



# Board of Commissioners of Cook County

118 North Clark Street  
Chicago, IL

## Legislation Details (With Text)

---

<b>File #:</b>	16-4065	<b>Version:</b>	1	<b>Name:</b>	ESTABLISHING EMPLOYER PAID SICK LEAVE FOR RESIDENTS OF COOK COUNTY
<b>Type:</b>	Ordinance	<b>Status:</b>		<b>Status:</b>	Filed
<b>File created:</b>	6/23/2016	<b>In control:</b>		<b>In control:</b>	Finance Committee
<b>On agenda:</b>	6/29/2016	<b>Final action:</b>		<b>Final action:</b>	11/21/2018
<b>Title:</b>	PROPOSED ORDINANCE				

### ESTABLISHING EMPLOYER PAID SICK LEAVE FOR RESIDENTS OF COOK COUNTY

WHEREAS, the County of Cook is a home rule unit of government pursuant to the 1970 Illinois Constitution, Article VII, Section 6 (a); and

WHEREAS, pursuant to their home rule powers, the Cook County Commissioners may exercise any power and perform any function relating to their governments and affairs, including the power to regulate for the protection of the public health, safety, morals, and welfare; and

WHEREAS, promoting the public health and welfare for those who work within the County's border plainly meets this criterion; and,

WHEREAS, employees in every industry occasionally require time away from the workplace to tend to their own health or the health of family members; and

WHEREAS, in Cook County, XX percent of private sector workers received no paid sick leave; and,

WHEREAS, paid sick leave has a positive effect of the health of not only employees and their family members, but also the health of fellow workers and public at large and the most comprehensive national survey of U.S. restaurant workers found that two-thirds of restaurant wait staff and cooks have come to work sick; and

WHEREAS, the Cook County Health and Hospital System spends between 350 and 500 million in uncompensated care and has an interest in the health of County residents; and

WHEREAS, paid sick leave reduces health care expenditures by promoting access to primary and preventative care and reduces reliance on emergency care; and

WHEREAS, nationally providing all workers with paid sick leave would result in 1.1 billion in annual savings in hospital emergency department costs; and

WHEREAS, over 20 municipalities including New York City, San Francisco, Seattle, Portland and Jersey City have passed legislation requiring employers within their jurisdictions to provide paid sick leave; and

WHEREAS, a cost model developed by the Civic Consulting Alliance found that the paid sick leave framework reflected in this ordinance would result in only a small, 0.7 to 1.5 increase in labor costs for most employers.

NOW, THEREFORE, BE IT ORDAINED, by the Cook County Board of Commissioners, that Chapter 42, Human Relations, Section 42-1 of the Cook County Code is hereby enacted as follows:

BE IT ORDAINED, by the Cook County Board of Commissioners, that Chapter 42, Human Relations, Section 42-1 of the Cook County Code is hereby enacted as follows:

Sec. 42-1. Paid sick leave

Any covered employee who works at least 80 hours for an Employer within any 120-day period shall be eligible for Paid Sick Leave as provided under this section.

Effective date: This ordinance shall be in effect on July 1, 2017

**Sponsors:** JESÚS G. GARCÍA, LUIS ARROYO JR, RICHARD R. BOYKIN, DEBORAH SIMS

**Indexes:**

**Code sections:**

**Attachments:**

Date	Ver.	Action By	Action	Result
11/21/2018	1	Board of Commissioners	receive and file	
7/13/2016	1	Labor Committee	recommend for deferral	Pass
7/13/2016	1	Board of Commissioners	discharge from committee	Pass
7/13/2016	1	Board of Commissioners	refer	Pass
6/29/2016	1	Board of Commissioners	refer	Pass

**PROPOSED ORDINANCE**

**ESTABLISHING EMPLOYER PAID SICK LEAVE FOR RESIDENTS OF COOK COUNTY**

**WHEREAS**, the County of Cook is a home rule unit of government pursuant to the 1970 Illinois Constitution, Article VII, Section 6 (a); and

**WHEREAS**, pursuant to their home rule powers, the Cook County Commissioners may exercise any power and perform any function relating to their governments and affairs, including the power to regulate for the protection of the public health, safety, morals, and welfare; and

**WHEREAS**, promoting the public health and welfare for those who work within the County’s border plainly meets this criterion; and,

**WHEREAS**, employees in every industry occasionally require time away from the workplace to tend to their own health or the health of family members: and

**WHEREAS**, in Cook County, XX percent of private sector workers received no paid sick leave; and,

**WHEREAS**, paid sick leave has a positive effect of the health of not only employees and their family members, but also the health of fellow workers and public at large and the most comprehensive national survey of U.S. restaurant workers found that two-thirds of restaurant wait staff and cooks have come to work sick; and

**WHEREAS**, the Cook County Health and Hospital System spends between 350 and 500 million in uncompensated care and has an interest in the health of County residents; and

**WHEREAS**, paid sick leave reduces health care expenditures by promoting access to primary and preventative care and reduces reliance on emergency care; and

**WHEREAS**, nationally providing all workers with paid sick leave would result in 1.1 billion in annual savings in hospital emergency department costs; and

**WHEREAS**, over 20 municipalities including New York City, San Francisco, Seattle, Portland and Jersey City have passed legislation requiring employers within their jurisdictions to provide paid sick leave; and

**WHEREAS**, a cost model developed by the Civic Consulting Alliance found that the paid sick leave framework reflected in this ordinance would result in only a small, 0.7 to 1.5 increase in labor costs for most employers.

**NOW, THEREFORE, BE IT ORDAINED**, by the Cook County Board of Commissioners, that Chapter 42, Human Relations, Section 42-1 of the Cook County Code is hereby enacted as follows:

**BE IT ORDAINED**, by the Cook County Board of Commissioners, that Chapter 42, Human Relations, Section 42-1 of the Cook County Code is hereby enacted as follows:

**Sec. 42-1. Paid sick leave**

Any covered employee who works at least 80 hours for an Employer within any 120-day period shall be eligible for Paid Sick Leave as provided under this section.

**Effective date:** This ordinance shall be in effect on July 1, 2017