



I'm not in a position to provide paid sick leave to my employees, what should I do?

If any of your employees are not feeling well and need to stay home, **we encourage you to have non-punitive measures in place to support them.** In other words, employees should not be penalized for calling in sick, rather, employees should be encouraged to stay home when they are not feeling well.

- Under the Families First Coronavirus Response Act, businesses with fewer than 500 employees can provide employees with paid leave for certain reasons related to the coronavirus. The law enables employers to provide paid leave that is reimbursed through tax credits, with the hope that workers are not forced to choose between their paychecks and the public health measures needed to combat the virus. More information from the Department of Labor [here](#) and the IRS [here](#).
- If you employ hourly employees and do not have a paid time off policy, **we encourage you to have a discussion with your team about how to handle this situation.** Many small businesses are operating with very few staff, so someone calling in sick can be particularly challenging. By signing this pledge, you are committing to keeping the community, your customers, and your staff safe. Please talk with your team now to make sure you have a plan in place so that employees can stay home when they are ill without being penalized.

