

Paid Sick Leave in Spokane: Results from a Recent Survey

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**Community, Health and Environment Meeting
Spokane City Council
June 29, 2015**

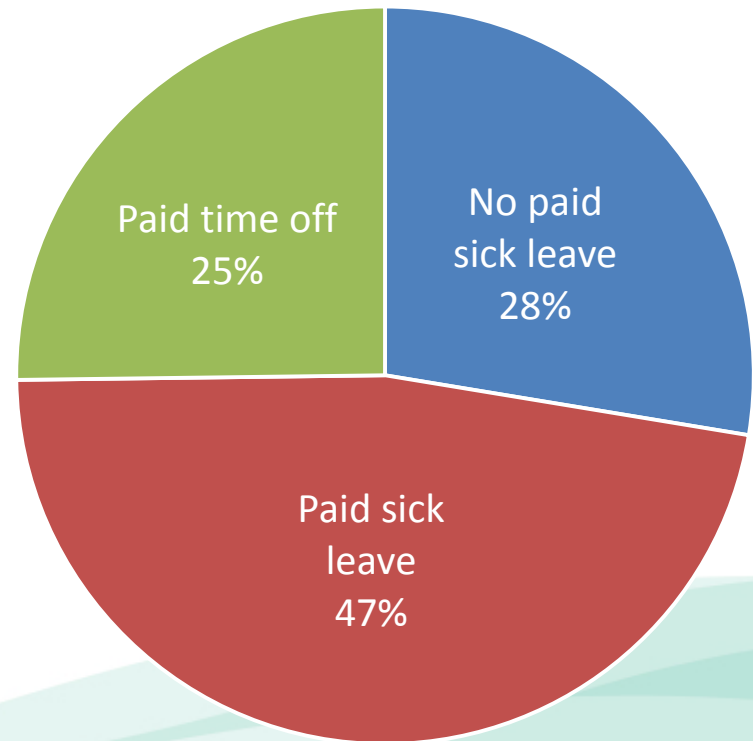
Where is this information coming from?

- Data drawn from the Quality of Life survey 2015, a cross-sector effort to measure the quality of life of Spokane County residents; City of Spokane is a funding partner.
- Used mailed invitations to complete an online or paper survey.
- Response rate was good at 30%
- 55% of all respondents were eligible to complete the paid sick leave module.
- Data from ~1500 respondents were used in this analysis

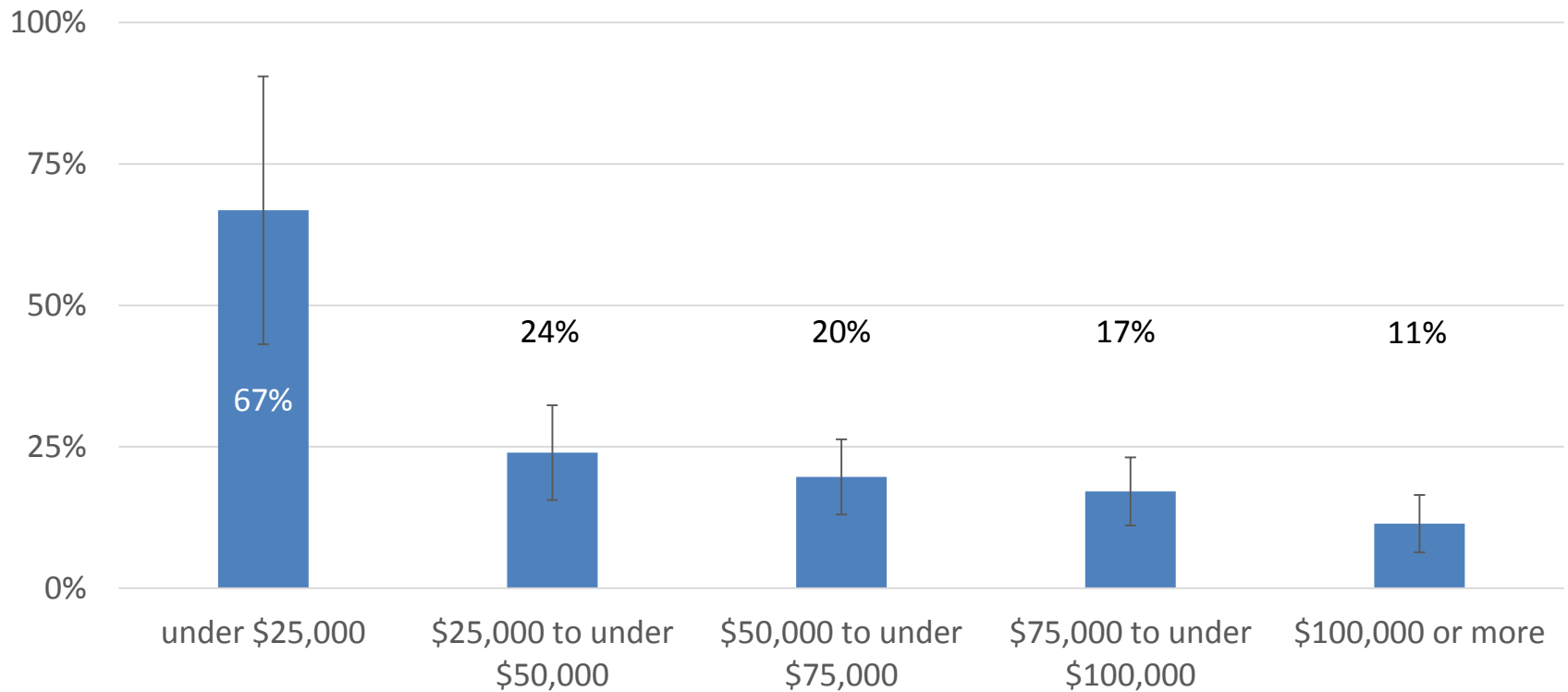
Who does not have paid sick leave?

