

# A Strong Earned Sick Days Law Will Bring Major Benefits for Maryland Families and our Economy

By Christopher Meyer

Each time they get sick or need to care for a sick child, 750,000 working Marylanders are still forced to choose between their health and a day's pay because they aren't able to earn paid sick time at work.<sup>i</sup> Some of these workers may even lose their jobs for missing a shift to see a doctor or care for a loved one. Lawmakers can change that in 2018 by voting to make the Maryland Healthy Working Families Act law.

The Healthy Working Families Act will provide earned sick days to about 488,000 Marylanders who currently must take unpaid time off when they or a loved one gets sick.<sup>ii</sup> The bill also provides paid leave to workers experiencing domestic violence and extends important job protections to thousands of additional employees at small businesses. The General Assembly passed the Healthy Working Families Act during its 2017 session, but the bill is now in limbo because Gov. Hogan vetoed it.

The governor has now called on legislators to move backward on earned sick days by instead passing a bill that includes fundamental flaws taken from the weaker bill he proposed in the 2017 session. To support this effort, he convened a task force composed entirely of representatives of his own administration. However, Maryland workers don't need another study or a watered-down bill that doesn't offer meaningful protections. The evidence is in: Earned sick days are good for working families, public health, and the economy. The General Assembly should reaffirm its commitment to a healthy Maryland by overriding Gov. Hogan's veto and making the Healthy Working Families Act law.

## WHO DOESN'T HAVE PAID SICK LEAVE?

750,000 Maryland workers currently don't have access to paid sick leave, including:

- 140,000 food workers like cooks, servers, bakers, and butchers
- 52,000 health care and health care support workers like physicians, nurses, medical technicians, and nursing aides
- 40,000 personal care and service workers like childcare workers, home care workers, hairstylists, and animal care workers
- 11,000 Education, training, and library workers like preschool teachers, K-12 teachers, and librarians.
- 5,000 Community and social service workers like counselors and social workers

When the people who prepare our food, care for us when we are ill, and take care of our children can't take time off to recover from an illness, it poses a threat to public health.

Source: MDCEP analysis of 2016 Occupational Employment Statistics and Milli 2017. Food workers are defined as food preparation and serving related occupations and food processing occupations.

Earned sick days promote public health:

- Cities and states that guarantee earned sick days have lower rates of flu infection
- Nearly half of restaurant-related outbreaks of foodborne illness are associated with employees working while sick
- Workers with earned sick days are more likely to receive preventive health care that can catch major illnesses early

Earned sick days are part of a vibrant, growing economy:

- Guaranteeing earned sick days would save Marylanders up to \$36 million per year through improved productivity and reduced health costs
- A majority of business owners and executives support earned sick days, even when polled by anti-regulation political consultants
- On average, cities and states that passed earned sick days guarantees had equivalent or stronger job growth in comparison to the United States overall 12 months after implementation.

The Healthy Working Families Act is the only meaningful earned sick days proposal on the table. Gov. Hogan's proposal would:

- Allow companies to impose unrealistic advance notice requirements, even for unforeseeable illnesses.
- Not require the government to investigate alleged violations or take meaningful enforcement action.
- Repeal the earned sick days law in effect in Montgomery County, taking effective protections away from workers who already enjoy them.

## **Earned Sick Days Are the Right Choice for Public Health**

Earned sick days are a tool that can help workers avoid getting sick in the first place, recover from illness faster, and avoid infecting others.

Regular preventive care is an essential part of staying healthy and catching medical issues early on. Research shows that workers without earned sick days are less likely to have seen a doctor in the past 12 months or to have received evidence-backed preventive services like a flu shot, Pap smear, or endoscopy.<sup>iii</sup> Missing these types of routine care puts workers at a greater risk of becoming seriously ill, leading to higher health care costs for everyone.

Sooner or later, everyone gets sick. Each year, about 5 percent of adults contract the flu.<sup>iv</sup> When you do get sick, there's no mystery about how to promote a swift recovery—plenty of rest and, if necessary, a trip to the doctor. Spending hours on your feet or in the office is not on the list. Research shows that workers without earned sick days are three times more likely than otherwise-similar workers who have earned sick days to forgo medical care when they are sick.<sup>v</sup> If this means not getting a round of antibiotics or other necessary treatment, it could lead to more prolonged or more severe illness.

