

House Bill 1711 –Establish Paid Sick Days

Sponsors: Representatives Alma Adams, Deborah Ross, Jennifer Weiss, Linda Coleman

Senate Bill 1092—Provide Unpaid Sick Days

Sponsors: Senators Janet Cowell and Ellie Kinnaird

- **Did you know that North Carolina workers have no right to sick days?**
- **Did you know that a worker can be fired for missing work to care for a sick child or elderly parent?**
- **Did you know that no federal law requires sick leave?**

Background: In today's economy the majority of parents must juggle work and family. They need to be able to take a reasonable number of sick days to care for their sick or injured child or parent, as well as for their own doctor's visits and care. Workers should not have to choose between caring for illness and keeping their job.

Forty-two percent of North Carolina's workforce lack paid sick days.

- 1.6 million North Carolina workers do not receive paid sick days.
- Most of them—12.5 million—work in the private sector.
- The federal Family and Medical Leave Act provides for unpaid leave in case of serious illness or injury of an employee or an employee's relative. The law applies only to public agencies and businesses with 50 or more employees.

The majority of parents caring for children are working.

- 65 % of all North Carolina women with minor children work.
- 64% of all North Carolina married families with children send both spouses to work.

Women and low-wage workers are less likely to receive paid sick days.

- Half of all working mothers, nationwide, lose pay when they take a day off for illness (their own or a family member's).
- Three-fourths of low-wage workers do not receive paid sick days.

Paid (or unpaid) sick days would benefit workers, their families, and their employers by preventing the spread of contagious diseases, allowing workers and their children to recover more quickly, and improving retention and increasing productivity of workers..

House Bill 1711 would provide up to seven paid sick days for employees who had accrued sufficient time on the job. Absences shorter than a day could be pro-rated.

Senate Bill 1092 provides up to seven unpaid sick days for employees who have accrued sufficient time on the job. Shorter absences could be pro-rated.

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