

## MOTION

### 3. Closing the Inequality Gap with Paid Sick Leave (Member's Motion B.2)

At the Council meeting on February 23, 2021, Council referred the following motion to the Standing Committee on City Finances and Services meeting on February 24, 2021, in order to hear from speakers.

Submitted by: Councillor Swanson

#### WHEREAS

1. Eleven months into a global pandemic that has killed thousands, no government in Canada has legislated adequate, employer-paid sick days;
2. The Canada Recovery Sickness Benefit is temporary, inaccessible and not of use for the crucial first few days of an illness;
3. Had paid sick day legislation been in place before the global pandemic, lives would have been saved because infection rates would have been reduced; and
4. The lack of legislated paid sick days has especially hurt Black, Indigenous, workers of colour and women workers who are over-represented in frontline jobs, with low pay, few benefits, and without the ability to work from home.

THEREFORE BE IT RESOLVED THAT Council direct the Mayor to call on the Province to legislate a minimum of ten (10) permanent, paid sick days for all workers and additional days during public health outbreaks;

FURTHER THAT paid sick leave should be:

- Universal: available to all workers regardless of workplace size, work status or full-time equivalent (FTE), type of work, or immigration status. Legislated, with no exemptions;
- Paid: fully paid to ensure workers are not financially penalized for following public health advice;
- Adequate: at least ten (10) paid sick days provided on a permanent basis, with additional paid sick days as required during public health emergencies;
- Permanent: Available during the COVID-19 pandemic and beyond; and
- Accessible: No barriers to access. Prohibit employers from requiring sick notes; ensure no disruption of income or unnecessary applications; and provide sufficiently flexible leave that reflects the reality of workers' lives, healthcare needs, and caregiving responsibilities.

