

**CITY OF NORTHAMPTON
MASSACHUSETTS**

In the City Council,

Upon the Recommendation of Councilor Ryan R. O'Donnell

Ordered, that

WHEREAS, The City of Northampton recognizes the importance of providing earned sick time to its employees in order to safeguard the public health, keep the cost of healthcare down, and allow workers to take care of themselves and their families; and

WHEREAS, Voters approved ballot initiative Question 4, entitled "Earned Sick Time for Employees" on November 4th, 2014, providing that employees may earn and use sick time if they must be absent from work for certain reasons; and

WHEREAS, Northampton voters approved Question 4 by a vote of 81% to 19%; and

WHEREAS, The law allows employees to use earned sick time to look after their own medical needs or the needs of family members, or to address issues related to domestic violence; and

WHEREAS, The law requires an employer to provide a minimum of one hour of earned sick time for every thirty hours worked by an employee; and

WHEREAS, Workers employed by a city are not included under this law unless the City Council votes to accept the law as required by Article CXV of the Amendments to the Constitution of the Commonwealth.

NOW, THEREFORE, BE IT ORDERED

That the City Council accepts the provisions of MGL Chapter 149, Section 148C, effective July 1st, 2015.