

Letter to the editor: Paid sick leave for all would keep everyone healthy

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We're all connected, living in a city. Nothing brings that home more than the start of cold and flu season.

Those of us who have paid sick time at our jobs take for granted that we can afford to go to the doctor for preventive care, or stay home when we're contagious.

Today's Letters

- Letter to the editor: Age, property not valid council criteria
- Letter to the editor: City should be able to afford to direct traffic at any time
- Letter to the editor: Let president set example by releasing his tax records
- Letter to the editor: All local candidates worthy of gratitude for involvement

But very few workers in the restaurant, retail and hospitality fields – the industries our booming city depends on – have access to that basic right.

They have to decide between losing a paycheck or even their job, and taking time off for their health. It's a cruel choice, and it's even harder on the children who go to school sick because a parent can't take time off to watch them at home.

With thousands of Portland workers making these lose-lose decisions, the public health consequences are obvious. Last summer, an outbreak of norovirus in Virginia was traced to a Chipotle employee whose manager had denied them sick leave. It's easy to imagine that happening here.

It's not only our consciences that are affected by each other's misfortunes. When you get sick, I'm likelier to get sick, too.

I urge the Portland City Council to adopt the earned paid sick-time ordinance introduced last month. Universal paid sick leave – for all workers, including the many employed in multiple part-time jobs and in small businesses – keeps us all healthy.

Anna Kellar

Portland

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Healthy Workers Keep Portland Healthy

Universal Earned Paid Sick Days

Earned paid sick days improve public health, increase worker productivity & employee retention, and provide an economic safety net for low-wage workers. A universal paid sick days ordinance in Portland is a win for everyone, and a reflection of Portland's human rights values.

Justice for Working Families:

Low wage workers struggling to make ends meet face an impossible choice: lose the pay they need to meet basic needs, or go to work sick. This ordinance supports workers to make the best choices for themselves and their families when someone has medical needs.

All Workers In:

Everyone should have the ability to take time off from work to recover from an illness, access preventative care, or care for a sick loved one. We can't leave workers behind because of the size of business they work for. This ordinance will work for all of Portland's workers.

Protect Public Health:

Studies show that providing paid time off for workers improves public health because workers are not coming to work when they are sick or sending their children to school when they are sick. This is an issue that impacts all of us!

Race & Gender Equity:

Women, people of color, and immigrants are more likely to have to work when they're sick, or their loved ones are sick. This ordinance will provide a stronger safety net for the workers who need it most.

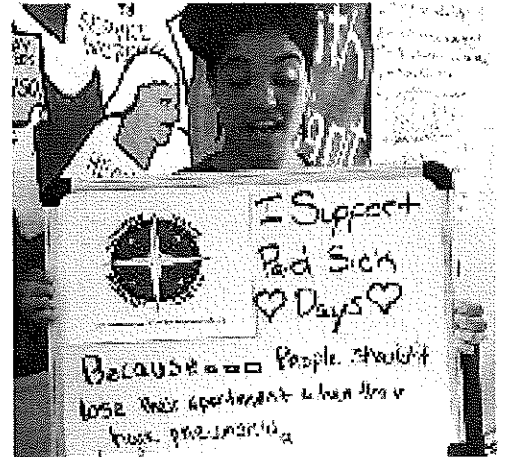
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Maine Women's Lobby
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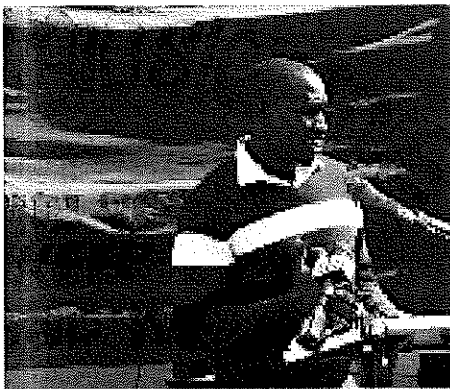
The People Behind the Policy: Personal stories for why we need universal earned paid sick days

