

Everyone gets sick.

Not everyone has time
to get better.



***A Briefing Book
on Establishing a Paid Sick Days Standard***

July 2011



In October, I got very sick with diverticulitis. My doctor put me on bed rest for two weeks. While I was out, my boss hounded me to come back, but I was way too sick. I told him I would be back as soon as I could. I was not receiving sick pay at all.

When I did go back to work early, he fired me and told me he needed someone he could count on. I worked for this man for two years. I was shocked. Sometimes things happen and you get sick. How are you to foresee these things?

— Heather, Cedar Crest, New Mexico

Everyone Gets Sick. Not Everyone Has Time To Get Better.

Nearly two in five private sector workers — about 40 million people — don't have a single paid sick day to recover from common, short-term illnesses. Millions more lack paid sick days to care for a sick child.

Workers without paid sick days face an impossible choice when illness strikes. Either they go to work sick or send a sick child to school or daycare; or they stay home, lose pay and risk job loss or workplace discipline. Particularly in this economy, many workers simply can't afford to jeopardize the economic security of their families by staying home.

When workers lack access to paid sick days, contagious illnesses spread through our workplaces and schools. Workers without paid sick days are more likely than workers who have paid sick days to go to work sick with an illness like the flu and to send a sick child to school. As a result, the public's health is put at risk.

When workers don't have access to paid sick days, their health suffers and health care costs rise. Workers without paid sick days are more likely to delay or forgo preventive care, and to use an E.R. after hours. As a result, easily treatable conditions become more complicated, and workers, their employers and the public incur unnecessary health care costs.

Working people shouldn't be forced to choose between being responsible employees and conscientious community members. A common-sense national workplace standard of paid sick days would allow workers to be both.

Earlier this year, Connecticut became the first state to adopt a paid sick days law, joining the trailblazing cities of San Francisco and Washington, D.C., in allowing workers to earn paid sick time to recover from a short-term illness, care for a sick family member or seek routine medical care. The momentum for paid sick days policies is building on the national level and in other states and cities across the country.

Join us in supporting a national paid sick days standard.

I had to work while having bouts of awful bronchitis and walking pneumonia. I got no time off at all even when I was in severe pain, coughing up phlegm or vomiting. Instead I had to act like I wasn't sick, and keep up the same standards and smiling face....

I couldn't take unpaid days off from work because I couldn't afford to do that. I needed the money to pay for things like rent and food. When my quality of work suffered substantially from having to go to work while so sick, I was fired from my job because according to my then-supervisor, I did not create a happy environment for the customers.

— Noel, Bellingham, Washington

Establishing Paid Sick Days as a Minimum Labor Standard

Without a Basic Standard of Paid Sick Days, Millions of Our Nation's Workers are Forced to Forgo Pay and Risk Job Loss When Illness Strikes.

- About 40 million workers across the country — from Maine to the state of Washington — are unable to take time away from work when they are ill. Overall, nearly four in ten private sector workers lack access to any paid, job-protected sick time. Millions more lack sick time that can be used to care for a sick child or family member. Among the lowest-wage workers, eight in ten lose income and risk job loss or workplace discipline when they are ill.¹
- Getting sick has serious economic consequences for workers and their families. Nearly one-quarter of adults in the U.S. (23 percent) report that they have lost a job or have been threatened with job loss for taking time off due to illness or to care for a sick child or relative.² Nearly one in six (16 percent) report that they or a family member have been fired, disciplined, written up or threatened with firing or workplace discipline for taking sick time.³
- In this economic climate — in which unemployment can mean months of searching for new work — workers should not have to face the awful choice between caring for their health and keeping their paychecks or jobs.
- A basic standard guaranteeing workers the ability to earn paid, job-protected sick days would help ensure that workers don't have to choose between their health and their economic security. National momentum for a paid sick days standard is growing.

When Workers Don't Have Paid Sick Days, the Spread of Contagious Illnesses Jeopardizes Public Health.

Public Health Example One: A Flu Pandemic

- During the peak months of the fall 2009 H1N1 flu pandemic, nearly 26 million working people age 18 and older are estimated to have been infected with the H1N1 flu virus. Overall, eight million workers went to work sick between September and November 2009 and may have infected up to seven million of their co-workers.⁴
- During the height of the H1N1 pandemic, workers with lower rates of access to paid sick days were far more likely than those with higher rates of access to paid sick days to go to work sick and, as a result, the pandemic lasted longer in their workplaces as the virus spread from co-worker to co-worker.⁵
- Economic pressures and anxiety surely affected workers' decisions to go to work ill. When asked what problems they would encounter if they had to stay home for seven to ten days due to H1N1, 44 percent of U.S. adults surveyed said that they or a household member would "lose pay and have money problems."⁶
- A Centers for Disease Control survey of parents at a Pennsylvania elementary school found that more than one in five (22 percent) had to miss work to stay home with their child during a week-long H1N1-related

¹ U.S. Department of Labor, Bureau of Labor Statistics. (2010, March). *Employee Benefits in the United States: Selected paid leave benefits: Access, National Compensation Survey (Table 6)*. Retrieved 9 December 2010, from <http://www.bls.gov/news.release/pdf/ebs2.pdf>

² Smith, T., & Kim, J. (2010, June). *Paid Sick Days: Attitudes and Experiences*. National Opinion Research Center at the University of Chicago for the Public Welfare Foundation publication. Retrieved 2 December 2010, from <http://www.publicwelfare.org/resources/DocFiles/psd2010final.pdf>

³ Ibid.

