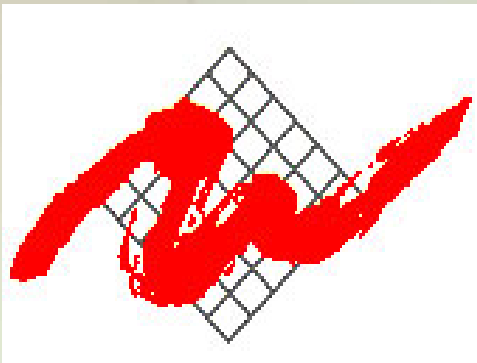


Employers Who Care: Adequacy and Equity in Paid Time Off

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Economic security requires the ability to sustain employment, while caring for one's family

This requires some time off, with pay:

- For vacations and other personal time**
- For a worker's own health needs, including pregnancy and maternity**
- To care for sick or disabled children**
- To provide care for elderly parents and other relatives**

A growing share of the workforce needs flexibility to care for families

- Fewer than one-third of children have a parent at home full-time
- One of every eight children has a chronic health care need (13 percent)
- More than 21 million full-time workers provide care for elderly relatives

There are serious consequences when workers don't have paid time off

- Without vacations, workers' health suffers
- Workers struggle with lower income if they must take time off without pay
- Workers who do stay home may be fired for taking time without authorization
- Workers go to work when they're sick, even with communicable diseases, delaying their own recovery and infecting others
- Sick children are taken to child care or school, spreading diseases to their playmates
- Children are left home alone when parents fear they will lose their jobs if they stay home too

No federal law ensures that workers have *any* paid time off

- The federal Family and Medical Leave Act of 1993 provides up to 12 weeks of job-protected leave for workers meeting a job tenure requirement and working in larger firms
- Some states have enacted leave provisions covering workers in smaller firms
- Workers in unions may have negotiated paid vacation or other paid time off
- In five states, workers by law participate in Temporary Disability Insurance (TDI) for non-work-related illness and injury, which provides a form of pregnancy and maternity leave.
- In 2004, California expanded its TDI plan to include paid family leave.

Relying on voluntary provisioning leaves millions with no paid time off

- 23 percent of private-sector workers do not have access to paid vacation leave
- 42 percent of all workers have no paid sick days

How much paid sick time do workers need?

- Workers with a paid sick days policy use an average of 4 days per year for their own medical needs. (Half do not take a single day.)
- School-age children miss more than three days of school per year; younger children home sick need a parent's care four days a year
- Infants should be taken to seven well-baby check-ups, and one-year-olds need three
- Parents of children with chronic health problems need more time off, but actually have *less* than other parents

How much time do workers get?