When I was 16 my mom, who worked as a chef, got pneumonia. She took a little time off, but couldn't afford to take enough time to get better. She coughed so hard she passed out on 3 separate occasions. She had to take off more time to go to the doctor and found out that her pneumonia had spread to her other lung. She had no other options she had to stay home from work and, subsequently, she was fired. This was the beginning of a chain of events that ended with us losing our apartment. Paid sick days is critical for low wage workers like my mom to be able to live and work with dignity. The people who make your food deserve to be able to care for themselves and their loved ones when they are sick. I can't imagine how my life would be different if this had been something that my mom had access to when I was young. -Erin Hennessey, Organizer, Southern Maine Workers' Center



When I used to work as a hospital nurse we were all forced to work while sick. One day, while starting an IV, my runny nose, from a fresh cold, unexpectedly dripped onto the patient's arm! I was mortified. I had to disinfect the arm and start over. -Melanie, Portland, Member, MomsRising

If my children get sick I have to bring them to daycare anyway. I cannot miss work without the threat of losing my job. I need to work to pay my bills. -Victoria, Portland, Member, MomsRising



The harsh reality for many immigrant families in Portland is that they are stuck at work, even when they are sick or when a family member who requires their attention and care is sick. Last school year my nephew got sick at school; they called my sister to go get him, but she couldn't afford to leave work and be home with him for the rest of the day. Her husband was in the exact same situation. It was fortunate that I was available on that day. I would like to see a day when my sister or her husband can come home when sick or when their child is sick at school-- without having to lose pay at work. This is a critical need for many families in Portland. -John Ochira, Vice Chair of the South Sudanese Community Association of Maine

As an educator in the Portland school district I see how hard it can be on my students when their parents don't have paid sick time. I had a fourth grader, crying in my classroom, because she had a headache. The nurse told me that she also had a fever. I asked her to call her mom so she could go home, and she said that her mom needed to go to work

because they needed the money to pay rent. Without paid sick time, workers need to send their sick children to school which is bad for the sick student and bad for the students they share a classroom with. Parents should not have to face the impossible situation of choosing between a paycheck or keeping their sick child home. -Ina Demers, Board Member, Southern Maine Workers' Center





Supporters of Universal Earned Paid Sick Time Ordinance

The Southern Maine Workers' Center: maineworkers.org • Maine Women's Lobby: maine.org

Endorsing Organizations

Homeless Voices for Justice
Portland

Maine AFL-CIO
www.maineaflcio.org
Statewide

Maine State Nurses Association
www.nationalnursesunited.org/nnoc/maine
Statewide

Portland Outright
www.portlandoutright.com
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Somali Community Center of Maine
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South Sudanese Community
Association
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Southern Maine Democratic Socialists of America
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Southern Maine

Southern Maine Labor Council
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Southern Maine

Supportive Businesses

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American Roots
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17 Westfield St., Portland

Cong Tu Bot
Noodle Shop and Restaurant
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57 Washington Ave, Portland

Coffee by Design
Coffee roaster & coffee shops
www.coffeebydesign.com
1 Diamond Street, Portland

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Printing services
www.dalerandprinting.com
104 Washington Ave, Portland

Etain Boutique
Lingerie retail shop
www.etainderthings.com
646 Congress St, Portland, ME 04101

Tandem Coffee Shop
Coffee Shop and Bakery
www.tandemcoffee.com
742 Congress St, Portland, ME 04102

Think Tank CoWorking
Coworking Facility
www.thinktankcoworking.com
533 Congress St, Portland 04101

RESOURCES

Association of Paid Sick Leave Laws With Foodborne Illness Rates

2017 | *American Journal of Preventive Medicine*

Introduction

Previous studies suggest an association between paid sick leave (PSL) and better population health, including fewer infectious and nosocomial gastrointestinal disease outbreaks. Yet few studies examine whether laws requiring employers to offer PSL demonstrate a similar association. This mixed-methods study examined whether laws requiring employers to provide PSL are associated with decreased foodborne illness rates, particularly laws that are more supportive of employees taking leave.

Methods

The four earliest PSL laws were classified by whether they were more or less supportive of employees taking leave. Jurisdictions with PSL were matched to comparison jurisdictions by population size and density. Using difference-in-differences, monthly foodborne illness rates (2000–2014) in implementation and comparison jurisdictions before and after the laws were effective were compared, stratifying by how supportive the laws were of employees taking leave, and then by disease. The empirical analysis was conducted from 2015–2017.

