave HB590
Importance: Normal

Hello,

I am emailing you because I am an advocate of paid sick leave and a resident of NH. I am 20 years old and I haven't had much work experience but the work I have had in the past year at a hospital made me realize how important paid sick leave is. There was no paid sick leave which is brutal to begin with but during a pandemic is detrimental to employees, the hospital, and patients. Nurses and other essential employees had to decide whether or not they thought their symptoms were due to a minor cold or due to COVID-19 which typically isn't a normal problem. But say the flu was going around and a nurse with a mild case had it and she/he needed to go into work that day since there is no sick leave. This would expose a whole host of people to a sickness while they are already in poor condition. Paid sick leave should be mandatory for NH.

Thank you,
Jackie Balch

Archived: Thursday, April 15, 2021 3:09:32 PM
From: [Jonathan Weinberg](#)
Sent: Thursday, February 4, 2021 9:41:09 AM
To: [~House Labor, Industrial and Rehabilitative Services](#)
Subject: NH House Remote Testify: 9:00 am - HB385 in House Labor, Industrial and Rehabilitative Services
Importance: Normal

Jonathan Weinberg, testimony:

Good morning, my name is Jonathan Weinberg, and I am a recently elected member of the Concord School Board, however, I am here representing myself and not the board.

We all know New Hampshire has to do everything possible to attract and retain young working families. We have a rapidly aging population so much so that we have a statewide committee dedicated to address this startling revelation called the "NH State Plan on Aging". Research by this state sponsored committee states that by 2030, approximately 1/3 of NH's population will be over 65.

These two issues combined illustrate that we have to do something much greater to attract people, especially younger individuals and families to the Granite State. When young families look at opportunities and compare these opportunities between a state that stands to support its workers versus one that delegates paid sick time to an employer's discretion, it is obvious which option produces a more secure working environment and overall environment to raise a family. Voting Yea on HB590 will not only greatly benefit the over 66% of Granite Stater's who do not have access to paid leave but will also help elevate NH's status as an ideal employment destination and help attract younger workers to our state.

Thank you.

Archived: Thursday, April 15, 2021 3:09:32 PM
From: [Gregg Hough](#)
Sent: Thursday, February 4, 2021 11:39:08 AM
To: [Val Zanchuk](#); [~House Labor, Industrial and Rehabilitative Services](#)
Subject: Re: NH House Remote Testify: 10:00 am - HB590 in House Labor, Industrial and Rehabilitative Services
Importance: Normal

Greetings Mr.Zanchuk,

Thank you for your testimony. Well done.

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From: Val Zanchuk <vzanchuk@graphicast.com>
Sent: Wednesday, February 3, 2021 1:48:29 PM
To: ~House Labor, Industrial and Rehabilitative Services
<HouseLaborIndustrialandRehabilitativeServices@leg.state.nh.us>
Subject: NH House Remote Testify: 10:00 am - HB590 in House Labor, Industrial and Rehabilitative Services

My written comments are attached.

Val Zanchuk | President

Graphicast, Inc. - **An ISO 9001:2015 Company**
PO Box 430, 36 Knight Street, Jaffrey, NH 03452

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Archived: Thursday, April 15, 2021 3:09:32 PM
From: Molly Lunn Owen
Sent: Thursday, February 4, 2021 1:23:11 PM
To: Alex Owen
Cc: ~House Labor, Industrial and Rehabilitative Services
Subject: Re: HB590 Testimony
Importance: Normal

THANK YOU!!!


