

Offered by City Councilor Michelle Wu, Flynn, Flaherty, O'Malley, Essaibi-George, Mejia, Edwards, Bok, Breadon, Campbell, Arroyo and Janey



CITY OF BOSTON IN CITY COUNCIL

AN ORDINANCE EXTENDING PAID SICK LEAVE FOR CITY OF BOSTON EMPLOYEES TO RECEIVE THE COVID-19 VACCINE

WHEREAS: Rapid and equitable COVID-19 vaccine distribution is critical to slowing the spread of the coronavirus pandemic; *and*

WHEREAS: The Centers for Disease Control and Prevention (CDC) reports that common side effects of the COVID-19 vaccine include pain and swelling on the arm that received the shot, as well as fever, chills, tiredness, and headache, which may affect recipients' ability to conduct daily activities; *and*

WHEREAS: Nationwide, more than one-third of the civilian workforce lacks access to any form of paid sick leave, and low-income workers and workers of color are particularly likely to hold jobs that do not offer employee benefits; *and*

WHEREAS: Research also indicates that the absence of paid sick leave policies is associated with a lower likelihood of receiving the influenza vaccine, suggesting that extending paid sick leave benefits will drive the uptake of the COVID-19 vaccine; *and*

WHEREAS: Given the long history of medical disenfranchisement of Black, Latinx, and other residents of color, Boston's public officials and employers must work proactively to build trust in the vaccine across all communities, including speaking honestly about potential side effects and making all possible accommodations to mitigate the burden that these side effects may place on fulfilling family and job obligations; *and*

WHEREAS: The City of Boston has a long record of national leadership in promoting economic justice and workers' rights, including by guaranteeing health insurance coverage for transgender municipal employees and extending paid parental leave to City employees of all genders who are new parents; *NOW*

THEREFORE BE IT ORDERED:

That the City of Boston Code, Ordinances is hereby amended in Chapter 5 by adding the following section at the end thereof:

5-5.43 COVID-19 Vaccination Paid Sick Leave

1. The City of Boston shall implement paid sick leave for all of its exempt employees and all other employees covered by collective bargaining agreements whose agreements explicitly provide for this benefit for the employee, for the purpose of recovering from the COVID-19 vaccination. All employees of the City of Boston are eligible for this COVID-19 vaccine paid sick leave, regardless of the duration of their employment.
2. The COVID-19 vaccination paid sick leave benefit shall cover three (3) working days, and may be taken at the employee's discretion anytime during the first two (2) days after receiving a dose of the COVID-19 vaccination. During the leave period, the employee shall be paid one hundred percent (100%) of their base wages.
3. The Director of Human Resources for the City of Boston shall have full authority to issue policies relative to COVID-19 vaccination paid sick leave benefits offered pursuant to this ordinance for any purpose, including, but not limited to, notification requirements for employees requesting leave and vaccination documentation requirements.

BE IT FURTHER ORDERED: That these provisions shall take effect immediately upon passage.

Filed on: January 29, 2021