Results

Foodborne illness rates declined after implementation of the PSL law in jurisdictions with laws more supportive of employees taking leave, but increased in jurisdictions with laws that are less supportive. In adjusted analyses, PSL laws that were more supportive of employees taking sick leave were associated with an adjusted 22% decrease in foodborne illness rates ($p < 0.005$). These results are driven by campylobacteriosis.

Conclusions

Although the results suggest an association between more supportive PSL laws and decreased foodborne illness rates, they should be interpreted cautiously because the trend is driven by campylobacteriosis, which has low person-to-person transmission.

Read the study.

AUTHORS:

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Insult to injury: US workers without paid sick leave suffer from mental distress

Study first to explore link between psychological distress and paid sick leave

Date: September 15, 2017

Source: Florida Atlantic University

Summary: Only seven states in the US have mandatory paid sick leave laws, yet, 15 states have passed preemptive legislation prohibiting localities from passing sick leave. Paid sick leave is gaining momentum as a social justice issue with important implications for health and wellness. But what are the implications for the mental well-being of Americans without paid sick leave? A new study is the first to show the link between mental distress and paid sick leave among US workers.

FULL STORY

Only seven states in the United States have mandatory paid sick leave laws; yet, 15 states have passed preemptive legislation prohibiting localities from passing sick leave. Despite this resistance, paid sick leave is starting to gain momentum as a social justice issue with important implications for health and wellness. But what are the implications for the mental well-being of Americans without paid sick leave? Little was known about their relationship until now.

Researchers from Florida Atlantic University and Cleveland State University are the first to explore the link between psychological distress and paid sick leave among U.S. workers ages 18-64. Results of their study, published in the *American Journal of Orthopsychiatry*, illuminate the effects of exacerbated stress on Americans without paid sick leave who are unable to care for themselves or their loved ones without fear of losing wages or their jobs.

The researchers found that workers without paid sick leave benefits reported a statistically significant higher level of psychological distress. They also are 1.45 times more likely to report that their distress symptoms interfere "a lot" with their daily life and activities compared to workers with paid sick leave. Those most vulnerable: young, Hispanic, low-income and poorly educated populations.

"Given the disproportionate access to paid sick leave based on race, ethnicity and income status, coupled with its relationship to health and mental health, paid sick leave must be viewed as a health disparity as well as a social justice issue," said LeaAnne DeRigne, Ph.D., co-author of the study and an associate professor in the Phyllis and Harvey Sandler School of Social Work within FAU's College for Design and Social Inquiry. "Even modest increases in psychological distress are noteworthy for both researchers and policy makers since we know that even small increases in stress can impact health."

The study included 17,897 respondents from the National Health Interview Survey (NHIS), administered by the U.S. government since 1957 to examine a nationally representative sample of U.S. households about health and sociodemographic variables.

"For many Americans, daily life itself can be a source of stress as they struggle to manage numerous responsibilities including health related issues," said Patricia Stoddard-Dare, Ph.D., lead author of the study and associate professor of social work at Cleveland State University. "Making matters worse, for those who lack paid sick leave, a day away from work can mean lost wages or even fear of losing one's job. These stressors combined with other sources of stress have the potential to interfere with workplace performance and impact overall mental health."

The researchers used the Kessler Psychological Distress Scale (K6), considered the gold standard for assessing psychological distress in population-based samples in the U.S. and internationally. With a theoretical range of 0 to 24, higher scores on the K6 represent increased psychological distress and scores above 13 are correlated with having a mental disorder of some type.

Results from the study showed that those with paid sick leave had a lower mean distress score compared to those without paid sick leave, who had significantly higher K6 scores, indicating a higher level of psychological distress. Only 1.4 percent of those with paid sick leave had a K6 score above 12 compared to 3.1 percent of the respondents without paid sick leave.

The most significant control variables indicated an increase in the expected psychological distress score among those who were younger, female, in fair or poor personal health, had at least one chronic health condition, were current smokers or did not average the recommended range of seven to nine hours of sleep per day.

