

Earned Sick Leave and Family and Medical Leave

Ohio needs workplace policies that put families first. Outdated policies in our state prevent people from being able to take time off from a job to deal with a major life event – like a serious illness in the family or the birth of a child – or from taking paid time off when they or their kids come down with the flu.

A single mom with two children who is paid \$10 an hour and doesn't have paid sick days only has to miss **four days** of work in a month to sink below the poverty line.

We must support a fair earned sick days policy that provides employees with one paid sick day for every 30 days worked or up to 10 days a year, after a year on the job so people can take care of themselves and their families. We also need a state policy that builds on the FMLA so that people can take time off of work to deal with major life events.

POLLING: 76 percent of Ohio voters favor paid sick days.

How to Talk About Earned Sick Leave and Family and Medical Leave

Lead with Values

People who work hard and play by the rules should be able to keep a roof over their heads. They should have the peace of mind that comes with knowing one bout of flu won't cost them their job or that month's rent, and that they can take time off of work when they need to deal with a major life event – like the birth of a child or a critical illness.

Emphasize the Ends

Earned sick days and family and medical leave policies help more families get ahead and create a state where more families and communities thrive.

Focus on Lived Experience

Without earned sick time, working men and women are often forced to choose between going to work sick and losing wages or, even worse, their job. Sick kids are sent to school, aging parents go without care, and contagious co-workers spread the flu. And, without family and medical leave, people are forced

to put work before major life events. New parents are unable to take time off to care for newborns and critically ill family members don't get the care they need.

Name the Causes

Some corporate CEOs deny Ohio's working men and women the ability to earn paid time off from work to care for themselves or a family member when they are dealing with an illness, or take time off when major life events come up. They are telling Ohioans they should put their jobs ahead of their families and their health.

Link the Problem to the Solution

Earned sick days and family and medical leave are common sense solutions that will help keep our families and communities happy and healthy.

Mike Johnson, 48, of Cleveland, says lack of job training and affordable education prevents low-income people from getting ahead.

"There's got to be help for people to go to school, go to work," he said. Mike worked in the restaurant business before glaucoma forced him to quit his job as a sous chef. He said in restaurant work there were no paid sick days. If you were sick or injured, you had to suck it up and work.

"I saw a guy cut his hand. They suspended him without pay until he could

