



Campaign 2010: Paid Sick Days for Vermont

Paid Sick Days are Good for Business

When employees can earn paid sick time, employers save money, improve morale and limit co-workers exposure to illness at work.

Key Facts:

- **The savings from providing paid sick days outweigh the costs.** According to analysis by Vicky Lovell, PhD, a researcher for the Institute for Women's Policy Research, a paid sick days standard in Vermont would actually save employers money, approximately \$2.45 per worker per week.

"Sick leave, especially for people who handle food for a living, is an important public policy. The mandate is affordable, considering the public benefit."

- Kevin Westlye,
Executive Director,
Golden Gate Restaurant
Association ⁴

- **Paid sick days help retain employees and keep turnover costs low.** Every time an employee leaves a job, it ends up costing the employer, on average, 30 to 40 percent of the worker's annual compensation.¹ Hiring new employees means lost productivity and recruitment and training costs. Increasingly, businesses are recognizing that these costs apply not just to high wage employees but to all employees.

- Presenteeism (the practice of employees coming to work sick) increases when employers do not provide paid sick days. **Presenteeism decreases productivity and increases the risk of spreading illness to coworkers and customers.**

- Research shows that **paid sick days do not negatively affect job growth.** One study found that after San Francisco implemented a paid sick days standard the city maintained a strong growth rate that was actually higher than the surrounding counties'.²

- Guaranteeing a minimum number of paid sick days for employees will help to level the playing field for all Vermont employers.³

Join Campaign 2010: Paid Sick Days

for Vermont and help us to ensure all working Vermonters are guaranteed paid sick days.

Call or email:

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¹ Saratoga and Global Best Practices. *Best Practices for Retaining New Employees*. Page 18.

² Kevin Miller and Vicky Lovell, PhDs. "Job Growth Strong with Paid Sick Days."

³ According to preliminary results of the Vermont 2007 Fringe Benefit Study of Vermont private sector firms, 35% of businesses with 1-9 employees, 51.4% with 10-19 employees, and 61% with 20-49 employees offer paid sick time.

⁴ Mark Lifsher, "Feeling ill over sick leave," *LA Times*. July 5, 2008.

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 Domes-
tic and Sexual Violence • Green
Mountain Chapter - Older Women's
League • Vermont Workers' Center
• Voices for Vermont's Children