Approximately 40 percent of respondents in the NHIS sample did not have paid sick leave; approximately half of the respondents were female; more than half were married or cohabitating; three-quarters indicated that their highest level of education included at least some college; and 62 percent were non-Hispanic white. The mean age was 41.2 years. Most of the respondents (79.1 percent) worked full-time and 82.7 percent had health insurance coverage. Respondents were in families with a mean size of 2.6 persons and 39.3 percent reported having children in the family. Approximately 32 percent had an annual family income of \$35,000 to \$50,000, and more than one quarter were below the poverty threshold.

DeRigne and Stoddard-Dare caution that even though there is concern about the potential burden on employers if paid sick leave laws are passed, it is important to be mindful of the overall situation regarding productivity loss and workplace costs associated with mental health symptoms and psychological concerns among U.S. workers. Furthermore, the personal health care consequences of delaying or forgoing needed medical care can lead to more complicated and expensive health conditions. U.S. workers with paid sick leave are more likely to take time off work and self-quarantine when necessary, without the worries of losing their job or income while also not spreading illness to others.

"Results from our research will help employers as they think about strategies to reduce psychological stress in their employees such as implementing or expanding access to paid sick days," said Stoddard-Dare. "Clinicians also can use these findings to help their patients and clients as can legislators who are actively evaluating the value of mandating paid sick leave."

Story Source:

Materials provided by **Florida Atlantic University**

. Note: Content may be edited for style and length.

Journal Reference:

1. Patricia Stoddard-Dare, LeaAnne DeRigne, Cyleste C. Collins, Linda M. Quinn, Kimberly Fuller. **Paid Sick Leave and Psychological Distress: An Analysis of U.S. Workers..** *American Journal of Orthopsychiatry*, 2017; DOI: 10.1037/ort0000293

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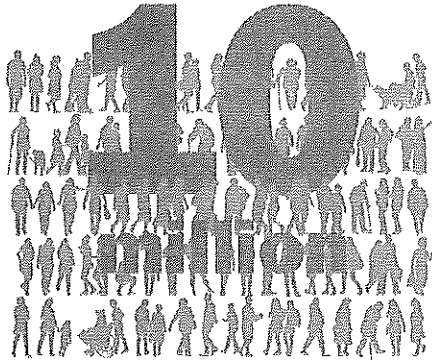


5 Facts About Chosen Family

Families in the United States come in many forms but all too often public policy fails to adequately recognize and support the needs of all families. In recent years cities and states have taken action to rectify policy shortcomings by providing the legal right to sick time that covers not just people related by blood or legal ties but also chosen family.

Chosen families form when two or more individuals form a close, family-like relationship. Such families might be long-term partners, friends who have become like siblings, or a neighbor who provides regular care to an elderly individual. By recognizing the critical role chosen family plays in caregiving and support, policy makers are taking essential steps forward to ensure that all families thrive.

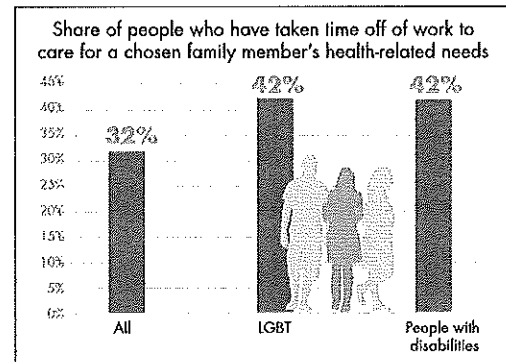
FACT 1:



State and local victories since the last half of 2016 will provide **more than 10 million people** the legal right to sick time with a family definition that includes chosen family.¹

¹For information regarding people covered by sick leave policies in Arizona, Chicago/Cook County, Los Angeles, and Saint Paul, MN, see Maria Bowman and others, "Walking Paid Leave Work for Every Family" (Washington: Center for American Progress, A Better Balance, Family Values @ Work, and Forward Together, 2016), available at <http://www.americanprogress.org/issues/family/reports/2016/12/01/20161201-walking-paid-leave-work-for-every-family/>. For notes for New York City's sick time law based on Steve Green, "NYC's Paid Sick Leave Law: Five Year Milestones" (New York City: Department of Corporate Affairs, 2015), available at <https://www1.nyc.gov/assets/dca/downloads/pdf/about/PaidSickLeaveLawFiveYearMilestones.pdf> for notes for employment growth and the federal workforce. Estimates for Florida listed a sick time for non-government workers based on July 2017 data from Bureau of Labor Statistics, Florida Island, available at http://www.fl.gov/regional/economic/indicators/florida-island.html#eng_gd3.