- 28% do not have paid sick leave
- Workers with lower educational attainment
- Workers with lower household incomes
- Workers in certain industries

Proportion of Workers by Leave Type

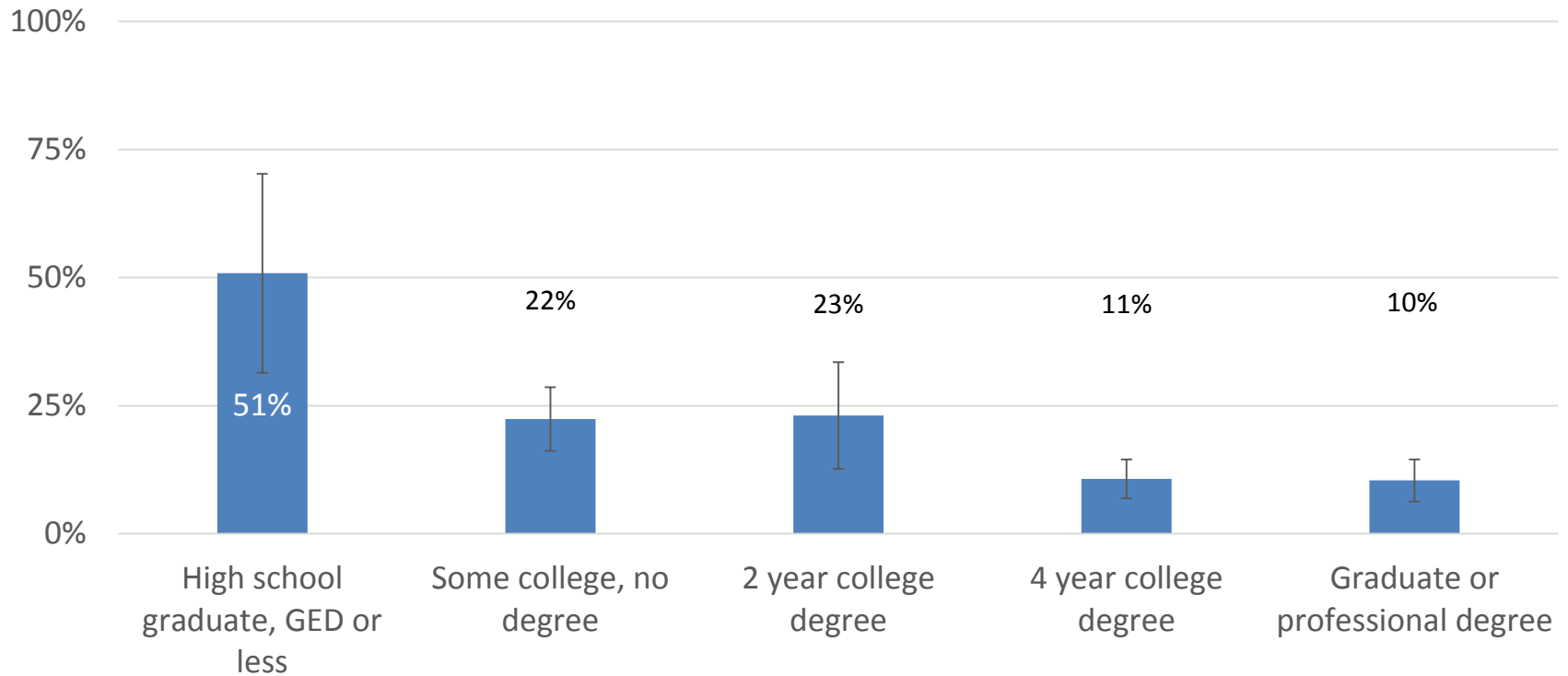


Proportion of Workers without Paid Sick Leave by Household Income, Spokane County 2015



