



**August 16, 2016**

**To:** Honorable Commissioner Bridget Gainer  
**Fr:** Bona Heinsohn, Cook County Farm Bureau®  
**Re:** Ordinance 16-4229 Employer Paid Sick Leave

The purpose of this communication is to discuss Ordinance 16-4229 Employer Paid Sick Leave. On Wednesday, August 10 members of the Public Policy Team discussed the ordinance and identified potential concerns.

The term *employer* is defined as any person employing one or more employees indicating that the changes provided by proposed ordinance is applicable to all sizes of employers regardless of the number of employees that they employ. While the changes proposed by the ordinance will have a minimal impact on large employers, the impact will be significantly larger on small employers. We would suggest that like the ordinance apply only to larger employers as is the case of the Family Medical Leave Act (50 or more employees).

Perhaps the most daunting task for small employers is the requirement to report their sick leave policy each year. Larger businesses will likely have an employee designated to handle human relations tasks.

American Farm Bureau Federation® policy 136 General Labor Issues, page 22, point 4.9 opposes requiring employers to provide sick leave.

I look forward to discussing this ordinance with you in the future. If you have any questions or if I can be of assistance, please don't hesitate to contact me at (815) 979-5458 or via email at [bona@cookcfb.org](mailto:bona@cookcfb.org).