



### **Healthy Families Act Update**

The newly introduced federal Healthy Families Act would mandate that employers with 15 or more employees pay employees for up to 56 hours of sick time, usable after 2 months on the job. This would be in addition to any existing benefits given for FMLA or workers' compensation. The proposed legislation would deprive employers of the right to manage workplace leave policies or offer flexibility to employees, and comes at a time when businesses can least afford another forced line item.

Employer groups such as the Society of Human Resources Managers, chambers of commerce, and trade associations have made their concerns known regarding the parallel Congressional measures, H.R. 2460 and S. 1152. Employers can contact their trade associations and federal legislators about this important and potentially costly proposal.