

Workers should not have to choose between

TAKING A SICK DAY — and — KEEPING A JOB

DID YOU KNOW?

- 42% of private sector workers in Chicago – over 460,000 – have no right to a single paid sick day.
- Workers can be fired for missing work to care for their sick child or elderly parent.
- The majority of workers with paid sick days are not allowed to use them to care for a family member, ill spouse or aging parent with medical needs.
- Workers who come to work sick are less productive and infect other workers, customers, and the public.
- “Presenteeism” – workers coming to work when sick – costs companies more than they spend on healthcare expenses.¹



Paid sick days are only required in Connecticut, California, Massachusetts, and 18 cities including San Francisco, Seattle, and New York.

“Most companies who instituted new sick-leave policies in response to the law [in San Francisco] handled sick days informally, with one worker covering for another, instead of hiring replacement labor, which has reduced costs.”

– Jim Lazarus, Senior Vice President for Policy at the San Francisco Chamber of Commerce, in a New York Times article.

In a recent election, 82% of Chicago voters supported this.²

Provides earned sick time:

- 1) for a personal or family illness or preventive care;
- 2) due to incident of domestic or sexual violence;
- 3) because of school or building closure due to a public health emergency.

Employees, full and part-time, can earn 40 hours of sick time per year if their employer has fewer than ten employees, and 72 hours of sick time per year if their employer has ten or more employees, accrued hourly for every 30 hours worked.

FOR EXAMPLE, A FULL TIME WORKER EARNS



1 8hr SICK DAY AFTER 6 WEEKS OF FULL-TIME WORK



5 SICK DAYS AFTER 30 WEEKS OF FULL-TIME WORK



9 SICK DAYS AFTER 54 WEEKS OF FULL-TIME WORK

Earned Sick Time Chicago Coalition members:

Arise Chicago, Jobs with Justice, NELA-IL, ROC Chicago, Sargent Shriver National Center on Poverty Law, UFCW Local 881, Women Employed.



Women Employed

For more information, go to SickTimeChicago.org or contact Melissa Josephs, 312-782-3902 x234, mjosephs@womenemployed.org.

¹ Harvard Business Review, Presenteeism: At Work – But Out of It, Paul Hemp, Oct. 2004

² Results of February 2015 Chicago municipal ballot referendum.