

# HOW PAID SICK DAYS SAVE MONEY AND PROMOTE HEALTH



**45%** of private industry workers in Louisiana do not have access to paid sick days. Without paid leave, many workers go to work sick because they need the income and because they fear employer penalties if they are absent. **Enacting a paid sick days law can ensure productive businesses, healthy families, and a stronger economy for all.**



The United States has no national paid sick days law, unlike every European country, Australia, and New Zealand.

## Workers, families, and the community benefits



Paid leave provides income and lowers the financial stress of individuals and families which promotes health. Paid leave to care for sick children improves their health and reduces the spread of illnesses in day care and schools.

In the US, earned paid sick time laws have been implemented in 5 states, 29 cities, 2 counties, and Washington, D.C. Research shows how access to paid sick days benefit workers, families, employers, and public health - resulting in dramatic cost savings through:



**Reduced disease contagion in the workplace and community**



**Reduced emergency room visits**



**Lower employee turnover**

## Employers benefit

Research shows that the benefits to employers of adopting paid sick days outweigh the costs of doing so.

Employers benefit when sick workers stay home as it limits the spread of illness to co-workers and lessens **absenteeism**. Paid sick days reduce **turnover costs** by promoting employee retention and enhance workplace productivity by curtailing impaired work by sick employees.

## The economy and public health benefit




The income provided by paid sick days bolsters the local economy as workers and their families are able to continue buying products and services. Reductions in the spread of illness decrease emergency room visits and dramatically lower health care costs. **If all U.S. workers had paid sick days, 1.3 million emergency room visits could be prevented each year, saving \$1.1 billion annually.**

The American Public Health Association recommends that employers adopt paid sick days policies. To ensure coverage for everyone, earned paid sick days laws should be adopted nationally or at the state level.


**HERE'S HOW** →

# WHAT TO DO

## If you are a business owner


 Find out what other businesses' paid sick days policies look like and how they have been working:

- Paid Sick Days: Low Cost, High Reward for Workers, Employers and Communities. National Partnership for Women and Families., 2017. <http://www.nationalpartnership.org/research-library/work-family/psd/paid-sick-days-low-cost-high-reward.pdf>
- New York City: NYC's Paid Sick Leave Law: First Year Milestones. Shira Gans, New York City Department of Consumer Affairs, 2015. <http://www1.nyc.gov/assets/dca/downloads/pdf/about/PaidSickLeaveLaw-FirstYearMilestones.pdf>
- Connecticut: Good for Business? Connecticut's Paid Sick Leave Law. Eileen Appelbaum, Ruth Milkman, Luke Elliott and Teresa Kroeger, Center for Economic and Policy Research, February 2014. <http://cepr.net/documents/good-for-buisness-2014-02-21.pdf>
- Washington, D.C.: Audit of the Accrued Sick and Safe Leave Act of 2008. Office of the District of Columbia Auditor, June 2013. <http://www.dcauditor.org/reports/audit-accrued-sick-and-safe-leave-act-2008>
- San Francisco: San Francisco's Paid Sick Leave Ordinance: Outcomes for Employers and Employees. <http://www.iwpr.org/publications/pubs/San-Fran-PSD>
- San Francisco: Paid Sick Leave Does Not Harm Business Growth or Job Growth. John Petro, Drum Major Institute for Public Policy, October 2010. <http://www.nationalpartnership.org/research-library/work-family/psd/paid-sick-leave-does-not-harm.pdf>

 See the potential savings for businesses with the latest cost-benefit analyses:

- Understanding Paid Sick Time in Oregon: A Guide for Businesses. The Main Street Alliance Oregon, March 2015. [http://www.mainstreetalliance.org/new\\_report\\_on\\_benefits\\_of\\_paid\\_sick\\_days\\_to\\_small\\_business\\_in\\_oregon](http://www.mainstreetalliance.org/new_report_on_benefits_of_paid_sick_days_to_small_business_in_oregon)
- Good for Business? Connecticut's Paid Sick Leave Law. Eileen Appelbaum, Ruth Milkman, Luke Elliott and Teresa Kroeger, Center for Economic and Policy Research, February 2014. <http://cepr.net/documents/good-for-buisness-2014-02-21.pdf>
- Paid Sick Leave: Prevalence, Provision, and Usage Among Full-Time Workers in Private Industry. U.S. Bureau of Labor Statistics, 2012. See demographic studies section below for a description. <https://www.bls.gov/opub/mlr/cwc/paid-sick-leave-prevalence-provision-and-usage-among-full-time-workers-in-private-industry.pdf>
- Paid Sick Days: Measuring the small costs for Connecticut businesses. Doug Hall and Elise Gould, Economic Policy Institute, 2011. <http://www.epi.org/publication/pm177/>
- San Francisco's Paid Sick Leave Ordinance: Outcomes for Employers and Employees. Robert Drago and Vicky Lovell, Institute for Women's Policy Research, 2011. <http://www.iwpr.org/publications/pubs/San-Fran-PSD>
- Paid Sick Leave Does Not Harm Business Growth or Job Growth. John Petro, Drum Major Institute for Public Policy, October 2010. <http://www.nationalpartnership.org/research-library/work-family/psd/paid-sick-leave-does-not-harm.pdf>
- Employers' Perspectives on San Francisco's Paid Sick Leave Policy. Shelley Waters Boots, Karen Martinson, and Anna Danziger, Urban Institute, 2009. <http://www.urban.org/research/publication/employers-perspectives-san-franciscos-paid-sick-leave-policy>
- Valuing Good Health: An Estimate of Costs and Savings for the Healthy Families Act. Vicky Lovell. Institute for Women's Policy Research, 2005. <http://www.nationalpartnership.org/research-library/work-family/psd/valuing-good-health-hfa.pdf>

## If you are an employee

 Learn about paid sick days legislation on the books - or soon to be on the books - in states across the country:

<http://www.abetterbalance.org/web/images/stories/Documents/sickdays/factsheet/PSDchart.pdf>

 Take action and get involved at <http://www.paid sick days.org>