

**Paid Sick Days:**

***A Basic Labor Standard  
for the 21<sup>st</sup> Century***

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# Paid Sick Days: A Basic Labor Standard for the 21<sup>st</sup> Century

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## Public Opinion on Paid Sick Days

Except in San Francisco and Washington, DC, employers are not required by law to provide paid sick days for workers. But most Americans believe that paid sick days should be a worker's right guaranteed by the government. As Table 1A shows, 77% indicates that having paid sick days is "very important" for workers.<sup>1</sup> Among workplace standards that are widely recognized under state and federal laws, this level of importance is a little lower than the 89% who say workplace-safety regulations are very important, on par with the 77-82% saying family and maternity leave, a minimum wage, and time-and-a-half pay for overtime are very important, and much higher than the 48-49% considering the right to join a union and maximum hour limits as very important.<sup>2</sup>

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<sup>1</sup> On the survey methodology, see Appendix 1.

<sup>2</sup> A survey of employed women conducted for the AFL-CIO in 1997 also showed paid sick days ranking high compared to other aspects of jobs:

Some of the things that jobs offer their employees are important and some are not so important. For each item I read, please tell me how important that thing is to you personally.

	% Very Important
Equal pay for equal work	94
A safe and healthy workplace	93
Affordable health insurance	87
Paid sick leave for yourself	82
Pension and retirement benefits	79
Punishment for sexual harassment	78
Paid vacation time	76
Protection from layoffs and downsizing	72
Paid leave to care for family members who are sick	70
Flexible hours or control over your hours	61
Continuing education and training	59
Child care	33
Elder care	25

As Table 1B indicates, a substantial majority of all socio-demographic and political groups considers paid sick days a very important worker's right. Paid sick days are scored more highly by women than men (86% vs. 66% very important), by African Americans rather than other racial and ethnic groups (92% vs. 67-77%), by those with low incomes vs. high incomes (82% vs. 70%), by union households vs. non-union households (84-87% vs. 74%).

Politically, liberals and Democrats rate paid sick days as more important than conservatives and Republicans do. While 83% of liberals say it is very important, only 71% of conservatives agree. (The relatively small groups that are extremely liberal and extremely conservative diverge from the overall liberal-conservative pattern.) Likewise, strong Democrats rate paid sick days as more important than strong Republicans do (86% to 67%).

Similarly, Table 2A indicates that on a 0-10 scale, 48% give paid sick days the highest rating of a 10 as a "basic workplace standard" and 50% score it a 10 as a "basic worker's right".<sup>3</sup> Fully 80-84% gave paid sick days a 6 or higher as either a basic workplace standard or basic worker's right.

Table 2B shows that majorities of all socio-demographic and political groups agree that paid sick days are both a basic worker's right and a basic workplace standard. Most of the same sub-group differences that appeared on the importance measure (Table 1B) again appear here. Women are more supportive than men are (85% to 73% on worker's right and 87% to 82% on workplace standard). African Americans led other groups on worker's rights (91% to 60-79%), but Hispanics are with African Americans when asked about a workplace standard (Hispanics 95%, African Americans 93%, Whites, 83%, Others 78%). Those with low incomes exceed those with high incomes (84% to 72% as worker's right and 87% to 80% as workplace standard). Union households are more supportive than non-union households are (86-100% vs. 77% for worker's rights and 90-100% vs. 83% for workplace standard).

Politically, liberals and Democrats are more supportive than conservatives and Republicans are. On worker's rights 96% of liberals vs. 68% of conservatives agree and on workplace standards it is 94% to 81%. Likewise, on worker's rights 86% of strong Democrats agree vs. 66% of strong Republicans and on workplace standards 94% of strong Democrats agree compared to 74% of strong Republicans.

Following from this high endorsement of paid sick days as a basic labor standard/worker's right, large majorities support paid-sick-days legislation. Fully 86% favors a law that guarantees paid sick days for all workers (Table 3A). (Support is the same whether paid sick days are proposed as a "basic labor standard" or merely as a legal requirement.) When a specific plan is proposed that would give full-time workers up to nine paid sick days per year, it is endorsed by 79% and 85% backs a similar plan calling for up to seven paid sick days per year (Table 4). Likewise, a plan that calls for part-time workers to get a pro-rated amount of paid sick days is favored by 82% regardless of whether it is based on nine or seven days (Table 5).

Substantial majorities of all socio-demographic and political groups support legislation requiring paid sick days for workers (Table 3B). Support is higher among women than men in terms of both general legislation and as a basic labor standard (90-

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<sup>3</sup> Split halves were given these two parallel versions. See Appendix 1 on the use of random sub-samples for these and other questions.

91% to 80%). African Americans closely followed by Hispanics are the top backers with less support from Whites and those in other groups. Support declines with income from 90-93% for those earning less than \$40,000 a year to 78-79% for those earning \$80,000+. Union households back these measure more than non-union households (89-100% vs. 83% on legislation and 91-92% vs. 84% on basic labor standard).

Politically, 96% of liberals endorse general legislation vs. 70% of conservatives and as a basic labor standard, the liberal-conservative divide is 94% to 75%. General legislation is backed by 94% of strong Democrats vs. 69% of strong Republicans and as a basic labor standard, it is 95% for strong Democrats and 75% for strong Republicans.

People are divided about how a paid-sick-days requirement should apply to smaller employers. Many people support some concessions to smaller employers, but the exact nature and extent of the modification depend on how the issue is presented to people. Asking about employers with less than 10 vs. less than 15 employees did not produce large or consistent differences in people's evaluations.

First, 70-78% favors a plan that would require employers with less than 10-15 employees to offer just six paid sick days rather than the nine days that larger employers would have to provide (Table 6). Similarly, 61-74% favors a plan that would permit smaller employers to offer five paid sick days rather than the seven days required of larger employers (Tables 7A and 7B).

Second, when people are asked if small employers should be exempted from providing paid sick days, the public is evenly divided with 48-51% supporting a small-employer exemption and 48-50% opposing it (Table 8). The public's position on exempting smaller employers is clarified by a second question that shows that while 35-37% believe that smaller employees should provide that same number of paid sick days as larger employers, more (46-50%) back having smaller employers provide "some, but fewer" paid sick days than larger employers are required to (Table 9). Only 11-15% support having smaller employers provide no paid sick days (Table 9). Of those who favor exempting smaller employers (Table 8), only 4-5% backs having smaller employers provide no paid sick days (Table 9).

Ultimately, the public is about evenly split on whether a small-employer exemption would increase or decrease support for paid-sick-days legislation with 48-51% reporting it would boost their support, 44-47% that it would lower support, and 5% unsure (Table 10).

Many employers give their employees "paid time off" or PTO that combines together time off for all reasons rather than having separate accounts for sick leave, vacation, and other reasons. The public is quite divided as to whether PTO would fulfill paid-sick-days requirements (Table 11). Thus, 55% favors having employers giving at least nine days of PTO being exempted from having to also provide paid sick days, while 42% opposes this exception. Even more closely, 47% said that if PTO covered at least nine days, employers should still be "required to provide separate paid sick days," 47% thought "they should be excused from providing" paid sick days, and 6% had no opinion (Table 11).

