



Erie **Family Health** Center | Centro de **Salud** Erie

Trust. Heal. Care.

October 4, 2016

To Whom It May Concern,

Thank you for the opportunity to provide our support of the Sick Time Ordinance. Erie Family Health Center, a not-for-profit Federally Qualified Health Center, has been in existence for almost 60 years. We have 13 health centers in Chicago and its suburbs, 12 of which are in Cook County. We employ 630 people at our 13 sites, and 87% of our employees are women. Our mission is to provide accessible, affordable and high quality health care to those in need. We provide health care to over 70,000 patients and often hear that our patients come to be seen at Erie and are missing a day of work and pay because they don't have paid time off at their workplace.

As long-time advocates of family friendly work environments we are always looking for ways to improve our practices and we are very excited to see the Sick Time Ordinance being passed. We currently exceed the requirements of the ordinance. Our employees earn a minimum of 15 days of paid time off per year during their first year of employment. Hourly employees earn the 15 days off in biweekly increments of 4.62 hours per pay period, while salaried employees start at 20 days off per year or 6.15 hours per pay period. Employees can use their paid time off for vacation, sick time, or personal time.

Our current system is a point system and employees get penalized when their time off is unscheduled. All sick time is considered unscheduled and we have been looking for ways to update our policy. By adjusting our policy to adhere to the new ordinance we will be making a very positive change to our current practices and our employees will be very excited about the improvement. We are in the process of figuring out the adjustments that need to be made to our policy so we can best adhere to the ordinance. We fully support the ordinance that will provide all employees in Chicago with paid sick time!

Please feel free to contact me with any questions at 312.432.7451.

Sincerely,

Adriana Diaz
Director, Human Resources