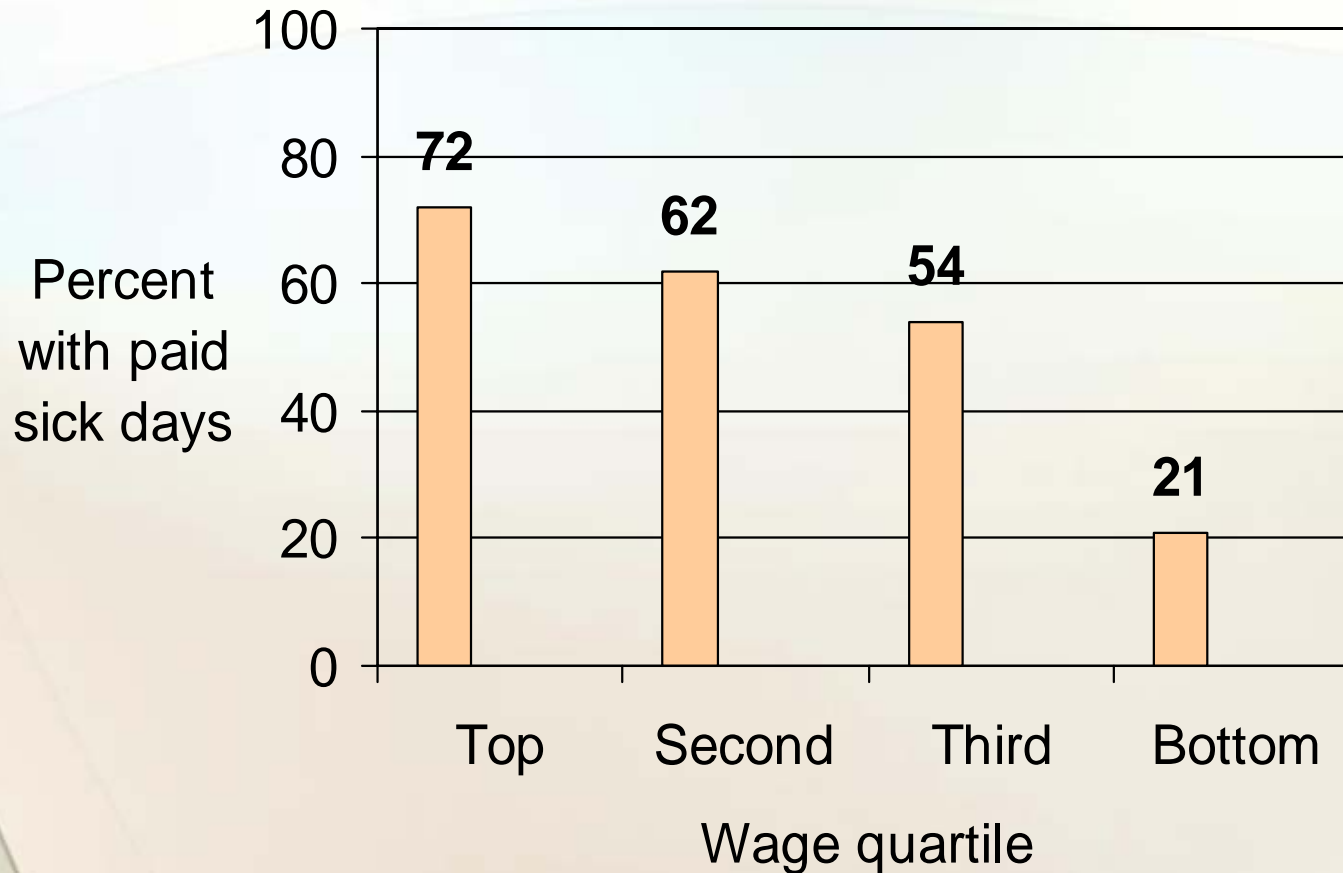
- Workers who do have paid sick days receive an average of 8 days after one year on the job and 10 days with 10 years of job tenure
- Workers must wait an average of 2-1/2 months after they are hired to become eligible

