



PAID SICK DAYS: WHAT WE CAN EXPECT

HOW PEOPLE WILL ACCRUE AND USE PAID SICK DAYS

According to national data, U.S. workers who get paid sick leave accrue on average 9 days (72 hours) after 1 year of employment. They take an average 2 to 3 days of paid sick leave per year. Nonprofits in King County provide on average 11 days (88 hours) of paid sick leave after 1 year. In San Francisco, where all workers have paid sick leave, the median usage is 3 days per year among all workers. 25% of San Francisco workers reported taking no paid sick leave the previous year. Under our proposal:

| If an employee works per week: | Hours the employee accrues: | | | | |
|--------------------------------|-----------------------------|----------------|--------------|-----------------|-----------------|
| | After 90 days | After 6 months | After 1 year | After 13 months | After 18 months |
| 15 hours | 6.4 | 13 | 26 | 28 | 39 |
| 30 hours | 12.8 | 26 | 52* | 56* | 72* |
| 40 hours | 17 | 34.6 | 69.3* | 72* | 72* |

*Maximum accrual of 40 hours in company with fewer than 10 employees

HOW PAID SICK DAYS PROTECT PUBLIC HEALTH

Although most workers won't take all the leave allowable, someone with a serious illness or injury may need to take the full amount to fully recover – and protect their coworkers and customers. The most common communicable diseases are typically contagious for 1 to 2 weeks, according to the CDC.

Seattle King County Public Health and Seattle Public Schools ask parents to keep a child with flu-like symptoms home for at least 7 days and until all symptoms are gone for 24 hours. Norovirus, which is frequently spread when an infected person contaminates food, causes diarrhea, vomiting, and fever for 2 to 3 days, but can be contagious for up to two weeks. The flu and RSV, which causes bronchitis, are both transmitted through tiny droplets in the air and are typically contagious for 5 to 8 days. RSV is contagious for up to 4 weeks in some people.

PROJECTED COSTS AND SAVINGS

Providing paid sick leave will have a direct cost to employers, especially in cases where they must pay another worker to cover the shift. There will also be both direct and indirect savings for employers from higher productivity, morale, and retention.

The direct cost of losing and then replacing an employee is estimated to be 25% to 50% of annual pay for hourly workers (and much more for highly skilled employees). Replacing a half-time employee earning \$9.00/hour directly costs an employer \$2,340 to \$4,680. Replacing a full-time worker earning \$12.00/hour costs an employer \$6,000 to \$12,500.

| | Estimated number of paid sick days used* | Cost of paid sick days for 20 employees** | Annual savings from 1 less "quit" |
|-----------------------|--|---|-----------------------------------|
| All sectors | 3.3 | \$7,920 | \$6,000 to \$12,500 |
| Leisure & hospitality | 1.9 | \$4,560 | \$6,000 to \$12,500 |

* Annual average based on employer experience of San Francisco. ** For one year, using estimated number of paid sick days taken per year (left column), based on workers earning \$12.00/hour (includes +25% employer costs).