



*SOLUTIONS FOR BUSINESS OWNERS*

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## Sick Time Policy

We had an issue with sick time entitlement and figured out how to defer the benefit. We allow five sick days a year but, instead of simply continuing to pay employees when they call in sick, we do something a little different.

Rather than effectively encouraging employees to take their sick time entitlement in what are inevitably unplanned absences, we give everybody five days extra pay at year end regardless of their sick time record and we automatically dock their pay at the time for each day missed.

In this way, those who never call in sick get a “bonus” at year-end, and those who call in sick feel the economic consequences at the time.

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