

Delawareans Need Paid Sick Days

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According to the Institute for Women's Policy Research, an estimated 131,128 private sector workers in Delaware, or 40 percent of the workforce, cannot earn a single paid sick day to use to recover from common illnesses or seek medical care.¹ Nationwide, more than 43 million private sector workers – nearly 40 percent of the workforce² – cannot earn paid sick time.

When workers do not have access to paid sick days, the consequences can be significant. For a typical family in the United States without paid sick days, for example, 3.5 days lost to illness are equivalent to the family's entire monthly grocery budget.³

Delaware families need paid sick days to protect their financial stability, help maintain a strong state economy and promote their own good health and that of their communities.

By the Numbers

- ▶ **More than 140,000 children in Delaware live in families in which all parents work**,⁴ yet too often parents cannot use the sick days they earn to care for their children.⁵ Nationally, parents without paid sick days are more than twice as likely to send a sick child to school or day care⁶, which can put the health of their child, their child's classmates and their teachers at risk.
- ▶ **Delaware is home to nearly 150,000 African American workers**⁷, who have disproportionately low access to paid sick days.⁸
- ▶ **More than 30,000 people in Delaware work in restaurants**,⁹ an industry that requires frequent contact with the public but in which, nationally, 90 percent of workers cannot earn paid sick days.¹⁰ The health risks can be significant. Overall, workers without paid sick days are more likely to report going to work with a contagious illness and risk infecting others.¹¹
- ▶ **The largest industry in Delaware is health care and social assistance**.¹² Nationally, more than one-quarter of workers in this industry cannot earn paid sick time.¹³

"I've been fortunate enough to have had paid sick days for most, not all, of my working life. But I do have family who have worked hard all their lives without benefits or paid leave, so they work when they are sick. That's not good for anyone, it's not fair and it doesn't make sense to me that we don't do better in this country... another example of the imbalance between the rich and the (working) poor."

— Anonymous, Delaware

MomsRising. (2010). *Even Supermoms Can't Fight All the Germs We Need Paid Sick Days - Stories from the Front Lines of Motherhood*. Retrieved 24 June 2015, from http://www.momsrising.org/issues_and_resources/paid-sick-days-all



- ▶ **In Delaware, 24.4 percent of jobs are considered low-wage jobs.**¹⁴ Low-wage workers are even less likely to have access to paid sick days.

Paid Sick Days Benefit Families, Business and Our Economy

- ▶ **Paid sick days keep families healthy.** When workers have paid sick days, they are able to get regular physicals and take their children to well-child visits and for immunizations, which may prevent serious illnesses.¹⁵ Children with serious illnesses do better when their parents are able to stay with them.¹⁶
- ▶ **Paid sick days are good for business.** Employee turnover is expensive – on average, one-fifth of an employee’s annual salary.¹⁷ Paid sick days result in reduced turnover,¹⁸ which leads to reduced hiring and training costs for businesses.
- ▶ **Paid sick days decrease unnecessary health care costs.** Universal access to paid sick days would eliminate an estimated 1.3 million emergency room visits each year, saving \$1.1 billion annually in costs to individuals, private insurers and public programs, such as Medicare and Medicaid.¹⁹

Standards for Delaware and the Nation Should Be Priorities

STATE PROGRESS

- ▶ **Currently, workers in Delaware are not guaranteed the right to earn paid sick days by state or municipal law.** However, future efforts could lead Delaware to join the growing list of states and localities with paid sick days laws. A list of current state and local paid sick days laws is available at NationalPartnership.org/PSDLaws. And a growing body of evidence shows that these laws are working well.²⁰

FEDERAL SUPPORT AND LEGISLATION

- ▶ **At the national level, there is strong public support for universal access to paid sick days:** 85 percent of voters want employers to provide paid sick time.²¹
- ▶ The federal **Healthy Families Act (H.R. 932/S. 497)** would establish a national paid sick days standard, allowing workers in businesses with 15 or more employees to earn up to seven job-protected paid sick days each year to be used to recover from their own illnesses, access preventive care, provide care to a sick family member, attend school meetings related to a child’s health condition or disability or seek assistance related to domestic violence, stalking or sexual assault. Workers in businesses with fewer than 15 employees would earn up to seven job-protected *unpaid* sick days each year to be used for the same reasons, unless their employers choose to offer paid sick days.