**While many workers have good coverage,
millions have *no* paid sick days --**

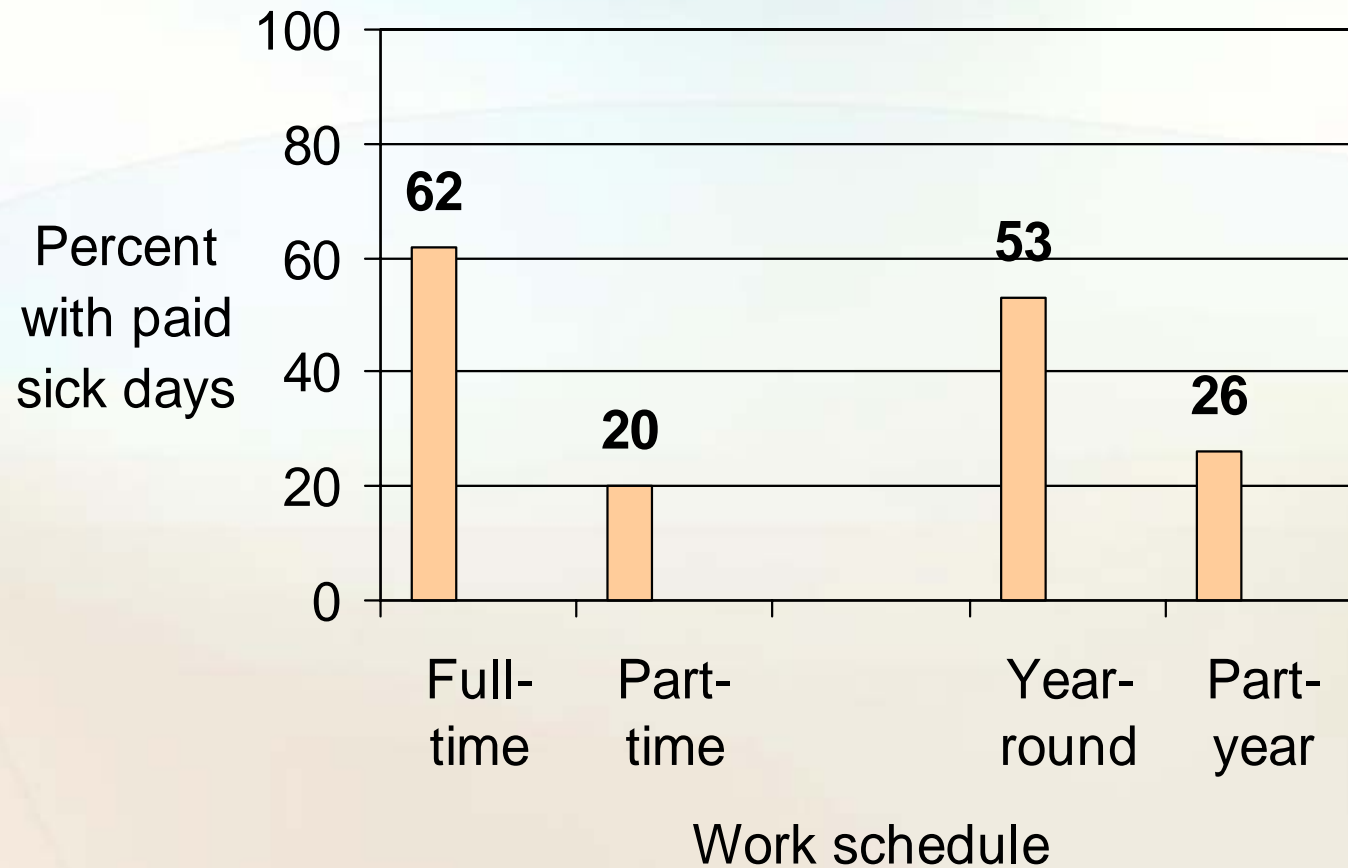
- Federal workers are covered, as are most state and local government employees (89 percent)
- In the private sector, only 52 percent of workers have paid sick days

-- and those lacking paid sick days are already disadvantaged by low wages and generally poor job quality.