> On Feb 4, 2021, at 8:35 AM, Alex Owen <aaowenv@gmail.com> wrote:
>
>
> Hello,
> I would like to offer this testimony in support of HB590.
>
> Regards,
> Alex Owen
> Manchester, NH
> 978-793-2286
> <HB590 testimony - Alex Owen.docx>

Archived: Thursday, April 15, 2021 3:09:32 PM
From: [Safiya Wazir](#)
Sent: Wednesday, February 3, 2021 9:59:48 AM
To: ~House Labor, Industrial and Rehabilitative Services
Subject: Support testimony for HB 590 FN
Importance: Normal
Attachments:
[Support testimony for HB 590-FN.pdf](#) 

Please see attach file for my testimony
Sincerely,

Rep. Safiya Wazir
District 17, Ward 8
Concord, N.H. 03301

***“Be the change that you wish to see in the world.”
Mahatma Gandhi.***

Archived: Thursday, April 15, 2021 3:09:32 PM
From: [Val Zanchuk](#)
Sent: Wednesday, February 3, 2021 1:49:56 PM
To: ~House Labor, Industrial and Rehabilitative Services
Subject: NH House Remote Testify: 10:00 am - HB590 in House Labor, Industrial and Rehabilitative Services
Importance: Normal
Attachments:
[Opposition to HB 590 - Val Zanchuk, President, Graphicast, Inc. - 4 Feb 21.docx](#) 

My written comments are attached.


Val Zanchuk | President

Graphicast, Inc. - *An ISO 9001:2015 Company*
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Archived: Thursday, April 15, 2021 3:09:32 PM
From: [Kristin E. Smith](#)
Sent: Wednesday, February 3, 2021 10:13:17 PM
To: ~House Labor, Industrial and Rehabilitative Services
Subject: Written Testimony in Regards to HB590
Importance: Normal
Attachments:
[Testimony_Paid Sick HB590 2021.pdf](#) 

Hello, please find my written testimony in regards to HB590 attached. I teach during the time this hearing is in session.

Sincerely,
--Professor Smith

Kristin Smith, Ph.D., MPH
Research Associate Professor of Sociology
Dartmouth College
301B Blunt Hall
Hanover, NH 03755
kristin.e.smith@dartmouth.edu

Archived: Thursday, April 15, 2021 3:09:32 PM
From: [Molly Lunn Owen](#)
Sent: Thursday, February 4, 2021 12:23:12 AM
To: ~House Labor, Industrial and Rehabilitative Services
Subject: Written testimony, HB 590
Importance: Normal
Attachments:
[Testimony in support of HB590_Molly Lunn Owen_February 2021.pdf](#) 


Dear Chairman Infantine and committee members,

Please find, attached, my written testimony in support of HB 590.

Many thanks,
Molly


--

Molly Lunn Owen
molly.lunn.owen@gmail.com
(781) 789-1168

Archived: Thursday, April 15, 2021 3:09:32 PM
From: [Alex Owen](#)
Sent: Thursday, February 4, 2021 8:35:28 AM
To: ~House Labor, Industrial and Rehabilitative Services
Subject: HB590 Testimony
Importance: Normal
Attachments:
[HB590 testimony - Alex Owen.docx](#) 

Hello,
I would like to offer this testimony in support of HB590.

Regards,
Alex Owen
Manchester, NH
978-793-2286

Archived: Thursday, April 15, 2021 3:09:32 PM
From: [Amy](#)
Sent: Thursday, February 4, 2021 10:31:13 AM
To: [~House Labor, Industrial and Rehabilitative Services](#)
Subject: HB 590 Testimony -Amy Brady (Hollis, NH)
Importance: Normal
Attachments:
[HB 590.pdf](#) 

Committee,

Please see my attached testimony for HB590. I still want to provide oral testimony today, 2/4/2021.



48 Grandview Road, Suite #2
Bow, NH 03304
603 225 9748
www.retailnh.com
shop@retailnh.com

TO: House Labor Committee Members
FROM: Nancy C. Kyle, President, NH Retail Association
RE: Opposition to HB 590, relative to paid sick time
DATE: February 3, 2021

I write to register the New Hampshire Retail Association's opposition to HB 590.

This bill would move New Hampshire in a direction that is opposite from recent trends in paid time off. We have heard from the smallest members to the largest who offer a nonspecific paid time off. HB 590 would pigeon-hole sick time, forcing employers to offer sick time distinct from the rest, which may serve to decrease the amount of other personal paid time off employees enjoy. Younger workers could be particularly penalized by the requirements proposed by this bill.

