

BERNALILLO COUNTY
BOARD OF COUNTY COMMISSIONERS

ORDINANCE NO. 2019-32

1 MANDATING EMPLOYER PAID TIME OFF TO EMPLOYEES WITHIN BERNALILLO
2 COUNTY; PRESCRIBING RULES AND PENALTIES; SETTING AN EFFECTIVE DATE
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4 WHEREAS, all workers at some time during each year need limited time off from work to
5 take care of their own health needs or those of family members; and
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7 WHEREAS, according to analysis of paid sick leave in Albuquerque by the University of
8 New Mexico's Bureau of Business and Economic Research:

- 9 • Employees least likely to have the right to earn sick time are part-time workers, those
10 earning less than \$15,000/year and those employed in leisure, hospitality and retail
11 sectors;
- 12 • Bernalillo County lags behind the rest of the country in rates of access to paid sick leave;
- 13 • Employees without paid leave go to work sick approximately 3.5 times a year; 1.8 times
14 with risk of spreading the illness;
- 15 • Businesses that do have paid leave experience lower turnover; and
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17 WHEREAS, workers in jobs with high public contact, such as health care, services,
18 restaurant and retail employees, are unlikely to have the right to earn sick time, thereby
19 increasing their risk of passing illnesses to co-workers and customers; and
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21 WHEREAS, the right to earn paid time off, as provided herein, will reduce recovery time
22 from illnesses, enable people to obtain preventive medical care and prenatal care, promote the
23 use of regular medical providers rather than emergency care, enable parents to care for sick
24 children instead of sending them to school, prevent people from spreading illness to the public
25 and enable victims of domestic abuse, sexual assault and stalking to get away from their abusers,
26 thereby protecting the health, safety and general welfare of people in Bernalillo County; and
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28 WHEREAS, victims of domestic abuse, stalking and sexual assault often lose days of paid
29 employment or lose their jobs because they need time off to escape and recover from such
30 situations, and that lost income is particularly devastating for such victims, who need economic
31 security to ensure safety; and
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33 WHEREAS, the right to use earned sick time to care for a family member must reflect the
34 diversity of family caregiving relationships today; and
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36 WHEREAS, one in six employees in the U.S. report that they or a family member has been
37 fired, suspended, punished or threatened by an employer because they needed to take sick time to
38 care for themselves or a family member; and
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