

CITY COUNCIL
CITY OF NEW YORK

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TRANSCRIPT OF THE MINUTES

Of the

COMMITTEE ON CIVIL SERVICE AND LABOR

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B E F O R E: I. DANEEK MILLER
Chairperson

COUNCIL MEMBERS:

ELIZABETH S. CROWLEY
DANIEL DROMM
COSTA G. CONSTANTINIDES
ROBERT E. CORNEGY, JR.

A P P E A R A N C E S (CONTINUED)

Cecile Noel
Commissioner for the Mayor's Office to Combat
Domestic Violence or OCDV

Liz Vladeck
Deputy Commissioner of the Office of Labor Policy
And Standards at the Department of Consumer
Affairs

Leah Obias
Director of Stakeholder Engagement, Office of
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Steven Kelly
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Sarah E. Hayes
Deputy Director of the Economic Empowerment
Program at Sanctuary for Families

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[gavel]

CHAIRPERSON MILLER: Good afternoon

ladies and gentlemen. I'm Council Member I. Daneek Miller and I'm the Chair of the Committee on Civil Service and Labor. Today we are here at the introduction of Intro 1313. The first bill introduced to the current council was Introduction number one, an expansion of the earned sick time act passed during the last session. One of the items... one of the initial items this committee did was consider and pass the most important bill, which increased the number of New Yorkers covered by nearly one million. To earn sick time and gives New Yorkers who work for employees who have more five, five employees to earn the ability to earn five sick days, paid sick days or up to 40 hours to be used for illness to stay home to recuperate, for medical appointments or to just take care of the health needs of family members. The bill we are hearing today however, Introduction 1313 would expand these provisions to women who need them. this bill would allow safe leaves for victims of family offenses matters, sexual offenses, stalking of themselves and their family members. Accrued time will be able to be used to seek crisis services and

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2 other legal advice and for many other reasons. Its
3 sponsors are... it is sponsored by Council Member
4 Julissa, Julissa Ferreras-Copeland and in conjunction
5 with Mayor De Blasio. It would also expand the name
6 of earned sick time at... into Earned, Safe, and Sick
7 Time Act so that it can be used by these victims. I'm
8 very proud that we are hearing this important
9 legislation that will expand upon the Council's
10 biggest accomplishment in years. Domestic violence is
11 a terrible problem and I am proud and happy that this
12 committee can do something about it to help the New
13 Yorkers that are experiencing these crisis scenarios.
14 I would now like to acknowledge members of the
15 committee; the incomparable Liz Crowley and the
16 Legislative Counsel Matt Carlin and Analyst Gofar
17 Zolof [sp?] and Mr. Gregory Rose and our Chief
18 Sponsor is not here so with that I will call the
19 first panel. Cecile Noel, Mayors Office to Combat,
20 Combat Domestic Violence; Liz Vladeck, Office of
21 Labor Policy and Standards; Leah Obias, Obias, thank
22 you; and Steven Kelly. Okay, did I miss someone...
23 okay, we're good. Alright you can begin... [cross-
24 talk]

25 CECILE NOEL: Okay... [cross-talk]

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CHAIRPERSON MILLER: ...at the end..

CECILE NOEL: Good afternoon Chairperson Miller and the members of the City Council Committee on Civil Service and Labor. I am Cecile Noel, Commissioner for the Mayor's Office to Combat Domestic Violence or OCDV. I am joined this afternoon by my Deputy Commissioner and General Counsel Liz Dank and Assistant Commissioner Hannah Pennington. I'm also joined by our colleagues from DCA. The Mayor's Office to Combat Domestic Violence was established in 2001 and oversees the citywide delivery of domestic violence services, creates innovative policies, develops crisis intervention and prevention based programs, and works to increase awareness through broad and diverse outreach efforts throughout New York City. OCDV also operates the city's five Family Justice Centers, FJC's, which provide comprehensive, multi-disciplinary and trauma-informed services for victims of intimate partner violence, sex trafficking and elder abuse in one location. Last year, the FJC's had over 62,000 client visits across the five boroughs. Thank you for the opportunity to speak to you today about this legislation that would extend the option for paid

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2 leave, safe leave, to employees who are survivors of
3 domestic violence, sexual assault, or stalking so
4 they may focus on safety and plan for their next
5 steps without fearing a loss of income. And I would
6 like to take a moment to thank specifically Council
7 Member Julissa Ferreras-Copeland for her support of
8 this legislation and for her leadership in improving
9 the safety network for survivors of domestic
10 violence. New York City and New York State have Human
11 Rights Laws and the Penal Law that support the needs
12 of employees to take leave from work who are
13 survivors of domestic violence, sexual assault, or
14 stalking. These strong state and local laws, however,
15 do not require employers to pay employees for leave
16 to address their safety and wellbeing after a
17 domestic violence, sexual assault, or stalking
18 incident. Additionally, neither the New York City's
19 Earned Sick Time Act, nor New York State's recently
20 enacted Paid Leave Law, include provisions for
21 employees who are survivors of domestic violence,
22 sexual assault or stalking. Amending the NYC Earned
23 Sick Time Act to the Earned Sick and Safe Time Act
24 will expand the acceptable reasons to use earned sick
25 days, including paid leave, where applicable, to

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2 allow a survivor of domestic violence, sexual
3 assault, or stalking to take time off of work in
4 order to plan for their immediate next steps and
5 focus on safety. The Earned Sick and Safe Time Act
6 would not add any additional days of leave available
7 to employees and the safe leave would only be
8 required by employers who, who are otherwise required
9 to provide sick leave. The Earned Sick and Safe Time
10 Act would enable an employee to use paid leave to
11 restore their physical, psychological, and economic
12 safety or wellbeing of, of an employee and their
13 family or to protect those who associate or work with
14 the employee. Acceptable paid safe leave uses would
15 include: Creating a safety plan to address the
16 immediate and ongoing safety needs of a victim and
17 their children or obtaining services from a victim
18 service provider. Speaking with civil legal service
19 providers to get information or advice on issues
20 related to housing, family law, immigration, or other
21 critical needs. Filing a report with law enforcement
22 or speaking with the District Attorney's Office.
23 Seeking safe housing or shelter, transferring or
24 enrolling a child in a new school or daycare program.
25 Attending to a financial matter that may cause severe