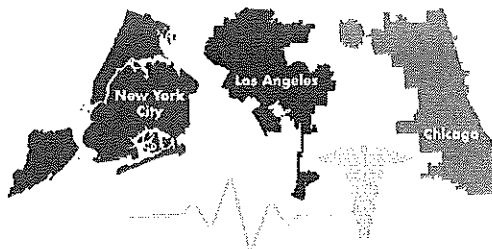
FACT 2:



Nearly **one-third of people** in the United States report having taken time off of work to care for a friend or chosen family member for a health-related reason—and figures are significantly higher for LGBT individuals and people with disabilities.²

²Katherine Gallagher Robb and others, "People Need Paid Leave Policies That Cover Chosen Family" (Washington: Center for American Progress 2017), available at <http://www.americanprogress.org/issues/equality/reports/2017/10/30/441392/people-need-paid-leave-policies-that-cover-chosen-family/>.

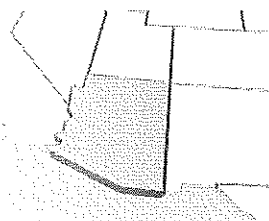
FACT 3:



The **three largest cities** in the U.S.—New York, Los Angeles, and Chicago—have all passed paid sick time laws that provide workers with the legal right to care for their chosen family.

FACT 5:

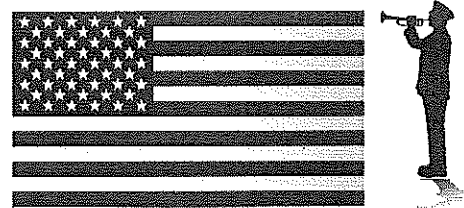
1.5 MILLION



Nearly **1.5 million Arizonans** vote in favor of a 2016 ballot measure that guarantees paid sick time with a family definition that includes chosen family.

Arizona Secretary of State, Ballot Measure Results, Results for Proposition 205, available at <http://results.azsos.gov/2016/General/11591/Results/State/Item/Work>.

FACT 4:



1969: The first time the federal government uses an inclusive family definition, permitting employees to take funeral leave for chosen family who died while serving in the armed forces in a combat zone.

Maria Bowman and others, "Walking Paid Leave Work for Every Family" (Washington: Center for American Progress, A Better Balance, Family Values @ Work, and Forward Together, 2016).

For More Information

A Better Balance
www.abetterbalance.org

Family Values @ Work
www.familyvaluesatwork.org

Center for American Progress
www.americanprogress.org



TAKING CARE OF BUSINESS

The Business Benefits of Paid Leave

Updated March 2011

Businesses benefit when employees are able to take time away from work to cope with personal and family illnesses. More satisfied and productive workers translate into improved workplace morale, greater worker loyalty and better bottom lines. Many leading business owners and managers understand these benefits and have implemented effective family-friendly policies that allow workers time away from work for basic personal and medical needs. Public policies that complement their practices and establish minimum standards for leave will allow workers and businesses to deal with the realities of the twenty-first century workplace.