⁴ Drago, R., & Miller, K. (2010, February). *Sick at Work: Infected Employees in the Workplace During the H1N1 Pandemic*. Institute for Women's Policy Research publication. Retrieved 7 January 2011, from <http://www.iwpr.org/publications/pubs/sick-at-work-infected-employees-in-the-workplace-during-the-h1n1-pandemic>

⁵ Ibid.

⁶ Blendon, R., et al. (2009, June). *Influenza A (H1N1)/Swine Flu Survey III*. Harvard Opinion Research Program, Harvard School of Public Health publication. Retrieved 15 June 2011, from http://www.hsph.harvard.edu/news/press-releases/files/Swine_Flu_Topline_7.15.09.pdf

school closing in 2009 — and 40 percent of the parents who stayed home missed an entire work week.⁷ For parents without paid sick days, that time off work undoubtedly came at a high cost.

Public Health Example Two: A Stomach Virus Outbreak

- Workers who have jobs requiring frequent contact with the public and food are among the least likely to have job-protected paid time off. Nearly three in four food service workers (73 percent) lack access to even a single paid sick day.⁸
- Since most food service establishments don't offer paid sick time, workers are forced to take unpaid leave or work sick. Nearly one in five restaurant workers came to work ill with vomiting or diarrhea at least once in the past year, according to a recent study.⁹
- In 2008, when a worker at a Chipotle restaurant in Kent, Ohio, had no choice but to come to work sick with the *norovirus*, more than 500 people became violently ill. The outbreak cost the Kent community between \$130,000 and \$300,000.¹⁰
- While the Kent Chipotle example is one of the most researched outbreaks in recent years, it is not an isolated incident. Each year, there are approximately 76 million cases of foodborne illness nationwide.¹¹

Access to paid sick days matters.

Adults without access to paid sick days are 1.5 times more likely than adults with paid sick days to report going to work with a contagious illness like the flu or a viral infection.

Parents without access to paid sick days are more than twice as likely as parents with paid sick days to send a sick child to school or daycare.

Source: National Opinion Research Center at the University of Chicago for the Public Welfare Foundation, *Paid Sick Days: Attitudes and Experiences*, March 2010. See note 2.

Without a Paid Sick Days Standard, Health Care Costs Rise.

- Unnecessary emergency room visits burden our health care system and cost billions of dollars per year. Yet without access to paid sick days, workers have no choice but to use emergency rooms to seek care during non-work hours. Adults without access to paid sick days are twice as likely to report going to a hospital emergency room because of their inability to take time from work to get medical care during regular work hours.¹²
- Parents without access to paid sick days are five times as likely as parents with paid sick days to report taking a child or another family member to a hospital emergency room. Overall, 35 percent of parents without paid sick days have taken a child or family member to an E.R. because they could not take time off work to get medical care during work hours.¹³

⁷ Gift, T., et al. (2010, August). *Household Effects of School Closure during Pandemic (H1N1) 2009, Pennsylvania, USA*. U.S. Centers for Disease Control and Prevention. Retrieved 15 June 2011, from <http://www.cdc.gov/eid/content/16/8/PDF/09-1827.pdf>

⁸ Joint Economic Committee, United States Congress. (2010, March). *Expanding Access to Paid Sick Leave: The Impact of the Healthy Families Act on America's Workers*. Retrieved 2 December 2010, from http://jec.senate.gov/public/index.cfm?a=Files.Serve&File_id=abf8aca7-6b94-4152-b720-2d8d04b81ed6

⁹ Sumner, S., et al. (2011). Factors Associated with Food Workers Working while Experiencing Vomiting or Diarrhea. *Journal of Food Protection*, 74(2). Retrieved 9 June 2011, from http://www.cdc.gov/nceh/ehs/ehsnet/Docs/JFP_ill_food_workers.pdf

¹⁰ Hirsh, A. (2008, August). *Outbreak in Ohio: Cost of the 2008 Norovirus Incident in Kent*. Policy Matters Ohio publication. Retrieved 7 January 2001, from <http://www.policymattersohio.org/pdf/OutbreakInOhio2008.pdf>

¹¹ U.S. Centers for Disease Control and Prevention. *Foodborne Illness: Frequently Asked Questions: How many cases of foodborne diseases are there in the United States?* Retrieved 7 January 2011, from

http://www.cdc.gov/ncidod/dbmd/diseaseinfo/foodborneinfections_g.htm#howmanycases

¹² See note 2.

¹³ Ibid. (Unpublished calculation)

- Working adults without paid sick days are nearly twice as likely as those with paid sick days to have family members who have delayed or forgone needed medical care — leading to potentially costlier interventions down the road.¹⁴

Without a Paid Sick Days Standard, Public Policies Fail to Account for the Responsibilities of Millions of Working Caregivers.

- Children get well faster when a parent cares for them. But in nearly two-thirds of families with children, all adults in the household work,¹⁵ and 53 percent of working mothers and 48 percent of working fathers don't have paid sick days to care for an ill child.¹⁶
- Millions of working people provide care for ill and aging family members and need time away from work to do so — to take older parents, spouses or other relatives to medical appointments or to provide care when acute health episodes occur. Most working caregivers have been forced to make accommodations such as taking time off during the day or even leaving their jobs entirely¹⁷ — leading to, on average, hundreds of thousands of dollars in lost wages and pensions.¹⁸

A Paid Sick Days Standard Would Decrease Disparities for Workers of Color.

