

Main Street business owners know that an investment in our employees is an investment in our business. By providing the opportunity for our employees to earn paid sick days, similar to how they earn a wage, we know that we're helping to keep our staff happy and healthy. **A happy and healthy workforce is critical to all business success—regardless of size.**

We believe that if we take care of our employees, they will take care of us, and our businesses will thrive.

THE FACTS: PAID SICK DAYS SUPPORT SMALL BUSINESS



64 % of small business owners (and 73 % of women and business owners of color) surveyed support a universal, national paid sick days standard like the **Healthy Families Act**



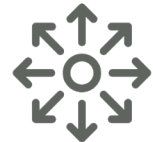
The **loss of productivity** in the US economy due to illness in the workplace is **\$160 billion annually**, mostly due to employees coming to work while sick



Paid sick days lead to **reduced turnover and recruitment costs**, which can cost as much as 25-200% of compensation



An estimated **\$1 Billion** is spent on **health care costs** due to lack of paid sick days, including **\$500 million in taxpayer funded health expenses**



During the H1N1 flu outbreak, an estimated **7 million people** caught the **virus from co-workers**. Employees who work sick endanger the profits and productivity of other co-workers.

THE SMALL BUSINESS CASE FOR EARNED SICK AND SAFE TIME

Paid Sick Days help ensure employees stay home to take care of themselves or their family when they're sick. Without the fear of losing pay or their job, employees are more likely to keep sickness out of the workplace so that businesses of all sizes (and our customers) can stay healthy.

44 million people—about 42% of all US workers—don't have access to a single paid day off. This means that many employees come to work sick rather than lose their job or wages, putting their health, their co-worker's health, and customers' health at risk.

Similar to the health code for restaurants, or immunization requirements for school children, **Paid Sick Days laws address a major public health concern: illness in the workplace.** Without access to paid sick days, employees who handle food, provide childcare or care for the elderly are posing serious risks of spreading illness to others.

Studies have shown that most workers do not take the full number of sick days they earn, they use them as a form of insurance—an essential tool to utilize when illness strikes, but to be saved for when it's most needed. In San Francisco, where a Paid Sick Days policy has been in place since 2006, **on average, employees only use 1/3 of their accrued days.**



Makini Howell, Plum Restaurants, Seattle, WA

“Women and people of color are disproportionately affected by the lack of paid sick days. You don't need the added stress of feeling like you might lose your job if your child is sick. I believe in paid sick and safe leave days because our employees are the foundation of our business. They allow us to grow and expand.”

GET IN TOUCH

For questions, please contact info@mainstreetalliance.org or find us on the web at mainstreetalliance.org

“Our principle business asset, next to our customers, is our employees. I believe, and experience has borne me out, that if you take care of your employees they will take care of you. We provide good benefits, including paid sick days— now called personal days—and have for all of our 32 years. The average tenure of our 9 full-time employees is 17 years. That kind of employee loyalty is critical to the success of any small business.



Jim Houser, Hawthorne Auto Clinic, Portland, OR

EARNED SICK AND SAFE TIME ACROSS THE COUNTRY

The United States is one of the only countries in the world not to offer any protected time off.

We can do better. Small businesses support this effort.

A 2017 Main Street Alliance survey of nearly 1,800 small business owners in 17 states found that **64% of respondents supported a nation-wide paid sick days minimum standard like the Healthy Families Act**. This increased to 73% when just looking at women small business owners and business owners of color.

EARNED SICK AND SAFE TIME BY LOCALITY

All states provide paid sick days to at least some state employees, and the federal government provides paid sick days to its nearly 2.5 million full-time employees.

- California, Connecticut, Hawaii, Maine, Maryland, Minnesota, Oregon, Washington and Wisconsin – and the District of Columbia allow at least some workers who already have paid sick days to use them to care for certain family members.
- San Francisco, Washington, D.C., Seattle, Portland (OR), New York City, Oakland (CA), Tacoma (WA), Philadelphia, Emeryville (CA) and the New Jersey cities of Newark, Jersey City, Irvington, Passaic, East Orange, Paterson, Trenton, Montclair, Bloomfield, New Brunswick and Elizabeth have laws that allow workers to earn paid sick days to recover from a short-term illness, care for a sick family member or seek routine medical care.
- San Diego (CA) also adopted a paid sick days law but it was challenged by opponents; in 2016, voters rejected the challenge and the law is expected to take effect later in 2016.
- In 2015, Montgomery County (MD) passed a paid sick and safe days law that will take effect in 2016. In 2016, Spokane (WA), Vermont, Plainfield (NJ), Minneapolis (MN) and the California cities of Santa Monica and Los Angeles passed sick and safe days laws. Spokane's law will take effect in 2017. Vermont's law will take effect in 2017 for large businesses and 2018 for small businesses. Plainfield's law will take effect in 2016. Minneapolis's law will take effect in 2017. Santa Monica's ordinance will take effect in 2017. And Los Angeles's law will take effect in 2016.

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