

Paid Sick Days Make Good Business Sense

- **Healthy workers are critical to productive and vibrant economy.** By providing paid sick days, employers would benefit from reduced turnover, higher productivity, and reducing the spread of contagion in the workplace. If workers were provided just 7 paid sick days per year, our national economy would experience a net savings of over \$8.1 billion per year.¹
- **Workers faced with illness repeatedly go to work sick, spreading illnesses to their colleagues and lowering overall productivity.** More than half (56%) of HR executives say that “presenteeism” - employees coming to work even though they are ill, which poses potential problems of contagion and lower productivity – is a problem in their companies.²
- **Our national economy can’t afford presenteeism.** Presenteeism costs our national economy \$180 billion annually in lost productivity. For employers, this costs an average of \$255 per employee per year and exceeds the cost of absenteeism and medical and disability benefits.³
- **Paid sick days would provide significant savings in reduced turnover.** The costs of losing an employee (advertising for, interviewing and training a replacement) is often far greater than the cost of providing short-term leave to retain existing employees. In a recent cost benefit analysis of the Healthy Families Act, reduced turnover accounted for the majority of savings.
- **A minimum amount of paid sick days levels the playing field for covered employers** and will have no impact on companies that already provide paid sick leave. Offering workers the option of taking time off when a family member is sick affects profits positively.⁴
- **Everyone gains.** Children and family members will receive the care they need, employers will experience savings in reduced turnover, consumers will be less likely to catch an illness from public spaces, and all will benefit from an overall improvement in well-being.

¹ Testimony of Dr. Heidi Hartmann, Institute for Women’s Policy Research, before the U.S. Senate Committee on Health, Education, Labor, and Pensions, 2006.

² CCH Incorporated, *2006 CCH Unscheduled Absence Survey*, October 2006.

³ Ron Goetzal, et al, *Health Absence, Disability, and Presenteeism Cost Estimates of Certain Physical and Mental Health Conditions Affecting U.S. Employers*, Journal of Occupational and Environmental Medicine, April 2004.

⁴ Christine Siegwarth Meyer, et al, *Work-Family Benefits: Which Ones Maximize Profits?*, Journal of Managerial Issues, vol. 13, no. 1, Spring 2001.