



# Paid Sick Days Colorado Fact Sheet

HB 1397—Sponsored by Representative C. Peniston and Senator M. Carroll

## What the Bill Does:

- Provides paid sick leave for all Colorado workers.
- Leave is earned on an accrual basis, with 1 hour of paid sick time earned for every 30 hours worked:
  - 72 hours (9 days) for full-time workers at businesses with 10 or more employees.
  - 40 hours (5 days) for full-time workers at businesses with fewer than 10 employees
  - Part-time workers will accrue prorated paid sick time.
- Employees can use sick leave for their own mental or physical illness or diagnosis or preventive medical care, or to care for the illness of a spouse, child, parent, grandparent, in-laws, closely related individual
- Employees can also use paid sick time to deal with issues related to domestic violence for themselves or a family member.
- Carry-over of leave is permitted from year to year, but employers are never required to give more than the equivalent of 72 hours (9 days) in larger businesses or 40 hours (5 days) in smaller businesses.
  - Employers that already provide the amount of leave required by this policy are considered to be in compliance. For example, an employer that provides 2 weeks of paid leave (10 days) is in compliance, as long as the time can be used for sick leave.
- Employers are encouraged to provide more paid sick time to their employees, if they wish.
- The Division of Labor will create regulations for the bill and oversee their enforcement.

## Why the policy is needed:

- **Many Colorado workers lack paid sick days.** According to an analysis of data from the U.S. Bureau of Labor Statistics **43 percent, or 976,941 Colorado workers, do not have a sick leave policy.**<sup>i</sup> This means workers are faced with losing much needed income or putting their jobs at risk.<sup>ii</sup>
- **Basic public health concerns.** The Centers for Disease Control estimate that half of all stomach flu (norovirus) cases are linked to sickly food service workers.<sup>iii</sup> In 2008, when a worker at a Chipotle restaurant in Kent, Ohio had no choice but to come to work sick with the stomach flu, over 500 people became violently ill. The outbreak cost the Kent Community between \$130,233 and \$305,337.<sup>iv</sup> It's simple: the CDC recommends that people "stay home from work, school and errands" when they're sick. Without paid sick days, and the right to use them, people can't stay home without risking much needed income or worse, their jobs. And that puts all of us at risk.
- **Families and children suffer without paid sick days.** Women make up the majority of the workforce in the retail and food industries, and these industries are the least likely to provide paid sick days. And yet women are the most likely member of the family to care for a sick family member, including children or the elderly.<sup>v</sup> Nationwide, 34 million people provide care for their older family members, and studies estimate that half of the labor force will be elder caregivers within the next 5 years.<sup>vi</sup>

## Who else has this law?

Paid Sick Days legislation is expected to be considered in at least 20 other states this year. Also, paid sick days has already become law in San Francisco and Washington D.C and has been passed by 70% of voters in Milwaukee.

President Obama supports providing sick leave for workers and has backed the national Healthy Families Act.

## How much will this cost?

The estimated business savings of a paid sick day policy in Colorado total \$10.54 per worker per week from lower turnover, improved productivity and reduced spread of illness.<sup>vii</sup>

**For more information, please contact 9to5, National Association of Working Women - Colorado at 303-628-0925 or [copaidsickdays@9to5.org](mailto:copaidsickdays@9to5.org)**