I'm sure you are all aware that the retail industry employs a high percentage of young workers. Our recent economic study shows the retail industry in New Hampshire employs a higher proportion of workers aged 16-18 than either Massachusetts or the national average. Our tax-free-shopping status affords New Hampshire retailers the ability to provide employment and work experience for our teens. But any paid time off used by teens is more likely to be taken as a day off or vacation rather than sick time. Enactment of HB 590 could diminish the other paid time off or make it more expensive to employ teens.

Retail also employs a fair amount of older, possibly semi-retired persons who are looking not necessarily for paid time off but extra pocket money. A forced benefit could lead to decreased hourly wages.

Lastly, please keep in mind that small businesses compete in the labor pool with larger employers who can afford more robust benefits packages. Passage of this bill may serve to limit the flexibility and offering of creative benefits packages more suited to a particular businesses' employees.

Thank you for considering the viewpoint of New Hampshire's retailers.

The New Hampshire Retail Association is a statewide, nonprofit trade association representing over 700 businesses in the state, from large chains to small independent retailers. Formed in 1966, we serve as the voice of retailing in New Hampshire and concentrate on preserving the state's strong retail climate. Over 95% of our members are New Hampshire based businesses. Our mission is to advocate for, promote, and support New Hampshire retailers.

For more information on the NH Retail Association, check our website at www.retailnh.com, email us at shop@retailnh.com, or call our offices at 603-225-9748. The NH Retail Association is represented legislatively by Curtis Barry; Curtis@BarryGR or 603-496-4564.

2/4/2021

Ladies and Gentlemen of the committee

Thank you, Representatives, for your time.

I'm here to give testimony in support of HB 590.

My name is Amy Brady of Hollis NH.

First and foremost I am mother of two, career employee and spouse of a combat Veteran. Both of my children have left threatening chronic medical conditions. One, my 9-year-old Daughter, has -- type one diabetes. I have had to use paid sick leave through my employer, but I have also had to take leave without pay. I often have to miss work to ensure she makes numerous monthly doctor's appointments. Working people should have access to paid sick time.

No family should have to choose between a paycheck and taking care of a child with a chronic illness. But too often, this impacts everything for a parent with a child with a chronic illness in terms of long-term economic security -- not just paying bills, but retirement, use of public assistance programs, unemployment cost, and health care benefits, For caregivers without access to paid sick time, it's categorically difficult to make ends meet. Even for caregivers who do have sick time, when we're using most of it to care for a sick loved one, we are often left without time to

stay home if we're sick. And as someone who identifies as a person with a disability, this is a real problem.

The driving concept of economic legislation is to correct failures of the market economy. Paid sick leave as it stands today is a failure- we encourage citizens to work and contribute to the economy, but people need families to be healthy and happy, in their own right. The current system forces a choice between these alternatives for far too many of our most critical workers, and as COVID has shown, incentivizes employees to go in to work sick, just so that they can keep paying their rent. This conflict must be removed from the system if we want safe and productive workers who are able to make choices consistent with public health. Additionally, this issue disproportionately affects women, as they just are, more often, the primary caregivers within the family.

As a primary caregiver, I have had to step away from promotions because of the need to make all of the appointments for my child and the negative attitudes of employers when taking paid or unpaid sick leave entitlements. We need better systems in place to ensure that women can remain in the workplace, especially during a pandemic and economic crisis. HB 590 would help.

Thank you, Amy Brady of Hollis NH.

Bill as
Introduced

HB 590-FN - AS INTRODUCED

2021 SESSION

21-0766

06/04

HOUSE BILL ***590-FN***

AN ACT relative to paid sick time.

SPONSORS: Rep. Wallner, Merr. 10; Rep. Altschiller, Rock. 19; Rep. Wazir, Merr. 17; Rep. K. Murray, Rock. 24; Rep. Schultz, Merr. 18; Sen. Rosenwald, Dist 13; Sen. Whitley, Dist 15

COMMITTEE: Labor, Industrial and Rehabilitative Services

ANALYSIS

This bill requires employers to provide paid sick time for employees.

