

Sean Morrison (Board of Commissioners)

From: Kenneth Jarosch <kenkathyjarosch@sbcglobal.net>
Sent: Tuesday, October 04, 2016 3:56 PM
To: Sean Morrison (Board of Commissioners)
Subject: Ordinance 16-4229 Paid Sick Leave - OPPOSE

Commissioner Morrison,

Re: Ordinance 16-4229 Paid Sick Leave

I oppose the subject legislation mandating paid sick leave to all employees working in Cook County. As a small business owner, this legislation creates bookkeeping nightmares, increases expenses, and puts each business at a needless risk of violation.

The county should abandon any attempts to mandate what should remain a voluntary benefit. Each employee is free to find an employer with benefits to suit his or her needs. Not all companies can afford the intrusive and expensive mandates included in this ordinance. As written, it provides protected permission to schedule appointments during the work day - and get paid for it - instead of striving to do so after hours.

We already pay sick time to full-time employees and employees we designate as "half-time" , working about 20 to 30 hours per week on a regular weekly schedule. Most of our employees do not use all their sick days. But, if the city, state or county mandates paid time off, employees view it as a protected right. We lose our ability to discipline an employee who decides to call in "sick" the day before Christmas, our busiest day.

Accounting for sick time of part-time employees is impossible to accomplish - THEY ARE PART TIME! Their hours vary from day to day and week to week. Accurately documenting absences is a lawsuit waiting to happen. Tracking hours earned relative to each employee's start date is ludicrous. In short, the ordinance is ill conceived and poorly written.

I urge you to vote "NO" to ordinance 16-4229.

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