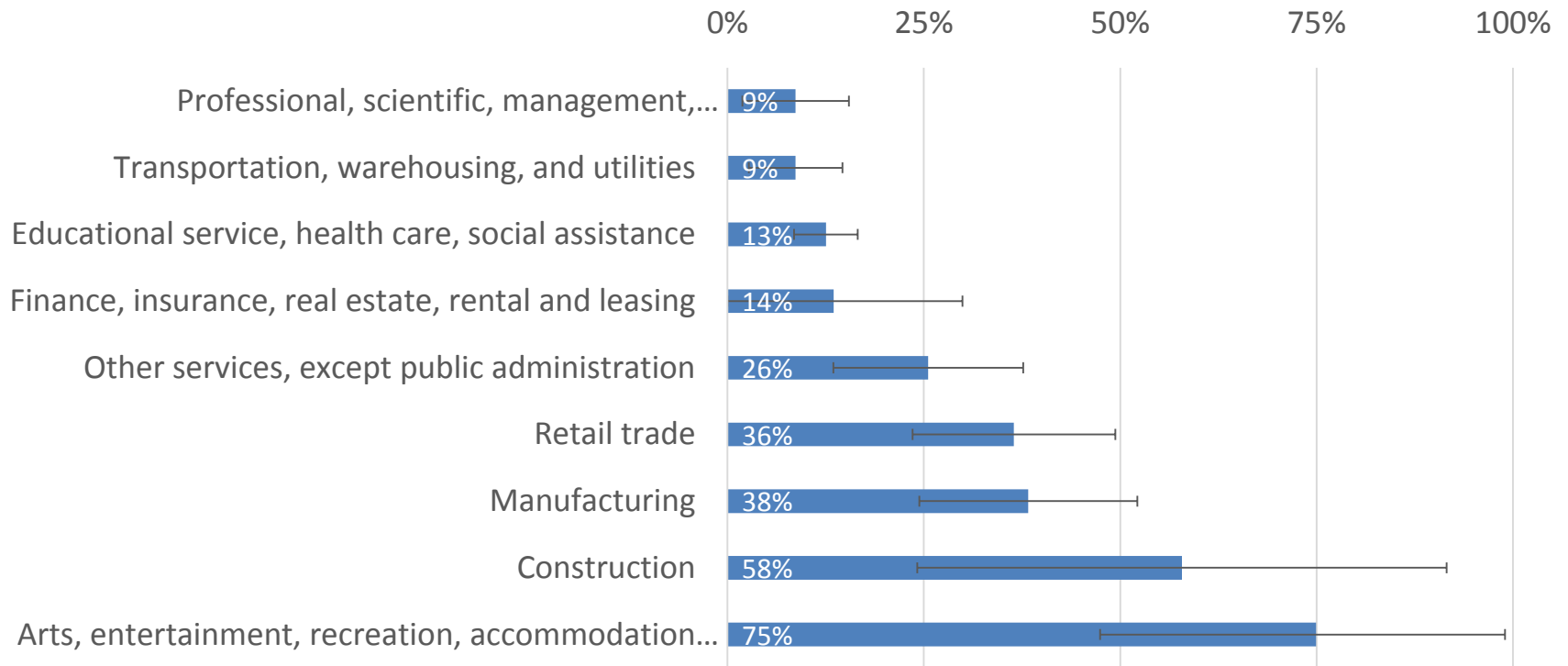
Workers with lower annual household incomes were less likely to have paid sick leave.

Proportion of Workers without Paid Sick Leave by Education, Spokane County 2015



Workers with lower education attainment were less likely to have paid sick leave.

Proportion of Workers without Paid Sick Leave by Industry, Spokane County 2015



Workers in construction, arts, entertainment, recreation, accommodation and food service were less likely to have paid sick leave.