Explanation: Matter added to current law appears in ***bold italics***.
Matter removed from current law appears [~~in brackets and struck through.~~]
Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.

STATE OF NEW HAMPSHIRE

In the Year of Our Lord Two Thousand Twenty One

AN ACT relative to paid sick time.

Be it Enacted by the Senate and House of Representatives in General Court convened:

1 1 Findings. The general court finds that ensuring that working people have access to paid sick
2 time will help to protect the public's health by minimizing the spread of contagious illnesses in the
3 workplace and ensure that working people and their families can address their own health and
4 safety needs. The general court further finds that enabling workers to have paid sick time to seek
5 early and routine medical care for themselves and their family members diminishes public and
6 private health care costs in New Hampshire and prevents disruptions to commerce in the event of a
7 public health emergency. The general court seeks to safeguard the public welfare, health, safety,
8 and prosperity of the people of, and visitors to, New Hampshire by ensuring that all individuals
9 employed in the state of New Hampshire are able to earn paid sick time.

10 2 New Chapter; Paid Sick Time for Employees. Amend RSA by inserting after chapter 275-H
11 the following new chapter:

12 CHAPTER 275-I

13 PAID SICK TIME FOR EMPLOYEES

14 275-I:1 Definitions. In this chapter:

- 15 I. "Commissioner" means the commissioner of the department of labor.
16 II. "Department" means the department of labor.
17 III. "Domestic violence" means "domestic violence" as defined in RSA 173-B:1, I.
18 IV. "Employee" means "employee" as defined in RSA 279:1, X and includes recipients of
19 public benefits who are engaged in work activity as a condition of receiving public assistance.
20 V. "Employer" means "employer" as defined in RSA 279:1, XI.
21 VI. "Family member" means:
22 (a) A biological, adopted, or foster child, stepchild or legal ward, a child of a domestic
23 partner, or a child to whom the employee stands in loco parentis.
24 (b) A biological, foster, stepparent, or adoptive parent, or legal guardian of an employee
25 or an employee's spouse or domestic partner or a person who stood in loco parentis when the
26 employee was a minor child.
27 (c) A person to whom the employee is legally married under the laws of New Hampshire.
28 (d) A grandparent or spouse or domestic partner of a grandparent.
29 (e) A grandchild.
30 (f) A biological, foster, or adopted sibling or spouse, or domestic partner of a biological,
31 foster, or adopted sibling.

1 VII. "Health care professional" means any person licensed under federal or state law to
2 provide medical or emergency services, including doctors, nurses, and emergency room personnel.

3 VIII. "Paid sick time" means time that is compensated at the same hourly rate for hourly
4 employees and at the prorated salaried basis for salaried employees performing no work during a
5 given period and with the same benefits, including health care benefits, as the employee normally
6 earns during hours worked and is provided by an employer to an employee for the purposes
7 described in RSA 275-I:3.

8 IX. "Retaliatory personnel action" means the discharge, suspension, or demotion by an
9 employer of an employee or any other adverse action taken by an employer against an employee and
10 includes any sanctions against a recipient of public benefits.

11 X. "Sexual assault" means "sexual assault" as defined in RSA 632-A.

12 XI. "Stalking" means "stalking" as defined as in RSA 633:3-a.

13 XII. "Public health emergency" means a declaration or proclamation related to a public
14 health threat, risk, disaster, or emergency that is made or issued by a federal, state, or local official
15 with the authority to make or issue such a declaration.

16 275-I:2 Accrual of Paid Sick Time.

17 I. All full or part-time employees who work in New Hampshire shall receive paid sick time
18 as provided in this chapter. Employees shall begin to accrue sick time upon being hired.

19 II. Employees shall accrue a minimum of one hour of paid sick time for every 30 hours
20 worked.

21 III. Employees shall not accrue or use more than 72 hours of paid sick time in a calendar
22 year, unless the employer selects a higher limit.