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2 harm due to the... harm to the victim's financial
3 wellbeing or credit standing if not immediately
4 addressed or any other critical, critical action to
5 improve or restore safety and stability. This
6 important legislation has the opportunity to
7 positively impact the safety and economic security of
8 survivors of domestic violence, sexual assault, or
9 stalking. In the last 18 months, the five FJC's have
10 served over 9,000 clients who reported being employed
11 and those clients accounted for over 25,000 client
12 visits to the FJC, an average of almost three visits
13 per client. Many of these employed clients have
14 reported to service providers the difficulty they
15 have in returning to the FJC's during business hours
16 for follow up appointments. We know that the success
17 in obtaining legal and social services and taking
18 measures to increase personal safety is greatly
19 impacted by the employee's ability to take paid leave
20 from work without facing the risk of penalty. I would
21 like to speak for a moment about a survivor who
22 exemplifies the need for this... for... the need for this
23 legislation. Stefanie, a client of the Manhattan
24 Family Justice Center, worked full time in an office.
25 She struggled to pay her rent and keep her family

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2 financially afloat after becoming the sole income
3 earner for her family, due to domestic violence.
4 After being assaulted by her partner, Stefanie took
5 unpaid days off of work to speak with an Assistant
6 District Attorney and meet with a case manager at the
7 FJC. Stefanie was extremely impressed... Stefanie,
8 Stefanie was extremely interested in other services
9 at the FJC to help herself and her child obtain and
10 maintain safety but could not afford to take more
11 unpaid time off of work. The FJC worked to connect
12 her to a few programs and organizations providing
13 services outside of the business day and worked to
14 schedule phone appointments for other providers
15 during her lunch hours, however she had to take those
16 calls in lunchrooms or busy hallways with, with
17 limited ability to engage in those critical services.
18 Stefanie, like so many other survivors of domestic
19 violence seen at the Family Justice Centers and
20 community based organizations throughout the city,
21 demonstrated immense resourcefulness and
22 determination connecting to services while working to
23 provide for her family. This legislation would
24 support survivors like Stefanie, who are daily
25 balancing their need to earn income with their need

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2 to seek assistance to increase safety and allow them
3 to... and, and, and allow them to better connect to
4 services for themselves and their families. This
5 legislation has been widely supported by the members
6 of the Mayor's Domestic Violence Task Force. In
7 November 2016, Mayor Bill De Blasio announced the New
8 York City Domestic Violence Task Force to develop a
9 comprehensive citywide strategy to reduce domestic
10 violence by intervening as early as possible,
11 enhancing pathways to safety for survivors and
12 ensuring swift, effective and lasting enforcement to
13 hold abusers accountable. The Task Force was co-
14 chaired by First Lady Chirlane McCray and Police
15 Commissioner James O'Neill under the direction of
16 myself and OCDV and Director Elizabeth Glazer of...
17 and, and Elizabeth Glazer and the Mayor's Office of
18 Criminal Justice. The Task Force released a
19 comprehensive set of 27 recommendations in April
20 2017, one of those recommendations was to pass this
21 legislation to implement paid safe leave for
22 survivors. The New York City Earned Sick Time Act is
23 a national example in scope and breadth and is
24 overseen by the largest municipal labor standards
25 office in the country. If enacted, this legislation

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2 would continue to put New York at the forefront of
3 extending paid leave to include domestic violence,
4 sexual assault, and stalking survivors, decreasing
5 the burden on survivors of choosing between economic
6 stability and meeting their safety needs. We thank
7 you for the opportunity to speak on this issue and
8 welcome any questions that this committee may have.

9 LIZ VLADECK: Good afternoon Chairman
10 Miller and members of the committee. I'm Liz Vladeck,
11 Deputy Commissioner of the Office of Labor Policy and
12 Standards at the Department of Consumer Affairs. On
13 behalf of DCA Commissioner Salas, I'm very glad to
14 help represent the administration at today's hearing
15 with my colleagues from the office to Combat Domestic
16 Violence and to discuss securing important workplace
17 protections for survivors of family violence and
18 their loved, loved ones by amending one of the
19 Mayor's signature initiatives, the Earned Sick Time
20 Act. I am joined by my colleagues from OLPS; Leah
21 Obias, our Director of Stakeholder Engagement, and
22 Steven Kelly, our Associate Commissioner. Our Mayor,
23 the Speaker, and all of you, have shown great
24 leadership in supporting laws and policies for
25 workers in New York City, particularly the most

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2 vulnerable among them, to have the support they need
3 to take care of themselves and their families. As you
4 know, DCA works to protect and enhance the daily
5 economic lives of New Yorkers. The administration and
6 the council created DCA's Office of Labor Policy and
7 Standards to be a dedicated voice in city government
8 for workers in New York City and to improve the
9 working conditions of women, people of color,
10 immigrants, refugees, and other vulnerable workers.
11 Amending the Earned Sick Time Act will build on the
12 protections the law affords workers and the success
13 it has already achieved in the three short years
14 since implementation. New York City was the seventh
15 jurisdiction to enact paid safe... paid sick leave
16 protections for workers when our law took effect in
17 2014 and we've been joined since then by more than 30
18 other cities, counties, and states across the country
19 in ensuring that workers can take time off to tend to
20 their... themselves and their family members need for
21 sick time. As Commissioner Noel pointed out we are
22 the largest municipal labor standards in the... office
23 in the country and our paid sick leave law has the
24 broadest coverage of any such law protecting the
25 legal right to sick leave for millions of private and

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2 non... and non-profit sector worker... workers. Since
3 2014, OLPS has closed almost 1,000 paid sick leave
4 investigations, securing more than 5.4 million
5 dollars in fines and restitution for more than 17,000
6 workers in New York City who were denied their right
7 to paid sick leave and we have ensured that thousands
8 more workers receive sick leave to which they are
9 entitled. Our cases come most commonly from lower
10 wage professions such as security guards, home health
11 aides, restaurant workers, and retail workers and
12 these results demonstrate our deep and unwavering
13 commitment to aggressively enforcing this law. But
14 the Earned Sick Time Act has also proven to protect
15 New York City workers without harming business. The
16 City Economic Development Corporation announced
17 earlier this year that citywide unemployment has
18 dropped to the lowest rate since 1976, which is when
19 the earliest available unemployment data from the
20 state Department of Labor is available. The city has
21 added more than 325,000 new jobs since Mayor De
22 Blasio took office and research by the Murphy
23 Institute and Center for Economic and Policy Research
24 has shown that the Earned Sick Time Act has not
25 negatively impacted businesses. According to a report

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2 titled No Big Deal, the overwhelming majority of
3 employers surveyed, more than 85 percent, reported
4 that the law did not increase costs while more than
5 94 percent reported that the Earned Sick Time Act had
6 no effect on productivity and two percent even
7 reported productivity increased. Similarly, 96
8 percent of employers reported no change in customer
9 service as a result of the new law and more than
10 three percent saw an increase with less than one
11 percent reporting a decrease in customer service.
12 Virtually no employers reported any change in
13 turnover. The amendment under consideration by the
14 council would mark the latest step in New York City's
15 leadership in adopting and enforcing a new generation
16 of minimum labor standards in this case to ensure
17 robust protections for workers who face threats to
18 their lives and their livelihood. I want to introduce
19 a couple of my colleagues today, I wanted you to see
20 how our office approaches this work and how we
21 understand what our new obligations would be under
22 this law. So, first I'll introduce Leah Obias who is
23 our Director of Stakeholder Engagement. I've asked
24 Leah to speak about their experience providing
25 assistance to survivors of family offense matters

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2 because I want the public to understand that our
3 office has the expertise to work carefully and
4 thoughtfully with workers in difficult situations who
5 need a special kind of attention and support. After
6 Leah speaks I'll ask my Associate Commissioner Steven
7 Kelly to quickly provide a little more information
8 about exactly what the new legislation would do.
9 Leah.