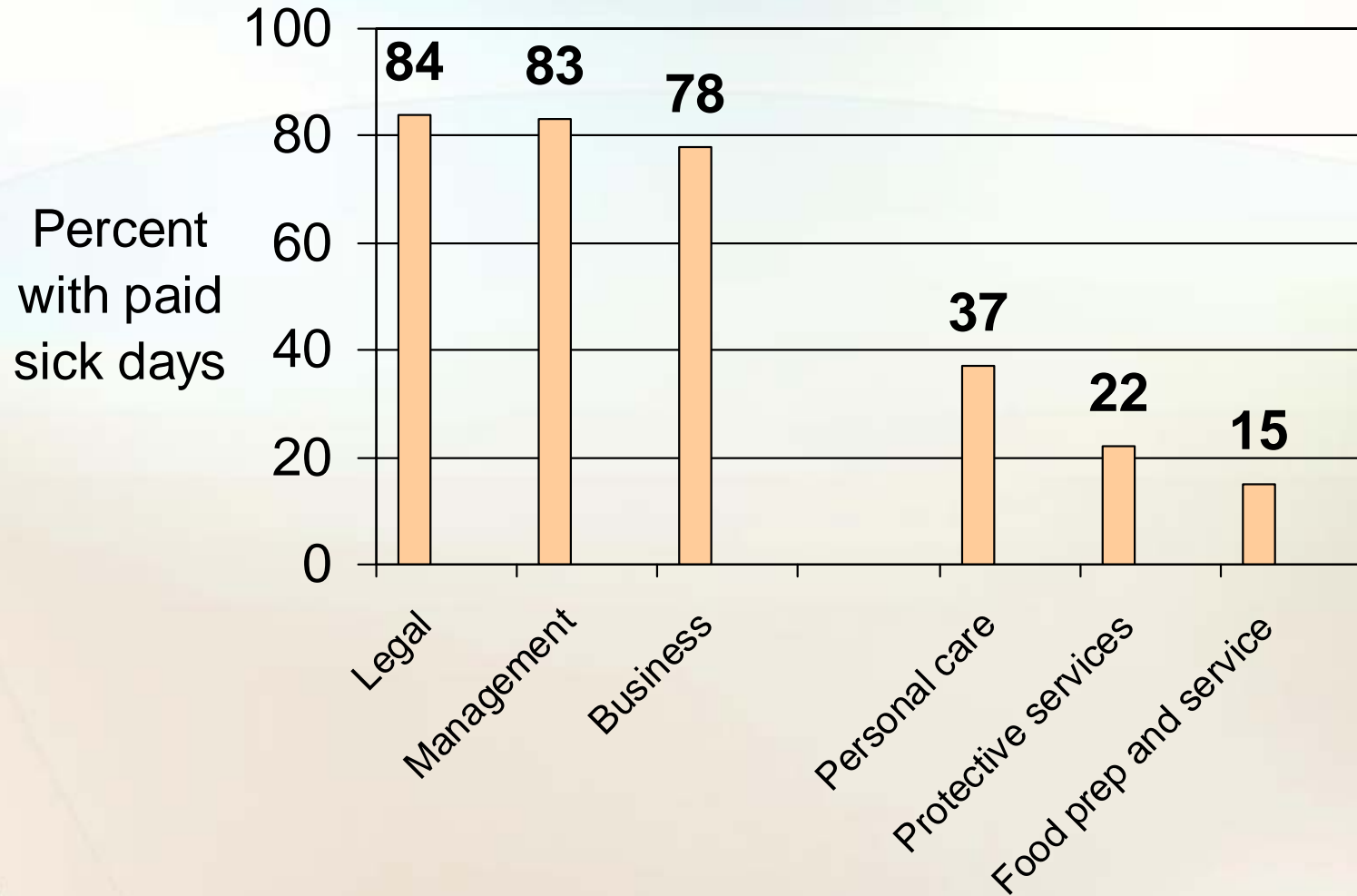
Fewer than a quarter of low-wage workers have paid sick days



