

Mandatory Paid Sick Days (PSD/PSL) / Leave Ordinance: Public Health Perspectives

Topic: Mandatory Paid Sick Leave Ordinance

Big Influencing Issues: ■ Issues facing workers today - ■

1. Paid Sick Days 2. Paid Family and Medical Leave. 3. Workplace Flexibility. 4. Child Care. 5. Wage Gap.

Public Health and Job Benefits

1. Families do better, communities are healthier & businesses thrive.
2. Job & business growth + positive outcomes in worker's productivity & retention
3. 70% Employers did not experience any administrative burden or difficulty implementing policy and 70% supported the law (NY 80% supports the law).
4. Significant decreases in Flu rates in States where there were paid leave ordinances ---> For example, during 2009 H1N1 outbreak
5. Decrease ER visits ---> Decrease 1.3 million ER visits/yr. Saves \$1.1B annually in public-private health insurance costs.
6. Workforce and families dynamics: Indeed, our population continues to rapidly age, more & more workers are finding themselves providing elder care to their aging parents as well.

States with Mandatory Paid Sick Days: Connecticut, Washington DC, California, Arizona, New Jersey, Oregon

Cities with Paid Sick Leaves: San Francisco, Seattle, Milwaukee, NYC, Philadelphia,

Paid Sick Days Ordinance: Public Health Effects/Benefits and Research Assessment Results

Literature Review Findings and Compilations

<u>Individuals/Families</u>	<u>Employers</u>	<u>Public Health</u>	<u>Communities/ Systems/ Economies</u>	<u>Research Finds Benefits of Existing PSDs Laws and Minimal Costs to Employers</u>
Employees no longer have to choose between going to work sick and foregoing pay. Paid attention to caring for families. Elder care, Child and dependent care.	Businesses profit from healthier employees and lower turnover. Contention: Business grps contend that it will force them to raise prices and consider reducing employees' hrs or other benefits.	Increased use of preventive care: 2012 study using 2008 NHIS data finds workers with PSDs are more likely to have mammograms, Pap tests, and endoscopy, & to have seen a doctor during the previous year than those without the benefit.	Healthy productive communities. Security for job placement and enhanced economy. PSDs bring economic benefits for workers, families, and communities.	Minimal Costs: Costs of providing PSD/L modest. Seattle - In 2013 Seattle, about 0.4% of total firm revenue for the year. Connecticut- No increased overall cost & few reported <2% increased. San Francisco - PSL Ordinance, additional costs for rel. small share of employers. 6/7 employers reported no adverse effects on profitability.
Most affected (by no-paid sick leave) and reactions: Employees of small businesses, service industries, hospitality businesses, and per-diem workers. Low-wage workers, etc.	Reduce contagion in the workplace: PSDs reduces workplace influenza infection in US by 6%.	More timely treatment for illnesses: 2016 analysis of 2013 NHIS indicates workers without PSD/leave are 3x more likely to forgo medical care for themselves, & 1.6 x more likely to forgo medical care for their families, compared with workers who have the benefit.	Improved employment and earnings stability: 2010 poll, 16% of workers surveyed reported losing a job for missing work when they were sick or to care for an ill family member. Research showed that having PSD reduces likelihood of a job separation by at least 25%.	Ease of implementation: PSDs have minimal effect on business operations. San Francisco - Most employers reported no difficulty. Seattle. Not very difficult & 70% expressed support for the policy. Connecticut (2013) - indicated law didn't burden business operations.