23 IV. Employees who are exempt from overtime requirements under 29 U.S.C. section
24 213(a)(1) of the Federal Fair Labor Standards Act will be assumed to work 40 hours in each work
25 week for purposes of paid sick time accrual unless their normal work week is less than 40 hours, in
26 which case paid sick time accrues based upon such work week.

27 V. Paid sick time shall begin to accrue at the commencement of employment or on the
28 effective date of this chapter, whichever is later. Employees may use paid sick time as it is accrued.

29 VI. An Employee may carry over paid sick time to the following calendar year.

30 VII. Any employer with a paid time off policy who makes available an amount of paid time
31 off sufficient to meet the requirements of this chapter and which may be used for the same purposes
32 and under the same conditions as paid sick time under this chapter shall not be required to provide
33 additional paid sick time.

34 VIII. Nothing in this chapter shall be construed to require financial or other reimbursement
35 to an employee from an employer upon the employee's termination, resignation, retirement, or other
36 separation from employment for accrued paid sick time that has not been used.

1 IX. If an employee is rehired within 12 months of separation by the same employer,
2 previously accrued unused paid sick time shall be reinstated. If an employee is transferred to a
3 another entity, division, or location but remains employed by the same employer, the employee is
4 entitled to all paid sick time accrued with the employer in the previous entity, division, or location.

5 X. Employers may advance sick time to an employee ahead of accrual by such employee.

6 275-I:3 Use of Paid Sick Time.

7 I. Paid sick time shall be provided by an employer to an employee for:

8 (a) The employee's:

9 (1) Mental or physical illness, injury, or health condition;

10 (2) Need for medical diagnosis, care, or treatment of a mental or physical illness,
11 injury, or health condition; or

12 (3) Need for preventive medical care.

13 (b)(1) Caring for a family member with a mental or physical illness, injury, or health
14 condition;

15 (2) A family member's medical diagnosis, care, or treatment of a mental or physical
16 illness, injury, or health condition; or

17 (3) A family member's preventive medical care.

18 (c) Closure of the employee's place of business by order of a public official due to a public
19 health emergency or an employee's need to care for a child whose school or place of care has been
20 closed by order of a public official due to a public health emergency, or care for oneself or a family
21 member when it has been determined by the health authorities having jurisdiction or by a health
22 care provider that the employee's or family member's presence in the community may jeopardize the
23 health of others because of his or her exposure to a communicable disease, whether or not the
24 employee or family member has actually contracted the communicable disease; or

25 (d) Absence necessary due to domestic violence, sexual assault, or stalking, provided the
26 time is to:

27 (1) Seek medical attention for the employee or employee's family member to recover
28 from physical or psychological injury or disability caused by domestic or sexual violence.

29 (2) Obtain services from a victim services organization.

30 (3) Obtain psychological or other counseling.

31 (4) Seek relocation due to the domestic or sexual violence or stalking.

32 (5) Take legal action, including preparing for or participating in any civil or criminal
33 legal proceeding related to or resulting from the domestic or sexual violence.

34 II. Paid sick time shall be provided upon the oral request of an employee. When possible,
35 the request shall include the expected duration of the absence.

36 III. When the use of paid sick time is foreseeable, the employee shall make a good faith
37 effort to provide notice of the need for such time to the employer in advance of the time and shall

1 make a reasonable effort to schedule the use of paid sick time in a manner that does not unduly
2 disrupt the operations of the employer.

3 IV. An employer shall not require, as a condition of providing paid sick time under this
4 chapter, that the employee find a replacement worker to cover the hours during which the employee
5 is on paid sick time.

6 275-I:4 Exercise of Rights Protected.

7 I. No employer shall:

8 (a) Interfere with, restrain, deny the exercise of, or deny the attempt to exercise any
9 right protected under this chapter.

10 (b) Take retaliatory personnel action or discriminate against an employee because the
11 employee has exercised rights protected under this chapter.

12 (c) Count paid sick time taken under this chapter as an absence that may lead to or
13 result in discipline, discharge, demotion, suspension, or any other adverse action.

