

ISSUE #4

PROPOSED LAW

INITIATED LEGISLATION REQUIRING PAID SICK LEAVE FOR EMPLOYEES IN OHIO

(Proposed by Initiative Petition)

To require certain employers to provide a minimum amount of paid sick leave to employees in Ohio by enacting Chapter 4114 of the Ohio Revised Code

This proposed law would:

1. Require employers in Ohio (business, nonprofit and government) who employ 25 or more employees to provide 7 days of paid sick leave per year that would accumulate and carry over into the next year if unused. Sick leave could be taken in increments as small as one hour, or in the smallest unit an employer uses to track other leave. Employees who work at least 30 hours per week (or 1,560 hours per year) would be eligible for the full amount of sick leave. Employees who work less than 30 hours per week would be eligible for a proportional amount of paid sick leave under the same circumstances.
2. Provide that any employer who violates any provision of the proposed law, including reducing any existing leave that it currently provides on the effective date of the law to comply with the proposed law, may be found liable to the affected employee for damages equal to lost wages and interest on such wages, as well as triple damages and attorney fees.
3. Require employers to confidentially maintain sick leave records for each employee for 3 years, keeping health and medical records separate from other employee records. Medical certification for leave could be required by the employer only if the leave period covers more than 3 consecutive work days.
4. Permit employees to use sick leave provided by the law for any of the following purposes:
 - Physical or mental illness, injury or medical condition of the employee;

- Obtaining a professional medical diagnosis or care, or preventive medical care for the employee; and
 - Caring for an employee’s child, parent, spouse or other defined relative who has a physical or mental illness, injury, medical condition or has obtained a professional medical diagnosis or care, or preventive medical care.
5. Require employees to follow certain rules to be able to use the sick leave and require employees to make reasonable efforts to schedule leave so that it does not overly disrupt the operations of the employer.

If approved, this proposed law shall take effect 30 days after approval.

A “YES” vote means approval of the proposed paid sick leave law.
 A “NO” vote means disapproval of the proposed paid sick leave law.

A majority “YES” vote is required for the proposed law to be approved.

SHALL THE PROPOSED LAW BE APPROVED?	YES	
	NO	