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

or

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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