10 LEAH OBIAS: Thank you Deputy
11 Commissioner Vladeck, Chairman Miller, and members of
12 the committee. Prior to joining OLPS, I spent over a
13 decade as a community organizer with Damayan Migrant
14 Workers Association, a community based organization
15 and worker center here in New York City. At Damayan,
16 I worked with immigrant women workers from the
17 Philippines, mostly nannies, elderly caregivers and
18 housecleaners. They came to us with stories of
19 exploitation, and verbal, emotional and sometimes
20 physical abuse. The economic pressure facing
21 immigrant women working in precarious industries like
22 domestic work cannot be overstated. Because of
23 poverty and lack of employment... and lack of
24 employment opportunities in their home countries,
25 immigrant women workers make the ultimate sacrifice

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2 to leave their families and their entire support
3 networks behind, and come here to work. They do... they
4 do so through illness, through crisis, and through
5 all the emotional and psychological effects of often
6 multiple forms of trauma. The simple prospect of
7 taking a day off would illicit a shrug I've seen too
8 many women do, along with the simple response; no
9 work, no pay. One such worker I'll call Clara. Clara
10 came to Damayan when she working as a nanny in
11 Tribeca. She had met a man I'll call Stuart through
12 an online dating site and it became serious pretty
13 quickly. But Clara started to become suspicious when
14 the details of Stuart's life story were inconsistent,
15 in particular his occupation. Clara discovered that
16 Stuart was actually a law enforcement officer. When
17 she confronted him, and tried to call off their
18 engagement, he became incensed. He threatened her
19 with deportation if she would not marry him, he began
20 to track her movements and send her threatening texts
21 and emails about the fact that he knew where she
22 worked and where she lived. When Clara came to
23 Damayan for help, she was in the middle of this
24 nightmare. We connected her immediately with an
25 attorney at the New York Legal Assistance Group, who

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2 set up appointments with two district attorneys'
3 offices while I spoke with Clara about her work
4 situation. She had a good relationship with her
5 employer and was lucky, she told me. She had informed
6 her employer about what was going on, and her
7 employer was supportive. We also set Clara up with a
8 counselor at Safe Horizon. She continued to meet with
9 her attorneys, who were exploring a potential U visa
10 application. We went to a health clinic, and to those
11 assistant district attorneys. Each appointment was
12 another negotiation with her employer. At one point,
13 she told me she was worried that she was asking for
14 too much. Clara did eventually get through this
15 crisis and stayed in touch with Damayan as a member.
16 Some details of Clara's story are extraordinary,
17 which is why I remember it so vividly. Some details
18 are not. Women survivors of violence are constantly
19 making calculations about how to ensure their safety,
20 whether at work, at home or in the streets. Clara had
21 an understanding and a fair employer; many workers do
22 not. Economic pressure forces women to make the
23 untenable choice between their safety and wellbeing,
24 and the ability to provide for their families. No
25 woman and no person should have to make that choice.

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2 The new policies represented by this legislation
3 would help ensure that they do not have to. Steven
4 Kelly, the Associate Commissioner of OLPS, will now
5 speak in more detail about how these amendments will
6 secure vitally important workplace protections for
7 survivors of family violence and their loved ones.
8 Thank you.

9 CHAIRPERSON MILLER: Before Mr. Kelly
10 we've been joined by Council Member's Cornegy, Dromm
11 and, and Constantinides.

12 STEVEN KELLY: Thank you Director Obias,
13 Deputy Commissioner Vladeck, Commissioner Noel,
14 Chairman Miller, and members of the committee.
15 Director Obias' testimony confirms that many workers
16 need time off to care for themselves or their loved
17 ones after surviving domestic violence, sexual
18 assault, and stalking. Without paid time off,
19 survivors may lose their jobs at the time they most
20 need to ensure their own safety and that of their
21 children or other loved ones. When presented with the
22 challenges of dealing with these incredibly difficult
23 life events, no worker should have to forego a
24 potentially lifesaving precaution like obtaining an
25 order of protection because they cannot afford to

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2 take time off work. Allowing workers to address
3 urgent safety needs when they arise, without fear of
4 job loss, helps to ensure that they can address the
5 most pressing needs facing themselves and their
6 family but can also continue to provide for
7 themselves and their family. There are a number of
8 notable features of the Earned Sick and Safe Time Act
9 that reflect the city's recognition that this issue
10 is critically important and set forth the broadest
11 possible legislative measures to address this crisis.
12 Most existing safe leave legislation provides time
13 off for workers to deal with issues solely related to
14 physical violence. This bill permits leave for family
15 offense matters, defined to include any act or threat
16 of an offense over which the New York State Family
17 and Criminal Courts have concurrent jurisdiction.
18 This ensures that victims of physical abuse, such as
19 assault, emotional abuse, such as harassment and
20 menacing, and economic abuse, such as identity theft,
21 are all protected by the legislation. The bill also
22 expands the definition of family member beyond legal
23 and blood relatives by including relationships that
24 are just as strong and important as those traditional
25 categories. This includes any individual whose close

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2 association with the worker is the equivalent of a
3 family relationship. Thus, the amended definition of
4 family member would ensure that those who on a chosen
5 family beyond blood relations including members of
6 the LGBTQ community, can avail themselves of safe
7 leave protections. Under the existing law, an
8 employer may not require the employee to disclose the
9 reason for needing to use accrued leave and may only
10 request documentation after an absence of more than
11 three consecutive work days. This will continue to be
12 the case for safe leave, and documentation to be
13 provided when it is used will not be required to
14 disclose any specific details of the offense matter,
15 sexual offense, or stalking. Finally, the legislation
16 protects the survivor's privacy in the workplace. All
17 information concerning the employee's status or
18 perceived status as a victim shall be confidential
19 and may not be disclosed without the employee's
20 written permission or as otherwise required by law.
21 At OLPS, we remain sharply focused on our mission; to
22 enforce key workplace laws and rules; to educate
23 workers, employers, and the public about workplace
24 protections under local, state, and federal law; and
25 to research and advance policy initiatives that raise

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2 the floor for workers and respond to a changing
3 economy. Empowering the workers protected by this
4 legislation is part of that mission. We thank the
5 council for your partnership with the administration
6 on the many workplace issues that impact so many New
7 Yorkers. We look forward to engaging further with the
8 council and other stakeholders on the important
9 proposals being discussed today. Thank you and we are
10 happy to take any questions that you may have.