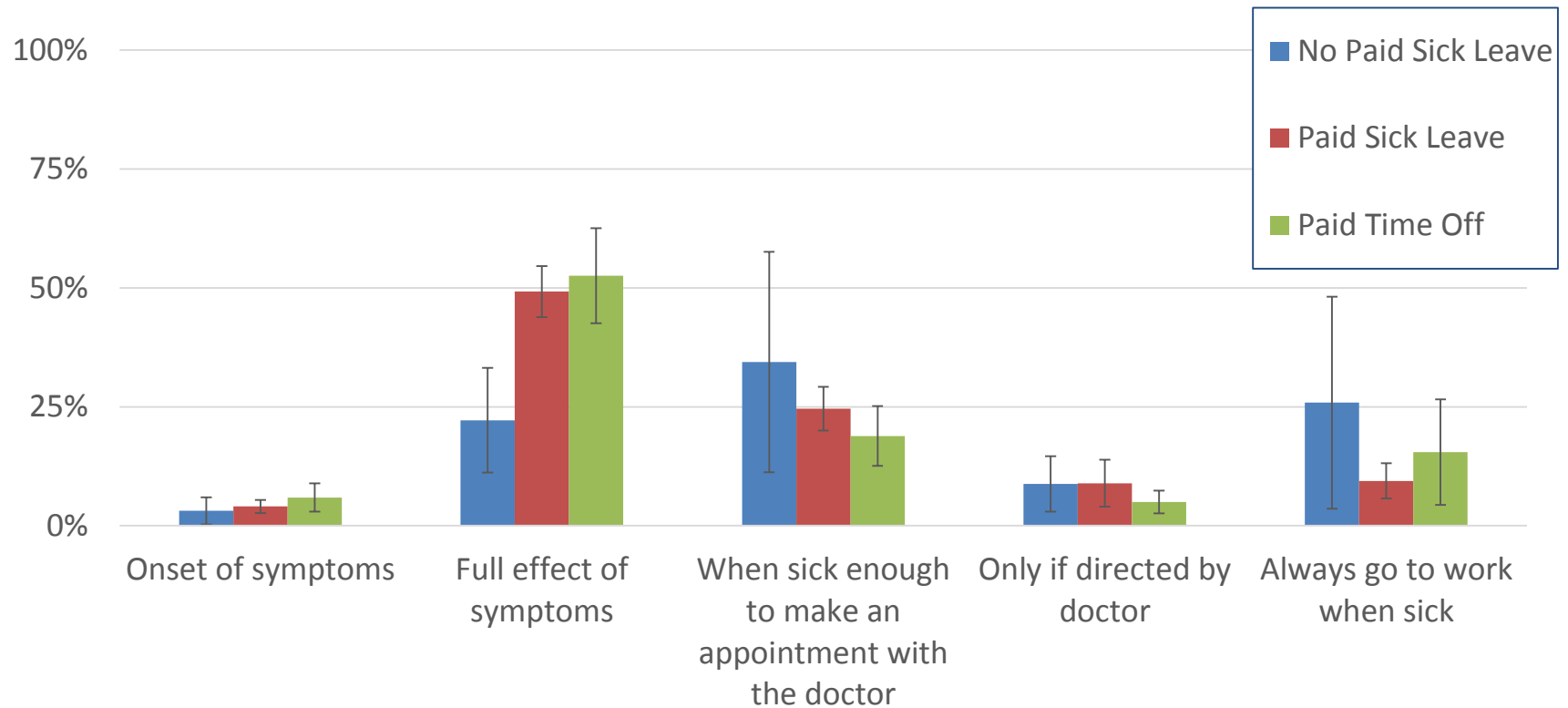
Who goes to work sick?

- 69% of all workers reported they went work sick in the last 12 months.
- No significant difference by age, sex, education or household income.
- Among workers who were sick, 57% of part-time workers went to work sick compared to 84% of full-time workers.
- Workers with paid sick leave took an average of 3.4 days off sick in last 12 months; PTO workers took 2.4 days.

Who goes to work sick?

- Workers with paid sick leave or paid time off were just as likely to go to work sick as those without paid sick leave.
- But workers with paid sick leave or paid time off were more likely to stay home earlier in the course of their illness.

Proportion of Workers staying home while sick by available leave type, Spokane County 2015



Workers with paid sick leave are more likely to stay home earlier in the course of their illness.

Who thinks paid sick leave is important?

- 57% of respondents reported that paid sick leave was very important or somewhat important.
- 64% of women vs. 51% of men.
- 74% of workers with paid sick leave vs. 59% of workers with paid time off and 34% of workers without paid sick leave.
- 62% of persons with good/fair/poor self-reported health vs. 55% of persons with excellent/very good health.

Summary

- Who does not have paid sick leave?
 - Workers with lower educational attainment, lower household incomes and those in certain industries
- Who goes to work sick?
 - Full-time workers and all leave types though those with paid sick leave or PTO stay home earlier in course of illness
- Who thinks paid sick leave is important?
 - Women, those with paid sick leave and persons in moderate to poor health.



Questions/ Comments?

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