

Report to the Equal Opportunities Commission
from the Early Childhood Care and Education Board

Mandatory Minimum Sick Leave Ordinance

The Early Childhood Care and Education Board included the issue of mandatory sick leave in its annual public forum for providers and parents. In addition, we asked Community Coordinated Child Care to analyze the benefits reported by child care providers to help determine the effect on child care of the proposed ordinance.

We learned from participants and the analysis that the sick leave offered by all of the city-accredited centers would meet the standards of the ordinance, and usually exceed it. Most non-accredited centers would meet the standard, except for part-time staff.

Forum participants were clear in expressing the need for parents to have access to sick leave, especially to care for sick children, so that sick children would not be brought to child care. It is a frequent issue in child care that sick children are left in care because parents do not have time off from work.

Another issue for child care in particular is that centers are often unable to find substitutes for staff who are sick. In too many instances staff come to work sick because otherwise there would not be sufficient staff to care for the children.

The Early Childhood Board supported the ordinance.