

# PROVIDE SICK LEAVE



## FEATURE OVERVIEW

The Intent of this feature is to **improve recovery from and reduce transmission of diseases by enabling and encouraging employees to stay home when sick.**

Access to basic healthcare services is one of five key pillars that form the social determinants of health. While 94% of the world's countries mandate paid sick leave, the U.S. and Korea are the only OECD countries that do not, and 40% of American employees have no sick leave.

## HIGHLIGHTS OF WHAT WE'VE DONE



### PAID SICK LEAVE

Alliance staff receive 10+ paid sick days, are discouraged from coming to work when sick and asked not to work while on leave.



### SIMPLE SICK LEAVE APPROVAL

No note from a medical professional or advance notice is necessary to gain approval for sick leave unless employees use more than three consecutive days.



### SHORT & LONG-TERM SICK LEAVE

All eligible employees have access to short-term and long-term sick leave, both distinct from PTO and family leave.



### FLEXIBILITY FOR RECOVERY

The Alliance supports employee's health and well-being during recovery through flexible scheduling and telecommuting.

## BENEFITS

Implementing paid sick leave reduces contagion in the workplace, improves employee productivity and reduces employee turnover. Enhancing access to paid sick leave can help improve the physical, social and mental health of individuals and communities.