The high level of support for paid sick days converts into political capital with 46% saying that a candidate backing such legislation would make them more likely to vote for him/her and just 10% indicating that they would be less likely to vote for the candidate. An additional 42% responded that a candidate's position on paid sick days

would not make them more or less likely to vote for him/her and 1% was unsure (Table 12). This is a net gain of 36 percentage points for pro-paid-sick-days candidates. (Among likely voters the gain to the pro-paid-sick-days candidate is slightly smaller at 34 percentage points.) On the other hand, supporting an exemption for smaller employers loses support for a candidate with 12-17% indicating they would be more likely to vote for a candidate backing an exemption, 31-34% saying it would make them less likely to back such a candidate, and 50-53% reporting it won't make a difference (Table 13). This is a net loss of -14 to -22 percentage points,

People evaluated six pro-paid-sick-days arguments and six anti-paid-sick-days arguments. As Table 14 shows, a majority found five of the six pro-statements to be "very convincing" and 66-82% said they were at least somewhat convincing. The top five arguments had 76-82% rating them as very or somewhat convincing and consisted of statements about excessive compensation to CEOs, protecting public health, improving worker productivity, helping working families, and workers not being in a position to lose a day's wage due to illness in today's economy. (See Table 14 for the full text of the statements.) Only the argument about most other countries requiring paid sick days was found to be notably less compelling and even it was seen as very or somewhat convincing by 66%. On average people found 3.2 statements to be very convincing and 4.7 statements as at least somewhat convincing.

In contrast, less than a third found any of the arguments against paid sick days to be very convincing and just 39-63% found them at least somewhat convincing (Table 15). The statement found most convincing was about employee abuse of sick days (63% very+somewhat). This was followed by small businesses being hurt by the requirement (60%), employers making off-setting cutbacks in wages and/or other benefits (51%), government mandates adding burdens to businesses (47%), businesses not being able to handle the costs in the current weak economy (44%), and losing jobs to overseas competition (39%). (See Table 15 for the full text of the statements.) Altogether people found 1.3 anti-statements very convincing and 3.0 statements at least somewhat convincing.

Overall, people accepted as very convincing 3.2 pro-statements vs. only 1.3 con-statements and the least convincing pro-statement (on other countries) was seen as more compelling than the most influential anti-statement (on employee abuse).

After evaluating the six pro-statements and six con-statements, people were again asked whether they support paid-sick-days as legislation or as a basic labor standard. At this point 79-81% backed the measures (Table 16). This was marginally lower than the 86% that backed the measures before the issues were discussed. The slight decline occurs despite the fact that paid-sick-days supporters are more likely to maintain their position than opponents are. Using the general legislation question, among those initially strongly favoring paid sick days, 92% still favored it after hearing the pro- and anti-statements and among those who initially favored it, but not strongly 81% still did so after hearing the arguments. For initial strong opponents only 68% still opposed after hearing the arguments and for initial not strong opponents 62% still opposed after the statements were presented. The level of support declines slightly despite the greater consistency among supporters because supporters are a much larger group than opponents. The items on basic labor standards show a similar pattern.

The shifting of support is closely tied to people's receptivity to the pro- and anti-arguments. On the general legislation question, consistent opponents (i.e. those who opposed paid sick days both before and after hearing arguments) find only 0.2 pro-statements very convincing while saying that 3.0 anti-statements are very convincing. Consistent supporters report 3.7 pro-statements as very convincing vs. only 1.1 anti-statements. Of supporters switching to opposition, they find only 1.2 pro-statements very convincing vs. 2.5 very convincing anti-statements. Of opponents becoming supporters, they say 3.2 pro-statements are very convincing vs. 2.1 very convincing anti-statements. The basic labor standard items show a similar pattern.

Also after the pro- and con-arguments were presented, people were asked about their support for candidates who either supported or opposed paid-sick-days legislation. As Table 17A shows, if a candidate supported paid sick days, 39% said this would not change their likelihood of voting for him/her, for 48% it would increase their likelihood of voting, and for 13% it would decrease their likelihood of voting. Thus, the net gain to the pro-paid sick-days candidate was 35 percentage points. When asked about a candidate who opposed paid sick days, 42% said this would not affect their likelihood of voting for the candidate, 16% said it would increase the likely of voting for him/her, and 41% said it would decrease the likelihood of a vote (Table 17). Thus, the net loss to an anti-paid-sick-days candidate was -25 percentage points. These results are consistent and largely symmetrical, but do suggest that a pro-paid-sick-days candidate may gain more than an anti-paid-sick-days candidate would lose.

The gain that a pro-paid-sick-days candidate receives in likely votes was unchanged by the introduction of the pro- and con-arguments with a net gain of 35-36 percentage point both before and after hearing the statements. Among likely voters the pro-arguments gain for the pro-paid-sick-days candidate was 34 percentage points and after the arguments it was a slightly higher 38 percentage points.

As Table 17B shows, pluralities and often majorities in almost all socio-demographic groups indicate that if a candidate endorsed paid-sick-days legislation this would increase their likelihood of voting for him/her. This is true both before and after the pro- and anti-arguments were offered. The presenting of arguments on both sides of the issue does not materially alter the sub-group patterns. Most likely to report that a candidate's endorsement of paid sick days would boost their support are those with lower incomes, members of union households, liberals, and Democrats.

### State-level Public Opinion

These results from the national NORC survey are consistent with a series of state polls from California, Connecticut, Maine, and Ohio (Appendix 2). First, on 10 questions in these states on paid-sick-days legislation support ranged from 66-87% and averaged 79%. Second, the public is divided on exemptions for smaller employers. In a California poll fewer days were backed by 40%, opposed by 47%, and 13% had no opinion. In a Connecticut poll 31% said smaller employers should be exempt from paid-sick-days requirements, 38% that they should provide fewer days than larger employers, 23% that they should provide the same number of days, and 8% had no opinion. Third, people were more supportive of pro- than anti-paid-sick-days statements. Pro-paid-sick-days arguments were strongly endorsed. In a California poll 71-82% agreed with pro-paid-

sick-days statements and in an Ohio poll 80-85% backed pro-paid-sick-days statements. As with the national NORC survey, less support for anti-paid-sick-days statements is found in the state-level surveys. Two anti-paid-sick-days arguments were backed by 52-74% in California and in Ohio 25% thought that paid-sick-days legislation would “encourage employers to leave the state.”

### Experiences Related to Paid Sick Days

About 64% of all workers report they are eligible for paid sick days from their employer (including those receiving paid-time-off days). This is lower than the proportion covered by employer-based health-care insurance (81%), dental-care insurance (73%), life insurance (71%), and pensions (70%); on par with those receiving parental leave with full re-employment rights (62%); but higher than those having flexible work schedules (56%), bonuses (34%), or childcare assistance (14%)(Table 18).

While 64% of workers report being eligible for paid sick days, only 48% of workers receive paid sick days that they can use either for their own illnesses or to care for sick family members, 38% have paid sick days specifically rather than just PTO days, and 28% have paid sick days rather than just PTO and can use it both for their own illnesses or to care for their children and family members. Of those receiving separate paid sick days, 6.5% got three days a year or less, 27.5% had 4-7 days, and 66% received 8 or more days. Among those receiving PTO 53% received 10 days or less. This means that allowing just for two weeks for vacation and other days away from work, most workers under PTO plans have no extra days to cover personal or family illnesses.

About 90% of government employees get paid sick days vs. 57% in the private sector.<sup>4</sup> Among employers with less than 25 workers, a third get paid sick days, this increases to 50% for employers with 25-49 workers, 63% for 50-99 workers, 66% for 100-499 workers, and 69% for 500+ workers. As Table 19 shows, eligibility for paid sick days is lower among part-time workers than full-time workers (40% vs. 70%), among Hispanics rather than non-Hispanics (59% vs. 63-75%), among those with less income than among the higher income groups (48% vs. 76%), among those with less education vs. the college educated (less than high school: 38% vs. those with a post graduate degree: 85%), among the not married than among the married (54% vs. 71%), and among the not married with children under 18 vs. other family types (46% vs. 58-74%).

