



Campaign 2010: Paid Sick Days for Vermont

Why Vermonters Need a Paid Sick Days Law

No federal or state law currently guarantees workers the right to earn paid sick time. As a result, too many working Vermonters are forced to choose between their health, the health of their loved ones or going without pay.

Key Facts:

- With the exception of three U.S. cities¹, U.S. employers are not required to provide paid sick days for their workers.
- In Vermont, 57 percent of private-sector employers do not offer any paid sick days to their employees. **That means 106,000 working Vermonters must go without paid sick time.**² Lack of paid sick days affects not just workers but family members, customers and the public.
- The majority of those who can least afford to lose a day's pay do not have paid sick time. Three out of four of the lowest-wage workers in the U.S. have no paid sick days.³
- National and state polls indicate strong public support for paid sick days. Nearly 80% of Vermonters polled approve or strongly approve of Vermont enacting legislation that would guarantee a minimum number of paid sick days.⁴
- Support for paid sick days legislation in Vermont crosses party lines and includes over 86% of Democrats, 69% of Republicans, and 75% of Independents.

What Would Vermont Paid Sick Days Legislation Mean?

Introduced in the Vermont House in 2009, H.382, *An Act Relating to Absence from Work for Health Care and Safety* guarantees that Vermont workers can earn paid sick days.

H.382 “proposes to require that employers permit absence from work for personal or family health reasons without loss of pay.” If the bill becomes law:

- An employee would earn one hour of paid sick time for every 30 hours worked, up to a maximum of 56 hours each year.
- Employees would not be able to “cash out” any unused hours if they left their job.
- Employees could use their paid sick time:
 - to recover from or receive treatment for an illness or injury
 - to care for a family member
 - to obtain diagnostic, routine, preventive, or therapeutic health care
 - to take necessary steps for their safety as a result of sexual abuse, domestic violence, or stalking
- All employers already offering equal or more generous paid sick time would be unaffected.

1 San Francisco, CA, Washington, DC, and Milwaukee, WI.

2 Vermont Department of Labor, Fringe Benefits Survey, 2007 Preliminary Data.

3 Family Values @ Work: A Multi-state Consortium, *Our Economy Needs Family Values at Work Now More than Ever*. March 2009.

4 Center for Rural Studies at the University of Vermont, Paid Sick Days Survey, November 2008.

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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Vermont Paid Sick Days Coalition

Vermont Livable Wage Campaign -
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of Vermont/AFT; VT AFL-CIO •
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