11 CHAIRPERSON MILLER: Okay, thank you. So,
12 obviously we've, we've... in your testimony you
13 discussed a, a full range of, of the impact of
14 domestic violence on his victims and sexual assault
15 on his... on his victims, I'd like to kind of drill
16 down on that and, and, and see where it's gotten us
17 to the legislation today and what the legislation's
18 intent are and whether or not it's going to be
19 sufficient in its execution obviously we've looked at
20 paid sick leave, family medical leave act and things
21 like that and often they fall short which is great
22 that we're having this hearing in advance so that we
23 know that the provisions that are being put forth are
24 the ones that are going to satisfy the intent. So,
25 tell us about the communities that, that are most

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2 impacted by domestic violence and sexual assault here
3 within the city of New York, what do the demographics
4 look like?

5 CECILE NOEL: Domestic violence as we
6 know crosses all ethnic, socioeconomic lines, sexual
7 orientation; domestic violence can be in any family
8 and any community. I... of course we know that issues
9 of poverty disproportionately impact many things not
10 just domestic violence so that we often see folks who
11 are... who are from communities that are less, less..
12 that have fewer economic resources often come to
13 government and other sources for help but we know
14 that domestic violence crosses all of those lines.
15 So, in the city as we said before our Family Justice
16 Centers last year... or, or, or last year the Police
17 Department had over 81,000 intimate partner violence
18 reports.

19 CHAIRPERSON MILLER: What are the numbers
20 or... you don't have to give me exact numbers, is there
21 a percentage of male victims involved here... [cross-
22 talk]

23 CECILE NOEL: This includes... our numbers
24 or... the number that I just gave you does not
25 necessarily break out male victims but we know that

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2 males are also impacted by domestic violence equally
3 as well as LGBTQ survivors are also impacted,
4 immigrants.

5 CHAIRPERSON MILLER: What, what are some
6 of the hardships faced by the victims of domestic
7 violence in, in terms of their workplace situation as
8 to... I know that there was some mention in the
9 testimony about some of the obligations that come
10 along with trying to move forward in their lives
11 whether it's through the courts or receiving other
12 types of counseling and so forth, what, what are the
13 impact on that... on those victims, what does it look
14 like in terms of... have you identified what, what,
15 what the cost of lost time is from both sides, from,
16 from the victims perspective and then obviously as I
17 see that there's... there is some opposition to the
18 legislation that was here as well so in terms of lost
19 time as the impact on the employer but for, for the
20 purposes of what we're talking about at this time
21 that would be for the, the victims of domestic
22 violence and, and sexual assault, what, what is the
23 impact, the economic impact specifically that you've
24 seen?

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2 CECILE NOEL: So, what I would like to do
3 is talk about the survivor or victim and then I would
4 like DCA to maybe talk about the employer and, and
5 that aspect. So, when we talk about survivors or
6 victims of domestic violence, sexual assault, or
7 stalking this is a devastating issue in their life
8 and in order to address it in many ways as, as we
9 discussed in the testimony it's not just physical
10 abuse, its emotional, its financial, its many things
11 and in... and addressing that can and does often
12 involve multiple systems, multiple appointments and
13 so a survivor who is also employed will need to take
14 time off of work, leave work to make appointments,
15 leave work to meet with a district attorney or, or,
16 or meet with a lawyer, go into shelter all kinds of
17 things that impact their ability to one, maintain
18 stable employment and two, and if they can do that it
19 can also affect their even though employed, their
20 ability to be paid for the days that they are taking
21 off because they are pursuing all of these issues and
22 so in terms of the employer?

23 LIZ VLADECK: So, I think it's sort of a
24 truism in our work that where there is not regulation

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2 of a specific issue its often hard to get really good
3 data about how that issues playing out... [cross-talk]

4 CHAIRPERSON MILLER: Uh-huh... [cross-talk]

5 LIZ VLADECK: ...and so I'm not aware of
6 good data that really tell us the exact economic
7 impact of domestic violence on employers but I think
8 we know some basic common sense realities, right, we
9 know that as Leah was describing when a survivor is
10 in a position where they've got to get out of their
11 house, they've got to pull their kid out of school,
12 they've got to show up for an appointment with an
13 attorney or a social worker they're making a really
14 hard choice and a really hard calculation and they're
15 either... if they don't have a generous employer or an
16 employer whose going to work with them they're making
17 a choice between blowing off those important safety
18 needs or possibly losing their job and so we then go
19 back to well what does it mean for an employer every
20 time they lose an otherwise productive employee,
21 right, they've got to get... hire someone new, they've
22 got to train them up, that has major productivity
23 implications. Similarly for someone whose in a crisis
24 situation and may have trouble getting their work
25 done, showing up on time because of everything

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2 they're trying to juggle, these are productivity
3 issues and so what the no big deal report that I
4 referred to earlier looks at and other research
5 that's starting to be done with the new paid sick
6 leave laws is that actually when the workforce is
7 healthy and they're able to manage the other demands
8 in their life they've generally more productive, when
9 they think their employer has more of an investment
10 in them they're more productive. So, while you know I
11 can't give you the numbers I wish I could we think
12 this will have positive economic impacts.

13 CHAIRPERSON MILLER: So, its.. and, and
14 again just.. I'm, I'm not able to play devil's
15 advocates we're just putting it out here making sure
16 that we're.. that we are actually doing as much as we
17 possibly can here that we're covering all our bases
18 here. So.. and so the question that was asked
19 previously about have been able to calculate lost
20 time was, was do we.. was, was to kind of preference
21 whether or not we were calculating the proper..
22 whether or not the five days on the current provision
23 was sufficient in the amount of time based on the
24 lost time that we've seen, probably not but you know
25 I, I understand that we're not.. that we want to amend

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2 something that already exists and that has worked
3 well and that provision calls for those five days to
4 be... or 40 hours to be accrued, how, how would we
5 address that beyond that, so I know that... and also
6 family medical leave act that there are certainly,
7 you know 60 hours and, and, and how does that look
8 and, and employees have a lot of leeway and in the
9 current Washington environment the, the employee... I'm
10 sorry, employees have a lot of leeway in that in what
11 we currently see coming out of Washington or a
12 tightening of that and, and employees having
13 difficulty and being able to exercise their right to
14 utilize that are we doing enough to protect workers
15 in this particular case to ensure that what we put
16 here is going to be not just sufficient but they're
17 going to be able to, to, to exercise their right to
18 use that.

