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- We all get sick and need to take time off to get well and to avoid making other people sick if we have something infectious.
- It would be good public health policy to prevent people from being forced to decide whether they should forego wages or stay home to get healthy and prevent risk of infecting everyone else in the workplace.
- Vermont Smoke and Cure relies on healthy workers – we all do – but particularly as a processor making ready-to-eat food.
- Vermont Smoke and Cure has offered 10 days of paid leave (for sick or vacation), which start to accrue after 90 days, plus 5 paid company holidays, for over a decade. We consider this a fundamental benefit, not as generous as many, but a good baseline.
- This bill would not create a competitive problem for Vermont companies.
  - The bill would result in only a minor cost to the company – 5 days, or less than 2% of wage cost after full implementation. Allows a 2-year ramp-up period at 3 days, or less than 1.2% cost.
  - Despite that only three other states and 18 of the largest cities (almost all of them with larger populations than Vermont) require paid sick time, evidence shows that at this level, it will not create a cost disadvantage. I'll just refer to the data presented by others.
  - Without extrapolating too far, the potential results of the bill, to lessen infection of others by those coming to work sick, may have a positive benefit of reducing sick days overall and certainly of reducing people coming to work sick.
  - This bill does not encroach upon those who offer more paid days off as a competitive benefit.



- This bill presents a common sense approach.
  - It is flexible and sets an appropriate minimum.
  - It includes a significant and appropriate trial or waiting period of 90 days to be able to use sick days.
- The benefits of this bill to everyone in Vermont to guarantee all employees paid sick leave, and in particular to the 57,000 Vermonters who lack it currently, vastly outweigh the costs. I encourage you to pass this bill. Thank you for the opportunity to testify today.