

Paid Sick Days Talking Points
Support the Healthy Families, Healthy Workplaces Act!

- In today's economy, the majority of parents must juggle work and family. It is a necessity for them to be able to take a reasonable amount of sick days to care for their sick or injured child or parent.
- We are a nation and a state that prides itself on family values. When you work hard, you should be able to care for your family.
- There is no state or federal law that guarantees a minimum of paid sick days for North Carolina workers.
- Almost half, 42%, of North Carolina's workers lack paid sick leave. That means that 1.6 million of our state's workers cannot even take a single paid sick day off to care for their or their loved one's health.
- Without paid sick leave, many workers have to make a difficult choice—keeping their job and getting a paycheck or caring for themselves, a sick child, or maybe even a sick parent.
- Women, in particular, are hit hard by a lack of paid sick days. Almost half of our nation's working mothers miss work to care for a sick child.
- It's not just children that require care; it's the elderly too. More than a third of Americans have elderly care responsibilities and many have to take unpaid time off to provide care.
 - The need for elder care will only increase as Baby Boomers retire in the near future.
- Low-wage workers also disproportionately suffer from a lack of paid sick days. Three-fourths of low-wage workers do not receive paid sick days.
 - African-American and Hispanic workers make up a disproportionate share of low-wage employees and are more likely to be without paid sick days
- Paid sick leave will not only help our families, it will help our economy too. We can save money and reduce illnesses. Research shows providing workers with paid sick days:
 - Allows ill workers and their children to recover more quickly;
 - Lowers health care costs for the worker and the employer;
 - Reduces employee absences; and
 - Improves retention and increases productivity.
- Everyone wins with paid sick days. Workers can take a day off without fear of losing their jobs to care for a sick child or parent. Employees save money and retain more long-term dedicated workers.