19 LIZ VLADECK: Well you know something
20 else that this no big deal report actually looked at
21 was the level of employer support for the policy now
22 that... that it had been implemented and they'd have
23 to... they'd had to... they're having to live with it and
24 that's a useful statistic too because it turns out
25 employers generally favor the Earned Sick Time Act,

1
2 right and I, I say that in response to your question
3 to say I think, you know some workers will never need
4 five days, some workers will never need a single day,
5 I know some people who have perfect attendance
6 records... [cross-talk]

7 CHAIRPERSON MILLER: Uh-huh... [cross-talk]

8 LIZ VLADECK: ...right, some workers will
9 need a lot more than five days... [cross-talk]

10 CHAIRPERSON MILLER: Uh-huh... [cross-talk]

11 LIZ VLADECK: ...right and it's going to be
12 a case by case thing but really the first step and
13 the critical thing we have to do is shift the culture
14 of expectations, that it's a right to take a day off
15 when you need it for your family, for your health,
16 for your, your children or your parents and not a
17 privilege and I think that shift is something we're
18 starting to see and it, it sort of then helps us get
19 to the question of when workers need more or less.

20 CHAIRPERSON MILLER: Okay. Council Member
21 Dromm.

22 COUNCIL MEMBER DROMM: Just one question,
23 I think that the way the legislation is written it
24 says that after three days they'd have to bring proof
25 of the situation so if I'm... am I correct on that?

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STEVEN KELLY: After three consecutive work days then the employee... or the employer rather may request that the employee bring in some type of documentation.

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COUNCIL MEMBER DROMM: And what would that documentation include?

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STEVEN KELLY: The legislation as written provides a, a variety of acceptable and reasonable documentation. It could be a letter written by the service organization to whom the, the worker or family member consulted with, an attorney, it could be a police report, it could be correspondence from the court but what it can also be is a notarized letter from the worker him or herself that simply identifies that the leave used was for safe leave purposes.

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COUNCIL MEMBER DROMM: Does extending the law in any way prohibit other types of excuses for absence from work, another words since we're listing everything at this point, I'm not an attorney but I was told at one time that when you begin to list things that then those are the only reasons that you're allowed?

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LIZ VLADECK: Well I, I think the council's been clear on the legislative purpose first of sick leave, paid sick leave and now of paid safe leave and so I don't think there's been an intent to cover the universe therefor I, I think the legislative process has been very thoughtful especially now that we've had a few years to implement to ensure that the intent of what we're covering is really what's represented by the law and the legislation.

COUNCIL MEMBER DROMM: I mean I'm very supportive of the legislation I just wonder why sometimes employers are so hesitant to give their employees time off for whatever it needs to be done in their own personal life to get their lives together and why we have to even begin to just list excuses.

LIZ VLADECK: I think this goes back to my comment earlier, there's sort of a... you know the devil you know is better than the devil you don't know and so when we're telling employers now these are these new policies you've going to have to implement. You know what we saw before Earned Sick Leave was implemented was a fear that there would be

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2 abuse, that was frequently cited as a basis for
3 opposition to the law and again this report, no big
4 deal it says well that hasn't come to pass. So, I
5 really ascribe it to that.

6 COUNCIL MEMBER DROMM: Thank you.

7 CHAIRPERSON MILLER: So, would this in
8 any shape, form, or fashion require the employer to
9 extend the Paid Sick and Safe provision beyond five
10 days so it would have no impact on the previous...

11 [cross-talk]

12 LIZ VLADECK: No... [cross-talk]

13 CHAIRPERSON MILLER: ...it would... so...

14 [cross-talk]

15 LIZ VLADECK: ...the employer... [cross-talk]

16 CHAIRPERSON MILLER: ...their, their
17 contribution would be the same?

18 LIZ VLADECK: Correct, the employer would
19 look at an employee's accruals and say oh 40 hours,
20 I'm sorry you have no more paid leave available.

21 CHAIRPERSON MILLER: Council Member
22 Cornegy.

23 COUNCIL MEMBER CORNEGY: Thank you Chair.
24 So, I just want to say that I'm framing the context
25 for my questions out of the fact that I chair the

1
2 Committee on Small Business and although I support
3 the legislation wholeheartedly I do represent a
4 constituency that consists of small and micro
5 businesses... [cross-talk]

6 LIZ VLADECK: Uh-huh... [cross-talk]

7 COUNCIL MEMBER CORNEGY: ...right, so when
8 we think of small business sometimes we think of a
9 major retail outlets which it will remain nameless
10 for this conversation but the larger ones who have
11 the latitude and the capacity to absorb legislation
12 as it rolls out. I also represent like I said smaller
13 mom and pops and micro businesses who find it
14 incredibly difficult on a daily basis to continue to
15 work with the staffing patterns that they have
16 usually five and under including themselves as the
17 employee. So... and those smaller micro businesses
18 generally want to do the right thing and understand
19 that support for their respective employees is
20 actually good business... [cross-talk]

21 LIZ VLADECK: Uh-huh... [cross-talk]

22 COUNCIL MEMBER CORNEGY: ...I just wanted
23 to know if the, the panel thought that we could
24 arrive at the expected or intended outcomes of the
25

1
2 legislation maybe through education and incentives as
3 opposed to legislation?

4 LIZ VLADECK: So, as you know our agency
5 is very committed to working closely with small
6 business and to conducting extensive education. The
7 entire first year after the effective date of paid
8 sick leave we did not do enforcement, we did
9 education and we very strongly believe in that model.
10 What we've seen especially now that we're a few years
11 in with implementation is that our first round of
12 enforcement suggested that, you know our education
13 was penetrating but we had to go a little deeper and
14 go a little further, we had to sort of cover the
15 terrain, we didn't cover initially or cover it again
16 another words we had cases where the issue was
17 employers understanding of the law and once we were
18 able to get employers up to speed and understand it
19 we resolved those cases. As we're further along we're
20 now seeing employers who frankly... and to be frank
21 they're larger employers but we're seeing employers
22 who are saying yeah I get that this is what you're
23 telling me the law is but I, I don't want to go along
24 with it and so we're trying to, to be able to strike
25 that balance, right, we think that we need to have

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2 the enforcement resource to really ensure we are
3 guaranteeing those rights but I can tell you we have
4 a rubric for negotiating resolutions to our cases and
5 when we have an employer that stepped in it by
6 accident we negotiate down for that settlement, right
7 but we have found that we've got to have that
8 enforcement tool for those employers who would prefer
9 not to comply if they don't have to.

