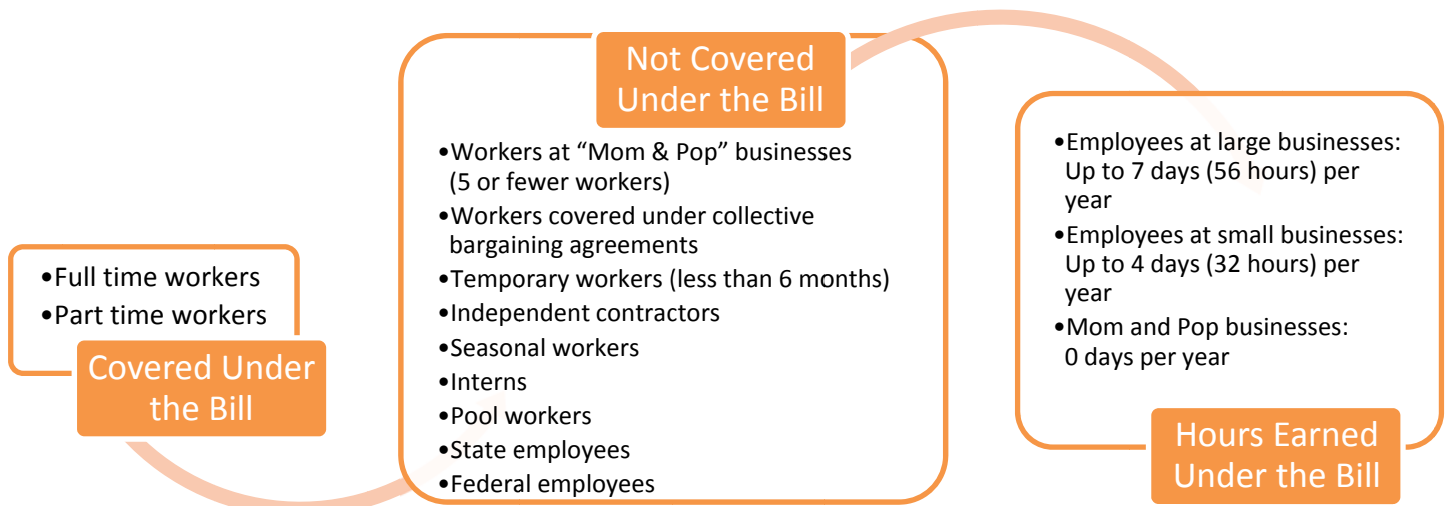


# 2013 Promoting Healthy Families and Workplaces Bill: FAQ's



## ***How can people use earned sick days under this bill?***

The 2011 bill would have allowed paid sick days for workers and their family members. In the 2012 bill, domestic violence survivors will also be able to use days they have earned to obtain treatment or counseling.

## ***How are businesses categorized?***

Under the bill, a large business has 21 or more workers, a small business has between 6 and 20 workers, and a Mom & Pop business has 5 or fewer workers.

## ***Are part-time workers treated differently than full-time workers?***

Both part-time and full-time workers are eligible to earn sick days under the bill, but since sick days are earned by the number of hours worked, part-time workers will accrue fewer sick days each year.

## ***How do workers "earn" their sick days?***

Workers will earn 1 hour of sick time for every 40 hours worked, so someone working a 40-hour week for 52 weeks would earn 52 hours of sick time. Workers can begin taking sick time after 90 days on the job. Workers in small businesses can only earn 32 hours per year.

## ***What if an employer already offers paid sick days or any type of paid time off (PTO)?***

Employers do NOT have to add more days to comply with the bill if they already offer the same amount or more in sick days, vacation days, and/or personal days (that can be used as sick days without notice).

## ***What can employers do if workers misuse this benefit?***

Employers reserve the right to take action for misuse if workers do not use their paid sick days in a manner covered under the bill, such as illness, family illness or domestic violence counseling.

## ***Will employers need to pay workers for unused days?***

No.

## ***Will workers be able to roll over their sick days from one year to another?***

Yes, but the bill allows workers to take only 56 total hours (7 days) of sick time during the year (or 4 days in small businesses). Workers will not be able to stockpile sick days under the bill unless their employers allow them to.

## ***How is this bill enforced?***

If a worker makes a complaint to the Mayor's Office of Labor Standards, the office will contact an employer for records of sick time requested and used. Employers will not need to provide records unless a complaint is made.