Paid Sick Days: Ensuring a Productive Workplace

Everyone gets sick. When workers have access to paid sick days to use for their own and family members' illnesses, they recover faster, are more productive, and obtain timely medical care, thus holding down health care costs. This is a tremendous benefit to businesses. **Yet nearly two in five private-sector workers lack paid sick days. In smaller businesses, 47 percent lack paid sick days.**¹

Paid Sick Days Reduce Worker Presenteeism and Promote Retention

Paid sick days can help businesses by decreasing presenteeism, turnover and the spread of disease.² Workers with paid sick days are more likely to stay home when they are ill, reducing the spread of illness to co-workers and customers. **Paid sick days also reduce “presenteeism”— the productivity lost when workers come to work sick. Lost productivity due to illness has been estimated to cost \$180 billion annually.**³

By providing paid sick days, businesses also benefit from increased worker loyalty and reduced turnover. This is particularly important in low-wage industries where turnover is often high. The director of operations and development at a small New York City restaurant recently estimated at a Congressional briefing that turnover costs in the restaurant industry total about \$1,000 per employee. She noted that because her business offers paid sick days and other good benefits, their turnover rate is only 30 percent annually — compared to an industry standard of 200 percent.

Paid Sick Days Reduce the Spread of Disease and Lower Health Care Costs

Employees who work sick endanger business profits. During three months of the H1N1 flu pandemic in 2009, 8 million workers went to work sick and may have infected 7 million of their co-workers. Lack of paid sick days may have prolonged the pandemic.⁴

Workers today are more likely than ever to be caregivers.

- In nearly two-thirds of families with children, all adults in the household work.
- Nearly one in five adults provides unpaid care to an elderly family member or friend.
- The number of workers with elder care responsibilities is anticipated to grow dramatically in the next two decades.

The risks of contagion — and the resulting costs — are highest in workplaces where workers regularly deal with the public. These are often the industries in which workers are least likely to have paid sick days. In the restaurant industry, nearly two-thirds of servers and cooks report that they have served or cooked while ill.⁵ Sick workers can create serious public health risks and lead to high costs. When a food service worker at a Chipotle restaurant in Kent, Ohio, came to work with a stomach virus because he had no paid sick days, he infected 500 people who became violently ill. The incident cost customers and the community hundreds of thousands of dollars — and caused reputational harm to the restaurant.⁶

"I understand the public health risks created when workers have no paid sick days. I don't want to serve food that could make my customers sick. If any of my employees is sick, it is better for him, my customers, and everybody if he stays home."
— *Julio Hernandez, food truck owner, New York City*

Lack of paid sick days drives up health care costs for businesses and the public: **Workers without paid sick days are more than twice as likely as those with paid sick days to seek emergency room care because they are unable to take time off during normal work hours.** Parents without paid sick days are five times more likely to seek emergency room care for their children or other relatives.⁷ Lack of paid sick days may also make workers less likely to seek preventive care.⁸

A Paid Sick Days Standard Will Level the Playing Field by Making a Minimal Number of Paid Sick Days the Norm for All Businesses

Although model employers — small and large — are already offering paid sick days to employees at all wage levels, a standard would provide all workers a minimum amount of sick time. A standard would level the

playing field, making paid sick days a normal business practice on par with other widely accepted minimum labor standards. **Policy proposals would allow businesses the flexibility to continue to offer more generous benefits. Those businesses that already provide basic paid sick days protection would not need to change their practices.** Indeed, this was the case for most San Francisco employers after the city implemented a paid sick days law.⁹

"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, Women's Chamber of Commerce*

Cargo Coffee and Ground Zero coffee shops in Madison, Wisconsin, offer paid sick days to all 24 of their employees. After these small establishments began offering paid sick days, productivity increased among

staff, while the spread of illness among employees decreased. Lindsey Lee, the owner of the coffee shops, believes that his "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."

Experience With Paid Sick Days Laws Shows That They Work for Businesses and Workers

Since San Francisco's paid sick days law went into effect in 2007, job growth has been consistently higher in San Francisco than in neighboring counties that lack a paid sick days law. The number of businesses — small and large — has grown more rapidly in San Francisco than in neighboring counties. This holds true even for businesses most impacted by the new law: retail and food service establishments.¹⁰ The executive director of the Golden Gate Restaurant Association has said that "paid sick days is the best public policy for the least cost," adding, "Do you want your server coughing over your food?"¹¹ Two-thirds of San Francisco businesses now say they support the law.¹²

"I think my company has worked [the paid sick days law] out pretty well... People are using it as it was meant to be used. You're sick or you have the flu, you take time off, and you get paid."
— *Jean Eddy, President, The People Connection (temp agency), San Francisco*

Paid Family and Medical Leave: Retaining Valuable Workers

Nearly all workers at some point will need to take leave from their job to deal with a serious illness or care for a new child. Paid family and medical leave allows them to meet these needs.