Going to work when you're sick doesn't do your coworkers any favors, either. Multiple surveys show that more than half of workers without earned sick days report going to work while they are sick.<sup>vi</sup> One survey found that 70 percent of women who work in the fast food industry have done so in the past year.<sup>vii</sup> Studies show that a person who is sick with the flu will on average infect one in six coworkers and other community contacts.<sup>viii</sup> This implies that if your coworker has the flu and can't take paid time

off, your chance of getting sick increases by more than half.<sup>ix</sup> Empirical research has shown that cities and states that guarantee earned sick days see reduced rates of flu infection afterward.<sup>x</sup>

Coworkers are not the only ones at risk. About 25 percent of Maryland workers without earned sick days have jobs in food preparation or processing, food service, or health care.<sup>xi</sup> In these fields, a sick person on the job can infect customers and patients. An analysis of foodborne illness outbreaks in restaurants found that 46 percent are linked to an employee showing up to work while sick.<sup>xii</sup> Even a small reduction in restaurant-related illness would mean sparing tens of thousands of Marylanders from getting sick every year.<sup>xiii</sup>

Guaranteeing workers access to earned sick days would also mean healthier children. When parents can't take paid time off to care for a sick child, they face an impossible choice. They can stay home, putting their financial security and in some cases their job at risk, or they can send their child to school or daycare, usually against those institutions' policies. Survey data show that about one in four parents without earned sick days have chosen the second option, sending their children to school or child care while sick.<sup>xiv</sup> This puts other children, teachers or care workers, and other parents at risk.

## Earned Sick Days are Part of a Vibrant, Growing Economy

Guaranteeing Maryland workers access to earned sick and safe days is part of the recipe for a healthy economy. Research shows that when workers can take paid time off to recover from an illness, they are less likely spread illnesses to their coworkers and more

Costs and savings	Dollars
<b>Gross cost of paid sick days</b>	\$127.9 million cost
<b>Low-productivity workdays avoided</b>	\$9.3 million savings
<b>Reduction in workplace contagion</b>	\$5.1 million savings
<b>Reduction in turnover</b>	\$126.8 million savings
<b>Net cost</b>	\$13.3 million savings

Source: Milli 2015.

likely to remain with their employer for the long haul. And the experiences of other states and cities that offer workers this protection show that it is consistent with a strong and growing economy.

Offering earned sick days to employees has four effects on business costs:

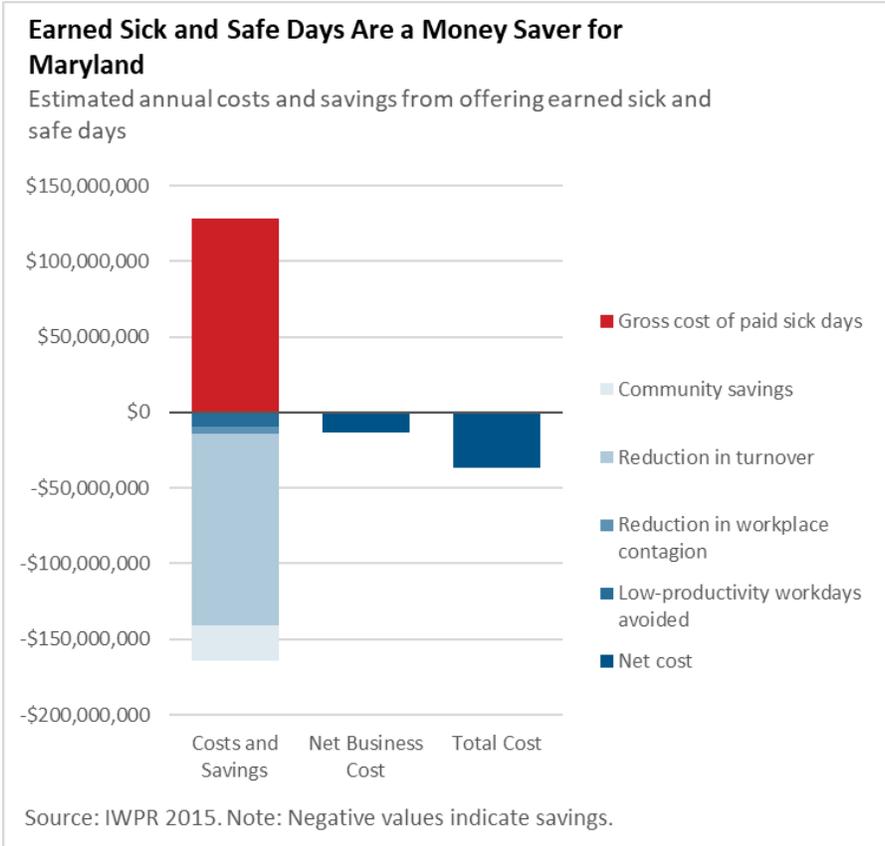
- **Cost:** Businesses pay workers for sick days spent at home.
- **Savings:** Workers do not perform as well when sick as when they are healthy. This means that the true cost to employers of paying sick time is less than its on-paper cost, since ill employees would have performed lower-quality work than usual if they had not stayed home.<sup>xv</sup>
- **Savings:** When workers come to work while sick, they risk spreading illness to their coworkers and others they come into contact with. That means more absences or more unproductive days on the job.<sup>xvi</sup>
- **Savings:** Research shows that workers whose jobs offer paid sick leave are less likely to change jobs.<sup>xvii</sup> When employees know they won't have to choose between their health or the health of a loved one and their income—or in some cases even their job—they will be more satisfied and less likely to look for another job. This means less time and money spent on recruiting and training.