Because of the limited extent of paid-sick-days coverage and the limited number of paid sick days available even when some coverage exists, workers are often penalized by employers when time off is needed to deal with personal or family illnesses. As Table 20 shows, 11% indicates that they or a family member have been fired, suspended or

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<sup>4</sup> The 2007 National Compensation Survey (NCS) also found that 57% of employees in private industry received paid sick days. The NCS is a survey of employers by the Bureau of Labor Statistics and omits the self-employed and those in agriculture and some other industries (Bureau of Labor Statistics, National Compensation Survey: Employee Benefits in Private Industry in the United States, March 2007. Washington, DC: BLS, 2007). An analysis of the 2006 NCS by the Institute for Women’s Policy Research (Heidi I. Hartmann, “The Healthy Families Act: Impact on Workers, Businesses, and Public Health,” testimony to the US Senate Committee on Health, Education, Labor, and Pensions, February 13, 2007) finds that 52% of employees in the non-agricultural, private sector are covered when tenure is taken into consideration.

otherwise punished for taking time off for an illness, 11% have lost a job for this reason, 13% have been told that they would be fired, suspended, or otherwise punished if they missed work due to a personal or family illness, and 12% indicated that they would lose their job if they took time off for a personal or family illness. A total of 16% reported that they or a family member have been fired, suspended, or otherwise punished or that they would be fired if they missed work due to illness and 17% indicated that they have lost a job or were told they would lose their job if they took time off due to personal or family illness.

Given the frequent negative, work-related repercussions of personal and family illness ranging from loss of income to losing one's job, concern and dissatisfaction are high when workers are not eligible for paid sick days. As Table 21 shows, 63% are concerned about not having paid sick days (34% very and 29% fairly concerned) and 50% of those without paid sick days are dissatisfied about this aspect of their job vs. only 7% of those with paid sick days being dissatisfied.

Besides increasing concerns and dissatisfaction, not having paid sick days also leads to more employees with contagious illness showing up at work. As Table 22 indicates, 53% of those with paid sick days have gone to work with a contagious illness like the flu compared to 68% of those without paid sick days. Thus, not having paid sick days is associated with a 15 percentage point increase in ill employees spreading diseases at work.

## Conclusion

Americans overwhelmingly see paid sick days as a basic labor standard and worker's right with 86% believing that employers should be required by law to provide paid sick days to workers, 85% endorsing a plan that would require a minimum of seven paid sick days per year, and 79% backing a plan requiring a minimum of nine days. Additionally, 82% favors plans to give part-time workers sick days proportional to their hours.

People are sensitive to the burdens that smaller employers might face in complying with paid-sick-days legislation. A plurality of 46-50% favors allowing those employing less than 10-to-15 employees to provide "some, but fewer, paid sick days than larger employers" and 35-37% favors smaller employers providing the same number of paid sick days as larger employers. Only 11-15% wants smaller employers exempted from providing any paid sick days.

People are divided about whether employers with PTO plans should be excused from offering separate paid sick days.

Arguments in support of paid sick days are found to be more convincing than arguments against this requirement. Of the six arguments in favor of paid sick days (dealing with excessive compensation to CEOs, protecting public health, improving worker productivity, helping working families, workers not being in a position to lose a day's wage due to illness in today's economy, and most other countries requiring paid sick days) people on average found 3.2 statements to be very convincing and 4.7 statements as at least somewhat convincing. Of the six arguments against paid sick days (employee abuse of sick days, small businesses being hurt by the requirement, employers making off-setting cutbacks in wages and/or other benefits, losing jobs to overseas

competition, government mandates adding burdens to businesses, and businesses not being able to handling the costs in the current weak economy) people found 1.3 anti-statements very convincing and 3.0 statements at least somewhat convincing.

Supporting paid sick days is a plus for political candidates. Both before and after hearing arguments for and against paid sick days, voters indicate they are more likely to vote for a candidate who backed this requirement. By a margin of 35-36 percentage points voters are more likely to support a candidate who favored paid sick days. In contrast, supporting an exemption for smaller employers is a negative for political candidates. The likelihood of voting for a candidate endorsing exempting smaller employers from providing any paid sick days falls by -14 to -22 percentage points.

After hearing the various intervening, survey questions and the six pro- and six anti-statements, support for paid sick days decreased slightly from 86% to 79-81%. This overall shift occurred despite the fact that supporters were more consistent in maintaining their position than opponents were. People's position on paid sick days closely follow what arguments they find convincing. Consistent supporters overwhelmingly accept pro-statements and reject anti-statements and consistent opponents do the opposite. The small group shifting from support to opposition found more anti- than pro-statements to be convincing and those moving from opposition to support were more convinced by anti- than pro-statements.

Across all socio-demographic and political groups majorities endorse paid sick days as a basic worker's right/labor standard and support legislation requiring employers to provide paid sick days. Support is higher among women than men, low-income earners than those with high income, union households than non-union households, African Americans and to a lesser extent Hispanics than Whites and Others, liberals than conservatives, and Democrats than Republicans. Differences are either small or inconsistent for region, marital status, age, education, and labor-force status.

More than four out of every ten workers in the private sector receiving no paid sick days and many of those with some coverage are either unable to use it to care for ill family members, qualify for only a small number of days, and/or receive PTO rather than separate paid sick days. The lack of paid sick days is a concern to those lacking coverage and associated with high dissatisfaction with one's job. About 17% of employees have been fired or told they would be fired for taking time off due to personal or family illness.

A lack of paid sick days leads to more workers going to work with a contagious illness (by 15 percentage points). This fact coupled with the public rating the concern about sick employees spreading diseases at work as the most convincing argument for paid-sick-days legislation underscores the importance of public health regarding this issue.

Table 1A  
Importance of Various Labor Standards

The government sets various standards to protect workers' rights. How important do you consider the following measures. Would you say they are very important, somewhat important, somewhat unimportant, or very unimportant for workers?

	% Very Important
Workplace safety regulations	89
Family and maternity leave	82
Minimum wage	77
Paid sick days	77
Time and a half pay for overtime work	77
Right to join an union	49
Maximum hour limits	48

Table 1B  
Importance of Paid Sick Days as a Labor Standard by Socio-demographics

	% Very Important
New England	84
Mid-Atlantic	74
East North Central	67
West North Central	74
South Atlantic	78
East South Central	91
West South Central	80
Mountain	75
Pacific	82
Married	76
Not Married	78
Men	66
Women	86
18-29	67
30-39	82
40-49	76
50-64	79
65+	77
Whites	75
African Americans	92
Hispanics	67
Others	77
Extremely Liberal	70
Liberal	83
Slightly Liberal	81
Moderate/Middle of the Road	81
Slightly Conservative	71
Conservative	71
Extremely Conservative	75
Strong Democrat	86
Not So Strong Democrat	79
Democratically Leaning Independent	79
Independent	73
Republican Leaning Independent	72
Not so Strong Republican	70
Strong Republican	67
Less than High School	79
High School Graduate	82
High School Graduate + Vocational	75
Some College	75
College Graduate	74
Post-College Graduate	77

Table 1B (continued)

	% Very Important
Less than \$40,000	82
\$40,000-79,999	76
\$80,000+	70
Union Member	87
Spouse Union Member	84
Both Union Members	86
Neither Union Member	74
Employed Full Time	73
Employed Part time	68
Retired	81
Keeping House	83

Table 2A

Paid Sick Days as Basic Worker's Right/Basic Workplace Standard

Now I am going to read you a statement. On a scale of 0 to 10, where 10 means that you agree very strongly and 0 means that you don't agree at all, please tell me if you agree or disagree with the statement. Paid sick days is a basic worker right, just like being paid a decent wage.