## Paid Sick Days Colorado Endorsers

9to5, National Association of Working Women  
A. Phillip Randolph Institute - Denver Chapter  
AFT Colorado  
Bayaud Enterprises  
Bell Policy Center  
State Senator Betty Boyd  
State Senator Morgan Carroll  
State Representative Edward Casso  
State Representative Lois Court  
Center for Progressive Leadership  
CWEE - Center for Work Education and Employment  
COLOR - Colorado Organization for Latina Opportunity and  
Reproductive Rights  
Colorado AFL-CIO  
Colorado Anti Violence Program  
Colorado ACORN  
Colorado Children's Campaign  
Colorado Center on Law and Policy  
Colorado Coalition for Girls  
Colorado Coalition for the Homeless  
Colorado Common Cause  
Colorado Cross Disability Coalition  
Colorado Fiscal Policy Institute  
Colorado Immigrant Rights Coalition  
Colorado Jobs with Justice  
Colorado Progressive Action  
Colorado Progressive Coalition  
Colorado Statewide Parent Coalition  
Comunidad Liberación/Liberation Community (Rev. Anne  
Dunlap)  
Denver Area Labor Federation  
El Centro Humanitario  
State Representative Randy Fischer  
State Representative Jerry Frangas  
FRESC: Good Jobs, Strong Communities  
Eva Henry, Thornton City Councilwoman  
State Senator Evie Hudak  
Brother David Garner, OSB, Prior, St. Dunstan's Priory  
GLBT Center of Colorado  
Interfaith Worker Justice Committee of Colorado  
State Representative Daniel Kagan  
Latina Initiative  
Councilman Paul Lopez  
Lutheran Advocacy Ministry – Colorado  
State Representative Karen Middleton  
Mi Familia Vota  
Terri Monley  
Mountain Metrology and Repair, Inc.  
National Association of Social Workers – Colorado Chapter  
NAACP of Colorado Springs  
NAACP of Pueblo  
NAACP of Aurora  
National Council of Jewish Women - Colorado  
New Era Colorado Foundation  
Clifton Northam  
Linda Olson

Orange Circle Films  
Padres Unidos  
Prax(us)  
Progress Now  
Public Health Directors of Colorado  
Public Health Nurses Association of Colorado  
State Representative Cherylin Peniston  
Project Wise  
Rights for All People  
Dr. Nancy Reichman, DU Sociology Professor  
Laura Reinsch  
Rev. Dr. Nori J. Rost, Minister of All Souls Unitarian  
Universalist Church  
State Representative John Soper  
STRIDE  
TESSA - Colorado Springs  
Corbin Tobey-Davis  
State Senator Lois Tochtrop  
Valley-Wide Health Systems, Inc.  
Faith Winter, City Councilwoman  
The White House Project  
Women and Family Action Network  
Women's Foundation of Colorado  
Women's Lobby of CO  
Women's Resource Agency

- 
- <sup>i</sup> Analysis using the Institute for Women's Policy Research (IWPR) Paid Sick Days Estimator, [http://paysickdays.nationalpartnership.org/site/DocServer/psd\\_infoguide\\_worker.pdf?docID=1281](http://paysickdays.nationalpartnership.org/site/DocServer/psd_infoguide_worker.pdf?docID=1281).
  - <sup>ii</sup> Workers with a paid time off (PTO) program that can be used for sickness are included as having a paid sick days policy.
  - <sup>iii</sup> CDC, *Norovirus Outbreak Associated with Ill Food-workers*, [www.cdc.gov/mmwr/preview/mmwrhtml/mm5646a2.htm](http://www.cdc.gov/mmwr/preview/mmwrhtml/mm5646a2.htm), Jan 2006.
  - <sup>iv</sup> Policy Matters Ohio, *Outbreak in Ohio: Cost of the 2008 Norovirus Incident in Kent*, <http://www.policymattersohio.org/OutbreakinOhio2008.htm>.
  - <sup>v</sup> Jody Heymann, *The Widening Gap: Why America's Working Families are in Jeopardy—and What Can be Done About It*, Basic books, 2000.
  - <sup>vi</sup> AARP, *How Employers Can Support Caregivers*, [www.aarp.org/money/careers/employerresourcecenter/reunion/how\\_employers\\_can\\_support\\_working\\_caregivers.html](http://www.aarp.org/money/careers/employerresourcecenter/reunion/how_employers_can_support_working_caregivers.html).
  - <sup>vii</sup> In 2007 dollars. Institute for Women's Policy Research, *Valuing Good Health: An Estimate of Costs and Savings for the Healthy Families Act, 2005*, adjusted to reflect Colorado's average weekly wage as reported by the U.S. Bureau of Labor Statistics from the Quarterly Census of Employment and Wages.