- The Institute for Women's Policy Research estimates that more than four in ten African American workers (44 percent) and nearly six in ten Latino workers (58 percent) lack paid days — significantly higher rates than those of white workers.¹⁹ A national standard has the potential to ensure access to paid sick days for all workers.

A Paid Sick Days Standard Would Level the Playing Field for Employers Who Already Do the Right Thing for Their Workers and the Public.

- Research confirms what responsible employers already know: When businesses take care of their workers, “presenteeism” declines and retention improves — and businesses benefit from a more committed, productive workforce.²⁰
- Establishing a minimum standard of paid sick days would level the playing field for businesses that already offer paid sick days to their workers by eliminating the perceived economic disadvantage of providing paid sick days.

“[My] business would benefit from a national standard of paid sick days because it would level the playing field among competitors who don't currently offer paid sick days to their employees.”

—Lindsey Lee, Wisconsin business owner

¹⁴ Human Impact Partners. (2009, September). *A Health Impact Assessment of the Healthy Families Act of 2009*. Retrieved March 8, 2011, from http://www.sfpbes.org/publications/NationalPaidSickDaysHIA_2009.pdf

¹⁵ U.S. Department of Labor, Bureau of Labor Statistics. (2009). *Current Population Survey: Families with own children: Employment status of parents by age of youngest child and family type, 2008-09 annual averages (Table 4)*. Retrieved 15 June 2011, from <http://www.bls.gov/news.release/famee.t04.htm> (Unpublished calculation)

¹⁶ Lovell, V. (2007, January). *Women and Paid Sick Days: Crucial for Family Well-Being*. Institute for Women's Policy Research publication. Retrieved 9 June 2011, from <http://www.iwpr.org/publications/pubs/women-and-paid-sick-days-crucial-for-family-well-being-b254a>

¹⁷ National Alliance for Caregiving. (2009, November). *Caregiving in the U.S.* National Alliance for Caregiving and AARP publication. Retrieved 13 December 2010, from http://www.caregiving.org/data/Caregiving_in_the_US_2009_full_report.pdf

¹⁸ MetLife Mature Market Institute. (2011, June). *The MetLife Study of Caregiving Costs to Working Caregivers*. Retrieved 25 June 2011, from <http://www.caregiving.org/wp-content/uploads/2011/06/mmi-caregiving-costs-working-caregivers.pdf>

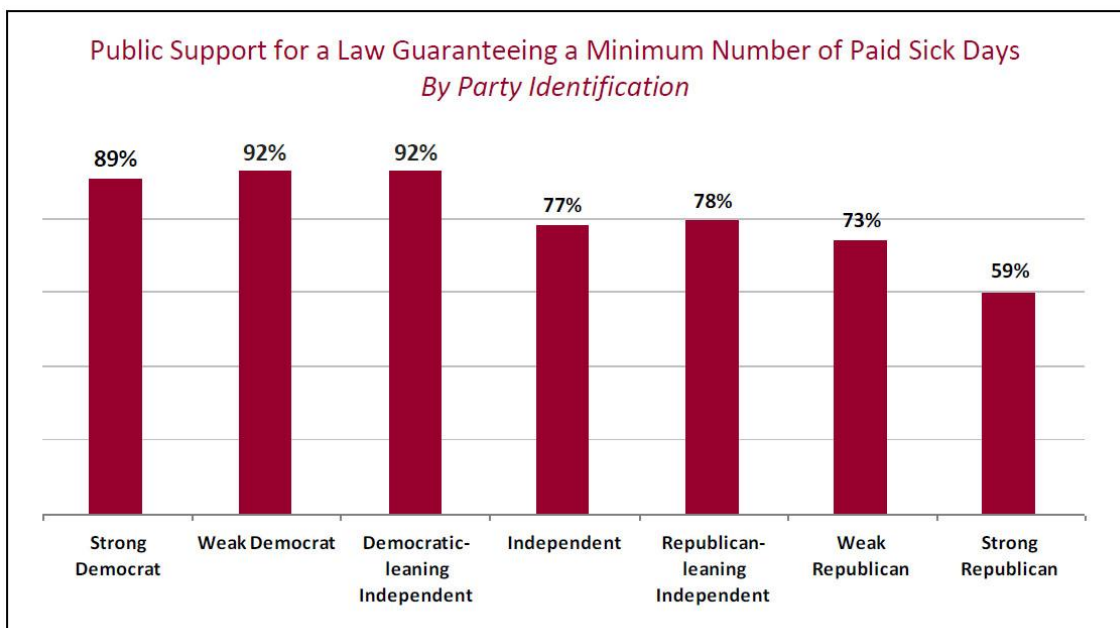
¹⁹ Institute for Women's Policy Research. (2011, March). *Paid Sick Day Access Rates by Race/Ethnicity/Gender Groups*. Retrieved 15 March 2011, from <http://www.iwpr.org/publications/pubs/paid-sick-day-access-rates-by-gender-and-race-ethnicity-2010>