For Maryland businesses, the savings achievable by offering paid sick leave outweigh the costs, according to a 2015 analysis by the Institute for Women's Policy Research.<sup>xviii</sup> Table 1 shows the results of this analysis. On net, guaranteeing Maryland workers the chance to earn paid sick and safe days is

expected to save employers \$13 million per year. This estimate does not include reductions in costs businesses are currently able to export, such as when a worker contracts a foodborne illness at a restaurant.

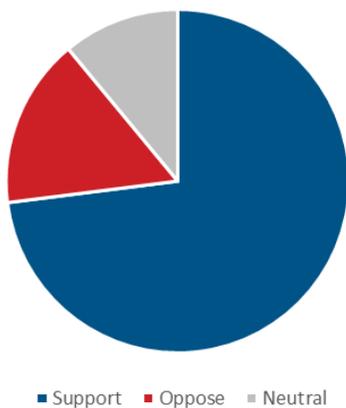
In addition to these business cost savings, guaranteeing earned sick days would bring another \$23 million in savings to the broader community. These savings are related to the public health benefits of earned sick days—less contagious disease, less reliance on emergency rooms, and fewer short-term stays in nursing homes.<sup>xix</sup>

In light of the considerable benefits that earned sick days bring to businesses and our economy, it is unsurprising that a large majority of the business community supports this policy. This support was made clear by a 2015 survey of business owners and executives commissioned by the Council of State Chambers and conducted by conservative political consultant Frank Luntz. The survey found that 73 percent of business owners and executives support policies to provide more paid sick time for workers.



### Three out of Four Business Owners and Executives Support Earned Sick Days

Question: "Please state whether you support or oppose the proposed policies dealing with paid leave: More paid sick time for workers."  
 Source: Luntz Global 2015 via PRWatch.



Fully 83 percent supported more time off for workers who need to care for sick children or relatives.<sup>xx</sup> A survey of businesses in New York City found similar results after the city's earned sick days guarantee went into effect. Nine out of 10 employers reported no increase in unscheduled absences, and 86 percent expressed support for the law.<sup>xxi</sup>

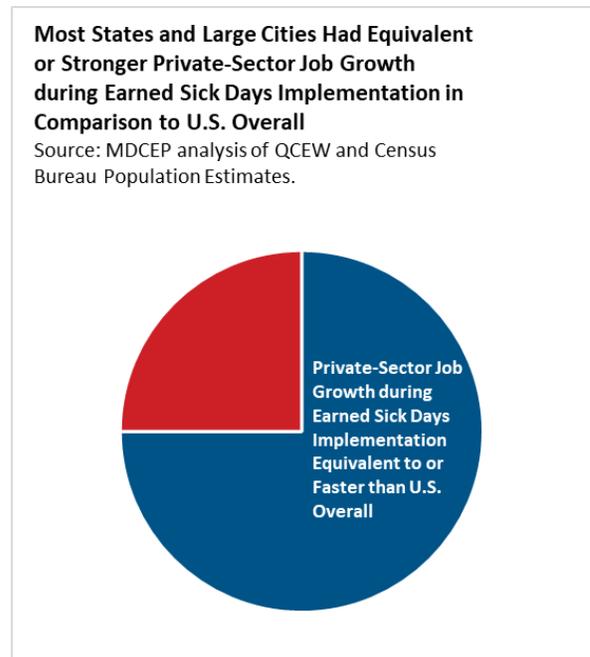
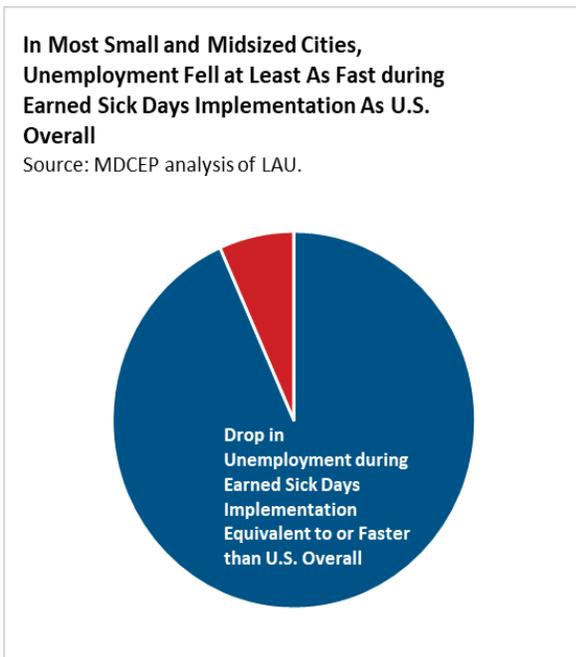
A similar share of the general public supports earned sick days. A 2017 poll found that 84 percent of Maryland residents support requiring companies with at least 15 employees to offer paid sick leave. The majority of respondents identifying themselves as conservative, moderate, or liberal supported the policy.<sup>xxii</sup>

