



FAST FACTS

April 2016

On April 13th, 38 Alderman cosponsored and introduced a city-wide ordinance that will grant earned sick time to more than 450,000 Chicago workers. The ordinance was guided by recommendations recently released from the Working Families Task Force, a nonpartisan group of employers, associations, worker advocates and city representatives.

The Earned Sick Time Ordinance will:

- Allow 450,000 workers in Chicago to earn up to 40 hours/5 earned sick days over the course of 1 year, earned at a rate of 1 hour for every 40 hours worked. There is no differing tier based on employer size.
- Allow employees to use earned sick time: 1) for an employee's or family member's illness or preventive care; 2) if an employee or family member is the victim of domestic or sexual violence; 3) due to a public health emergency an employee's place of business is closed or the employee needs to care for a child whose school has been closed.
- Ensure that employees earn and accrue sick time at a proportional rate based on hours worked.
- Allow employees to roll over up to 2.5 unused sick days to the following year.
- Let new employees use sick leave after an initial 6-month probationary period.
- Not apply to employers that already offer similar benefits, through Paid Time Off (PTO), as long as they meet the minimum requirements.
- Not apply to employers with unionized workforces until the expiration of their collective bargaining agreement. Unionized employees may explicitly waive the earned sick leave requirements via future collective bargaining agreements.
- Lead to less than a 0.7- 1.5% increase in labor costs for most employers, according to a cost model developed by the Civic Consulting Alliance.
- Yield projected benefits of \$116 million annually for employers.

Did you know?

Despite overwhelming support from voters, 42 percent of private-sector workers, including 80 percent of food service workers, in Chicago do not have access to any sick time.

Earned sick time is already required in more than two dozen cities including:



★ ★ IN ★ ★

CHICAGO

82%
OF VOTERS

supported extending
earned sick leave
to all workers in
the 2015 city-wide
referendum.

FAST FACTS: Chicago's Earned Sick Time Ordinance



About the Coalition:

The Earned Sick Time Chicago Coalition is a partnership of community, public health, faith, women's advocacy and labor organizations. We are leading the charge in support of a sick time policy for workers in the City of Chicago.

AFSCME Council 31
Action Now
Amalgamated Transit Union Local 308
Arise Chicago
Between Friends
Brighton Park Neighborhood Council
Chicago National Organization for Women
Chicago Teachers Union
Chicago Alliance Against Sexual Exploitation
Chicago Foundation for Women
Disabled Americans Want Work Now
EverThrive Illinois

Illinois Brotherhood of Electrical Workers Local 21
Illinois Chapter, American Academy of Pediatrics
Illinois Education Association Region 67
Illinois Federation of Teachers
Jobs with Justice
Lambda Legal
Mujeres Latinas en Accion
National Council of Jewish Women – IL
State Policy Advocacy Network
National Domestic Workers Alliance
National Employment Lawyers Association – IL

National Nurses United
ONE Northside
OUR Walmart
ParentsWork
Planned Parenthood of Illinois
Pride at Work Chicago
Rape Victim Advocates
Restaurant Opportunities Center – Chicago
Sargent Shriver National Center on Poverty Law
SEIU Doctors Council
SEIU Local 73
SEIU Healthcare Illinois and Indiana

Teamsters 743
Teamsters 777
UFCW Local 1546
UFCW Local 881
United Auto Workers Local 2320
United Auto Workers Region 4
United Steel Workers District 7
Unite-Here Local 1
Women Employed
Workers Organizing Committee of Chicago/Fight for Fifteen
Workers United
YWCA of Metropolitan Chicago

Sponsored and introduced by:



Alderman Moreno
1st Ward



Alderman Foulkes
16th Ward



Alderman Pawar
47th Ward

Aldermen who have already signed on:

Alderman Arena
45th Ward

Alderman Austin
14th Ward

Alderman Burke
14th Ward

Alderman Burnett
27th Ward

Alderman Cappleman
46th Ward

Alderman Cardenas
12th Ward

Alderman Cochran
20th Ward

Alderman Curtis
18th Ward

Alderman Dowell
3rd Ward

Alderman Ervin
28th Ward

Alderman Hairston
5th Ward

Alderman Harris
8th Ward

Alderman Lopez
15th Ward

Alderman Maldonado
26th Ward

Alderman Mell
33rd Ward

Alderman Mitchell
7th Ward

Alderman Mitts
37th Ward

Alderman Moore
17th Ward

Alderman Moore
49th Ward

Alderman Munoz
22nd Ward

Alderman Napolitano
41st Ward

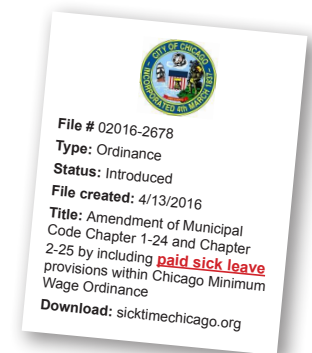
Alderman Osterman
48th Ward

Alderman Quinn
13th Ward

Alderman Ramirez-Rosa
35th Ward

Alderman Reboyras
30th Ward

Alderman Sadlowski Garza
10th Ward



Alderman Santiago
31st Ward

Alderman Sawyer
6th Ward

Alderman Scott, Jr.
24th Ward

Alderman Silverstein
50th Ward

Alderman Solis
25th Ward

Alderman Sposato
38th Ward

Alderman Taliaferro
29th Ward

Alderman Villegas
36th Ward

Alderman Waguespack
32nd Ward

Susana Mendoza
City Clerk