



PAID SICK DAYS *Benefits for Businesses*

Paid sick days are not only good for the health and well-being of workers, they are also good for businesses. Paid sick days have these benefits:

- **Workers return faster to full productivity at work** because they regain their health more quickly.
- **Sick individuals who come to work infect other workers**, resulting in additional lost productivity.
- **Workers with sick children come to work distracted**, which may impact 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 affects profits positively:** it increases morale, improves customer service, reduces absenteeism, and lowers turnover and training costs.

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.** Mothers in low-income families are nearly twice as likely as higher-income mothers not to be paid when they stay home with sick children (64% vs 37%)

What can happen if workers don't have paid sick days?

- They can lose their jobs.
- They can't take care of their children, parents, or spouses.
- They are forced to go on welfare.
- Their older children miss school to take care of a younger sibling.
- They lose income from taking a day off without pay. Even if they can work, they lose income if they have to hire a person to care for their child so they can go back to work.
- They leave their child home alone.
- Their children go to school sick.
- They go to work sick.
- They put the public at risk.