²⁰ Lovell, V. (2005, March). *Valuing Good Health: An Estimate of Costs and Savings for the Healthy Families Act*. Institute for Women's Policy Research publication. Retrieved 15 June 2011, from <http://www.iwpr.org/publications/pubs/valuing-good-health-an-estimate-of-costs-and-savings-for-the-healthy-families-act>

The Public Strongly Supports Paid Sick Days

Three-quarters of the public support a law guaranteeing all workers a minimum number of paid sick days, according to a 2010 survey conducted by the National Opinion Research Center at the University of Chicago.²¹

- **The public strongly favors a law ensuring paid sick days.** Seventy-five percent agree that paid sick days are a basic worker right. A full 86 percent favor a proposed law guaranteeing up to seven paid sick days annually.
- **The public favors elected officials who support a basic standard of paid sick days.** Forty-seven percent say they are *more* likely to vote for a candidate who supports paid sick days for all workers, while only 14 percent would be *less* likely to do so — a net advantage of 33 percentage points. In contrast, respondents are disinclined to support a candidate who opposes paid sick days for all workers.
- **Public support for a paid sick days standard is comparable to other basic labor standards.** Respondents rank paid sick days on par with minimum wage and overtime pay as standards to protect workers’ rights. Having paid sick days is seen as “very important” by 69 percent of those surveyed.
- **Workers face discipline on the job when they need time off due to illness.** Nearly one in six respondents (16 percent) say that they or a family member have been fired, suspended, punished or threatened with being fired for taking time off due to personal illness or to care for a sick child or relative.
- **Workers without paid sick days are significantly more likely to go to work sick and send their child to school sick.** Fifty-five percent of adults without paid sick days report going to work with the flu or other contagious illness, compared to 37 percent of workers with paid sick days. Twenty-eight percent of parents without paid sick days report sending their child to school or daycare sick, compared to 13 percent of parents with paid sick days.



²¹ See note 2.

Busting the Myths About Paid Sick Days

Myth #1: A basic workplace standard of paid sick days isn't needed. Workers can rely on voluntary employer policies that address their needs.

Reality: Reliance on voluntary benefits is not enough. Currently, no federal law guarantees paid sick days, and working families must rely on voluntary workplace policies. Consequently, nearly 40 percent of private sector workers lack a single paid sick day.²² And an additional 4.2 million are too new to their jobs to be eligible for paid sick days through their employers.²³ Only 19 percent of workers in the lowest tenth of wage earners have paid sick days.²⁴

Myth #2: A paid sick days standard is a "job killer" — it would force employers to cut wages or workers.

Reality: There is absolutely no evidence that paid sick days policies cost jobs. In fact, all of the evidence suggests that a paid sick days standard will help businesses reduce turnover and improve worker productivity — and San Francisco's experience with the nation's first paid sick days law proves it. Since 2007, when San Francisco's law took effect, job growth has been consistently higher in the city than in neighboring counties that lack a paid sick days law. Total employment in San Francisco increased 3.5 percent between 2006 and 2010, while employment in its five neighboring counties fell by 3.4 percent overall. San Francisco also experienced stronger employment growth than neighboring counties in leisure and hospitality, accommodation and food service — the industries that critics claimed would be most affected by a paid sick days law. And the overall number of businesses has grown more rapidly in San Francisco than in its five neighboring counties.²⁵

Myth #3: Setting a standard of paid sick days makes businesses less flexible. In other words, a "one-size-fits-all policy" is bad for business.

Reality: A paid sick days standard will simply create a floor — a minimum standard that will level the playing field for businesses that already offer paid sick days. A minimum standard of paid sick days ensures that businesses are addressing their employees' basic needs. Employers are free to go beyond this floor to create policies that further meet the needs of their workforce. San Francisco's experience shows that a paid sick days floor has not been bad for business.

SAS, the largest privately held software company in the world, with roughly \$2 billion in revenues and approximately 5,000 employees in the U.S., offers *unlimited paid sick days to their workforce.*

The company believes that employee satisfaction drives their profitability. SAS's employee turnover rate is a low four percent, compared to a national average of around 20 percent. The "savings in reduced employee turnover, recruitment and retention costs has been estimated to be on the magnitude of \$60 to \$80 million annually."

Source: Laura Kellison Wallace, manager of the SAS Work/Life and Employee Assistance Programs. Testimony before the Joint Economic Committee, June 14, 2007.

²² See note 1.

²³ Williams, C., Drago, R., & Miller, K. (2011, January). *Fact Sheet: 44 Million U.S. Workers Lacked Paid Sick Days in 2010: 77 Percent of Food Service Workers Lacked Access.* Institute for Women's Policy Research. Retrieved 22 June 2011, from http://www.iwpr.org/publications/pubs/44-million-u.s.-workers-lacked-paid-sick-days-in-2010-77-percent-of-food-service-workers-lacked-access/at_download/file

²⁴ See note 1.

²⁵ Petro, J. (2010, October). *Paid Sick Leave Does Not Harm Business Growth or Job Growth.* Drum Major Institute for Public Policy publication. Retrieved 13 December 2010, from http://www.drummajorinstitute.org/pdfs/Paid_Sick_Leave_Does_Not_Harm.pdf

A few paid sick days are not going to make or break any business in this or any other economic climate. In fact, providing paid sick days will help businesses reduce their turnover, save money on recruitment and training, and create happier, healthier, more productive workplaces.

