

*"I have worked with children and families for over 35 years ... I currently work as a school nurse in the Winooski School District ... [A] second grader spent 7 hours on the cot in my room with a temperature of 102. That child was clearly ill before school but dad couldn't miss work. It is most common for parents to send ill children to school ... Studies clearly show that young children are the earliest vectors of the [flu]. When we can not confine these little ones at home with suspected flu symptoms we are only furthering its spread in school to teachers, other children, home to their families and so on."*

*-- Sharonlee Trefry*

**Join Campaign 2010: Paid Sick days for Vermont** and help us to ensure all working Vermonters are guaranteed paid sick days.

**Call or email:**

Colin Robinson, Vermont Livable Wage Campaign  
802.863.2345, livablewage@pjcvt.org

or

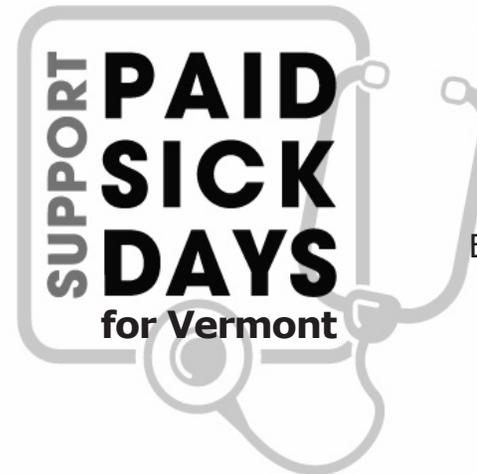
Sheila Reed, Voices for Vermont's Children  
802.229.6377, sreed@voicesforvtrkids.org

*Endnotes:*

1. Vermont Dept. of Labor, Fringe Benefits Survey, 2007 Preliminary Data.
2. Institute for Women's Policy Research analysis of the March 2006 National Compensation Survey, the 11/05 through 10/06 Job openings and Labor Turnover Survey.
3. Wyn, Roberta, and Ojeda, Victoria. 2003. Women, Work, and Family Health: A Balancing Act. Melona, CA: Kaiser Family Foundation.
4. Vicky Lovell, PhD., Institute for Women's Policy Research.

**Vermont Paid Sick Days Coalition**

Vermont Livable Wage Campaign - Peace and Justice Center • Kids Are Priority One Coalition • Vermont Commission on Women • Working Vermont: The Coalition of Vermont Labor Unions; United Professions of Vermont/AFT; VT AFL-CIO • Vermont Network Against Domestic and Sexual Violence • Green Mountain Chapter - Older Women's League • Vermont Workers' Center • Voices for Vermont's Children



**Campaign 2010:  
Paid Sick Days for  
Vermont**

Everyone Gets Sick -  
Everyone Should Have Time  
To Get Better  
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It is time to guarantee  
paid sick days for all  
working Vermonters

Thousands of workers across Vermont are guaranteed paid time off to recover from illness or to care for a sick family member. **Guaranteed paid sick days benefit everybody: they're good for workers and their families, good for employers and good for public health.**

Unfortunately, no federal or state law currently guarantees paid time off for American workers. As a result, many Vermonters must choose between coming to work sick or going without pay. This puts those workers in a no-win situation, imposes costs on businesses and increases the risk of spreading diseases.

**Did you know:**

- 57% of Vermont private-sector employers do not offer any paid sick days to their employees? That leaves over 106,000 Vermonters without paid sick time.<sup>1</sup>
- The lowest wage workers are hit the hardest? 78% of low-wage workers in the U.S. do not have paid sick days.<sup>2</sup>
- 75 % of women living in poverty do not get paid when they must miss work to care for a sick child?<sup>3</sup>

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## When Workers Can't Stay Home to Recover from Illness We're All at Risk

*"In late July, I had no choice but to get my wisdom teeth removed. I had waited a few years, but they were impacted and I was in serious pain. I had to take over a week off from work due to recovering from a post op infection. But I played catch up on rent and utilities for quite a while. And that in itself is extremely stressful...If you had a few days covered in regards to your check the following week- I'm sure that would be a sigh of relief."*  
-- Jacqueline C.,  
working Vermonter

When workers have no choice but to go to work sick or skip a medical appointment because they cannot afford to take time off without pay, it puts all Vermonters at risk:

- **The workers themselves** are at risk because they may increase the duration or severity of their illness or forego preventative care that can avert hospitalization or improve chronic conditions .
- **Coworkers are at risk** of contracting contagious illnesses.
- **Children and their classmates/ playmates** are at risk when parents are forced to send them to school or childcare sick because they can't take the day off.
- **Frail elders are at risk** when relatives can't take time off to care for them or when professional caregivers come to work sick.
- **Employers are at risk** of lower worker productivity due to "presenteeism" – when sick workers can't work as well due to illness.
- **All of us are at risk** when employees who handle food or interact with customers come to work with contagious illnesses.

**Join the Vermont Paid Sick Days Coalition** and help us to ensure all working Vermonters are guaranteed paid sick days.

For information contact:

Colin Robinson - 802.863.2345, livablewage@pjcv.org  
Sheila Reed - 802.229.6377, sreed@voicesforvtkids.org

## Guaranteed Paid Sick Days are Good for Vermont

**Good for Business:** Healthy employees are more productive and less likely to leave their jobs. Paid sick days benefit employers through increased productivity, reduced turnover, lower health care costs, and decreased employee absences caused by exposure to illnesses at work.

Estimates indicate that providing paid sick days can actually save employers up to \$127 per employee annually.<sup>4</sup>

**Good for Working Families:** Many parents are struggling to make ends meet while juggling work and family. Guaranteeing paid sick days would take pressure off hardworking Vermonters.

Access to paid sick days ensures better access to healthcare.

**Good for Public Health:** When workers have paid sick days, they are able to make decisions to care for their own health and their families' health in a way that positively affects our public health at large.

When victims of domestic and sexual violence can access paid sick days they can safely seek care and protection.

**Vermonters support paid sick days for all Vermont workers.**

*A 2008 poll conducted by the Center for Rural Studies at the University of Vermont shows that **nearly 9 in 10 people agree that having a basic workplace standard of paid sick days would help ensure that working Vermonters aren't forced to go to work sick or forced to send sick children to child care or school.***

**Almost 80% of people polled support enacting legislation in Vermont that would guarantee a minimum number of paid sick days for working Vermonters.**