Now I am going to read you a statement. On a scale of 0 to 10, where 10 means that you agree very strongly and 0 means that you don't agree at all, please tell me if you agree or disagree with the statement. Paid sick days is a basic workplace standard, just like being paid a decent wage.

	Basic Worker's Right	Basic Workplace Standard
10	50%	48%
9	7	8
8	13	16
7	6	10
6	4	2
5	7	6
1-4	14	9
Mean	7.9	8.1

Table 2B

## Agreement about Paid Sick Days Being Basic Worker Right/Basic Workplace Standard

	Basic Worker Right (% 6-10)	Basic Workplace Standard (% 6-10)
New England	87	91
Mid-Atlantic	82	80
East North Central	73	83
West North Central	77	89
South Atlantic	82	83
East South Central	85	98
West South Central	80	89
Mountain	79	72
Pacific	76	89
Married	77	85
Not Married	83	85
Men	73	82
Women	85	87
18-29	82	87
30-39	88	88
40-49	77	85
50-64	81	85
65+	71	82
Whites	79	83
African Americans	91	93
Hispanics	79	95
Others	60	78
Extremely Liberal	68	95
Liberal	96	94
Slightly Liberal	88	78
Moderate/Middle of the Road	85	88
Slightly Conservative	74	85
Conservative	68	81
Extremely Conservative	70	64
Strong Democrat	86	94
Not So Strong Democrat	79	90
Democratic-Leaning Independent	90	89
Independent	77	85
Republican Leaning Independent	56	77
Not so Strong Republican	79	77
Strong Republican	66	74
Less than High School	73	95
High School Graduate	88	85
High School Grade + Vocational	84	79
Some College	81	87
College Graduate	78	83
Post-College Graduate	73	84

Table 2B (continued)

	Basic Worker Right (% 6-10)	Basic Workplace Standard (% 6-10)
Less than \$40,000	84	87
\$40,000-79,999	86	88
\$80,000+	72	80
Union Member	89	93
Spouse Union Member	86	90
Both Union Members	100	100
Neither Union Member	77	83
Employed Full Time	78	84
Employed Part time	71	85
Retired	75	82
Keeping House	87	81

Table 3A  
Support for Paid Sick Days

Overall do you favor or oppose a law that would guarantee all workers a minimum number of paid sick days to care for themselves or immediate family members?

IF FAVOR/OPPOSE, ASK: Is that strongly or not so strongly favor/oppose?

Overall do you favor or oppose a basic labor standard that would guarantee all workers a minimum number of paid sick days to care for themselves or immediate family members?

IF FAVOR/OPPOSE, ASK: Is that strongly or not so strongly favor/oppose?

	Law	Basic Labor Standard
Favor, Strongly	75%	75%
Favor, Not Strongly	11	11
Oppose, Not Strongly	5	6
Oppose, Strongly	9	7
Don't Know	1	2

Table 3B  
Support for Paid Sick Days Law

	% for Law	% for as Basic Labor Standard
New England	91	81
Mid-Atlantic	90	84
East North Central	85	91
West North Central	80	89
South Atlantic	89	83
East South Central	87	95
West South Central	82	79
Mountain	80	79
Pacific	81	88
Married	82	83
Not Married	91	90
Men	80	80
Women	90	91
18-29	93	82
30-39	89	89
40-49	82	78
50-64	84	80
65+	81	78
Whites	83	85
African Americans	95	96
Hispanics	95	89
Others	65	80
Extremely Liberal	96	98
Liberal	96	94
Slightly Liberal	94	87
Moderate/Middle of the Road	89	92
Slightly Conservative	82	85
Conservative	70	75
Extremely Conservative	79	67
Strong Democrat	94	95
Not So Strong Democrat	86	94
Democratic Leaning Independent	94	85
Independent	82	85
Republican Leaning Independent	69	78
Not so Strong Republican	84	89
Strong Republican	69	75
Less than High School	91	95
High School Graduate	94	85
High School Graduate + Vocational	88	89
Some College	86	91
College Graduate	86	76
Post-College Graduate	75	87

Table 3B (continued)

	% for Law	% for as Basic Labor Standard
Less than \$40,000	93	90
\$40,000-79,999	90	89
\$80,000+	78	79
Union Member	93	91
Spouse Union Member	89	92
Both Union Members	100	*
Neither Union Member	83	84
Employed Full Time	82	81
Employed Part time	86	93
Retired	85	86
Keeping House	92	84

\*=too few cases to report

Table 4  
Support for Specific Paid Sick Days Proposals

Now I am going to ask you about some specific proposals about paid sick time. One law would guarantee all workers paid sick days to care for themselves or for immediate family members. Employees would earn one hour of sick time for every 30 hours they work, up to 72 hours or 9 days of paid sick time per year. Based on this description, would you favor or oppose this law to provide paid sick days to all workers.

IF FAVOR/OPPOSE, ASK: Is that strongly/not so strongly favor/oppose?

Now I am going to ask you about some specific proposals about paid sick time. One law would guarantee all workers paid sick days to care for themselves or for immediate family members. Employees would earn one hour of sick time for every 35 hours they work, up to 56 hours or 7 days of paid sick time per year. Based on this description, would you favor or oppose this law to provide paid sick days to all workers.

IF FAVOR/OPPOSE, ASK: Is that strongly/not so strongly favor/oppose?

	Up to 9 Sick Days Per Year	Up to 7 Sick Days Per Year
Favor, Strongly	69%	72%
Favor, Not Strongly	10	13
Oppose, Not Strongly	11	5
Oppose, Strongly	8	9
Don't Know	3	1

Table 5

Support for Specific Proposals for Part-Time Workers

Now I am going to ask you about some specific proposals about paid sick time. One law would guarantee all workers paid sick time to care for themselves or for immediate family members. Full-time employees would receive 9 paid sick days per year and part-time employees would receive a proportional amount so that a half-time employee would 4.5 paid sick days per year. Would you favor or oppose this law to provide paid sick days to all workers?

IF FAVOR/OPPOSE, ASK: Is that strongly/not so strongly favor/oppose?

Now I am going to ask you about some specific proposals about paid sick time. One law would guarantee all workers paid sick time to care for themselves or for immediate family members. Full-time employees would receive 7 paid sick days per year and part-time employees would receive a proportional amount so that a half-time employee would receive 3.5 paid sick days per year. Would you favor or oppose this law to provide paid sick days to all workers?

IF FAVOR/OPPOSE, ASK: Is that strongly/not so strongly favor/oppose?

	Up to 9 Sick Days Per Year	Up to 7 Sick Days Per Year
Favor, Strongly	70%	69%
Favor, Not Strongly	12	13
Oppose, Not Strongly	6	6
Oppose, Strongly	9	12
Don't Know	2	--

Table 6  
Support for Paid Sick Days for Smaller Establishments

Another law would guarantee employees of organizations with more than 10 employees up to 9 paid sick days per year and require organizations with less 10 employees to give 6 paid sick days instead of 9. Would you favor or oppose this law to provide paid sick days to all workers?

IF FAVOR/OPPOSE, ASK: Is that strongly/not so strongly favor/oppose?

Another law would guarantee employees of organizations with more than 15 employees up to 9 paid sick days per year and require organizations with less 15 employees to give 6 paid sick days instead of 9. Would you favor or oppose this law to provide paid sick days to all workers?

IF FAVOR/OPPOSE, ASK: Is that strongly/not so strongly favor/oppose?

	Firms Under 10 Employees	Firms Under 15 Employees
Favor, Strongly	61%	46%
Favor, Not Strongly	17	24
Oppose, Not Strongly	9	11
Oppose, Strongly	12	18
Don't Know	1	1

Table 7A

Support for Lower Paid Sick Days Requirements for Smaller Establishments

Another law would guarantee employees of organizations with more than 10 employees up to 7 paid sick days per year and require organizations with less than 10 employees to give 5 paid sick days instead of 7. Would you favor or oppose this law to provide paid sick days to all workers?