—Philadelphia small business owner, Dewetta Logan

Myth #4: Restaurants have small profit margins and large labor forces. They can't afford to offer paid sick days.

Reality: There are some minor costs to employers who provide paid sick days, but the costs of not doing so are even greater. The largest study of the restaurant industry revealed that nearly two-thirds of cooks and servers report cooking or serving while sick.²⁶ Without paid sick days, one worker who has to come to work sick could cause serious problems. For instance, a single foodborne outbreak has been estimated to cost a restaurant up to \$75,000 in direct costs, including clean-up, re-staffing, restocking, settlements and regulatory sanctions. The cost of an outbreak rises dramatically if it involves death or serious illness. The indirect costs of a

foodborne illness outbreak for a chain restaurant — including negative public opinion — can be up to \$7 million.²⁷ And, of course, the costs to the public of such an outbreak — including lost productivity and medical and hospitalization bills — can be tremendous.

Myth #5: Jobs will be outsourced if a paid sick days law is passed.

Reality: The majority of workers who would benefit most from paid sick days are in industries that are the *least likely* to be outsourced because they involve direct contact with customers. Service workers and care workers — people whose work depends on person-to-person contact — are among the least likely to have paid sick days. For example, nearly three in four food service workers (73 percent) don't have a single paid sick day to use when they are ill. Majorities of child care and personal care workers also lack paid sick days.²⁸ These aren't jobs that can move overseas — and these workers are integral to our economy and our communities.

Myth #6: Workers with access to paid sick days will abuse the policy.

Reality: Experience shows that abuse is not a problem. In San Francisco, where full-time workers accrue either five or nine paid sick days, a full 25 percent took no sick time in the prior year; workers used a median of three days in the prior year.²⁹ This is consistent with data from the U.S. Bureau of Labor Statistics which shows that workers with paid sick days take an average of just under 3.5 days per year.³⁰ As one San Francisco employer has testified, "I was pleasantly surprised. My employees have used paid sick days responsibly and have not taken advantage of them; they have used the time only when they have an actual medical need, which is less than the total amount of time that they accrue."³¹

²⁶ Restaurant Opportunities Centers United. (2010, September 30). *Serving While Sick: High Risks and Low Benefits for the Nation's Restaurant Workforce, and Their Impact on the Consumer*. Restaurant Opportunities Centers United publication. Retrieved 9 December 2010, from [http://www.rocunited.org/files/roc_servingwhilesick_v06%20\(1\).pdf](http://www.rocunited.org/files/roc_servingwhilesick_v06%20(1).pdf)

²⁷ Marriott, N. (1999, December 1). *Principles of Food Sanitation*. Gaithersburg, MD: Aspen Publishers, Inc.

²⁸ See note 8.

²⁹ Drago, R. & Lovell, V. (2011, February). *San Francisco's Paid Sick Leave Ordinance: Outcomes for Employers and Employees*. Institute for Women's Policy Research publication. Retrieved 23 June 2011, from <http://www.iwpr.org/initiatives/family-leave-paid-sick-days/#publications>

³⁰ Wiatrowski, W. (2010, 17 June). *Data on Paid Sick Leave*. Presentation delivered at Paid Leave Researcher Convening, Institute for Women's Policy Research, Washington, D.C.

³¹ Pallet, J. (2011, March 1). *Testimony In Support of S.B. 913*. Retrieved 23 June 2011, from <http://www.clasp.org/admin/site/documents/files/DOC000-4.pdf>

Myth #7: Workers don't need paid sick days. They can just use paid vacation days or flex time.

Reality: Most workers who lack paid sick days also lack paid vacation days. Many workers who don't have paid sick days don't have any paid time off at all — no sick days, vacation or personal days.³² Two in five lower-income working parents do not have *any* paid time off.³³ Even workers with vacation time may not be able to use it for illness because employers often require advance notice, and medical needs don't arise on a predictable schedule.

Similarly, flexible scheduling does not meet the same needs as paid sick days. Many workers who would benefit from a paid sick days standard work on strict schedules with set hours that may be determined solely by their employers on short notice. When workers' schedules are at the discretion of their employers, they are not guaranteed time off when they need it most — when they are sick or need to care for an ill family member.

San Francisco employers know paid sick days make good business sense.

San Francisco's citywide paid sick days law took effect in 2007. When the law was passed, business associations raised concerns that paid sick days would lead to lower profits and result in worker layoffs. But a recent survey of San Francisco employers and workers has showed that contrary to claims of economic ruin, the paid sick days law has benefited workers and employers. Among the findings:

- **Two-thirds of employers said they support the paid sick days law.**
- Most employers reported no difficulty in implementing the law. About two-thirds were unaffected by the law because they already offered paid time off.
- Even though workers can earn up to nine sick days per year under the law, the average time taken was only three days. Twenty-five percent of workers reported taking no time off in the previous year.

Source: Drago R., & Lovell, V. *San Francisco's Paid Sick Leave Ordinance: Outcomes for Employers and Employees*. Institute for Women's Policy Research, February 2011. See note 29.

