

With the new Cook County paid sick leave policy coming into effect soon we are moving to a PTO policy. Just wondering if any Cook County members changed their current policy and how they implemented the change.

We too want to change our Vacation policy to a PTO policy but haven't yet. I'd be very interested in others policies especially for those that never had a PTO policy

Excellent and timely question. The Cook County management of their own sick leave policy is largely responsible for the 2/3 of Cook County jail employees who DID show up for work on a beautiful Mother's Day 2017 being put in harm's way and causing the entire facility to be placed on lockdown because of the 1/3 of employees who called in sick. If I were one of the dedicated, responsible workers who showed up I would be screaming at the top of my lungs to my union, my absent coworkers (who just crapped on me) and the management about the lack of control, discipline and concern for the safety of the good employees! This is not the first time that this has happened, although the reported number of absences has grown from about 20% to nearly 1/3 of all scheduled employees "getting sick" on the same warm holiday.

Regarding the paid sick leave policy we are questioning the Cook County boards authority to enact wage law which historically has been the jurisdiction of the DOL. We have drafts to integrate existing paid time off with the mandate as well as one adding sick days, but have not reached a final decision which will then need that approval of legal counsel. We may be able to share the final policy once approved and we are very interested in what others are planning to do.

We are still evaluating our alternatives. I am interested in what others are doing.

Editor's Note: From our HR partner MRA:

What's the Status of Paid Sick Leave in the Midwest?

5/9/17

The July 1, 2017, implementation date for mandatory paid sick leave for the cities of Minneapolis, St. Paul, and Chicago, and for Cook County is rapidly approaching. In the past few months, there have been attempts to either block or opt out of some of the ordinances. Given these attempts, there may be some confusion as to the status of the ordinances.

Here's a summary recap of the current status of these sick pay ordinances:

City of Chicago:

No new developments since the passage of the ordinance on June 22, 2016.

Key Takeaway for MRA Members: A posting and notice that satisfies the requirements of the Chicago ordinance will be made available by the Chicago Department of Business Affairs and Consumer Protection prior to July 1, 2017.

Cook County, IL:

Draft interpretative and procedural **rules** were issued and public comment is open until May 8, 2017. A final version of these rules will be adopted on or before June 1, 2017.

Key Takeaway for MRA Members: An "opt out" provision can be adopted by cities within Cook County. Currently, the following cities have opted out of the County paid sick leave ordinance: Arlington Heights, Barrington, Bedford Park, Burr Ridge, Elk Grove Village, Elmwood Park, Evergreen Park, Hickory Hills, Mount Prospect, Oak Forest, Palatine, Palos Heights, Palos Park, River Forest, Riverside, Rolling Meadows, Rosemont, Schaumburg, Streamwood, Tinley Park, and Wheeling.

Employer Implementation Plan

MRA advises that affected employers continue to plan for a July 1, 2017, implementation of paid sick leave in their organizations. As a starting point, we recommend that you review your current plan against the ordinance requirements to identify gaps. Key areas to consider include:

- Eligibility
- Usage definition

- Accrual rate
- Carryover
- Recordkeeping
- Attendance policies (no retaliation/point systems)

In addition, employers will need to meet poster and handbook notification requirements.

How MRA Can Help:

Information and Tools: Our [Mandatory Paid Sick Leave Toolkit](#) has resources to help employers with compliance, along with our e-learning session on [Mandatory Paid Sick Leave: Planning for Compliance](#).

Our Advisors answer members' questions, 24/7, at 866-275-6721 or email InfoNow@mranet.org.

Total Rewards Professionals: Whether you have a Paid Time Off (PTO) plan, a traditional vacation and sick plan, an unlimited time-off plan, or a no time-off plan, MRA can assist you in developing an appropriate strategy and [plan design](#) to support your specific business environment and comply with the various time-off regulations.

Article links:

[*Paid Sick Leave Laws Coming to a Jurisdiction Near You: Time to Weigh the Option of Paid Time Off Plans*](#)

Download links:

[*MRA Mandatory Paid Sick Leave Toolkit*](#)
[*Time Off - Paid Sick and Safe Leave Sample Policy*](#)
[*Time Off - PTO Design and Implementation*](#)
[*Time Off - Paid Time Off Policies*](#)