IF FAVOR/OPPOSE, ASK: Is that strongly/not so strongly favor/oppose?

Another law would guarantee employees of organizations with more than 15 employees up to 7 paid sick days per year and require organizations with less than 15 employees to give 5 paid sick days instead of 7. Would you favor or oppose this law to provide paid sick days to all workers?

IF FAVOR/OPPOSE, ASK: Is that strongly/not so strongly favor/oppose?

	Firms Under 10 Employees	Firms Under 15 Employees
Favor, Strongly	53%	53%
Favor, Not Strongly	21	19
Oppose, Not Strongly	9	19
Oppose, Strongly	17	17
Don't Know	1	2

Table 7B

Support for Lower Paid Sick Days Requirements for Smaller Establishments

If a law were passed to guarantee all workers a minimum number of paid sick days, would you favor or oppose having small businesses of 10 or fewer employees provide five days instead of seven days of paid sick time that larger businesses may provide?

IF FAVOR/OPPOSE, ASK: Is that strongly/not so strongly favor/oppose?

If a law were passed to guarantee all workers a minimum number of paid sick days, would you favor or oppose having small businesses of 15 or fewer employees provide five days instead of seven days of paid sick time that larger businesses may provide?

IF FAVOR/OPPOSE, ASK: Is that strongly/not so strongly favor/oppose?

	Firms Under 10 Employees	Firms Under 15 Employees
Favor, Strongly	37%	43%
Favor, Not Strongly	24	24
Oppose, Not Strongly	12	9
Oppose, Strongly	26	21
Don't Know	2	3

Table 8  
Support for Excluding Small Employees from Paid-Sick-Days Requirements

If a law were passed to guarantee all workers a minimum number of paid sick days, would you favor or oppose exempting small businesses of 10 or fewer employees to provide paid sick days?

IF FAVOR/OPPOSE, ASK: Is that strongly/not so strongly favor/oppose?

If a law were passed to guarantee all workers a minimum number of paid sick days, would you favor or oppose exempting small businesses of 15 or fewer employees to provide paid sick days?

IF FAVOR/OPPOSE, ASK: Is that strongly/not so strongly favor/oppose?

	Firms Under 10 Employees	Firms Under 15 Employees
Favor, Strongly	30%	32%
Favor, Not Strongly	18	19
Oppose, Not Strongly	20	19
Oppose, Strongly	30	29
Don't Know	3	2

Table 9  
Support for Paid Sick Days for Smaller vs. Larger Establishments

If a law guaranteeing paid sick days was passed, should employers with less than 10 employees be required to...

If a law guaranteeing paid sick days was passed, should employers with less than 15 employees be required to...

	Firms Under 10 Employees	Firms Under 15 Employees
Provide the same number of paid sick days as larger employers	37%	35%
Provide some, but fewer, paid sick days than larger employers	46	50
NOT have to provide any paid sick days	15	11
Don't know	2	5

Table 10

Impact on Support for Paid Sick Days if Smaller Establishments Excluded from Requirements

Would you be more or less likely to support the proposal for paid sick days if businesses with less than 10 employees were exempted from providing paid sick days?

IF MORE/LESS, ASK: Is that strongly/not so strongly?

Would you be more or less likely to support the proposal for paid sick days if businesses with less 15 employees were exempted from providing paid sick days?

IF MORE/LESS, ASK: Is that strongly/not so strongly?

	Firms Under 10 Employees	Firms Under 15 Employees
More, Strongly	22%	18%
More, Not Strongly	29	30
Less, Not Strongly	23	24
Less, Strongly	21	23
Don't Know	5	5

Table 11

Support for Treating PTO as Meeting Paid Sick Days Requirements

Some employers already give employees a pool of paid time off, also called PTO. PTO most often includes holiday, vacation, and sick time. If such a pool exists and covers at least nine days, employers would be exempt from the new law. Do you favor or oppose this exemption?

IF FAVOR/OPPOSE, ASK: Is that strongly/not so strongly favor/oppose?

Favor, Strongly	35%
Favor, Not Strongly	20
Oppose, Not Strongly	12
Oppose, Strongly	30
Don't Know	3

Some employers give employees a pool of paid time off, also called PTO. PTO combines together time off for vacation, illnesses, and other reasons for missing work. If PTO is offered and covers at least nine days, should employers still be required to provide separate paid sick days or should they be excused from providing paid sick days to their employees?

Still required to provide paid sick days	47%
Excused from providing paid sick days	47
Don't Know	6

Table 12

Political Support for Candidate Supporting Paid Sick Days

If a candidate for elected office came out in support of *paid sick days* for all workers, would that make you more or less likely to vote for that candidate or wouldn't it make a difference?

IF MORE/LESS LIKELY, ASK: Is that much/somewhat?

Much more likely	29%
Somewhat more likely	17
Somewhat less likely	4
Much less likely	6
No difference	42
Don't Know	1

Table 13

Political Support for Candidate Supporting Excluding Smaller Employers from  
Paid Sick Days Requirement

If a candidate for elected office came out in support of exempting employers with less than 10 employees from having to provide paid sick days, would that make you more or less likely to vote for that candidate or wouldn't it make a difference?

IF MORE/LESS LIKELY, ASK: Is that much/somewhat

If a candidate for elected office came out in support of exempting employers with less than 15 employees from having to provide paid sick days, would that make you more or less likely to vote for that candidate or wouldn't it make a difference?

IF MORE/LESS LIKELY, ASK: Is that much/somewhat?

	Firms Under 10 Employees	Firms Under 15 Employees
Much more likely	6%	6%
Somewhat more likely	11	6
Somewhat less likely	14	14
Much less likely	17	20
No difference	50	53
Don't Know	1	2

Table 14  
How Convincing Are Arguments in Favor of Paid Sick Days

Now I am going to read you some statements people have given in support of paid sick days for all workers and I want you to tell me how convincing a message it is to make you SUPPORT paid sick days for all workers - very convincing, somewhat convincing, a little convincing, or not convincing at all.

A. Companies give their CEO's huge salaries and stock bonuses. They could cut back on such wasteful expenses and provide paid sick days to their employees.

B. Paid sick days are particularly important for workers in the restaurant, child care, and health care industries. Most food service workers get no sick days and they show up in the restaurants coughing, sneezing and feverish as they prepare and serve meals. This puts all of us at risk. We will all be healthier when all workers get paid sick days.

C. Requiring paid sick days doesn't hurt employers' bottom line. Sick employees who show up at work are less productive and they remain sick and less productive longer when they work while sick. Also, they infect other workers and this further reduces productivity and hurts profits.

D. In America, you shouldn't have to risk your job to take care of your family, and you shouldn't have to put your family at risk just to do your job. Unfortunately, many workers face these choices every day. We are in the 21st century, but our workplaces are operating under 19th century terms. Our nation needs new labor standards to accommodate the needs of today's working families. If we believe in family values, it's time to value families.

E. Over 135 countries already guarantee paid sick days for workers. Having American workers receive this will not put their employers at a competitive disadvantage.

F. Given the high cost of gas, food, and other goods, workers can't afford to lose their wages when they are ill or have to care for a sick child or family member. They need to have guaranteed paid sick days.

