



# 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 <sup>4</sup>

- **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.<sup>1</sup> 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'.<sup>2</sup>

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

### 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@pjcvvt.org

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

<sup>1</sup> Saratoga and Global Best Practices. *Best Practices for Retaining New Employees*. Page 18.

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

<sup>3</sup> 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.

<sup>4</sup> 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