



## Committee on Labor & Housing

~MINUTES~

Wednesday, January 23, 2019

1:02 PM

Committee Chair: Damon Maher

Committee Room, 148 Martine Avenue, 8th Floor, White Plains, NY 10601

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### CALL TO ORDER

Meeting jointly with the Committees on Budget & Appropriations, Social Services and Legislation.

With a quorum present, Chair Damon Maher called the meeting to order at 1:09 PM.

Attendee Name	Title	Status	Arrived
Damon Maher	Chair	Present	
Catherine Borgia	D9 Legislator	Present	
Margaret A Cunzio	D3 Legislator	Absent	
Christopher Johnson	D16 Legislator	Present	
Catherine Parker	D7 Legislator (Majority Leader)	Present	
Alfreda Williams	D8 Legislator (Vice Chair)	Present	

Others In Attendance: BOL: MaryJane Shimsky, Kitley Covill, Gordon

Burrows, Aleesandra Restiano, Debby Linhardt, Tina Limengo LAW: Linda Trentacoste

Guests: Jenn Puja, Maria Kercado, CarlLa Horton, Tasha Young, Marcella Kocolatos

### MINUTES APPROVAL

#### I. ITEMS FOR DISCUSSION

Guests: Linda Trentacoste, Deputy County Attorney, Jen Puja, Labor Council Director, WPCLB, Rich McSpedon IBEW 3, Maria Kercado, 1199 SEIU, CarlLa Horton, Executive Director, Hope's Door, Tasha Young, My Sister's Place, Marcella Kocolatos, A Better Balance, Sarah Leberstein, Make the Road NY

1. **(ID # 11245) Resolution – LEGISLATORS BORGIA, PARKER, A. WILLIAMS, SHIMSKY, BARR, COVILL, CLEMENTS, CUNZIO, MAHER AND BOYKIN: PH - Safe Leave:**

A RESOLUTION to set a Public Hearing on a "Local Law amending the Laws of Westchester County to add a new Chapter 586 which will provide safe time leave for victims of domestic violence." [Public Hearing set for \_\_\_\_\_, 2018 at \_\_\_\_\_ .m.].

Please refer to item #2. No action was taken.

2. **(ID # 11246) Local Law – LEGISLATORS BORGIA, PARKER, A. WILLIAMS, SHIMSKY, BARR, COVILL, CLEMENTS, CUNZIO, MAHER AND BOYKIN- Safe Leave:**

A LOCAL LAW amending the Laws of Westchester County to add a new Chapter 586 which will provide safe time leave for victims of domestic violence.

Linda Trentacoste from the Law Department came to discuss the proposed Local Law- Safe Leave. She was joined by Jen Puja, Labor Council Director, WPCLB, Maria Kercado, 1199 SEIU, CarlLa Horton, Executive Director, Hope's Door, Tasha Young, My Sister's Place and Marcella Kocolatos, A Better Balance. Ms. Trentacoste began by stating that this was originally part of the Sick Leave Local Law but the Committees, the Law Department and the advocates felt that this issue goes above and beyond what the Sick Leave Legislation addresses and what the victim may need. The intention of the law is to provide job and wage security for people when they are at the most moments of their lives. It was discussed that victims of domestic violence find themselves in fragile situations of uncertainty with fear for the safety of themselves and family members. During these times victims need to sometimes relocate or attend criminal and court proceedings. Currently there is no legal protection for the victims protecting them from losing their jobs. Legislator Covill discussed that the VAWA- Violence Against Women Act has expired and they were looking into finding more information and how would it affect the legislation. They mentioned that they would address this topic at a later date. Legislator Borgia asked, what happens now if a victim is dealing with a domestic violence situation. Tasha Young explained that as stated there is no legal protection and her organization was looking to partner with local governments. She discussed that most victims have repeated absences, and very rarely inform the employer of what is actually going on in their lives for fear of losing their job. It was discussed that the current language has not addressed documentation for employers; silent of whether it covers part time employees and the size of the business. Discussion was held on if we mimic the language of the Sick Leave, will the 40 hours be enough. Legislator Burrows and Legislator Covill discussed that court a proceeding requires time off above and beyond what is allotted in the Sick Leave Legislation.

Legislator Borgia asked about what documentation would be necessary to show employers? The members discussed possible options. Marcella Kocolatos from A Better Balance discussed possible language additions to address the documentation required for employers.

Legislator Tubiolo asked if they could get statistic on how many people receive services. It was mentioned that a requests has been submitted to the Office of Women, and Legislator Covill will reach out to the Department of Social Services. Tanya Young from My Sister's Place asked when revising the language could the committee consider including Labor Trafficking and Human Trafficking.

The members discussed enforcement. The Department of Consumer Affairs agreed to hold the hearings but who will take the complaints?

Jenn Puja from AFL-CIO spoke on the how her coalition was very involved in the Sick Leave Legislation and that they are very in favor of Safe Leave Legislation. She spoke with this Legislation in place it will help those who have not come forward. She discussed the coalition works with My Sister's Place and Hope's Door, and this is a good resource for Labor to have. Legislator Borgia asked how the time off is covered by some Collective Bargaining Agreements. Maria Kercado from 1199 discussed that some agreements have specifically addressed how to handle. Legal situation do not supersede the agreement however, there a grievance procedure specifically addressing what to do up to arbitration. She mentioned the some agreements do specifically speak to Sick Leave. Chair Maher asked where the State stand on this topic does. They discussed that there is not a Bill currently in the works for Safe Leave. No action was taken.

## II. OTHER BUSINESS

Unfinished Business and any other agenda items to come before the Committee.

### III. RECEIVE & FILE

#### ADJOURNMENT

Moved by Legislator Johnson seconded by Legislator A. Williams the Committee adjourned at 2:04 PM.