10 COUNCIL MEMBER CORNEGY: So, so thank you
11 for your answer and I look forward to continuing to
12 work with you in and around issues that are related
13 to smaller micro businesses in the city of New York.

14 LIZ VLADECK: Thank you.

15 CHAIRPERSON MILLER: So, I'd, I'd like to
16 thank the panel for, for, for the effort that they
17 put in putting together this really common sense
18 legislation here that I know is not easy and that
19 there's always opposition out there and, and.. but in,
20 in order for us to come to the consensus that we put
21 people first but also the.. a consensus around how do
22 we do that and, and still be able to provide services
23 to, to everyone at large is, is important and I know
24 it is not easy, this is something that the council
25 grapple over for a few months now and that we've

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2 gotten here today and I think that... I happen to think
3 that this is... the legislation is going to certainly
4 provide what we intended it to provide and that is an
5 opportunity for those victims to take care of
6 themselves and their, their families in a way that
7 they're not making other sacrifices and, and while
8 we're not reinventing the wheel that just adding a
9 provision to paid sick is certainly I think the
10 consensus as to how it should get done so I, I thank
11 you for your efforts and your expertise and we'll...

12 [cross-talk]

13 LIZ VLADECK: Thank you... [cross-talk]

14 CHAIRPERSON MILLER: ...call the next
15 panel. Okay. A Better Balance, Molly Weston
16 Williamson; James Meagher, Safe Horizons; and Rachel
17 Braunstein, Braunstein, okay, Her Justice.

18 MOLLY WESTON WILLIAMSON: Thank you. My
19 name is Molly Weston Williamson and I am a Staff
20 Attorney with A Better Balance, a national legal non-
21 profit based in New York City that champions the
22 ability of working people to care for themselves and
23 their families without compromising their economic
24 security. We are proud to have helped write, fight
25 for, and win the landmark New York City Earned Sick

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2 Time Act and have represented workers under the law
3 since it went into effect. We continue to work on
4 enacting Paid Sick and Safe Time around the country.
5 Today, we are delighted to support expanding this
6 crucial law. Since 2014, the Earned Sick Time Act has
7 given workers in New York City the right to earn time
8 off, usually paid, that they can use when they or
9 their families are sick, injured, or receiving
10 medical attention, including mental health and
11 preventive care. Survivors of domestic violence,
12 sexual abuse, and stalking already have the right to
13 use their earned sick time to address their physical
14 and mental health needs, along with those of their
15 families, as a result of these heinous crimes.
16 Survivors, especially low-income workers, also need
17 and deserve the security of knowing they can take the
18 time they need to get assistance or get to safety
19 without risking their paycheck at a vulnerable time.
20 The proposed legislation would expand the existing
21 law by allowing survivors to use their earned time
22 for non-medical needs, a practice commonly known as
23 safe time. These needs could include meeting with an
24 attorney or social services agency, relocating or
25 planning to relocate for safety reasons, interacting

1
2 with law enforcement or the district attorney's
3 office, enrolling a child in a new school, or other
4 actions to ensure their family's health and safety. A
5 majority of jurisdictions with sick time laws on the
6 books, including all seven statewide laws, already
7 include safe time protections. Laws passed more
8 recently have almost universally included safe time
9 and San Francisco, which enacted the first sick time
10 law in the country has since amended it to include
11 safe time. It is time for New York City to join them.
12 We applaud the council and the Mayor as well as the
13 many other sponsors and champions for advancing this
14 crucial and common-sense measure. We are equally
15 excited to support another important aspect of this
16 bill. Intro 1313 would expand the definition of
17 family member under the law to better reflect and
18 protect the diversity of our families. This would
19 ensure that workers can care for all the people who
20 are most important to them when they are sick or
21 suffering, including workers' extended families and
22 chosen families, loved ones to whom they may not have
23 a legal or biological relationship. In enshrining
24 workers' right to care for their chosen families, New
25 York City would join Los Angeles; Chicago and Cook

1
2 County, Illinois; St. Paul, Minnesota; and the state
3 of Arizona. It is particularly fitting for New York
4 to take this important step in the month of June,
5 because chosen families are especially important for
6 LGBTQ New Yorkers. Thank you for the opportunity to
7 testify today. We are proud to support Intro 1313 and
8 urge you to support this important bill.

9 JAMES MEAGHER: Good afternoon. Thank you
10 for the opportunity to testify before you today on
11 the proposed legislation to allow victims of family
12 offense matters, sexual offenses, and stalking to use
13 paid safe leave time. My name is James Meagher and I
14 am the Director of the DOVE Initiative at Safe
15 Horizon, the nation's leading victim assistance
16 organization and New York City's largest provider of
17 services to victims of crime. Safe Horizon's mission
18 is to provide support, prevent violence, and promote
19 justice for victims of crime and abuse, their
20 families, and communities. We have programs across
21 all five boroughs in the city's family courts,
22 criminal courts, domestic violence shelters, police
23 precincts, and community offices, and we meet with
24 victims each day who will benefit from this law, if
25 passed. Safe Horizon thanks Council Member Julissa

1
2 Ferreras-Copeland for sponsoring this legislation and
3 for supporting the work of Safe Horizon for many
4 years. We also thank Mayor Bill De Blasio for
5 assembling the New York City Domestic Violence Task
6 Force in 2016. Safe Horizon is grateful and pleased
7 to have been included at the table during this
8 process, and we look forward to working with our
9 government and community partners in following
10 through on the Task Force's recommendations and
11 continuing to enhance New York City's response to
12 domestic violence. Passing this law, Paid Safe Leave,
13 is one of the many recommendations put forward by
14 that Task Force. Although there are countless
15 hardships facing victims of domestic violence, sexual
16 violence, and stalking, my comments today will focus
17 on the economic obstacles that victims encounter when
18 seeking assistance and the impact this legislation
19 will have on our clients. It is important to begin by
20 saying that victims of domestic violence, sexual
21 violence, and stalking encounter many systems when
22 seeking support and safety; Family Court, Criminal
23 Court, shelters, hospitals, community programs, and
24 many more. Each of these systems can be confusing and
25 overwhelming especially to people in crisis. For the

1
2 sake of time, I will focus on Family Court. My
3 colleagues and I have met with many survivors who
4 were encouraged to seek relief from Family Court.
5 They arrived in the morning believing that they would
6 be able to quickly obtain an order of protection and
7 move on with the rest of their day. Unfortunately,
8 the process for obtaining an order of protection or
9 other forms of relief through Family Court can be
10 very long. A victim may wait all day before their
11 hearing, and the case may be adjourned for a later
12 date. And this can happen again and again for months
13 or even years. Many victims, after obtaining accurate
14 information about the court process, tell us that
15 this was their one day, their one chance to take off
16 from work and seek the help and support they were
17 looking for. One colleague met with a survivor who
18 had petitioned for an order of protection, child
19 support, and custody the prior year. During that
20 year, the client's abusive partner rarely showed up
21 for court so all three cases were adjourned from
22 month to month. She did not get paid when she was not
23 working and she had to take the full day off for each
24 court appearance because there is no designated
25 hearing appointment. Her time in court took a huge

1
2 financial toll on her and her children. Safe Horizon
3 helped her with gift cards and metro cards to ease
4 some of the financial burden but a full day's pay
5 would have been much more useful and valuable.

