

**National Bureau of Economic Research
Chicago, Illinois Sick Leave Policy**

Employees of the National Bureau of Economic Research (“NBER”) based in Chicago, Illinois will accrue one hour of paid sick leave for every forty (40) hours worked beginning at the commencement of employment (or July 1, 2017, whichever is later), up to a maximum of forty (40) hours of paid sick leave per calendar year. To be eligible, an employee work at least eighty (80) hours within any one hundred twenty (120)-day period. A newly-hired employee must complete a one hundred eighty (180)-day period of employment before he or she may use paid sick leave.

Paid sick leave that is earned under this policy may be used in the event of (a) the employee’s illness or need for preventive medical care, (b) an eligible family member’s illness or need for preventive medical care, (c) the closure of NBER or the school or child care provider of the employee’s child due to a public health emergency or (d) the employee’s need to address the psychological, physical or legal effects of domestic violence, sexual assault, or stalking. For the purposes of this policy, eligible family members include an employee’s child (regardless of age or dependency, including adopted, foster, step or legal ward, a child of a person who has assumed the responsibility of parenthood), spouse, domestic partner, parent, sibling (including half-siblings, step-siblings and siblings related through adoption), grandchild or grandparent, the child or parent of an employee’s spouse or domestic partner, or any other individual related by blood or whose close association with the employee is the equivalent of a family relationship.

Employees are requested to give as much advance notice as possible of any leave granted under this policy. Employees may be required to provide documentation from a licensed health care provider for any leave that exceeds three (3) consecutive work days.

An employee is entitled to carry over up to half of his or her hours of accrued, unused paid sick leave to the following calendar year, up to a maximum of twenty (20) hours, but in no event will an employee be permitted to use more than forty (40) hours of paid sick leave in any calendar year; provided that an employee may carry over up to forty (40) hours of his or her unused accrued, unused paid sick leave, in addition to the any other carryover permitted by this paragraph, to the following year, solely for leave eligible for under the federal Family and Medical Leave Act, to the extent applicable. Employees will not be paid for accrued, unused paid sick leave upon termination of employment.