³² Institute for Women's Policy Research. (2004, June). *No Time to be Sick: Why Everyone Suffers When Workers Don't have Paid Sick Days*. Institute for Women's Policy Research publication. Retrieved 13 December 2010, from <http://www.iwpr.org/publications/pubs/no-time-to-be-sick-why-everyone-suffers-when-workers-don2019t-have-paid-sick-leave-b242>

³³ Phillips, K. (2004, April 22). *Getting Time Off: Access to Leave among Working Parents*. Urban Institute publication. Retrieved 13 December 2010, from <http://www.urban.org/url.cfm?ID=310977>

The U.S. Women's Chamber of Commerce supports a minimum standard for paid sick days. Healthy businesses need healthy workers, which is precisely what paid sick days accomplish....

Paid sick days are an investment in our families, our workforce and our health that we cannot afford to do without.

— Margot Dorfman, CEO
U.S. Women's Chamber of Commerce

Proposed Federal Legislation: The Healthy Families Act (H.R. 1876/S. 984)

The Healthy Families Act establishes a basic workplace standard of paid sick days so that workers aren't forced to risk their jobs or paychecks to care for their health.

The Goals of the Healthy Families Act

- ✓ Establishes a minimum labor standard that allows workers to earn up to seven days per year of paid, job-protected time off to recover from illness, to care for a sick family member or to seek preventive health care.
- ✓ Ensures that working families don't have to risk their financial security to do what is right for their own health and the well-being of their workplaces, schools and communities.
- ✓ Protects the public health by allowing ill people an alternative to going to work or school sick and preventing the further spread of illness.
- ✓ Enables victims of domestic violence, stalking and sexual assault to take paid, job-protected time off to recover from incidents and seek assistance from the police or court.

“Every worker should have paid sick days — it is a matter of right and wrong. Being a working parent should not mean choosing between your job, taking care of yourself and taking care of your family.”

— *Congresswoman Rosa L. DeLauro*

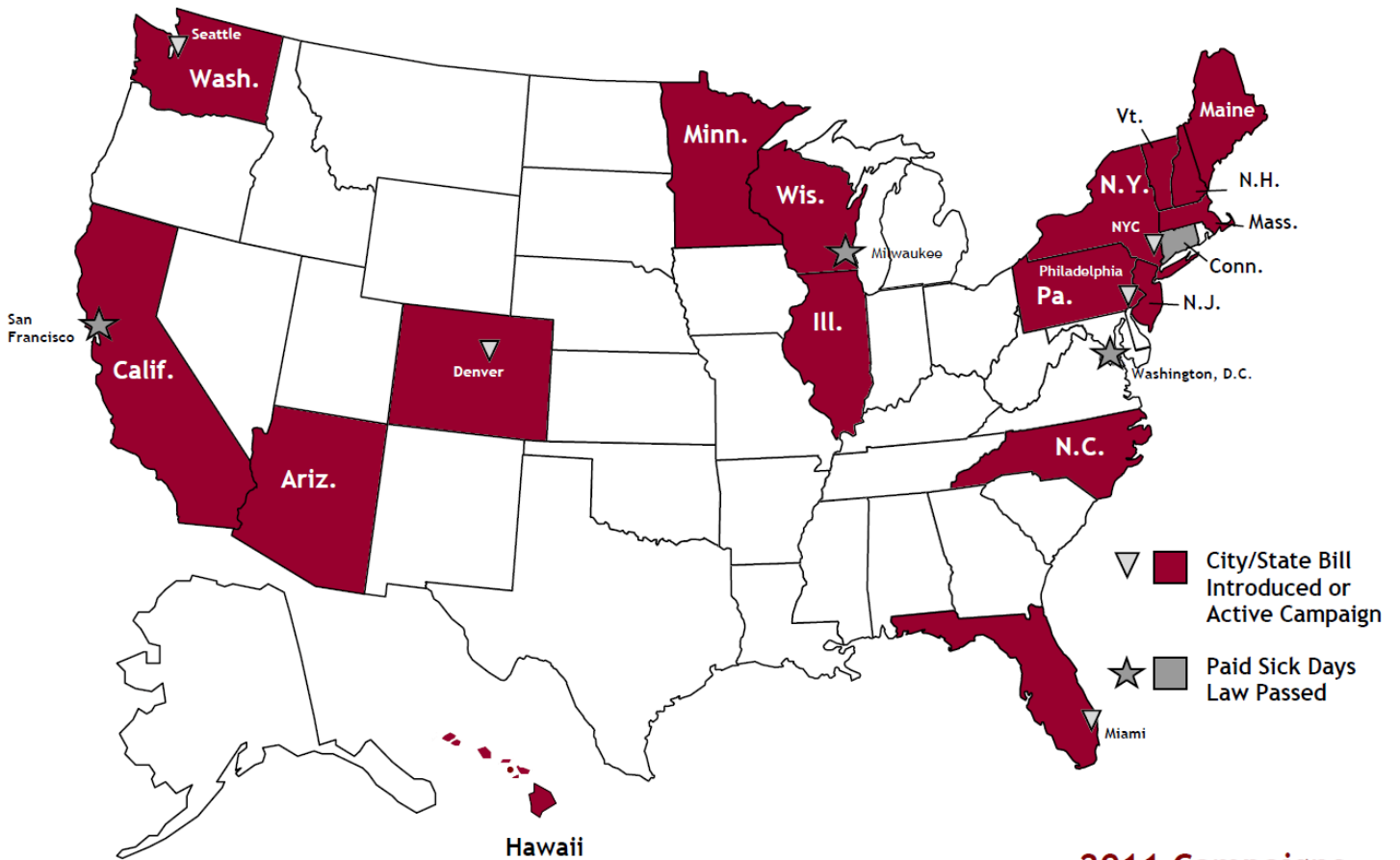
The Impact of the Healthy Families Act on America's Working Families

- ✓ An additional 30 million workers would have access to paid sick time.
- ✓ Ninety percent of all workers would have the right to earn paid sick days — a significant increase from the 62 percent that currently have access to paid sick time.
- ✓ The most vulnerable workers who lack paid sick time now would gain access, including:
 - 15 million low-wage workers;
 - 13 million women workers;
 - 4 million African American workers;
 - 6 million food-service workers; and
 - 6 million Latino workers.³⁴

³⁴ See note 8.