The experiences of cities and states that guarantee workers the opportunity to earn paid sick days confirm that this protection is part of a vibrant, growth economy. MDCEP performed two analyses of

labor market conditions in jurisdictions with earned sick days laws to determine whether any relationship exists between these laws and the strength of the local labor market.

Five states (including the District of Columbia) and three major cities guaranteed workers the opportunity to earn paid sick days between February 2007 and January 2016.<sup>xxiii</sup> MDCEP used data from the Quarterly Census of Employment and Wages and the U.S. Census Bureau Population Estimates Program to calculate private-sector jobs per 1,000 residents in each jurisdiction as well as nationwide. MDCEP then compared the local private-sector labor market to the national private-sector labor market 12 months before and 12 months after earned sick days implementation (see Table 2). **Six out of eight jurisdictions had private-sector job growth at least as strong as the United States overall during earned sick days implementation.**<sup>xxiv</sup>

Fifteen small and midsize cities enacted earned sick days between September 2012 and July 2016.<sup>xxv</sup> Because Quarterly Census of Employment and Wages data do not exist at the city level, MDCEP analyzed these cities' labor markets using the Bureau of Labor Statistics' Local Area Unemployment Statistics. This analysis also compared each city to the United States 12 months before and 12 months after earned sick days implementation (see Table 3). **Fourteen out of 15 cities saw declines in unemployment at least as fast as the United States overall during earned sick days implementation.**<sup>xxvi</sup>



**Table 2. State and Local Private-Sector Job Markets Strengthened after Earned Sick Days Passage**

<b>One Year before Effective Date</b>				
<b>Jurisdiction</b>	<b>Effective Date</b>	<b>Private-Sector Jobs Per 1,000 Residents</b>		
		<b>Local</b>	<b>U.S.</b>	<b>Difference</b>
<b>San Francisco</b>	2/1/2007	571	370	201
<b>District of Columbia</b>	11/13/2008	785	380	405
<b>Connecticut</b>	1/1/2012	373	338	35
<b>New York City</b>	4/1/2014	391	355	37
<b>Philadelphia</b>	5/1/2015	346	364	-18
<b>California</b>	7/1/2015	351	366	-15
<b>Massachusetts</b>	7/1/2015	444	366	78
<b>Oregon</b>	1/1/2016	362	359	2
<b>Average</b>		453	362	91
<b>One Year after Effective Date</b>				
<b>Jurisdiction</b>		<b>Private-Sector Jobs Per 1,000 Residents</b>		
		<b>Local</b>	<b>U.S.</b>	<b>Difference</b>
<b>San Francisco</b>		<b>600</b>	370	<b>230</b>
<b>District of Columbia</b>		750	346	<b>405</b>
<b>Connecticut</b>		<b>381</b>	348	34
<b>New York City</b>		<b>413</b>	366	<b>48</b>
<b>Philadelphia</b>		<b>359</b>	374	<b>-15</b>
<b>California</b>		<b>367</b>	377	<b>-10</b>
<b>Massachusetts</b>		<b>461</b>	377	<b>85</b>
<b>Oregon</b>		<b>370</b>	368	2
<b>Average</b>		<b>463</b>	366	<b>97</b>

Note: Employment data from the Quarterly Census of Employment and Wages. Population data from the U.S. Census Bureau Population Estimates Program. Official population estimates are for July 1. Population in other months estimated by linear interpolation. Blue numbers indicate improvement in the local job market during earned sick days implementation.

