

Workers should not have to choose between

TAKING A SICK DAY — and — KEEPING A JOB

The Healthy Workplace Act

DID YOU KNOW?

- **Almost a million workers have paid sick time in Chicago and Cook County, but that leaves 1.5 million Illinois workers who still have no right to a single paid sick day.**
- **Workers can be fired for missing work if they stay home when they are sick.**
- **Workers who cannot afford to miss a day's pay are forced to come to work sick and may infect other workers and the public.**

With paid sick time:

- **Workers regain their health and return to full productivity faster.**
- **Ill workers won't infect others, which decreases absentee expenses.**
- **Turnover and re-training costs will be reduced.**



Paid sick days are law in nine states—Arizona, Connecticut, California, Massachusetts, Oregon, Vermont, Washington, Rhode Island, and Maryland—and in Chicago and Cook County.

"Sick leave is one issue where people just looked at adjusting their policies and moved on. It hasn't been a big issue."

— Director Kevin Westlye, Golden Gate Restaurant Association, San Francisco, CA

Since Connecticut enacted a paid sick days law in 2011, their Department of Labor reports employment growth in their Leisure and Hospitality, and Education and Health Services sectors.

Under The Healthy Workplace Act:

Employees in Illinois, full- and part-time, can earn up to 5 paid sick days (or 40 hours) per year, accrued hourly, and can begin using them 180 days following beginning of employment.

FOR EXAMPLE, A FULL-TIME WORKER EARNS



1 8hr SICK DAY AFTER 8 WEEKS OF FULL-TIME WORK



5 SICK DAYS AFTER 40 WEEKS OF FULL-TIME WORK

- ▶ **EMPLOYERS THAT ALREADY OFFER THIS AMOUNT OF PAID SICK TIME DO NOT NEED TO OFFER MORE.**
- ▶ **COMPENSATION COST ESTIMATE TO EMPLOYERS IS LOW: 0.7—1.5% OF PAYROLL.**

For more information:

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