

The Chicago and Cook County Earned Sick Time Ordinances go into effect on July 1, 2017.



What you need to know. The ordinances:

- ★ Apply to employers with one or more employee.
- ★ Employees earn one hour of sick time for every 40 hours worked, up to 40 hours/5 sick days a year.
- ★ Employees can begin using the sick time they've accrued once they've been with an employer at least six months.
- ★ Leave can be used for four hours or more—you don't need to use a full day.
- ★ Gives employees the opportunity to roll over up to 20 hours of unused sick time to the next year. In addition, employees can carry over up to five days of unused sick time to use for Family and Medical Leave Act (FMLA) purposes.
- ★ Employers cannot require that the employee find a replacement worker to cover the hours during which they are on earned sick leave.
- ★ Notice is required if leave is foreseeable, and an employer may require certification for sick time of more than three consecutive work days.

For what reasons can an employee use sick time?

- ★ For their own illness or medical care.
- ★ For the illness or medical care of a family member.
- ★ When the employee or their family member is the victim of domestic or sexual violence, or stalking.
- ★ When the employee's place of business or their child's school is closed due to a public health emergency.



Employers will be required to post a notice and provide written notice to employees regarding their rights to earned sick time.