

March 11, 2020

Dear Members of Congress:

**We, the undersigned organizations, urge you to co-sponsor and advocate for swift consideration of the Healthy Families Act (S. 840/H.R. 1784), which would create a national paid sick and safe days standard.**

**The Healthy Families Act would guarantee working people the ability to earn up to seven paid sick days a year to recover from short-term illnesses, access preventive care, care for a sick family member or seek assistance related to domestic violence, sexual assault or stalking.** Workers at places of employment with fewer than 15 employees would earn seven unpaid, job-protected sick days. Without paid sick days, workers are forced to make impossible choices when illness strikes: stay home, lose pay and risk their jobs; or go to work sick, jeopardize their health and spread illness to their co-workers and communities. Paid sick and safe days help keep families financially secure, workplaces and communities healthy and productive, and businesses and the economy strong.

**Ten states and 23 other jurisdictions have or will soon have paid sick days laws in place in the United States.**<sup>1</sup> These laws currently protect more than 46 million workers<sup>2</sup> and have helped increase the share of private sector workers with access to paid sick days by 12 percentage points since 2015.<sup>3</sup> A strong, growing body of evidence from jurisdictions that have had laws in place for years shows that paid sick days benefit workers, families and public health.<sup>4</sup> These studies also show virtually no adverse effects – and some positive effects – on businesses and local economies.<sup>5</sup>

**Despite substantial increases in access to paid sick days as a result of new laws, more than one-quarter of the private sector workforce in the United States – at least 32 million people – cannot earn paid sick days to use when they get sick.**<sup>6</sup> Millions more cannot earn time to care for a sick child or family member.<sup>7</sup> Lower-wage workers, workers of color and hourly workers are least likely to have access to paid sick time.<sup>8</sup>

**Unpaid, unprotected days off have stark consequences for working families.** For a family without paid sick days, just 3.3 days of lost pay due to illness are equivalent to an entire month of health care expenses, on average, and 4.5 days are equivalent to an entire month of food.<sup>9</sup> Nearly one-quarter of U.S. adults (23 percent) report they have lost a job or have been threatened with job loss for taking time off work due to illness or to care for a sick child or relative.<sup>10</sup>

**Paid sick days make business and economic sense.** When sick workers are able to stay home, the spread of disease slows and workplaces are both healthier and more productive. Paid sick days also reduce “presenteeism,” the productivity lost when employees work sick, which is estimated to cost our national economy approximately \$234 billion annually (after adjusting for inflation) and surpasses the cost of absenteeism.<sup>11</sup> In Washington state, a paid sick days law cut the share of retail and food service workers who reported working while sick by eight percentage points.<sup>12</sup> Paid sick days also reduce workplace injuries: Workers

who earn paid sick days are 28 percent less likely than workers who don't earn paid sick days to be injured on the job,<sup>13</sup> and research from Connecticut shows that enacting a paid sick days law reduces occupational injuries – with the greatest difference among workers in high-risk occupations.<sup>14</sup>

**Grave public health consequences can result when workers do not have paid sick days.**

Workers in jobs that require frequent contact with the public, including those in food preparation and service, personal home care and child care, are among the least likely to have paid sick days and the most likely to be unable to afford to take an unpaid day away from work.<sup>15</sup> Without paid sick days, workers are forced to take unpaid leave or work sick. Workers without paid sick days are more likely to report going to work with a contagious illness like the flu.<sup>16</sup> This puts workers, customers and businesses in danger.

**Ensuring all workers can earn paid sick days would significantly reduce health care expenditures.** People without paid sick days are more likely to incur high health care expenses<sup>17</sup> and are more likely to seek treatment at an emergency department because they can't take time off to get care during regular business hours.<sup>18</sup> If all workers had paid sick days, 1.3 million emergency room visits could be prevented each year, saving \$1.1 billion annually.<sup>19</sup> More than half of these savings — \$517 million — would accrue to taxpayer-funded health insurance programs, such as Medicare, Medicaid and the State Children's Health Insurance Program.<sup>20</sup> Workers with paid sick days are more likely to get regular cancer screenings and preventive care,<sup>21</sup> holding down health care costs and improving long-term health.

**Paid sick days enable working parents to care for their children when they are sick — shortening recovery time and reducing community contagion.** Parents without paid sick days are nearly twice as likely as parents with paid sick days to send a sick child to school or day care.<sup>22</sup> When parents have no choice but to do so, children's health and educational attainment is put at risk — as is the health of classmates, teachers, school staff and child care providers.

**Women are disproportionately affected by the nation's lack of paid sick days, which jeopardizes the economic stability of families increasingly dependent on women's wages.** Women make up more than half the workforce<sup>23</sup> and two-thirds of U.S. mothers are breadwinners or co-breadwinners for their families.<sup>24</sup> Yet, overwhelmingly, mothers still have primary responsibility for selecting their children's doctors, accompanying children to appointments and getting them recommended care.<sup>25</sup> In 2014, nearly 4 in 10 employed mothers (39 percent) said they alone must miss work when a sick child needs to stay home, compared to 3 percent of working fathers. Among these mothers, 60 percent were not paid when they take that time, up significantly from 45 percent in 2004.<sup>26</sup>

**Like paid sick days, paid "safe" days are critical for workers' productivity, security and well-being.** In a 2018 survey of domestic violence survivors, nearly three-fourths (73 percent) reported that financial problems forced them to remain with their abusers longer than they wanted or to return after having left, and more than half (53 percent) said they lost a job because of the abuse.<sup>27</sup> Because survivors of domestic violence are at increased risk of harm during and shortly after separating from an abusive partner,<sup>28</sup> it is essential

that they be able to find shelter, file restraining orders, attend court dates or receive counseling to prevent further abuse and continue working.