People across the United States should have a fair shot at getting the care they need, caring for a child or assisting a loved one – no matter where they live or work. For more, visit www.PaidSickDays.org.

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- 1 Institute for Women's Policy Research & National Partnership for Women & Families. (2015, May). *Workers' Access to Paid Sick Days in the States. Table 2*. Retrieved 8 July 2015, from <http://www.nationalpartnership.org/research-library/work-family/psd/workers-access-to-paid-sick-days-in-the-states.pdf>
 - 2 U.S. Bureau of Labor Statistics. (2015, July). *National Compensation Survey: Employee Benefits in the United States, March 2015*. (Table 6). Retrieved 24 July 2015, from <http://www.bls.gov/news.release/pdf/ebs2.pdf> (Based on 39 percent of a private sector workforce of 112 million people)
 - 3 Gould, E., Filion, K., & Green, A. (2011, June). *The Need for Paid Sick Days: The lack of a federal policy further erodes family economic security*. Economic Policy Institute Publication. Retrieved 8 July 2015, from <http://www.epi.org/page/-/BriefingPaper319.pdf?nocdn=1>
 - 4 U.S. Census Bureau. (2014). *American Community Survey 1-Year Estimates 2013, Geographies: United States, Table DP03: Selected Economic Characteristics*. Retrieved 8 July 2015, from http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_13_1YR_DP03&prodType=table
 - 5 Smith, K., & Schaefer, A. (2012). *Who Cares for the Sick Kids? Parents' Access to Paid Time to Care for a Sick Child*. Carsey Institute Publication. Retrieved 8 July 2015, from <http://scholars.unh.edu/cgi/viewcontent.cgi?article=1170&context=carsey>
 - 6 Smith, T. W., & 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 8 July 2015, from http://www.norc.org/PDFs/publications/SmithT_Public_Atitudes_Workplace_2010.pdf
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 - 9 U.S. Census Bureau. (2014). *2013 County Business Patterns (NAICS). Accommodation and Food Services-Code 722: Food Services and Drinking Places*. Retrieved 8 July 2015, from <http://censtats.census.gov/cgi-bin/cbpnaic/cbpdet.pl>
 - 10 Restaurant Opportunities Centers United. (2012, February). *Tipped over the Edge: Gender Inequity in the Restaurant Industry*. Retrieved 8 July 2015, from http://rocunited.org/wp-content/uploads/2012/02/ROC_GenderInequity_F1-1.pdf
 - 11 Hill, H. D. (2013). Paid Sick Leave and Job Stability. *Work and occupations*, 40(2), 143-173.
 - 12 U.S. Bureau of Labor Statistics. (2014, July). *The Economics Daily, Largest industries by state, 1990-2013*. Retrieved 8 July 2015, from http://www.bls.gov/opub/ted/2014/ted_20140728.htm
 - 13 U.S. Bureau of Labor Statistics. (2014, September). *National Compensation Survey: Employee Benefits in the United States, March 2014*. (Table 32). Retrieved 8 July 2015, from <http://www.bls.gov/ncs/ebs/benefits/2014/ebbl0055.pdf>
 - 14 Corporation for Enterprise Development (CFED). (2015). *Assets and Opportunities Scorecard*. Retrieved 8 July 2015, from <http://scorecard.assetsandopportunity.org/latest/measure/low-wage-jobs> Low-wage jobs are defined as jobs in occupations with median annual pay below 100 percent poverty threshold for a family of four (\$23,283) in 2012.
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 - 16 Schuster, M. A., & Chung, P. J. (2014). Time Off to Care for a Sick Child—Why Family-Leave Policies Matter. *New England Journal of Medicine*, 371(6), 493-495.
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 - 20 National Partnership for Women & Families. (2015, April). *Paid Sick Days: Low Cost, High Reward for Workers, Employers and Communities*. Retrieved 8 July 2015, from <http://www.nationalpartnership.org/research-library/work-family/psd/paid-sick-days-low-cost-high-reward.pdf>
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