	Very Convincing	Somewhat Convincing	A Little Convincing	Not Convincing at All	Don't Know
A. CEO Extravagance	56%	20	7	16	--
B. Public Health	60%	22	7	10	1
C. Worker Productivity	57%	25	8	10	--
D. Working Families	56%	21	10	12	--
E. Global Standards	33%	33	12	21	1
F. Pay Needed	59%	23	7	11	--

Table 15

How Convincing Are Arguments Against Paid Sick Days

Now I am going to read you some statements people have given in *opposition* to paid sick days for all workers and I want you to tell me how convincing a message it is to make you oppose paid sick days for all workers - very convincing, somewhat convincing, a little convincing, or not convincing at all.

A. Legislating paid sick days opens up the door to abuse by employees. Some employees will use paid sick days as vacation days but without giving advance notice, leaving employers scrambling to find replacements for absent workers, which is not possible for some small businesses. Abuse of paid sick days translates into lost dollars for businesses and higher costs for consumers.

B. Given the amount of economic competition in the world today, American employers shouldn't be burdened with new government mandates. Requiring paid sick days will just accelerate the loss of jobs overseas.

C. If employers are forced to increase costs by providing for paid sick days, they will cut other costs by reducing wages or benefits like health care coverage.

D. A one-size-fits all, paid sick leave mandate from the government would threaten workers' wages and benefits. Government mandated benefits that increase business costs would have to be made up by cuts in wages or benefits.

E. Forcing all employers to provide paid sick leave is unfair to small businesses. Many simply won't be able to bear the added costs and more small businesses will be driven out of business and replaced by large, national corporations and chain stores.

F. Given the economic downturn we are now in, businesses can't afford to add new benefits like paid sick leave. This would just hurt businesses and increase unemployment.

	Very Convincing	Somewhat Convincing	A Little Convincing	Not Convincing at All	Don't Know
A. Employee Abuse	31%	32	14	22	1
B. Overseas Job Loss	18%	21	15	44	2
C. Other Cutbacks	22%	29	15	33	1
D. Government Mandate	17%	30	16	35	1
E. Small Business	28%	32	15	24	1
F. Economic Downturn	18%	26	15	40	1

Table 16

Support for Paid Sick Days after Hearing Arguments For and Against

Now that you have heard these arguments for and against paid sick days ... do you favor or oppose a law that would guarantee all workers a minimum number of paid sick days to care for themselves or immediate family members?

IF FAVOR/OPPOSE, ASK: Is that strongly or not so strongly favor/oppose?

Now that you have heard these arguments for and against paid sick days ... do you favor or oppose a basic labor standard that would guarantee all workers a minimum number of paid sick days to care for themselves or immediate family members?

IF FAVOR/OPPOSE, ASK: Is that strongly or not so strongly favor/oppose?

	Law	Basic Labor Standard
Favor, Strongly	66%	69%
Favor, Not Strongly	15	10
Oppose, Not Strongly	5	9
Oppose, Strongly	12	10
Don't Know	1	2

Table 17A

Political Support for Candidates after Hearing Arguments For/Against Paid Sick Days

And now that you have heard these arguments for and against paid sick days, if a candidate for elected office came out in support of *paid sick days* for all workers, would that make you more or less likely to vote for that candidate or wouldn't it make a difference?

IF MORE/LESS LIKELY, ASK: Is that much/somewhat?

And now that you have heard these arguments for and against paid sick days, if a candidate for elected office came out in opposition to *paid sick days* for all workers, would that make you more or less likely to vote for that candidate or wouldn't it make a difference?

IF MORE/LESS LIKELY, ASK: Is that much/somewhat?

	Candidate for Paid Sick Days	Candidates against Paid Sick Days
Much more likely	26%	7%
Somewhat more likely	22	9
Somewhat less likely	4	17
Much less likely	9	24
No Difference	39	42
Don't Know	1	1

Table 17B

## Impact on Voting for a Candidate Who Support Paid-Sick-Days Legislation

% More Likely to Vote for Candidate

	Before Hearing Arguments	After Hearing Arguments
New England	50	45
Mid-Atlantic	53	42
East North Central	36	42
West North Central	43	43
South Atlantic	47	44
East South Central	52	52
West South Central	39	40
Mountain	52	61
Pacific	54	49
Married	44	46
Not Married	50	50
Men	46	46
Women	47	49
18-29	53	52
30-39	49	46
40-49	44	45
50-64	48	54
65+	38	43
Whites	45	46
African Americans	56	53
Hispanics	42	46
Others	50	58
Extremely Liberal	50	58
Liberal	68	70
Slightly Liberal	55	47
Moderate/Middle of the Road	44	47
Slightly Conservative	34	33
Conservative	38	34
Extremely Conservative	49	46
Strong Democrat	61	63
Not So Strong Democrat	45	51
Democratic Leaning Independent	56	45
Independent	45	52
Republican Leaning Independent	35	29
Not so Strong Republican	42	37
Strong Republican	28	29
Less than High School	53	46
High School Graduate	59	53
High School Graduate + Vocational	33	39
Some College	47	52
College Graduate	43	51
Post-College Graduate	43	39

Table 17B (continued)

	% More Likely to Vote for Candidate	
	Before Hearing Arguments	After Hearing Arguments
Less than \$40,000	55	55
\$40,000-79,999	49	49
\$80,000+	39	47
Union Member	62	57
Spouse Union Member	56	59
Both Union Members	72	84
Neither Union Member	44	45
Employed Full Time	47	45
Employed Part time	42	41
Retired	42	52
Keeping House	49	51

Table 18  
Employee Eligibility for Benefits

I am going to read you a list of fringe benefits that workers sometimes get in addition to their wages. Whether you receive it or not, please tell me whether you are *ELIGIBLE* to receive each fringe benefit.)

	% Eligible
Medical or health insurance	81
Dental care benefits	73
Life insurance	71
A pension or retirement plan	70
Sick leave with full pay	64
Maternity or paternity leave with full re-employment rights	62
Flexible hours or flextime scheduling	56
Cash or stock bonuses for performance or merit	34
Assistance with the costs of day care for children	14

Table 19

% Eligible for Paid Sick Days by Workers' Socio-Demographics

Part-time employee	40
Full-time employee	70
Income less than \$40,000	48
Income \$40,000-79,999	62
Income \$80,000+	76
Less than high school	38
High school graduate	44
High school + vocational	51
Some college	62
College graduate	69
Post graduate degree	85
White	63
Black	72
Hispanic	59
Other	75
Union member	63
Not union member	64
Married	71
Not married	54
Married, Kids under 18	68
Married, No Kids	74
Not married, Kids under 18	46
Not married, No Kids	58

Table 20

Consequences of Taking of Time for Personal and/or Family Illnesses

Have you or any other adult worker in your family ever been fired, suspended, written up or otherwise penalized by an employer for taking time off from work to care for a sick child or family member, or to cope with an illness yourself?

Have you ever lost a job for taking time off from work to care for a sick child or family members, or to cope with an illness yourself?

Have you ever been told by an employer that you would be fired, suspended, written up or otherwise penalized by an employer for taking time off from work to care for a sick child or family member, or to cope with an illness yourself?

Have you ever been told by an employer that you would lose your job if you took time off from work to care for a sick child or family members, or to cope with an illness yourself?

	% Experiencing
You or Family Member Fired, Suspended, or Other Punishment	11
Lost Job	11
Told You Would be Fired, Suspended, or Other Punishment	13
Told You Would Lose Job	12

Table 21

Concern over and Satisfaction relating to Lack of Paid Sick Days

How concerned are you about not having paid sick days?

Are you very concerned, fairly concerned, a little concerned, or not at all concerned?

Very concerned	34%
Fairly concerned	29
A little concerned	15
Not at all concerned	22

Several factors contribute to people's satisfaction with their jobs. Please tell me whether you are very satisfied, somewhat satisfied, somewhat dissatisfied, or very dissatisfied with each of the following aspects of your job...