**The Healthy Families Act would strengthen workers and families, businesses and the economy.** It would guarantee workers across the country the right to earn paid sick and safe days no matter where they live, bringing the rest of the United States in line with the states and cities that have passed these laws and much of the rest of the world.

We urge you to demonstrate your strong commitment to our nation's working families by co-sponsoring the Healthy Families Act and advocating for swift consideration. Thank you.

Sincerely,

1,000 Days

9to5, National Association of Working Women

A Better Balance

AFL-CIO

African American Ministers in Action

AIDS Connecticut

American Association of People with Disabilities

American Association of University Women (AAUW)

American Civil Liberties Union

American Federation of State, County and Municipal Employees (AFSCME)

American Federation of Teachers

American Public Health Association

The Arc of the United States

Asian Pacific American Labor Alliance (APALA)

Autistic Self Advocacy Network

BreastfeedLA

California Partnership to End Domestic Violence

Caring Across Generations

Casa de Esperanza: National Latin@ Network for Healthy Families and Communities

Center for Law and Social Policy (CLASP)

Center for Popular Democracy

Center for Public Policy Priorities

Center for WorkLife Law

Child Care Aware® of America

Citizen Action of New York

CLUW of Southwestern PA

Coalition for Social Justice

Coalition of Labor Union Women

Coalition of Labor Union Women- CA Capital Chapter

Coalition of Labor Union Women- GPA Chapter

Coalition of Labor Union Women- Missouri State Chapter

Coalition of Labor Union Women- New Jersey Chapter

Coalition of Labor Union Women- Northeast Cleveland Chapter

Coalition of Labor Union Women- Philadelphia Chapter

Coalition of Labor Union Women- Rhode Island Chapter

Coalition on Human Needs  
Communications Workers of America (CWA)  
Community Service Society of New York  
Congregation of Our Lady of Charity of the Good Shepherd, US Provinces  
CT Alliance to End Sexual Violence  
Daily Kos  
Demos  
Economic Opportunity Institute  
The Epilepsy Foundation  
The Episcopal Diocese of MD  
Equal Justice Center  
Equal Rights Advocates  
Faith in Public Life  
Family Values @ Work  
Farmworker Association of Florida  
First Focus Campaign for Children  
Florida Institute on Research and Education (FIRE)  
Food Chain Workers Alliance  
Futures Without Violence  
Greater New York Labor-Religion Coalition  
Hadassah, The Women's Zionist Organization of America, Inc.  
Human Rights Campaign  
Indiana Institute for Working Families  
Innovation Ohio  
In Our Own Voice: National Black Women's Reproductive Justice Agenda  
Interfaith Worker Justice  
International Brotherhood of Teamsters  
International Federation of Professional and Technical Engineers Union  
Jewish Women International  
Jobs With Justice  
Labor Project for Working Families  
The Leadership Conference on Civil and Human Rights  
Legal Aid At Work  
Maine Women's Lobby  
Main Street Alliance  
Maryland Center on Economic Policy  
Mi Familia Vota  
Minnesota NOW  
MomsRising  
Mothering Justice  
Movement Advancement Project  
NAACP  
National Action Network  
National Advocacy Center of the Sisters of the Good Shepherd  
National Alliance for Caregiving  
National Alliance to End Sexual Violence  
National Asian Pacific American Women's Forum (NAPAWF)  
National Association of Social Workers  
National Center for Lesbian Rights

National Center for Transgender Equality  
National Coalition of 100 Black Women, Inc. –Queen City Metropolitan Chapter  
National Council of Jewish Women  
National Education Association  
National Employment Law Project  
National Employment Lawyers Association  
National Health Law Program  
National Institute for Reproductive Health  
National Network to End Domestic Violence  
National Organization for Women  
National Partnership for Women & Families  
National Physicians Alliance  
National Physicians Alliance - New York Chapter  
National Resource Center on Domestic Violence  
National WIC Association  
National Women's Law Center  
NEAT - the National Equality Action Team  
NETWORK Lobby for Catholic Social Justice  
New Jersey Policy Perspective  
New Jersey Time to Care Coalition  
New York Child Care Coalition  
New York Paid Leave Coalition  
North Carolina Justice Center  
Ohio Domestic Violence Network  
Ohio Women's Public Policy Network  
Organize Florida  
Oxfam America  
PathWays PA  
Pennsylvania Council of Churches  
People For the American Way  
People's Action  
Permanent Commission on the Status of Women in Connecticut  
PFLAG National  
Public Justice Center  
Sargent Shriver National Center on Poverty Law  
SEIU 32BJ  
Service Employees International Union (SEIU)  
Service Women's Action Network (SWAN)  
Southern New England Conference United Church of Christ  
South Florida Interfaith Worker Justice  
Sunrise Movement  
SWPA National Organization for Women  
Trust for America's Health  
U.S. Breastfeeding Committee  
UltraViolet  
Union for Reform Judaism  
Unitarian Universalist Women's Federation  
United Auto Workers (UAW)  
United Auto Workers Region 9A

United Food and Commercial Workers International Union (UFCW)  
URGE: Unite for Reproductive & Gender Equity  
Voices for Progress  
Women and Families Center  
Women Employed  
Women of Reform Judaism  
The Women's Law Center of Maryland  
Women's Law Project  
Women's March Connecticut  
Working Families Party  
Workplace Fairness  
Young Invincibles  
YWCA San Francisco & Marin  
YWCA USA  
ZERO TO THREE

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