

The

# PAID SICK LEAVE EPIDEMIC

States and municipalities take matters into their own hands



## LAWS CONTINUE TO SWEEP THE NATION

More than **37M** people in the US do not have the option to earn paid sick leave.

**32%** of private-sector workers do not have the ability to earn paid sick leave.

**No federal law** requires private business owners to provide paid sick leave, with limited exceptions for federal contractors.

BUREAU OF LABOR STATISTICS\*

**68%** of private employees receive paid sick leave.

HOWEVER, ONLY

**30%** of the bottom 10% of US wage earners receive paid sick leave.

COMPARED TO

**92%** of those in the top 10% of wage earners.

**81%** of full-time workers get paid sick leave while 35% of part-time workers do.

\*2017 BLS

**9 states + 30+ municipalities** have passed paid sick leave laws affecting private employers and continues to grow rapidly

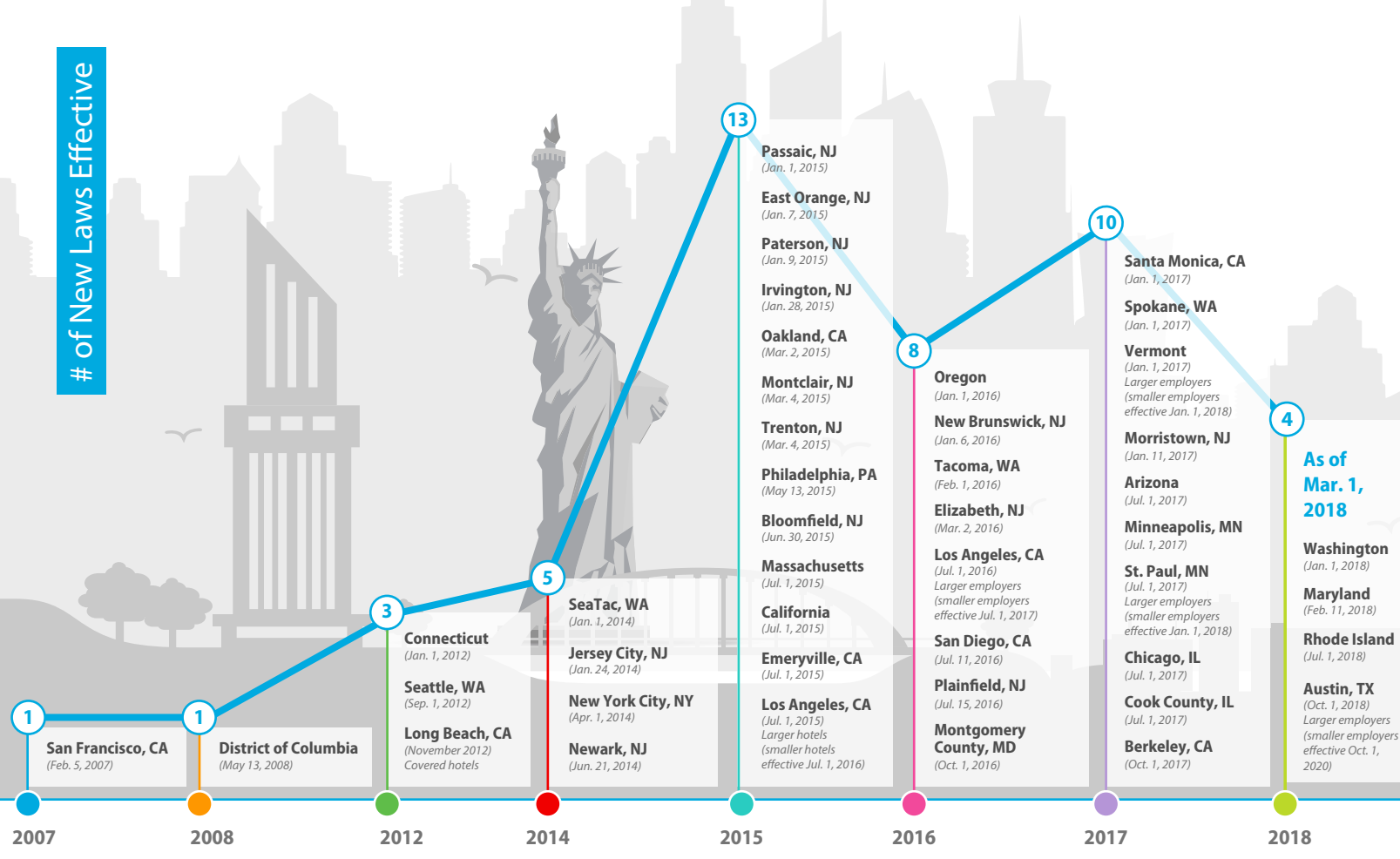
Paid sick leave continues momentum: from 2014 to 2015, the number of new laws more than doubled; there were 8 new laws in 2016 and 10 in 2017; and there are already 4 for 2018.

\*Current as of March 1, 2018

NOTE: Some paid sick leave laws have since been preempted.

## PAID SICK LEAVE LAWS AND THEIR EFFECTIVE DATES

# of New Laws Effective



## 12 ESSENTIAL STEPS TO NAVIGATING & COMPLYING WITH PAID SICK LEAVE LAWS

- STEP 1** Determine whether the law applies.
- STEP 2** Verify if sick leave must be paid OR unpaid.
- STEP 3** Audit the workforce to ascertain which employees are eligible or ineligible for leave.
- STEP 4** Understand the acceptable reasons for taking sick leave.
- STEP 5** Address abusers of the system.
- STEP 6** Comply with any notification obligations.
- STEP 7** Check to see if unused time carries over from year to year.
- STEP 8** Create a paid sick leave policy or update an existing paid time off (PTO) policy.
- STEP 9** Watch how the paid sick leave law interacts with other federal, state and municipal leave laws.
- STEP 10** Implement employee notice processes.
- STEP 11** Consider providing sick leave in locations not covered under the law.
- STEP 12** Train managers and supervisors.



**CAUTION**

Employers of all sizes should pay close attention to this trend, as some laws apply to employers with only one employee!

Learn more about the paid sick leave requirements in your state: [bitly/paid-sick-leave-laws-by-state](http://bitly/paid-sick-leave-laws-by-state)

## SOME SPECIAL CASES FOR ELIGIBLE REASONS TO TAKE LEAVE



**New York, New York:** allows leave for the employee's or covered family member's elective surgery, including organ donation.



**Oregon:** allows leave to deal with the death of a family member, including attending the funeral, making arrangements and grieving.



**Emeryville, California:** allows leave to aid or care for a service dog.



**Vermont:** allows leave to accompany a covered family member to an appointment related to long-term care.

## GOING BEYOND THE LAW OFFERING PAID SICK LEAVE HAS ITS BENEFITS



Contributes to the health and well-being of workers and their families



Attracts, engages and retains employees



Prevents the spread of germs and illnesses to others



Increases productivity



Lowers health costs



Microsoft, Chipotle, McDonald's and Walmart voluntarily provide employees with paid sick leave as part of their benefit package or have a policy that goes beyond applicable legal requirements.

To learn more about the paid sick leave trend, download our FREE whitepaper.

Visit [bitly/paid-sick-leave-trend](http://bitly/paid-sick-leave-trend)

