A PUBLIC HEALTH POLICY
THAT HELPS FAMILIES, IS
GOOD FOR BUSINESSES
AND BOOSTS THE
ECONOMY

There is still more to do to! Over 1.1 million New Jersey workers are unable to earn paid sick days. Currently, state legislation is being considered that would ensure all New Jersey workers can access a basic number of earned sick days.

Earned sick days are the responsible way to prevent the spread of disease and keep everyone healthy by encouraging sick workers and children to stay home – away from co-workers, schoolmates, and customers.

Earned Sick Days Help Families:
Americans are working hard just to keep up in these tough economic times. Few can afford to take time off, and many are forced to work even when they’re sick in order to prevent losing wages, or even their job. The loss of a few days’ pay for the lowest income workers can equal a months’ worth of groceries!

Earned Sick Days are Good for Businesses:
Many business owners know, and research confirms, that allowing workers to earn paid sick days helps businesses keep the workplace healthier, reduces turnover, creates better customer service and improves productivity.

Earned Sick Days Boost the Economy:
If an employee is fired for taking time off to recover from an illness or care for a sick family member, she is likely to stay unemployed for many months or end up in a lower paying job. When people can no longer afford basic goods and services, our economy suffers along with our families.

Add your voice! Help ensure that New Jersey workers no longer have to sacrifice their health or risk losing their jobs when they get sick.
In New Jersey, a diverse coalition of organizations is working together to support policies that strengthen communities by ensuring that working families can balance their responsibilities at home and on the job.

We call ourselves the New Jersey Time to Care Coalition

You can start spreading the word today:
• Speak out about the importance of earned sick days
• Share your story: visit www.njtimetocare.com/story-bank
• Write a letter to the editor or op-ed for your local newspaper
• Spread the word online: facebook.com/NJTimetoCare and twitter @EarnedSickDayNJ
• Check out the NJ Time to Care Coalition website: www.njtimetocare.com
• Email us directly: info@njtimetocare.org

Earned Sick Days for all New Jerseyans.

Why it’s needed.

How you can get involved!

A proud member of

FAMILY VALUES WORK
In Jersey City:

- Jersey City businesses with ten or more employees are required to provide a minimum of five paid sick days a year to their employees and companies with fewer employees must provide five unpaid but job-protected sick days.
- All full-time, part-time and seasonal private-sector workers are eligible to earn one hour of sick time for every thirty hours worked.
- Employees can take time off to care for themselves or a sick family member (child, parent, spouse, civil union partner, domestic partner, grandparent, grandchild or sibling).
- Sick days can carry over but the employer is not obligated to give an employee more than five days annually.
- If the employer is not granting appropriate sick time contact: Jersey City Department of Health and Human Services 201-547-4689 or sickleave@jcnj.org

For more information visit: [www.njtimetocare.com/JCPSDFAQ](http://www.njtimetocare.com/JCPSDFAQ)

In Newark:

- Newark businesses with ten or more employees are required to provide up to five paid sick days a year to their employees and companies with fewer employees must provide three paid sick days.
- All full-time, part-time and seasonal private-sector workers are eligible to earn one hour of sick time for every thirty hours worked.
- Employees can take time off to care for themselves or a sick family member (child, parent, spouse, civil union partner, domestic partner, grandparent, grandchild or sibling).

For more information visit: [www.njtimetocare.com/NWKPSDFAQ](http://www.njtimetocare.com/NWKPSDFAQ)

Earned Sick Days is currently the law in two New Jersey cities!

**Story Spotlight: Working Families**

Leticia, a mother of two young children, works in a fast food restaurant and does not earn any paid sick days. When Leticia’s daughter was two years old she had to be hospitalized for eight days. With the loss of three days’ pay, Leticia worried how she was going to pay for things that her family needed. She struggled to get back on her feet and worries about what she will do in the future if one or both of her kids fall ill again. “It’s very important for us to be able to take care of our children when they are sick without having to worry because we don’t have enough money to pay for basic needs like utilities, rent and electricity.”

Safiyyah, counselor & mother of two, East Orange

As the mother of children with special needs, Safiyyah understands the importance of having paid time off work to attend to a child’s regular needs as well as unplanned illnesses. Without earned sick days and depending on her paycheck, Safiyyah has been forced to go to work ill as well as send her children to school with colds. Being sick at work, Safiyyah did not feel that she could perform her duties to the best of her abilities and was uncomfortable with how her illness was impacting her co-workers. Safiyyah feels that workers and children should not be forced to put others at risk of infection because a parent cannot afford to stay home without paid sick days.

**Story Spotlight: Small Business Owners**

Phillip Stamborski, Gallerie Hudson, Jersey City

Phillip has owned his frame gallery for ten years. Recently Phillip hired a full-time employee and was sure to offer her earned sick days. Phillip believes employees should not be penalized for being sick and doing so would not only hurt a business, but it also could make others sick as well. Phillip believes giving his employees paid sick time will help boost the economy since his employees also shop in the local area. Phillip’s priority is taking care of his employees - not only because it is the right thing to do, but because retaining good people improves customer service. Phillip supported Jersey City’s passage of its earned sick day ordinance and speaks about the benefits of the policy with other business owners.

Larry Kenney, Sweet Retreat, Newark

Larry opened his cupcake shop, Sweet Retreat, in downtown Newark two years ago after the tragic loss of his young daughter from cancer. Larry had to leave his previous job to care for her and in the aftermath of her death, he decided to start a business doing something he always enjoyed - baking! Currently the operation runs with four workers who can take time off when they or a loved one are ill. Larry believes that for his business, the benefits of sick days are pretty simple. “When your employees are healthy they will be more productive and provide better customer service. Providing sick days will increase morale, increase loyalty, and provide a much safer and healthier work environment.”