State and Local Paid Sick Days Campaigns

It's clear that a national paid sick days movement has emerged. As of July 2011, legislators and advocates are advancing initiatives in more than 20 states and cities. The state of Connecticut and three cities have led the way by signing paid sick days into law.



2011 Campaigns

Arizona	Massachusetts	North Carolina
California	Miami	Pennsylvania
Denver	Minnesota	Philadelphia
District of Columbia	New Hampshire	Seattle
Hawaii	New Jersey	Vermont
Illinois	New York City	Washington
Maine	New York State	Wisconsin

The state of Connecticut and the cities of San Francisco, Milwaukee, and Washington, D.C., have taken action to protect the public health and strengthen family economic security by passing paid sick days legislation.

San Francisco

In November 2006, the voters of San Francisco passed a ballot initiative which made their city the first jurisdiction in the country to guarantee paid sick days to all workers. The measure received overwhelming support, winning 61 percent of the vote. Under San Francisco's law, workers earn one hour of paid sick time for every 30 hours worked. Workers in businesses with 10 or fewer employees earn up to five days per year, while workers at larger businesses earn up to nine days per year. Workers may use paid sick time to recover from illness, attend doctor visits, or care for a sick child, partner or designated loved one.

Washington, D.C.

In March 2008, the Washington, D.C., City Council unanimously passed legislation guaranteeing workers the ability to earn paid sick time. Under the Accrued Sick and Safe Leave Act, workers in businesses with 100 or more workers earn up to seven days of paid sick leave each year; workers in businesses with 25 to 99 workers earn five days; and workers in businesses with 24 or fewer workers earn three days. This paid time off can be used to recover from illnesses, care for sick family members or seek routine or preventive medical care. The D.C. law is also the first in the U.S. to include paid "safe" days for victims of domestic violence, sexual assault or stalking. Amendments — including exemptions for some restaurant workers, as well as workers in the first year of their jobs — reduced some of the bill's intended effect, but more than 100,000 workers who did not previously have paid sick time now have it, including many low-wage workers.³⁵

Milwaukee

In November 2008, voters in Milwaukee, Wisconsin, passed a measure with 69 percent of the vote that would guarantee up to nine paid sick and "safe" days for all workers in the city. Unfortunately, implementation of Milwaukee's law has never occurred. The law was held up for more than two years in a court battle, in which advocates ultimately prevailed. However, the state legislature almost immediately passed and the Governor signed a bill that strips local authority to enact paid sick days laws.

Connecticut

In June 2011, Connecticut became the first state in the nation to pass a statewide paid sick days law. The law provides up to five paid sick days for service workers in most businesses with 50 or more employees. The law will take effect in January 2012 and workers will be able to start using accrued sick time in mid-2012. Workers will be able to use their job-protected sick time to recover from illness, care for a sick family member, or seek medical diagnosis, treatment or preventive care for themselves, their child or their spouse. Survivors of family violence or sexual assault will be able to use paid sick time to seek medical care, survivor services or relocation, or to participate in criminal or civil proceedings.

³⁵ Stewart, N. (2008, March 5). "Council Approves Sick Leave In District." *The Washington Post*. Retrieved 15 June 2011, from www.washingtonpost.com/wp-dyn/content/article/2008/03/04/AR2008030402873.html

Building Momentum for A Paid Sick Days Standard

A broad-based coalition of national and state women's, civil rights, health, children's, faith-based and labor organizations supports national and state paid sick days legislation. Some national and state supporters are listed below. Join the effort!

National Organizations

9to5, National Association of Working Women
A Better Balance: The Work and Family Legal Center
AFL-CIO
Afterschool Alliance
American Association of People with Disabilities
American Association of University Women
American Civil Liberties Union
American Federation of State, County, and Municipal Employees
American Federation of Teachers
American Public Health Association
American Rights at Work
Asian Pacific American Labor Alliance, AFLCIO
Association of Flight Attendants, CWA
Business and Professional Women's Foundation
Center for American Progress
Center for Community Change
Center for Economic and Policy Research
Center for Law and Social Policy
Center for Partnership Studies
Coalition for Improving Maternity Services
Coalition of Labor Union Women
Coalition on Human Needs
Commission on Social Action of Reform Judaism
Communications Consortium Media Center
Communication Workers of America
Community Action Partnership
Demos: A Network for Ideas & Action
Direct Care Alliance
Drum Major Institute for Public Policy
Easter Seals
Economic Policy Institute
Family Equality Council
Families USA
Family Values @ Work: A Multi-State Consortium
Federally Employed Women
National Gay and Lesbian Task Force
First Focus
Generations United
Human Impact Partners
Human Rights Campaign
Human Rights Watch
Institute for Women's Policy Research
Interfaith Worker Justice
International Brotherhood of Electrical Workers
Labor Project for Working Families
Leadership Conference on Civil and Human Rights
Legal Momentum
March of Dimes
Maternity Care Coalition
MomsRising
Ms. Foundation for Women
National Alliance for Caregiving
National Asian Pacific American Women's Forum
National Association for the Advancement of Colored People
National Association of City and County Health Officials
National Association of Commissions for Women
National Association of Mothers' Centers
National Association of School Nurses
National Association of Social Workers
National Black Justice Coalition
National Center on Caregiving, Family Caregiver Alliance
National Coalition for LGBT Health
National Council of Jewish Women
National Council of La Raza
National Council of Women's Organizations
National Education Association
National Employment Law Project
National Family Caregivers Association
National Hispanic Council on Aging

