



## Fact Sheet

### The City of Newark's Proposed Sick Days Ordinance

When workers get sick they need time to get well. It's just common sense. But in New Jersey, some 1.2 million workers – that's more than 1 in 3 of us – do not earn paid sick days. Many of these workers are in low-wage service jobs. They care for our children and the elderly. They prepare and serve food in our restaurants. They can't afford to stay home, even if they're sick.

With this in mind, the Newark City Council is considering enacting an earned sick days policy that would guarantee a basic number of earned sick days to workers to recover from their own illness or care for a sick family member.

Here's how the proposal would work:

- Full and part-time private-sector Newark workers in businesses with 10 or more employees will be eligible to earn one hour of sick time for every 30 hours worked, up to 40 hours or 5 work days per year.
- Full and part-time private-sector Newark workers in businesses with 9 or fewer employees will be eligible to earn one hour of sick time for every 30 hours worked, up to 24 hours or 3 work days per year.
- Full and part-time workers, who provide services in direct contact with the public, such as food-service, child or elder care workers, will be eligible to earn up to 40 hours per year regardless of the business size.
- Workers will be able to use earned sick days to care for their own health needs and those of immediate family members such as a spouse, civil union partner, domestic partner, child, legal ward, sibling, parent, grandparent, and grandchild.
- Businesses already providing any type of job protected days off—paid time off, vacation, personal days, etc.—will be considered in compliance with the law as long as the leave can be used for sick day purposes and the same amount of time required by the law is given.
- Employers may require medical verification if a worker is absent for more than 3 days.

Everyone benefits when workers are able to balance job obligations and family needs. Giving workers earned sick days to take care of themselves and sick family members not only improves outcomes for families and children, but also increases worker morale, productivity and retention. It's a win-win for all!

*New Jersey Time to Care Coalition is a broad-based group of community, advocacy, union, religious, research, and academic organizations working to support policies that strengthen communities by ensuring that working families can balance their responsibilities at home and on the job.*