Business owners often say that offering paid family and medical leave promotes family values, generates good will with their employees, and is the compassionate and caring thing to do. **Yet only 10 percent of private-sector workers have access to paid family leave through their employer, and fewer than 40 percent have access to personal medical leave through short-term disability insurance.**¹³ Leave under the Family and Medical Leave Act (FMLA) is available to fewer than 50 percent of workers.¹⁴ Moreover, because the FMLA provides only unpaid leave, many cannot afford to take it.

Nationwide or statewide paid family and medical leave — offered, for example, through an insurance system funded by employee and employer contributions — would allow workers to take a limited number of weeks away from work with pay. Paid leave insurance systems are already working well in California and New Jersey, where businesses see benefits in employee retention, morale and productivity.

Paid Family and Medical Leave Promotes Retention and Reduces Turnover

Worker turnover declines and loyalty increases when workers are able to use paid leave to address serious personal or family illnesses or to care for a new child.

California's paid family leave program has increased retention among workers in lower-wage jobs by 10 percent.¹⁵ Nationally, first-time mothers who have access to paid maternity leave are more likely to return to work after the birth of their child.¹⁶

Even the security provided by job-protected unpaid leave promotes worker retention.

Ninety-eight percent of employees who took leave under the FMLA returned to work for the same employer.

In contrast, businesses that do not provide employees with paid family and medical leave or job-protected unpaid leave must frequently absorb turnover costs. **Replacing a worker is expensive: turnover costs are estimated to be**

anywhere from 25 to 200 percent of annual compensation.¹⁷ These costs include not only direct expenses like recruiting, interviewing, hiring, training and supervising, but also indirect costs like lost sales resulting from consumer dissatisfaction, new employee errors, and reduced morale of employees charged with training new hires.

A Paid Family and Medical Leave Insurance System Helps Smaller Businesses Compete

Paid family and medical leave is offered by only a small number of businesses — and smaller businesses are even less likely than larger businesses to offer such leave. **A paid leave insurance system would help small businesses retain valued workers and compete with larger employers by spreading the cost. A public program would make paid leave available to workers in smaller businesses that might have difficulty providing it on their own.**¹⁸ Indeed, the existing statewide paid family leave programs in California and New Jersey are funded solely through employee contributions, so businesses do not bear any direct costs.

Existing Laws Prove That These Policies Work for Businesses and Workers

In addition to the FMLA, which has been used over 100 million times to provide unpaid leave to workers, **family leave insurance programs in California and New Jersey provide workers with a share of their wages for up to six weeks while they care for a family member with a serious health condition or bond with a new child.** An average of 168,000 family leave claims has been authorized annually in California since the program's implementation in 2004. Six in 10 employers report coordinating their own benefits with the California state paid family leave insurance benefit, resulting in cost-savings to those employers.¹⁹ Nearly 26,000 people have been able to take paid family leave in New Jersey since the program's 2009 implementation. These successful programs complement these states' longstanding

temporary disability insurance systems, which provide seriously ill or injured workers with partial wages while they recover or seek treatment.²⁰

Small Employers See Benefits From Paid Leave Insurance

Kelly Conklin, the owner of a New Jersey cabinet-making company, Foley-Waite Associates, said last year at a press briefing: "I believe a worker distracted by a pressing family emergency is not likely to do his or her best work. I'd rather they stay home, with compensation... [That worker is] going to be very anxious to get back to work as soon as possible. **As a state, we [have chosen to] ... enact laws that attract the quality workers small businesses need to succeed.**"

"The demographics of the workforce make it more likely than not that an employee at a small firm will use this benefit.... **[E]mployers can cross-train workers so they're prepared to take over when a co-worker is out.**"

– John Sarno, President, Employers Association of New Jersey

And Rohana Stone Rice, controller and director of human resources at Richmond, California's Galaxy Desserts recently explained: "Many of our production, management, and even sales staff have used paid family leave, primarily to extend bonding time with new babies. We feel it's the right thing to do, and it is in keeping with our core values. **The employees are happier and more loyal to the company when they feel the management of the company cares about them and their families.**"

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/lbbs2.pdf>. Small businesses are defined here as businesses with fewer than 100 employees.