National Latina Institute for Reproductive Health
National Organization for Women
National Partnership for Women & Families
National Women's Health Network
National Women's Law Center
NETWORK: A National Catholic Social Justice Lobby
OWL: The Voice of Midlife and Older Women
Partnership for Public Service
Partnership for Working Families
Pride At Work, AFL-CIO
Progressive States Network
Restaurant Opportunities Centers United
RESULTS
Service Employees International Union

Trust for America's Health
United Auto Workers International Union
United Church of Christ, Justice and Witness Ministries
United for a Fair Economy
United Food and Commercial Workers International Union
United States Breastfeeding Committee
United Steelworkers
U.S. Women's Chamber of Commerce
Voices for America's Children
Wider Opportunities for Women
Women's Research & Education Institute
Working Families Party

State Organizations

California

9to5 Los Angeles
Equal Rights Advocates
Legal Aid Society Employment Law Center (San Francisco)
Restaurant Opportunities Center of Los Angeles
Young Workers United (San Francisco)

Colorado

9to5 Colorado

Connecticut

Connecticut Permanent Commission on the Status of Women
Connecticut Working Families

District of Columbia

D.C. Employment Justice Center
Restaurant Opportunities Center of Washington, D.C.

Georgia

9to5 Atlanta
Atlanta North Georgia Labor Council
Georgia STAND-UP
The Georgia Job/Family Collaborative

Idaho

Idaho Women's Network

Illinois

Brighton Park Neighborhood Council (Chicago)
ParentsWork (Evanston)
Women Employed (Chicago)

Maine

Maine Business and Professional Women
Maine Center for Economic Policy
Maine Centers for Women, Work, and Community
Maine Coalition Against Sexual Assault
Maine Equal Justice
Mainely Girls
Maine Women's Health Campaign
Maine Women's Lobby
National Association of Social Workers, Maine
National Council of Jewish Women, Southern Maine
WAGE Project Maine

Maryland

Montgomery County Commission for Women

Massachusetts

Cambridge Commission on the Status of Women

Crittenton Women's Union
Eastern Massachusetts OWL
Our Bodies Ourselves
Jewish Alliance for Law and Social Action
Massachusetts Commission on the Status of Women
Massachusetts Disability Law Center, Inc.
Massachusetts Employment Rights Coalition
Massachusetts Paid Leave Coalition
New England Joint Board, UNITE HERE
Somerville Commission for Women
The Massachusetts Chapter of the National Organization for Women
United Auto Workers Massachusetts State CAP Council

Montana

Working For Equality and Economic Liberation (Helena)

New Hampshire

New Hampshire Commission on the Status of Women
New Hampshire Women's Lobby and Alliance

New Jersey

Essex County Women of Color and Allies NOW Chapter
Newark Teachers Union, Local 481, AFT, AFL-CIO
New Jersey Citizen Action
New Jersey Policy Perspective
New Jersey Statewide Parent Advocacy Network
New Jersey Time to Care Coalition

New Mexico

New Mexico Voices for Children
New Mexico Women's Agenda

New York

Center for Children's Initiatives
Make the Road New York
New York City Paid Sick Days Campaign
New York State Paid Family Leave Coalition

North Carolina

North Carolina Justice Center

Ohio

Policy Matters Ohio

Oregon

Children First for Oregon
Family Forward Oregon

Pennsylvania

Keystone Research Center (Harrisburg)
PathWays PA
Philadelphia Physicians for Social Responsibility
WOMEN'S WAY

Texas

Center for Public Policy Priorities (Austin)
Workers Defense Project (Austin)

Vermont

Vermont Livable Wage Campaign
Voices for Vermont's Children

Washington

Economic Opportunity Institute (Seattle)
Washington State Family Leave Coalition

Wisconsin

9to5 Milwaukee
Black Health Coalition of Wisconsin
Campaign Against Violence (Milwaukee)
Citizen Action of Wisconsin
Milwaukee Graduate Assistant Association
Sojourner Family Peace Center (Milwaukee)

For more information, contact:

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www.NationalPartnership.org

www.PaidSickDays.org

I work hard, both because I love my job and have a responsibility to support my family. Without paid sick days, I would lose my needed income for my family. Everyone gets sick — sometimes I do and sometimes my daughter does.

Everyone deserves the time to get better and take care of their families. Plus, my co-workers don't need to be exposed to my sick germs! Would you?

Members of Congress get paid sick days — and they should enable all of us to get paid sick days too!

— Becky, Washington, D.C.