



Paid Sick Days: Benefits for Businesses

Paid sick days are a valuable public health measure for families, but more than 1 million workers in Washington have no paid sick days to care for their own illness or a sick child or parent.

Paid sick days are not only good for the health and well-being of workers; they're also good for businesses:

- Workers return faster to full productivity at work because they regain their health more quickly.
- Sick individuals who go to work sick infect coworkers, resulting in additional lost productivity.
- When workers with sick children go to work distracted, there are negative impacts on workplace safety and efficiency.
- Employers with paid sick days have reduced overall absence expenses.
- Employers with paid sick days face reduced turnover costs when parents can use sick leave to care for an ill child.
- Paid sick leave standards level the playing field for employers and have no impact on companies that already provide paid sick leave.
- Paid sick leave positively affects profits by increasing morale, improving customer service, reducing absenteeism, and lowering turnover and training costs.

Quick Facts:

Paid sick days are critical for female workers who tend to be the primary caregiver in families. They reduce the disparity between highly paid workers and low-wage workers as well as between men and women.

Being female doubles the odds of experiencing job termination related to family illness.

Three of every four poor mothers who miss work to care for sick children receive no wages while off work. Only 37% of mothers in low-income families are likely to be paid for staying home with sick children, while 64% of higher-income mothers receive paid sick days.

When parents don't have paid sick days, there are economic, social and business impacts. The results: parents may lose their jobs, be forced to go on welfare, leave their child home alone, or send their child to daycare sick. They are also putting the public at risk by spreading harmful cold and flu germs that cause serious illness and death to hundreds of thousands of Americans every year.