



FACT SHEET

Jersey City Earned Sick Day 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 City Council of Jersey City has enacted an earned sick days policy that provides a minimum number of earned sick days to workers to recover from their own illness or care for a sick family member.

Here's how it would work:

- All private sector workers in Jersey City are eligible to earn one hour of sick time for every 30 hours worked, up to a maximum of 40 hours (5 days) of sick time per year. Workers in establishments with 10 or more employees (this includes franchises), receive job protected, paid sick time; workers in establishments with fewer than 10 employees receive job-protected, unpaid sick time.
- Allowable uses of earned sick days.
 - Care for a worker's own health needs including mental or physical illness, injury, or health condition.
 - Care for family members such as a spouse, civil union partner, domestic partner, child, legal ward, sibling, parent, grandparent, and grandchild.
- Workers begin earning sick time immediately, but the benefit is not available for use until 90 days after hire.
- Part-time workers are covered by the bill and earn paid sick time based on hours worked.
- Businesses already providing any type of job protected days off—paid time off, vacation, personal days, etc.—are 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.
- The effective date of the law is 120 days after passage.
- An economic impact study would be conducted one year after the Ordinance goes into effect.

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!