6 Another client who recently sought assistance..

7 CHAIRPERSON MILLER: [off-mic dialogue]

8 JAMES MEAGHER: Sure, sure, sure... The sad
9 fact is that there are only... these are only the
10 stories of the victims who were able to seek our
11 support and share them with us in the first place.
12 Enduring all of these many systems requires time and
13 an incredible amount of physical and mental energy
14 and this legislation is definitely a step in the
15 right direction in allowing people to gain the access
16 that... to the services they need.

17 RACHEL BRAUNSTEIN: I want to thank the
18 city council and the... oops not on, thank you. I want
19 to thank, thank the city council and the Committee on
20 Civil Service and Labor for the opportunity to
21 testify today. My name is Rachel Braunstein, I'm the
22 Managing Attorney... Policy Attorney of Her Justice, a
23 non-profit organization that takes a pro bono first
24 approach to the provision of legal services to low
25 income women with high stakes legal needs in New York

1
2 City. Approximately 80 percent of our clients are
3 domestic violence survivors; all are facing barriers
4 to their ability to thrive that the law can address.
5 Our staff of 18 lawyers and legal assistants ensures
6 that over 3,000 women each year receive assistance in
7 family, divorce, and immigration matters. Based on
8 our experience representing thousands of victims of
9 domestic violence in Civil Court, we strongly support
10 Intro number 1313 and encourage an amendment that
11 reflects how essential civil court access is for
12 victims of domestic violence. The effects of domestic
13 violence in a victim's life are pervasive. For many,
14 fleeing domestic violence may be the first time they
15 come into contact with the legal system to directly
16 address the violence they have suffered. It is less
17 well known that domestic violence survivors need to
18 access the civil courts for other kinds of relief as
19 well; child and spousal support orders from Family
20 Court, orders of custody and rights to a fair share
21 of marital assets in a supreme court divorce. As you
22 are well aware, the current reality of charge
23 language and changing federal policy has created a
24 dreadful climate of fear among families who have any
25 foreign-born members. We are working hard to ensure

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2 that civil court is a safe place for our immigrant
3 clients to act as remedies crucial to their
4 wellbeing. Legal services are essential but not
5 sufficient. While, while our services are free, our
6 clients cannot get safe or meaningfully participate
7 in their cases with us if they do not have a job or
8 sufficient income. Domestic violence survivors often
9 face particular challenges in maintaining employment.
10 For example, one client I will call Maria was fired
11 from her job as a secretary after she missed three
12 days of work to attend court hearings in her custody
13 case against her abusive ex-partner who repeatedly
14 called her workplace during the litigation. Maria
15 ultimately resorted, resorted to government
16 assistance to make ends meet. Another Her Justice
17 client I will call Sophie had to go to court six
18 times in a child support case against her abusive ex-
19 partner losing wages each day she missed work. When
20 her employer began complaining about her missing work
21 Sophie decided to withdraw the case. Within two
22 months, Sophie and her child moved to a homeless
23 shelter and applied for public assistance. Paid Safe
24 Leave Laws such as Intro number 1313, will further
25 strengthen existing protections in New York City for

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2 domestic violence victims in the workplace. We fully
3 support the proposed legislation and applaud the
4 council for recognizing the need for it. We believe
5 the legislation could go even further to allow
6 domestic violence victims to participate in civil
7 court proceedings without fear of losing their jobs.
8 Intro number 1313 could be strengthened to allow
9 victims to use safe time to prepare for or
10 participate in any criminal or civil proceeding,
11 including the matters enumerated in the proposed
12 legislation, in addition to meeting with a civil
13 attorney or other social service provider to obtain
14 information and advice. Thank you.

15 CHAIRPERSON MILLER: So, let me just... so...
16 I don't... I don't have any questions but I, I, I do...
17 because I think you answered them at... that your voice
18 is actually articulated the, the need for safe time
19 and really it... you know because I have a lot of
20 background, experience in, in FMLA and, and paid sick
21 and, and looking at those provisions as to whether or
22 not they were covering the... our intended target
23 audience and, and certainly this is a different
24 audience here with different needs and, and you
25 really have expressed that well so I want to thank

1
2 you for your advocacy first off and for being here
3 today it's, it's really important that we be able to
4 get this message out and that we be able to get it
5 right this time around so thanks so much. And final
6 panel. Yes. Sarah Hayes, Sanctuary for Families and...

7 COMMITTEE CLERK: Maura...

8 CHAIRPERSON MILLER: Maura...

9 COMMITTEE CLERK: McCarthy...

10 CHAIRPERSON MILLER: McCarthy, is that
11 close?

12 MAURA MCCARTHY: Yes, Maura McCarthy.

13 CHAIRPERSON MILLER: Wow...

14 COMMITTEE CLERK: I got it...

15 CHAIRPERSON MILLER: Yeah. You may begin.

16 SARAH E. HAYES: Good afternoon, my name
17 is Sarah E. Hayes and I'm Deputy Director of the
18 Economic Empowerment Program at Sanctuary for
19 Families. Sanctuary is New York State's largest
20 provider of comprehensive services exclusively for
21 survivors of domestic violence and trafficking. We
22 are so grateful to the New York City Council,
23 Chairman Miller and other members of the committee
24 for the opportunity to testify today and to Council
25 Member Ferreras-Copeland and Mayor De Blasio for