Your sick leave time

	Eligible for Paid Sick Days	Not Eligible for Paid Sick Days
Very satisfied	62%	21%
Somewhat satisfied	29	21
Somewhat dissatisfied	5	14
Very dissatisfied	2	36
Don't Know	2	8

Table 22

Working When Sick by Eligibility for Paid Sick Days

Have you ever had to go to work when you were sick with a contagious illness like the flu or a viral infection?

	% Yes
Eligible for paid sick days	53
Not eligible for paid sick days	68

## Appendix 1: Survey Methodology

The National Paid Sick Days Study (NPSDS) was designed and conducted by the National Opinion Research Center at the University of Chicago with support from the Public Welfare Foundation. The NPSDS is a telephone sample of adults living in households in the United States. Interviews were completed in English and Spanish. The field dates were June 27, 2008 to July 31, 2008. A total of 1,493 cases were collected.

### **Sample**

Two separate samples were used:

The first sample was a national RDD GENESYS sample purchased from Marketing Systems Group ([http://www.m-s-g.com/genesys/genesys\\_products/rddsamples.htm](http://www.m-s-g.com/genesys/genesys_products/rddsamples.htm)) and contained 28,500 records. Cases in the RDD sample were divided into 57 replicates, each containing 500 cases. Phone numbers in this sample were address matched using TARGUS. An address match was found for approximately 10,000 cases.

The second sample was a national LIST sample purchased from Marketing Systems Group which contained 7,500 records. Cases in the list sample were divided into 15 replicates, each of which contained 500 cases.

Cases from these two frames were combined together.

### **Data collection**

Cases from the RDD frame for which a matching phone number was found were sent an advance letter 2-3 days prior to the start of data collection. Interviewers were trained and the first phone calls were placed on 6/27/2008. All cases in the LIST sample were added to the dialing queue on 7/22/2008. The advance letter was not mailed to the LIST sample.

During the course of data collection, a toll-free line was set up so that calls from respondents could be logged and shared with interviewers or supervisors as needed. Interviews were monitored by supervisors to insure quality and reliability.

The response rate (AAPOR RR3) was 23%.

### **Weighting**

The initial weights were calculated as an inverse of the selection probability of the sample. The initial weights for the two samples were calculated separately according to their individual probability of selection. The samples were then pooled for the later steps in the weighting. The initial weights were adjusted for non-response. The nonresponse adjusted weights were further adjusted with the following two factors; 1) Within household selection probability for an eligible individual; and 2) adjustment due to multiple residential phone lines. Then, the final weights were adjusted by post-stratification. The adjustment cells for post-stratification were constructed by cross-classifying sex, race/ethnicity, and age. The control totals for the post-stratification adjustment were estimated from 2008 March Current Population Survey. The final weights were normalized so that the sum of the weights is equal to the number of respondents.

## Survey Methodology (continued)

### **Questions**

Random sub-samples were administered different versions of parallel questions to assess the impact of difference terms (e.g. “law” vs. “basic labor standard”; “basic worker right” vs. “basic workplace standard”; “a candidate...in support of paid sick days” vs. “a candidate...in opposition to paid sick days”), different definitions of smaller employers (less than 10 employees vs. less than 15 employees), and variant items on the handling of PTO. The alternative wordings are all indicated in the tables.

## Appendix 2: State Polls

### California

Currently, only about half of all workers are provided with paid sick days. How strongly do you agree or disagree with the following statement:

There should be a law that guarantees 7 paid sick days a year to all California workers.

Strongly agree	60.1%
Somewhat agree	24.6
Somewhat disagree	8.3
Strongly disagree	5.8
Don't know	1.2

Source: 2007 Golden Bear Omnibus Survey, April 30, 2007-September 2, 2007, n=1186, Telephone poll

### California

Do you favor or oppose the idea of a law that guarantees that eligible workers receive a certain portion of their pay when they take family or medical leave?

Favor	78.4%
Oppose	17.0
Don't know	4.6

Source: 2007 Golden Bear Omnibus Survey, April 30, 2007-September 2, 2007, n=1186, Telephone poll

### California

Currently about 5.4 million workers in California do not receive paid sick days from their employers. This means workers must go to work sick or take time off from work without pay when they get sick. How concerned are you that these workers don't have paid sick days – very concerned, somewhat concerned, not too concerned or not at all concerned?

Very concerned	44%
Somewhat concerned	33
Not too concerned	11
Not at all concerned	11
No opinion	1

Source: Field Research for California Center for Research on Women and Families, July 8-14, 2008, n=809, Registered voters, Telephone poll

State Polls (continued)

California

Do you favor strongly, favor somewhat, oppose somewhat or oppose strongly a state law that would guarantee all workers a minimum number of paid sick days to care for themselves or immediate family members?

Favor Strongly	49%
Favor somewhat	24
Oppose somewhat	11
Oppose Strongly	11
No opinion	4

Source: Field Research for California Center for Research on Women and Families, July 8-14, 2008, n=809, Registered voters, Telephone poll

California

Which of the following better represents your view: Should small businesses be allowed to offer their employees fewer paid sick days than larger employers or should all employers, small and large, be required to offer the same minimum number of paid sick days to their workers?

Fewer paid sick days for small businesses	40%
All employers offer same number of paid sick days	47
No opinion	13

Source: Field Research for California Center for Research on Women and Families, July 8-14, 2008, n=809, Registered voters, Telephone poll

California

I am going to read some statements about paid sick day laws and for each please tell me whether you agree or disagree. (**READ ITEMS ONE AT A TIME IN RANDOM ORDER, ASKING:)** Do you agree strongly, agree somewhat, disagree somewhat or disagree strongly?

### State Polls (continued)

Public health officials say paid sick days are a good idea because when sick people go to work their coworkers and customers can also get sick.

Agree strongly	58%
Agree somewhat	24
Disagree somewhat	10
Disagree strongly	6
No opinion	2

Guaranteeing paid sick days to all restaurant workers who handle food increases the chances that these workers will stay home from work when they get sick and not infect the public.

Agree strongly	57%
Agree somewhat	24
Disagree somewhat	8
Disagree strongly	8
No opinion	3

Paid sick days is a basic worker right, just like being paid a decent wage.

Agree strongly	50%
Agree somewhat	26
Disagree somewhat	10
Disagree strongly	13
No opinion	1

Most public schools and childcare facilities in California prohibit sick children from attending. Working parents should be able to receive paid sick days from their employers to care for their children when they are sick.

Agree strongly	42%
Agree somewhat	29
Disagree somewhat	17
Disagree strongly	9
No opinion	3

Source: Field Research for California Center for Research on Women and Families, July 8-14, 2008, Random half of overall n=809, Registered voters, Telephone poll

## State Polls (continued)

### California

I am going to read some statements about paid sick day laws and for each please tell me whether you agree or disagree. (**READ ITEMS ONE AT A TIME IN RANDOM ORDER, ASKING:**) Do you agree strongly, agree somewhat, disagree somewhat or disagree strongly?

Paid sick days will significantly increase the cost of doing business and these costs will be passed on to consumers.

Agree strongly	35%
Agree somewhat	39
Disagree somewhat	16
Disagree strongly	7
No opinion	3

Business groups say paid sick day laws will end up hurting some workers because they will force businesses to cut back on worker hours or lay off some employees

Agree strongly	21%
Agree somewhat	31
Disagree somewhat	26
Disagree strongly	16
No opinion	6

Source: Field Research for California Center for Research on Women and Families, July 8-14, 2008, Random half of overall n=809, Registered voters, Telephone poll

### Connecticut

Have you ever worked in a job where you felt worried about getting punished or losing pay because you were too sick to go to work?