14 II. This chapter shall apply to any person who mistakenly, but in good faith, alleges
15 violations of this section.

16 III. There shall be a rebuttable presumption of unlawful retaliation whenever an employer
17 takes adverse action against an employee or former employee within 90 days of when that employee
18 or former employee:

19 (a) Files a complaint with the department or a court alleging a violation of any provision
20 of this section.

21 (b) Informs any person about an employer's alleged violation of this section.

22 (c) Cooperates with the department or other persons in the investigation or prosecution
23 of any alleged violation of this section.

24 (d) Opposes any policy, practice, or act that is unlawful under this section.

25 (e) Informs any person of his or her rights under this section.

26 275-I:5 Notice and Posting.

27 I. Employers shall give notice:

28 (a) That employees are entitled to paid sick time;

29 (b) The amount of paid sick time;

30 (c) The terms of the use of sick guaranteed under this chapter;

31 (d) That retaliation against an employee who requests or uses paid sick time is
32 prohibited; and

33 (e) That each employee has the right to file a complaint or bring a civil action if sick time
34 as required by this chapter is denied by the employer or if the employee is retaliated against for
35 requesting or taking paid sick time.

1 II. An employer shall provide each employee with a notice containing the information
2 required under paragraph I in English and in any language that is the first language spoken by at
3 least 5 percent of the employer's workforce.

4 III. An employer shall display a poster in a conspicuous and accessible place in each
5 establishment where employees are employed that contains all information required under
6 paragraph I in English and in any language that is the first language spoken by at least 5 percent of
7 the employer's workforce.

8 IV. The department shall create and make available to employers posters that contain the
9 information required under paragraph I.

10 275-I:6 Employer Records. An employer shall retain records that document the hours worked by
11 an employee and paid sick time taken by an employee, for a period of 5 years, and shall allow the
12 department access to such records, with appropriate notice and at a mutually agreeable time, to
13 monitor compliance with the requirements of this chapter. If the employer does not maintain or
14 retain adequate records documenting hours worked by the employee and paid sick time taken by the
15 employee, or does not allow the department reasonable access to such records, it shall be presumed
16 that the employer has violated the chapter, absent clear and convincing evidence otherwise.

17 275-I:7 Regulations.

18 I. The commissioner shall adopt rules, pursuant to RSA 541-A, relative to the forms,
19 procedures, implementation, and enforcement of this chapter.

20 II. The commissioner shall coordinate implementation and enforcement of this chapter.

21 275-I:8 Enforcement.

22 I. The department shall enforce the provisions of this chapter. The department shall
23 establish a system using multiple means of communication to receive complaints of non-compliance
24 with this chapter and investigate complaints received by the department in a timely manner. The
25 department shall encourage reporting violations of this chapter by keeping the name and other
26 identifying information of the employee or person reporting the violation confidential to the extent
27 permitted by law. However, the department may disclose a person's name and identifying
28 information as necessary to enforce this section or for other appropriate purposes with the consent of
29 such person.

30 II. The department shall impose penalties and to grant an employee or former employee all
31 appropriate relief.

32 III. The department shall set fines for violations of this chapter.

33 IV. The department, the attorney general, or any person aggrieved by a violation of this
34 chapter, may bring a civil action in a court of competent jurisdiction against an employer. Such
35 action may be brought without first filing an administrative complaint.

36 V. A prevailing plaintiff shall recover the full amount of any unpaid earned sick time plus
37 any actual damages suffered as a result of the employer's violation of this Chapter plus an equal

HB 590-FN - AS INTRODUCED
- Page 6 -

1 amount of liquidated damages and shall be entitled to such legal or equitable relief as may be
2 appropriate, including, without limitation, reinstatement to employment, back pay, and injunctive
3 relief. Prevailing plaintiffs shall also be entitled to reasonable attorney's fees.

4 VI. The statute of limitations for a civil action brought pursuant to this section shall be for a
5 period of 3 years from the date the alleged violation occurred or the date the employee knew or
6 should have known of the violation.