1
2 introducing this urgently needed Paid Safe Leave bill
3 before the council. As we know all too well at
4 Sanctuary, domestic violence is a public health
5 crisis that causes devastation for victims not just
6 at home, but in all aspects of their lives, including
7 the workplace. Nationally, victims of intimate
8 partner violence lose millions of work days each year
9 and between one quarter and one half of domestic
10 violence victims report that they have lost a job due
11 at least in part to the violence. Beyond just days
12 when victims are unable to work due to physical
13 injury or hospital visits, lost work hours and days
14 can result from abuse even after victims leave their
15 abusers. Victims may have court appearances and legal
16 appointments, shelter and housing related
17 appointments. This is why the Paid Safe Leave
18 legislation is so important; abuse survivors need to
19 know that they can take time off from work to attend
20 to these needs without fear of lost wages or
21 termination. As the Mayor has said, "In the 21st
22 century in the greatest city on earth, those who have
23 already suffered at the hands of those they love
24 should never have to choose between their safety, a
25 paycheck, or their home." At Sanctuary, we've seen

1
2 all too many cases of clients who have lost jobs due
3 to domestic violence. In my work with the Economic
4 Empowerment Program over the past five years, I see
5 these issues each day, working with over 150 women
6 annually as they strive to get back on their feet and
7 secure living wage jobs in the wake of violence. Some
8 have not worked for months or even years due to the
9 trauma of domestic violence and consequently they
10 face gaps on their resume that we help repair with
11 portable skills and internships. We will continue to
12 offer this high-quality training to prepare women for
13 the living wage workforce but the fact is that these
14 survivors shouldn't face these situations in the
15 first place. Consider the case Julia, who was
16 gainfully employed until, finally realizing that her
17 partner's violence had become too dangerous, she fled
18 to a domestic violence shelter to seek safety for
19 herself and her children. But going into shelter,
20 filing for an order of protection and related court
21 and legal appointments meant days of work missed.
22 Without a provision of paid leave allowing her to
23 address domestic violence related issues, she had no
24 legal claim on the legitimacy of missed work days,
25 which ultimately resulted in her unemployment. Her

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2 lost income then translated to a financial burden
3 shifted to the city in the form of public assistance
4 and other social safety net entitlements. New York
5 City has a strong track record of progressive
6 legislation and policies to ensure that the support...
7 to ensure domestic violence victims and their
8 families have the support that they need to get to
9 safety and to survive and thrive in the wake of
10 violence. This new legislation is a logical next step
11 after the Paid Sick Leave legislation of 2014 and
12 thank you for the opportunity to testify today and
13 thank you for your work on behalf of our communities
14 most vulnerable abuse survivors.

15 CHAIRPERSON MILLER: You're quite
16 welcome.

17 MAURA MCCARTHY: Chair Miller, Council
18 and staff good afternoon and thank you for the
19 opportunity to address the council on Intro 1313,
20 safe leave for victims of family offenses, sexual
21 offenses, and stalking. My name is Maura McCarthy and
22 I am a Staff Attorney with the Matrimonial and Family
23 Law Unit at the New York Legal Assistance Group.
24 NYLAG is a nonprofit law office dedicated to
25 providing free legal services in civil legal matters

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2 to low income New Yorkers. The Matrimonial and Family
3 Law Unit prioritizes survivors of domestic violence
4 and sexual assault. Additionally, survivors of
5 domestic violence, sexual assault, and stalking seek
6 services at NYLAG for other civil matters, very often
7 correlating to their status as survivors. For
8 example, transferring housing or HRA benefits,
9 foreclosure defense, and consumer protection issues.
10 NYLAG strongly supports the Safe Leave Bill. We are
11 all aware that domestic violence and similar offenses
12 have an enormous economic impact, not only on
13 survivors but at... as to society as a whole. Social
14 science research supports that proposition. It is
15 reported that as many as 25 percent of survivors have
16 reported a job loss as a direct result of domestic
17 violence; one study found that 91 percent of
18 survivors had resigned or lost a job in the last year
19 as a direct result of violence at home. It is
20 estimated that survivors lose a total of eight
21 million days of paid work each year. The economic
22 impact of domestic violence on society as a whole is
23 staggering with an estimated cost exceeding 8.3
24 billion dollars per year. New York City alone fields
25 800 domestic violence related calls to the NYPD each

1
2 day. Anecdotally, as lawyers for domestic violence,
3 sexual assault, and stalking survivors, we can attest
4 to the economic damage that domestic violence causes
5 survivors and their families. We have seen firsthand,
6 that survivors often choose to withdraw from a... from
7 proceedings requesting orders of protection due to
8 fears of job loss related to repeated court
9 appearances. We have seen survivors enter into
10 settlement agreements simply because they can no
11 longer afford the economic toll of missed work,
12 missed wages, and the inability to abstain... to obtain
13 stable employment. We have seen survivors refuse to
14 cooperate with criminal investigations and
15 protections because they fear that such proceedings
16 will cause them to miss work and ultimately lose
17 their jobs. We have seen survivors have to choose
18 between taking time to seek safe shelter and taking
19 time to seek an order of protection. This bill
20 protects such survivors by allowing them the time
21 they need to secure safe housing, orders of
22 protection, counseling, and other services.
23 Additionally, this bill destigmatizes survivors by
24 acknowledging that a large portion of the population
25 is impacted by domestic violence, sexual assault, and

1
2 stalking. As such, NYLAG strongly supports this bill
3 and urges city council to pass Intro 1313. Thank you
4 for the opportunity to testify today.

5 CHAIRPERSON MILLER: And thank you
6 ladies. Again, as I said to the last panel you really
7 shined some light on this very, very unfortunate
8 occurrences and, and these victims here put some
9 faces to... and, and names to the victims as well and
10 as a member of the council I am... I'm, I'm... to, to one
11 degree I'm disappointed that we even have to hold
12 this hearing because of the, the nature of it but I'm
13 encouraged by the, the, the mosaic of communities
14 that have come to them to support these victims and
15 unfortunately we have gone beyond education that we
16 have to now legislate and... because employees have not
17 on their own felt it necessary to support these
18 victims and so I'm, I'm sure after this we will be
19 voting soon and this, this legislation will now amend
20 the now paid sick leave and that the victims will
21 have the protections that they need so I thank you
22 again for your advocacy and look forward to
23 continuing to work with you. So... [cross-talk]

24 MAURA MCCARTHY: Thank you... [cross-talk]
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CHAIRPERSON MILLER: ...with that... is that
it?

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COMMITTEE CLERK: That's it.

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CHAIRPERSON MILLER: We'll call the
hearing adjourned and thank you for everyone that
came out this afternoon, your attendance and support
was very support, support was very important as well
and we have a little more work to be done so continue
to reach out to other members and ensure that they're
supporting the legislation and that we are voting
yes. So, thank you so much for coming out, the
hearings now adjourned.

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[gavel]

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C E R T I F I C A T E

World Wide Dictation certifies that the foregoing transcript is a true and accurate record of the proceedings. We further certify that there is no relation to any of the parties to this action by blood or marriage, and that there is interest in the outcome of this matter.



Date

July 3, 2017