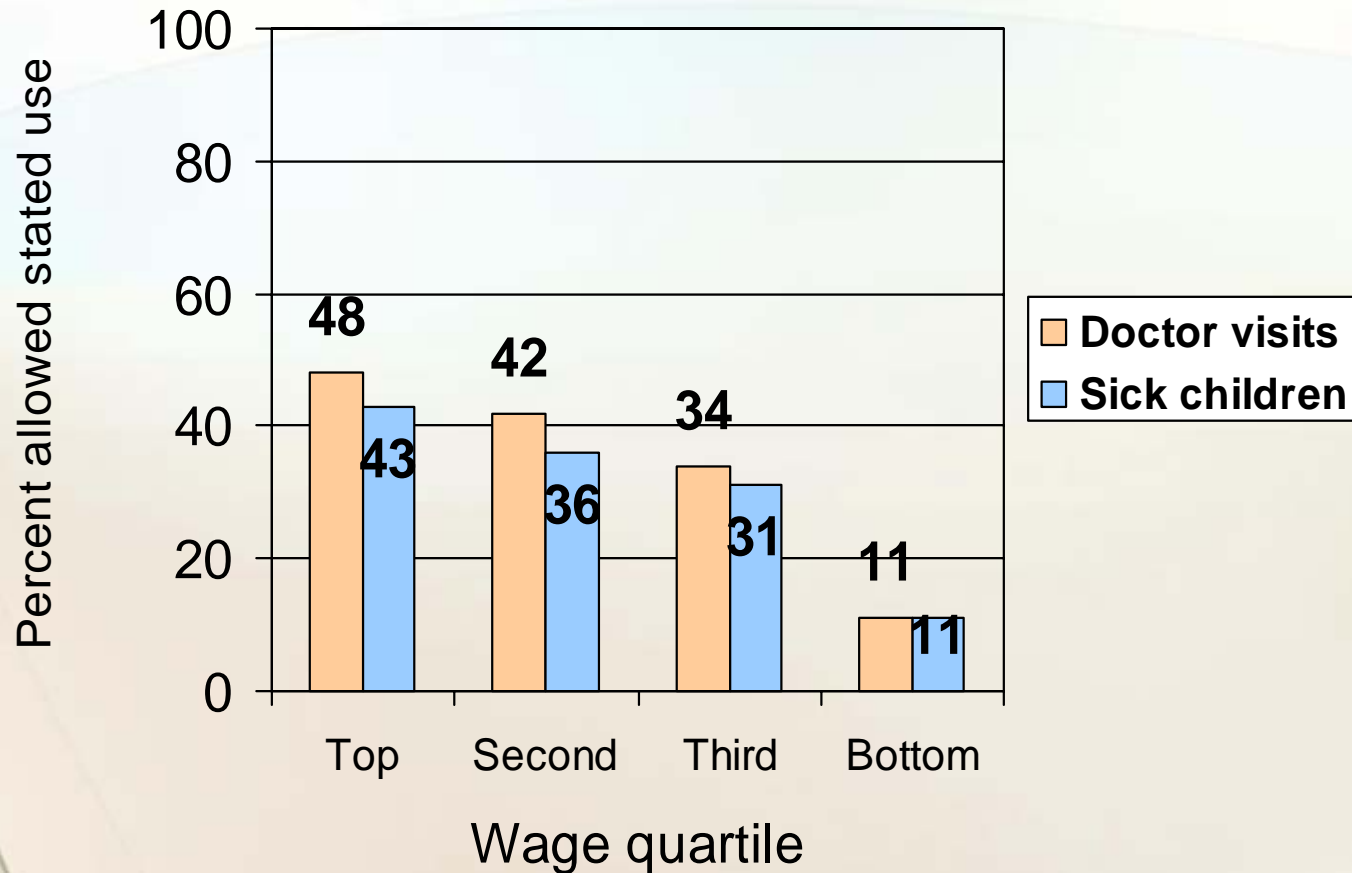
Other inequities relate to work hours . . .



... and occupation



Most workers do not have formal policies allowing them to visit the doctor or stay home with sick children



Most employers with paid sick days cover all their workers, but some are selective

- Of employers providing paid sick days, 79 percent have universal coverage
- Management, educational services, and arts/entertainment/recreation employers are the most likely to selectively provide paid sick days to only part of their workforce

A growing national campaign is working to guarantee paid sick days to all workers

- Nearly all states have “flexible paid sick days,” allowing state employees to use their existing paid sick days policy to care for ill family members. Seven states extend this benefit to private-sector workers as well.
- Some unions have included paid sick days as a bargaining or organizing issue
- In 2004, Senator Kennedy and Representative DeLauro first introduced a federal proposal to provide seven paid sick days to most workers; the Healthy Families Act was re-introduced in 2005 and will be offered to the 110th Congress soon
- A number of state legislatures have considered requiring employers to provide paid sick days

Mirroring developments in the minimum wage campaign, paid sick days advocates are increasingly working at the local level

- The Madison Common Council came within one vote of adopting a paid sick days ordinance in 2006. Advocates are optimistic that new Council members will support the initiative this year.
- The first success came in San Francisco in November, when voters adopted a ballot initiative granting paid sick days to all workers in the city

Responding to local concerns, campaigns are looking at different policy parameters such as covering all employers (no small-business exemption) and having days accrue with work hours (instead of a specified number of days), to include part-time workers

The issue is increasingly being framed as a new, basic employment standard, like the minimum wage

- The issue is compelling to voters, most of whom think there is already a federal mandate
- It attracts a very broad coalition, from low-wage-worker advocates to public health personnel, those concerned about the well-being of individuals with chronic diseases to feminists seeking to raise the value of caregiving work
- Because not having paid sick days can lead to job loss, the issue is central to establishing economic security, particularly for poorly compensated workers