7 VII. Actions brought pursuant to this section may be brought as a class action under the
8 laws of New Hampshire.

9 275-I:9 Confidentiality and Nondisclosure. No employer shall require disclosure of details
10 relating to domestic violence, sexual assault, or stalking, or the details of an employee's medical
11 condition as a condition of providing paid sick time under this chapter. If an employer possesses
12 health information or information pertaining to domestic violence, sexual assault, or stalking about
13 an employee or employee's family member, such information shall be treated as confidential and not
14 disclosed except to the affected employee or with the permission of the affected employee.

15 275-I:10 Statutory Minimum for Sick Time Policies.

16 I. Nothing in this chapter shall be construed to discourage or prohibit an employer from the
17 adoption or retention of a paid sick time policy which exceeds the requirements of this chapter.

18 II. Nothing in this chapter shall be construed as altering or diminishing the obligation of an
19 employer to comply with any contract, collective bargaining agreement, employment benefit plan, or
20 other agreement providing more generous paid sick time to an employee than required in this
21 chapter.

22 III. Nothing in this chapter shall be construed as diminishing the rights of public employees
23 regarding paid sick time or use of sick time as provided in any laws of the state of New Hampshire.

24 275-I:11 Other Legal Requirements. This chapter provides minimum requirements pertaining
25 to paid sick time and shall not be construed to preempt, limit, or otherwise affect the applicability of
26 any other law, regulation, requirement, policy, standard, or collective bargaining agreement that
27 provides for greater accrual or use by employees of sick time, whether paid or unpaid, or that
28 extends other protections to employees.

29 275-I:12 Severability. If any provision of this chapter or application thereof to any person or
30 circumstance is judged invalid, the invalidity shall not affect other provisions or applications of the
31 chapter which can be given effect without the invalid provision or application, and to this end the
32 provisions of this chapter are declared severable.

33 3 Effective Date. This act shall take effect 60 days after its passage.

LBA
21-0766
1/13/21

**HB 590-FN- FISCAL NOTE
AS INTRODUCED**

AN ACT relative to a paid sick time.

FISCAL IMPACT:

The Office of Legislative Budget Assistant is unable to complete a fiscal note for this bill, as introduced, as it is awaiting information from the Department of Administrative Services, Judicial Branch, and New Hampshire Municipal Association. When completed, the fiscal note will be forwarded to the House Clerk's Office.

AGENCIES CONTACTED:

Department of Administrative Services, Justice and Labor, Judicial Branch, New Hampshire Association of Counties, and New Hampshire Municipal Association

Fiscal Notes

**HB 590-FN FISCAL NOTE
 AS INTRODUCED**

AN ACT relative to paid sick time.

FISCAL IMPACT: State County Local None

STATE:	Estimated Increase / (Decrease)			
	FY 2021	FY 2022	FY 2023	FY 2024
Appropriation	\$0	\$0	\$0	\$0
Revenue	\$0	Indeterminable Increase	Indeterminable Increase	Indeterminable Increase
Expenditures	\$0	Indeterminable Increase	Indeterminable Increase	Indeterminable Increase
Funding Source:	<input checked="" type="checkbox"/> General <input type="checkbox"/> Education <input checked="" type="checkbox"/> Highway <input checked="" type="checkbox"/> Other - Various Government Funds			

COUNTY:

Revenue	\$0	\$0	\$0	\$0
Expenditures	\$0	Indeterminable Increase	Indeterminable Increase	Indeterminable Increase

LOCAL:

Revenue	\$0	\$0	\$0	\$0
Expenditures	\$0	Indeterminable Increase	Indeterminable Increase	Indeterminable Increase

METHODOLOGY:

