

## Understanding the Difference Between Paid Sick and Safe Days & Paid Family and Medical Leave

### **Paid Sick Days and/or Paid Safe Days**

Short-term leave, usually taken intermittently in hourly or daily increments

#### **Typical Uses:**

- To recover from short-term illnesses (like the flu)
- To care for a sick family member
- To seek preventive care (e.g., well-baby visits, annual physicals)
- For safe days: to seek services or assistance related to domestic violence, sexual assault, stalking or other forms of gender-based violence.

#### **How It Is Paid:**

Paid sick and safe days are fully paid by employers. Employees are paid at the same hourly rate and the pay is included in their regular paycheck.

#### **What You Should Know:**

Paid sick and safe days allow workers to accrue and use job-protected time away from work for their and their family's health, such as to attend doctors' appointments, pick up sick children, or address needs related to domestic violence or public health emergencies. Nineteen states (including D.C.) and 21 cities and counties have enacted a paid sick days law; 18

### **Paid Family and Medical Leave**

Longer-term leave (usually weeks or months, but may be taken intermittently)

#### **Typical Uses:**

- To undergo medical treatment or manage a serious illness, injury or disability
- To bond with a new child (newborn, adopted, foster)
- To care for a family member with a serious illness, injury or disability
- For reasons related to a family member's military service
- For safe leave: to seek services or assistance related to domestic violence, sexual assault, stalking or other forms of gender-based violence.

#### **How It Is Paid:**

Paid family and medical leave is funded by payroll contributions into an insurance fund. Typically, both the employer and employee contribute to the fund.

#### **What You Should Know:**

Paid family and medical leave provides workers with paid time away from work to focus on a serious personal health condition, tend to a seriously ill, injured or disabled family member or bond with a new child while maintaining their financial security. Fourteen states, including the District of Columbia, have enacted paid family and medical leave laws. Four of those states

states include safe leave.

include safe leave.

### **Workers Need Both Paid Sick and Safe Days and Paid Family and Medical Leave**

At some point, every person will have a serious health issue or a family member who needs care. At the same time, every person gets sick and needs a day or two to recover. For survivors, paid safe days or longer-term paid safe leave allows survivors to seek the assistance they need to reach a place of safety and security, and maintain greater economic stability. Paid sick and safe days and paid family and medical leave provide workers with the time they need to care for themselves and their families.

The **Healthy Families Act** would allow workers to earn up to seven *paid* sick days to use to recover from illness, access preventive care, care for a sick family member, or seek assistance in the event of domestic violence, sexual assault or stalking. Workers in places of employment with fewer than 15 employees would earn up to seven *unpaid*, job-protected sick days.

The **Family And Medical Insurance Leave (FAMILY) Act** would create a national paid leave insurance program to provide up to 12 weeks of paid leave when a new child arrives or a serious personal or family medical need arises, including needs related to domestic violence, sexual assault, stalking or other forms of gender-based violence. This national program would build off the progress and precedent set by state paid leave laws.

#### **Who Has Paid Sick Days?**

**19 States:** The District of Columbia (D.C.), Connecticut, California, Massachusetts, Oregon, Washington, Vermont, Arizona, Rhode Island, Maryland, New Jersey, New York, Colorado, New Mexico, Michigan, Missouri, Nebraska, Minnesota and Alaska

**17 Cities and 4 Counties:** San Francisco, Oakland, Emeryville, Los Angeles, Santa Monica, San Diego and Berkeley, Calif.; Seattle and Tacoma, Wash.; New York City and Westchester County, N.Y.; Philadelphia, Pittsburgh and Allegheny County, Pa.; Montgomery County, Md.; Bloomington, Minneapolis, St. Paul and Duluth, Minn.; Chicago and Cook County, Ill.

#### **Who Has Paid Family and Medical Leave?**

**14 States:** California, New Jersey, Rhode Island, New York, the District of Columbia (D.C.), Washington, Massachusetts, Connecticut, Oregon, Colorado, Maryland, Delaware, Maine, and Minnesota

The National Partnership for Women & Families is a nonprofit, nonpartisan advocacy group dedicated to promoting fairness in the workplace, reproductive health and rights, access to quality, affordable health care and policies that help all people meet the dual demands of work and family. More information is available at [NationalPartnership.org](https://NationalPartnership.org).

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