



Healthy Workplaces, Healthy Families For California

Get the Facts.

Nearly **6 million** Californians
over **40%** of our workforce
have **0** paid sick days.

California is Working Sick.

Our Workplaces

- Employees with paid sick days are less likely to leave their jobs.¹
- The productivity of workers with even minor illnesses goes down compared to their healthy co-workers.²
- Every worker with the flu infects 18% of his/her co-workers.³
- 87% of employers report that sick employees who show up to work are suffering from *short-term illnesses* such as a cold or flu.⁴
- Employees working sick (presenteeism) costs employers 180 billion dollars annually, significantly more than the annual cost of absenteeism.⁵
- Paid sick days will save California employers 2.3 billion dollars annually.⁶

Our Families

- 79% of the lowest paid workers lack paid sick days.⁷
- 70% of California food service workers lack paid sick days.⁸
- 60% of low-wage workers are women and the majority of women are primary caregivers for their families.⁹
- Half of all U.S. women forego pay when they stay home to care for a sick child.¹⁰
- Parents with paid time off are over 5 times more likely to care for their children when they are sick.¹¹
- Over 4 million Californians are caring for another adult and the majority of the time that adult is a parent over the age of 50.¹²
- 52% of workers without paid sick days find it somewhat difficult, difficult or extremely difficult to live on their household income.¹³



Our Communities

- The Centers for Disease Control and Prevention recommends: “Stay home from work, school and errands when you are sick.”¹⁴
- More than a third of flu cases are transmitted in schools and workplaces.¹⁵
- Staying at home when infected could reduce the number of people impacted by pandemic influenza by 15-34%.¹⁶
- More than half of all foodborne illness outbreaks in the U.S. occur in restaurants.¹⁷
- Nursing home outbreaks of stomach flu accounted for 6,500 patient illnesses, 120 hospitalizations, and 29 deaths in California between 2002-2004. Yet over a quarter of nursing home workers do not have paid sick days.¹⁸

For citations and more information, visit our website:

www.paid sick days CA.org



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ENDNOTES

- ¹ Lovell V. (2005). *Valuing Good Health: An Estimate of Costs and Savings for the Healthy Families Act*. Institute for Women's Policy Research.
- ² Smith A. (1989). *A Review of the Effects of Cold and Influenza on Human Performance*. Journal of the Society of Occupational Medicine 39: 65-68.
- ³ Lovell V. (2006) *Paid Sick Days Improve Public Health by Reducing the Spread of Disease*. Institute for Women's Policy Research.
- ⁴ 2007 CCH Unscheduled Absence Survey. (2007) *On the Job, But Out of It? CCH Survey Looks at Ill Effects of Sick Employees at Work*.
- ⁵ Levin-Epstein J. (2005). *Presenteeism and Paid Sick Days*. Center for Law and Social Policy.
- ⁶ Lovell V. (2005). *Valuing Good Health: An Estimate of Costs and Savings for the Healthy Families Act*. Institute for Women's Policy Research.
- ⁷ Hartmann HI. (2007). *The Healthy Families Act: Impacts on Workers, Businesses, the Economy, and Public Health*. Testimony to the U.S. Senate Committee on Health, Education, Labor, and Pensions.
- ⁸ Bhatia R, Farhang L, Heller J, Capozza K, Melendez J, Gilhuly K, Firestein N. (2008). [A Health Impact Assessment of the California Healthy Families, Healthy Workplaces Act of 2008](#). Human Impact Partners and San Francisco Department of Public Health.
- ⁹ Boushey H and Schmitt J. (2005). [Impact of Proposed Minimum-Wage Increase on Low-Income Families](#). Center for Economic Policy Research.
- ¹⁰ Wyn R, Ojeda V, Ranji U, Salganicoff A. (2003). *Women, Work and Family Health: A Balancing Act*. The Henry J. Kaiser Family Foundation.
- ¹¹ Bhatia R, Farhang L, Heller J, Capozza K, Melendez J, Gilhuly K, Firestein N. (2008). [A Health Impact Assessment of the California Healthy Families, Healthy Workplaces Act of 2008](#). Human Impact Partners and San Francisco Department of Public Health.
- ¹² AARP and National Alliance for Caregiving. (2004). *Caregiving in the U.S.: Spotlight on California*.
- ¹³ Bhatia R, Farhang L, Heller J, Capozza K, Melendez J, Gilhuly K, Firestein N. (2008). [A Health Impact Assessment of the California Healthy Families, Healthy Workplaces Act of 2008](#). Human Impact Partners and San Francisco Department of Public Health.
- ¹⁴ Ibid.
- ¹⁵ Ibid.
- ¹⁶ Ibid.
- ¹⁷ Ibid.
- ¹⁸ Ibid.