This bill requires employers to provide paid sick time for employees. The Department of Administrative Services states this bill would have no impact on full-time State employees since these employees already earn generous sick time which allows them to care for themselves and family members. The bill would have an impact for part-time workers because part-time workers do not currently accrue sick time. Under proposed RSA 275-I:2, employees would accrue a minimum of one hour for every 30 hours worked and are eligible for no more than 72 hours of paid leave. While the actual impact on State expenditures is indeterminable, the Department produced a report on total hours worked by part-time employee by agency and then calculated one hour of paid family leave for every 30 hours worked per part-time worker. The report yielded an estimated annual cost of \$1.8 million. The Department examined the funding source for those hours and estimated the following impact on the various State government funds:

Estimated Annual Impact	
General Fund	\$264,266
Liquor Fund	\$193,126
Lottery Fund	\$2,051
Highway Fund	\$45,016
Turnpike Fund	\$45,880
Fish & Game Funds	\$2,483
Federal Funds	\$135,588
Interagency transfers & Other Funds	\$391,217
Total	\$1,079,627

The Department of Labor indicates there would likely be an indeterminable increase in expenditures at the state, county and local levels incurred to address increased staffing needs. It is possible that some government employers have existing benefits in excess of what is being proposed. It is also possible that government entities could see higher costs in contracts they have with entities affected by the requirement to provide paid sick time. The Department indicates any increase in expenditures is difficult to credibly quantify. The Department does not anticipate it would require additional staff to administer this chapter. The Department does not expect the bill would impact county or local revenues. It is possible that there would be an indeterminable increase in state revenue as a result of fines resulting from the proposed legislation.

The Department of Justice indicates the bill creates an enforcement mechanism through which the Department of Labor or the Department of Justice may bring a lawsuit against businesses that either department believes have violated the law. It provides that the prevailing party in such a lawsuit may recover reasonable costs and attorney's fees. Because this bill creates a new set of laws and regulations that would require enforcement, the Department of Justice cannot anticipate the increase in workload that may arise as a result of the bill. The Department anticipates that it would lead to an increase in complaints for the Department to review and may lead to an increase in affirmative litigation brought by the Department. Some costs may be offset by the Department's ability to recover costs and fees. The bill also may create an increase in workload as the Department, as the legal representation for all State agencies, would likely need to work with the Department of Labor to review claims and determine whether the Department of Justice would assist the Department of Labor in bringing litigation to enforce the statute on the Department of Labor's behalf. These costs may also be offset by the ability to recover costs and fees. The Department concludes the fiscal impact is indeterminable because

the potential for increased costs is unknown as is the potential for recovery through successful litigation.

The New Hampshire Association of Counties indicates this bill would require the counties to provide part-time/per diem employees with paid sick leave for every 30 hours of work. The Association states the bill would extend benefits to domestic partners, currently not all of the counties cover domestic partnerships, only marriages. In addition to the extension of benefits it would also require additional hires at the county offices to administer tracking hours of part time/per diem employees. Based on current part time and per diem employees at county offices, the Association estimates the bill would increase county expenditures by \$750,000.

The New Hampshire Municipal Association indicates under this bill an employee would accrue a minimum of one hour of paid sick leave for every 30 hours worked, to a maximum of 72 hours of sick leave in a calendar year, unless the employer chooses a higher limit. The employee would be compensated at the same hourly rate for sick leave that he or she is normally paid for hours worked. The Association assumes most municipal employers already provide paid sick leave, but cannot confirm total numbers or the terms of their sick leave policies. For any municipal employer that currently has a less generous policy than what is provided in the bill, there may be an increase in municipal expenditures. Because the Association does not have detailed information, it is unable to estimate the amount of the increase. There should be no effect on municipal revenues.

The Judicial Branch assumes that the paid sick time benefit described in the bill is consistent with the paid sick time benefit that is currently offered by the Judicial Branch. The Judicial Branch also assumes that per-diem employees would not be covered under the bill as “part-time employees.” Based on these assumptions, the Branch does not believe this bill would have a significant fiscal impact. If the intent is for per-diem employees to be covered by the use of “part-time employees” however, the fiscal impact would be significant.

It is assumed that any fiscal impact would occur after July 1, 2021.

AGENCIES CONTACTED:

Departments of Labor, Justice and Administrative Services, the Judicial Branch and New Hampshire Municipal Association