



Healthy Families Act S. 1152/ H.R. 2460

Background Information

Workers shouldn't have to choose between their family and a paycheck. Yet the majority of middle-income workers cannot rely on paid leave, and 3 out of 4 low-wage workers have no paid sick leave. Introduced by Sen. Kennedy (S. 1152) and Rep. Rosa DeLauro (H.R. 2460) this legislation would require employers to provide a minimum of seven paid sick days a year.

Eligible Employee:

- ❖ Employees who work at least 20 hours per week or 1000 hours annually.

Covered Employer:

- ❖ All employers (public and private) with at least 15 employees.

Specifics of Benefit:

- ❖ 7 paid sick days a year for employees working more than 30 hours, pro-rated for employees working between 20 and 30 hours.
- ❖ Employees who request at least 3 consecutive days may need doctor's certification.

Paid Sick Leave Can Be Used:

- ❖ To care for your own illness or physical or mental condition.
- ❖ To obtain a medical diagnosis, a related treatment, or preventive care.
- ❖ To care for a family member for any of the above reasons

Employer Requirements:

- ❖ Employers must post notice of the availability of paid sick leave and how to file enforcement action.
- ❖ Employers may not interfere with or deny the exercise of the employee's right to paid sick leave. They also may not discriminate against an employee for taking or requesting leave.
- ❖ Employers must make, keep, and preserve records on compliance with HFA.
- ❖ Employers must keep health info confidential and separate from personnel files.

Current Leave Policies:

- ❖ Employer policies with comparable or better paid leave comply.
- ❖ Expressly preserves state or local laws providing greater paid sick leave benefits and encourages employers to provide greater leave benefits.

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