<p>Improved Family health: 2012 study analysing 2008 National Study of the Changing Workforce (NSCW) finds that having PSDs is associated with reduced work-family conflict, which lessens difficulties parents face in taking time off from work to care for a sick child.</p>	<p>Improved productivity: 2003 study - 28,000 workers reported on ave., workers lose 1.32 hrs/wk of productive time due to personal health related reasons. 1997 study - 332 workers with influenza-like illnesses reported 46% less effective while at work.</p>	<p>Improved family health: 2010 National Opinion Research Center Survey found that 28% of workers without PSDs reported sending a sick child to school or child care, compared with 14% with PSD.</p>	<p>Improved labor force attachment among caregivers: one 2011 Gallup poll found, most caregivers, reported missing at least 1 full day of work to fulfill their caregiving duties with an ave. of 6.6 workdays missed per year. PSDs, may provide sufficient leave to caregivers to allow them maintain desired level of job & continue to perform their caregiving work.</p>	<p>Employees use PSDs judiciously: An IWPR survey of 1,194 workers found that employees in SF used fewer than half of sick days avail. Under the PSD ordinance. In regions with PSD laws, surveys suggest that abuse of PSD is rare. Connecticut - 228 employers surveyed by CEPR, 86% reported no know cases of abuse more than a yr after PSD was implemented. Seattle - City auditor published report find that >9 in 10 Seattle employers surveyed in 2012 had never reprimenaded an employee for abusing PSDs.</p>
	<p>Decreased workplace injuries: 2012 study (2005-2998 NHIS) - found workers with access to PSDs are 28% less likely to be injured on the job than workers without this benefit.</p>	<p>Prevent spreading illness at work. Enable people to comply with PH advice for controlling seasonal influenza/Flu pandemic.</p>	<p>Savings from reduced utilization of hospital emergency departments and a lower monetary burden on taxpayers: 2011 study (using 2008 & 2009 NHIS) finds that annual # of ER visits per worker without PSDs is gtr than it is for those with the benefit. Using MEPS data on cost of ER visits, study etsimates that a lack of PSDs resulted in an estimated 1.3 million preventable ED visits every year in US in 2008, costing \$1.1B more than office vissits would have. Part of these costs-\$500M- were paid by public insurance programs such as Medicaid.</p>	<p>Sustained job growth & employment: Seattle & SF saw positive job growth in the period after their laws took effect. SF's growth in employment exceeded ave. employment growth of surrounding countiesafter the PSD law was passed. Seattle - Saw sustained job growth and reduced unemployment rates after paasge of the PSD ordinance.</p>
	<p>Decreased employee turnover: 2012 data analysis (2004-2006 through MEPS) - finds likelehood of job separation decreases by 25% when a worker has access to PSD. Employee turnover costs an employer btw 10-30% of an employee's annual salary, a reduction in turnover can result in reductions in employer costs.</p>	<p>Ill restaurants workers would be less likely to spread foodborne disease in restaurants</p>		<p>Improved employee morale, motivation, loyalty, and productivity: Connecticut - >25% of employers reported improved morale, 12.5 % reported increased employee motivation, 10.6% reported increased loyalty, & 14.9% reported increased productivity after implementation of State's PSD law.</p>
	<p>Employers react to such regulations to avoid mandates, e.g. with ACA, as businesses convert some employees into part timers or try to consolidate their workforce.</p>	<p>Reduce income loss and threat of job loss for low-income workers during periods of illness. This effect would be sizable enough to prevent hunger and housing insecurity.</p>		<p>Improved work life balance for employees: 2010 IWPR survey - 1 of 4 SF employees reported that PSD enabled them to better care for their own & their families' health needs. Also, 30% reported that employers were more supportive when needed to use their leave than they wereprior to law's passage. >50% of all SF workers reported at least 1 benefit due to the ordinance.</p>

		Reduce likelihood of GIT disease ("stomach Flu") outbreak in nursing homes. Reduce ER visits: in 2006, 17% (105,000) of all ER visits in ME were entirely preventable. 1.5% (15,000) of all hospitalizations for chr. Dx. Asthma, HBP, & DM in 2006 were preventable.		Reduced flu contagion in locations with PSD laws: A result study used Google Flu data (2003-2015) to show that influenza-like infection rates decrease significantly when workers gain access to paid sick days. Comparing rates of influenza-like illnesses in region with PSD policies - DC, Connecticut, California, Massachusetts, and Oregon - with those lacking such laws, the study finds infection rates decrease by about 10% when employees without coverage obtain PSD.
An Act Ensuring Paid sick Time - Summary of Health Outcomes and Impacts - PLEASE SEE ACCOMPANIED POWER POINT SLIDES				
Health Outcome	Judgement of Magnitude of Impact (X - XXX)	Quality of Evidence (High, Medium, Low)		
Conclusion: Literature spanning the fields of public health, economics, sociology, medicine, social works, and public policy converge to reflect the health, employment, and economic benefits of PSDs. Research suggests that more widespread implementation of PSD policies would have a substantial positive impact on the well-being of children, families, and communities across the United States.				

References:

1. Jessica M., Jenny X., and Jisun M. (July 2016). Paid Sick Days Benefit Employers, Workers, and the Economy. Institute for Women's Policy Research. Briefing Paper - IWPR #B361. www.iwpr.org

2
3
4

Developed by Kolawole Bankole. Draft 10/31/17