

Healthy Workplace Act

- It would cover all size employers.
- Allow employees to earn up to 7 (56 hours of) paid sick days a year. Employees earn 1 hour for every 30 hours they work. It would take a person who works 40/hr/wk 6 weeks to earn one eight-hour day, and 42 weeks to earn seven sick days.
 - Part-time employees can earn leave, but wouldn't earn as much based on working less.
 - Independent contractors aren't included.
- Employees can carry over accrued sick days to the next year, but employees cannot use more than seven sick days a year, i.e., they can use sick days in the early part of a new year that it took so long to earn the previous year, and they can start earning more paid sick days in a new year, but once they use up 56 hours of leave they cannot take any more leave that year, and can only carry over any new leave they accrue.
- Leave begins to accrue immediately, but employees cannot take it until after 120 days of employment.
- Leave can be used for: 1) the illness or medical appointment of an employee or an employee's family member, 2) for a school or building closure by order of a public official due to a public health emergency, or 3) a need related to domestic or sexual violence.
- Paid sick days can be used for less than a day, and an employer cannot require use of greater than two hours at a minimum, e.g., we don't want to force someone to use an entire day, and we understand that an employer probably won't want to let an employee take off a minimum like a quarter-hour or even an hour at a time.
- Employees who have a collective bargaining agreement can opt-out if they expressly waive.
- Employers who have a policy that complies with the requirements of this Act do not need to add more time off or modify their policy. This refers to the amount of time, but also requirements like not requiring an employee to find a replacement worker, notice and certification requirements, nothing negative if employee uses leave.
- Employers do not have to compensate employees for any accrued paid sick days when the employee leaves the employer.
- Employers can discipline an employee who uses a paid sick day for a reason not prescribed in this Act, e.g., someone who abuses the leave.
- Will be enforced by the IL Department of Labor.
- A civil action may be brought without first filing an administrative complaint.
- Immediate effective date upon becoming law.

Cost Estimate

[Chicago's Working Families Task Force Report](#) estimated **0.7 – 1.5% increase in compensation costs to employers.**

[IMPAQ Intl. and Institute for Women's Policy Research](#) estimate **cost of sick days taken ranges from 0.10 – 0.29% of payroll.**

-Not every employee will earn or use the full 56 hours.

-Not every employee will need to be replaced, e.g., work can be reassigned, or put on hold.