Yes	16.0%
No	84.0

Source: Bannon Communications, April, 2008, n=500, Likely voters, Telephone poll

State Polls (continued)

Connecticut

Overall do you strongly favor, mildly favor, mildly oppose, or strongly oppose a basic workplace standard that would allow all employees to earn a minimum number of paid sick days to care for themselves or immediate family members?

Strongly favor	68.6%
Mildly favor	18.6
Mildly oppose	0.2
Strongly oppose	7.4
Don't know	5.2

Source: Bannon Communications, April, 2008, n=500, Likely voters, Telephone poll

Connecticut

I'd like to tell you about a bill in Connecticut this year that is intended to make paid sick days a basic workplace standard.

Employees would earn one hour of paid sick time for every forty hours worked, and could use the accumulated time to take care of themselves or their children in the event of illness or injury or in the case of domestic violence.

A full time employee would earn six and a half days per year--part-time employees would earn less. Employers could ask for proof of illness in the event of sickness longer than two days.

Small businesses with fewer than 25 employees would be exempt from the requirement.

Of course, employers would be allowed to offer more generous benefits, as many do now. This measure would serve to set a minimum floor.

Based on this description, would you **STRONGLY FAVOR, MILDLY FAVOR, MILDLY OPPOSE, OR STRONGLY OPPOSE** this proposal to allow all employees to earn paid sick days?

Strongly favor	62.6%
Mildly favor	21.0
Mildly oppose	2.2
Strongly oppose	12.0
Don't Know/Not Sure	2.0

Source: Bannon Communications, April, 2008, n=500, Likely voters, Telephone poll

State Polls (continued)

Connecticut

A bill like this could treat small businesses differently, or it could treat them just the same as large businesses. If a bill like this were to pass, do you think that small businesses with less than 25 employees should be exempt from the requirement, that they should have to provide half as many paid sick days as large employers, or that they should have to provide the same number of sick days as other employers?

They should be exempt	30.8%
They should have to provide half as many paid sick days as large employers	38.4
They should have to provide as many paid sick days as large employers	22.6
Don't Know/Not Sure	8.2

Source: Bannon Communications, April, 2008, n=500, Likely voters, Telephone poll

Maine

Overall, do you favor or oppose a proposal that would guarantee all workers a minimum number of paid sick days to care for themselves or immediate family? If favor/oppose, Ask: Is that strongly or not so strongly favor/oppose?

Strongly favor	78%
Not so strongly favor	10
Not so strongly oppose	3
Strongly oppose	6
Don't know	4

Source: Lake Research, June 20-27, 2007, n=500, Likely voters, Telephone poll

State Polls (continued)

Maine

Now I would like to give you some information about proposed legislation for paid sick days for employees working at businesses with 25 or more employees. This proposal would guarantee workers paid sick days to care for themselves or for immediate family members. Employees would earn one hour of paid sick time for every 30 hours they work, capped at 72 hours of paid sick time or nine days per calendar year. Based on this description, would you favor or oppose this proposal to provide paid sick days to all workers. If favor/oppose, Ask: Is that strongly or not so strongly favor/oppose?

Strongly favor	71%
Not so strongly favor	14
Not so strongly oppose	4
Strongly oppose	8
Don't know	3

Source: Lake Research, June 20-27, 2007, n= about 250, Likely voters, Telephone poll

Maine

Now I would like to give you some information about proposed legislation for paid sick leave for employees working for businesses with 25 or more employees. This proposal would guarantee workers paid sick days to care for themselves or for immediate family members. Employees would earn two hours of paid sick time for every 40 hours they work, capped at 40 hours of paid sick time or five days per calendar year.. Based on this description, would you favor or oppose this proposal to provide paid sick days to all workers. If favor/oppose, Ask: Is that strongly or not so strongly favor/oppose?

Strongly favor	66%
Not so strongly favor	14
Not so strongly oppose	5
Strongly oppose	10
Don't know	4

Source: Lake Research, June 20-27, 2007, n= about 250, Likely voters, Telephone poll

State Polls (continued)

Ohio

Do you think that Ohio's economy has suffered because state requirements on business have made it too costly for some companies to stay in business?

	2007	2008
Yes	69%	58%
No	17	32
DK/NA	14	10

Source: Quinnipiac University Poll, May 8-18, 2007, n= 939, Likely voters, Telephone poll and May 29-June, 2008, n=1738, Likely voters, Telephone poll

Ohio

In November voters will be asked to approve a proposal requiring all Ohio companies with 25 or more employees to give workers a minimum of seven paid sick days each year. Do you support or oppose this proposal?

Support	71%
Oppose	24
Don't Know	4

Source: Quinnipiac University Poll, May 29-June, 2008, n=1738, Likely voters, Telephone poll

Ohio

Do you think that requiring companies with 25 or more employees to give workers at least seven paid sick days a year will encourage employers to leave the state or not?

Yes, leave	25%
No, not leave	66
Don't know	9

Source: Quinnipiac University Poll, May 29-June, 2008, n=1738, Likely voters, Telephone poll

State Polls (continued)

Ohio

Some unions are proposing that all businesses in Ohio with 25 employees or more give workers at least seven sick days a year. Do you support or oppose requiring businesses with 25 employees or more to give employees at least seven sick days a year?

Support	66%
Oppose	30
DK/NA	4

Source: Quinnipiac University Poll, May 8-13, 2007, n= 939, Likely voters, Telephone poll

Ohio

Business groups say that efforts by government to require companies to add specific benefits or pay specific minimum amount of wages lead businesses to close or move out of Ohio. Do you agree or disagree?

Agree	48%
Disagree	43
DK/NA	9

Source: Quinnipiac University Poll, May 8-13, 2007, n= 939, Likely voters, Telephone poll

Ohio

As you know, Ohioans also might be voting this fall on a proposal that would require Ohio businesses with at least 25 employees to give their workers at least seven sick days a year. At this point, do you favor or oppose such a proposal?

	Democrats	Republicans
Strongly favor	43%	16%
Favor	33	29
Oppose	10	20
Strongly oppose	5	24
Don't know	9	10

Columbus Dispatch - 2,082 Ohio Republicans & 2,308 Ohio Democrats polled, Feb 21 – 29, 2008, Postal survey of registered partisans

State Polls (continued)

Ohio

The new state law is entitled, "Healthy Families Act." This law will require companies with more than 25 employees to allow full time workers to earn up to seven days of paid sick leave per year for either themselves, to take care of their child or spouse, or to take care of a parent. If the election were held today, would you vote, Yes, in favor of this new law [or] No, against this new law?

Yes	72%
No	22
Undecided	6

Source: Kitchens Group Poll, April 1-10, 2007, n=800, Registered voters, Telephone poll

Ohio

Agreement/disagreement with following statements:

I am sick and tired of hearing rich executives complain that their profits are not high enough and workers need to accept less salary and benefits. American corporations can still make good profits and provide American workers reasonable benefits like earning paid sick days. Corporations are just too greedy.

Agree	80%
Disagree	17
Unsure	3

People like state legislators and corporate executives can take off if they are sick or have a sick child, and not lose any of their pay. Middle class workers should have the same rights as those people.

Agree	84%
Disagree	14
Unsure	3

Ohio corporations always demand their workers produce record profits, they pay their executives 400% more than the average worker, and demand workers cut benefits and pensions. This situation is simply not right.

Agree	83%
Disagree	14
Unsure	2

State Polls (continued)

Ohio

If we really care about our children, then working parents should be able to earn a few paid sick days that they can use to take care of the kids when they get sick.

Agree	85%
Disagree	12
Unsure	3

Source: Kitchens Group Poll, April 1-10, 2007, n=800, Registered voters, Telephone poll