



# Earned Sick and Safe Time

(HF19/SF34)

*Good for Workers, Good for Business*

## Earned sick and safe time costs less than one percent total.

Employers in our region who offer this benefit report that the average cost of Earned Sick and Safe Time was just three-quarters of one percent (0.75%) of total labor costs prior to the pandemic, and even during the pandemic, only went up to nine-tenths of one percent (0.9%) of total compensation.



## The new cost of earned sick and safe time is less than 0.3% of payroll.

Many businesses already offer some form of paid sick leave, meaning the new cost is only for workers who aren't currently covered. Studies of policies similar to HF19/SF34 have shown a marginal cost for earned sick and safe time of less than three tenths of one percent (0.3%) of payroll costs

## Earned sick and safe time accrues gradually.

Workers accrue earned sick and safe time gradually, with an annual limit of 48 hours and a total banked limit of 80 hours.

This means a full-time worker stops accruing around Labor Day, and someone working 27 hours per week or less doesn't even accrue the full 48 hours.

**48 hrs.**  
max *annual*  
accrual



## Earned sick and safe time is not used immediately as it accrues

Workers do not use all of their hours as they accrue. They appreciate the security of knowing they can bank it for when they need it.

## Earned Sick and Safe Time saves businesses money and increases productivity.

Businesses that provide earned sick time report:

- less employee turnover, meaning lower training costs,
- less spreading of illness to customers or even other coworkers, meaning less absenteeism, and
- lower employer health care costs through better use of preventive care.

