

# Workers should not have to choose between

## TAKING A SICK DAY — *and* — KEEPING A JOB

### HB 2771

**Sponsors: Reps. Christian Mitchell, Lilly, Greenwood, Currie**

#### DID YOU KNOW?

- **Almost a million workers will soon 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 seven states—Arizona, Connecticut, California, Massachusetts, Oregon, Vermont, and Washington—and in Chicago and Cook County.**

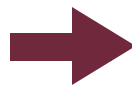
*"Sick leave is one issue where people just looked at adjusting their policies and moved on. It hasn't been a big issue."*

— 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.**

**Employees, full- and part-time, can earn up to 7 paid sick days (or 56 hours) per year, accrued hourly, and can begin using them 120 days following commencement of employment.**

**FOR EXAMPLE, A FULL-TIME WORKER EARNS**



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

**or**

**7 SICK DAYS AFTER 42 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 0.7—1.5% OF PAYROLL.**

#### **For more information:**

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