² Lovell, V. (2005 April). *Valuing Good Health: An Estimate of Cost and Savings for the Healthy Families Act*. Institute for Women's Policy Research Publication. Retrieved 22 March 2011, from <http://www.nationalpartnership.org/site/DocServer/HFACBALovell.pdf?docID=367>

³ AdvancePCS Study Shows Top Health Conditions Cost Employers \$180 Billion in Lost Productive Time. (2002, June 5). *Business Wire HealthWire*. Retrieved 22 March 2011, from http://findarticles.com/p/articles/mi_m0EIN/is_2002_June_5/ai_86738725/

⁴ Institute for Women's Policy Research. (2010, February). *Sick at Work: Infected Employees in the Workplace During the H1N1 Pandemic*. Institute for Women's Policy Research Publication. Retrieved 22 March 2011, from <http://www.iwpr.org/initiatives/family-leave-paid-sick-days/#publications>

⁵ 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)

⁶ Hirsh, A. (2008, August). *Outbreak in Ohio: Cost of the 2008 Norovirus Incident in Kent*. Policy Matters Ohio Publication. Retrieved 7 January 2011, from <http://www.policymattersohio.org/pdf/OutbreakInOhio2008.pdf>

⁷ 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>

⁸ Human Impact Partners. (2009, June 11). *A Health Impact Assessment of the Healthy Families Act of 2009*. Human Impact Partners Publication. Retrieved 22 March 2011, from http://www.nationalpartnership.org/site/DocServer/WF_PSD_HFA_HealthImpactAssessment_HIA_090611.pdf?docID=5101

⁹ 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 22 March 2011, from <http://www.iwpr.org/initiatives/family-leave-paid-sick-days/#publications>

¹⁰ Petro, J. (2010). *Paid Sick Days Does Not Harm Business Growth or Job Growth*. Drum Major Institute for Public Policy Publication. Retrieved 22 March 2011, from http://www.drummajorinstitute.org/pdfs/Paid_Sick_Leave_Does_Not_Harm.pdf

¹¹ Warren, J. (2010, June 30). Cough If You Need Sick Leave. *BusinessWeek*. Retrieved 22 March 2011, from http://www.businessweek.com/magazine/content/10_24/b4182033783036.htm

¹² See note 9.

¹³ See note 1.

¹⁴ Waldfogel, J. (2001, September). Family and Medical Leave: Evidence from the 2000 Surveys. *Monthly Labor Review*, 17-23. Retrieved 14 December 2010, from <http://www.bls.gov/opub/mlr/2001/09/art2full.pdf>

¹⁵ Appelbaum, E., & Milkman, R. (2011, January). *Leaves That Pay: Employers and Worker Experiences with Paid Family Leave in California*. Retrieved 22 March 2011, from <http://www.cepr.net/documents/publications/paid-family-leave-1-2011.pdf>

¹⁶ Boushey, H. (2008). Family Friendly Policies: Helping Mothers Make Ends Meet. *Review of Social Economy*, 66(1), 67. Available from <http://ideas.repec.org/a/tafi/rsoccc/v66y2008i1p51-70.html>

¹⁷ Sasha Corporation. (2007, January). *Compilation of Turnover Cost Studies*. Retrieved 13 December 2010, from <http://www.sashacorp.com/turnframe.html>

¹⁸ Appelbaum, E., & Milkman, R. (2006). *Achieving a Workable Balance: New Jersey Employers' Experiences Managing Employee Leaves and Turnover*. Rutgers University's Center for Women and Work Publication. Retrieved 14 December 2010, from http://www.njtimetocare.com/images/stories/Achieving_Workable_Balance.pdf

¹⁹ See note 15.

²⁰ New York, Rhode Island, and Hawaii also have temporary disability insurance programs to cover ill workers.

The National Partnership for Women & Families is a non-profit, non-partisan advocacy group dedicated to promoting fairness in the workplace, access to quality health care and policies that help women and men meet the dual demands of work and family.

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