**Table 3. Local Job Markets Strengthened After Earned Sick Days Implementation**

One Year before Effective Date				
City	Effective Date	Unemployment Rate		
		Local	U.S.	Difference
Seattle, WA	9/1/2012	6.9%	8.8%	-1.9%
Jersey City, NJ	1/1/2014	9.1%	8.5%	0.6%
Newark, NJ	5/1/2014	12.4%	7.3%	5.1%
Irvington, NJ	1/1/2015	11.3%	7.0%	4.3%
East Orange, NJ	1/1/2015	10.3%	7.0%	3.3%
Passaic, NJ	1/1/2015	11.0%	7.0%	4.0%
Paterson, NJ	1/1/2015	13.7%	7.0%	6.7%
Montclair, NJ	3/1/2015	5.5%	6.8%	-1.3%
Oakland, CA	3/1/2015	7.9%	6.8%	1.1%
Bloomfield, NJ	6/1/2015	6.9%	6.3%	0.6%
Trenton, NJ	7/1/2015	10.4%	6.5%	3.9%
New Brunswick, NJ	1/1/2016	6.5%	6.1%	0.4%
Tacoma, WA	2/1/2016	7.5%	5.8%	1.7%
Elizabeth, NJ	3/1/2016	8.3%	5.6%	2.7%
Plainfield, NJ	7/1/2016	7.0%	5.6%	1.4%
<b>Average</b>		9.0%	6.8%	2.2%
One Year after Effective Date				
City		Unemployment Rate		
		Local	U.S.	Difference
Seattle, WA		<b>4.6%</b>	7.0%	<b>-2.4%</b>
Jersey City, NJ		<b>6.0%</b>	6.1%	<b>-0.1%</b>
Newark, NJ		<b>9.5%</b>	5.3%	<b>4.2%</b>
Irvington, NJ		<b>7.7%</b>	5.3%	<b>2.4%</b>
East Orange, NJ		<b>7.5%</b>	5.3%	<b>2.2%</b>
Passaic, NJ		<b>7.7%</b>	5.3%	<b>2.4%</b>
Paterson, NJ		<b>10.0%</b>	5.3%	<b>4.7%</b>
Montclair, NJ		<b>4.0%</b>	5.1%	<b>-1.1%</b>
Oakland, CA		<b>5.5%</b>	5.1%	<b>0.4%</b>
Bloomfield, NJ		<b>5.3%</b>	5.1%	<b>0.2%</b>
Trenton, NJ		<b>8.5%</b>	5.1%	<b>3.4%</b>
New Brunswick, NJ		<b>4.1%</b>	5.1%	<b>-1.0%</b>
Tacoma, WA		<b>6.4%</b>	4.9%	<b>1.5%</b>
Elizabeth, NJ		<b>5.4%</b>	4.6%	<b>0.8%</b>
Plainfield, NJ		<b>5.4%</b>	4.6%	<b>0.8%</b>
<b>Average</b>		<b>6.5%</b>	5.3%	<b>1.2%</b>

Note: Unemployment data from the Local Area Unemployment statistics. Lower numbers indicate a stronger job market. **Blue** numbers indicate improvement in the local job market during earned sick days implementation. Morristown, NJ omitted due to missing data.

## The Devil Is in the Details

When it comes to making the benefits of earned sick days a reality, details matter. Families, public health, and our economy stand to gain the most from a strong law that guarantees workers meaningful protections. The Maryland Healthy Working Families Act—the earned sick and safe days law already passed by the General Assembly after five years of public and business input—performs well on this score. Governor Hogan’s newly released proposal shares a number of flaws with the bill the administration introduced during the 2017 legislative session. These flaws would severely undermine any protection the proposal ostensibly offers workers.

- The governor’s proposal would only apply to businesses with more than 25 employees, **leaving out many more workers** who currently don’t have paid sick leave. The bill the General Assembly passed applies to businesses with 15 or more employees, providing greater benefits to workers and our economy without creating a hardship for very small businesses.
- Unlike the Healthy Working Families Act, Gov. Hogan’s proposal does not specify what notice requirements companies may impose when workers try to use their paid time off. This means that **employers could require unrealistic advance notice even for unforeseeable illness.**
- The proposal calls for the government to either attempt to resolve complaints informally or conduct an investigation. This means that the **state labor agency would not be required to investigate alleged violations or take meaningful enforcement action, even if attempts at informal resolution fail.**
- The proposal does not specify how quickly the government must address complaints. (The Healthy Working Families Act requires action within 90 days.) This means that **workers could not rely on the state to address violations in a timely manner.**
- The proposal repeals the earned sick days law in effect in Montgomery County. This means that **workers in Montgomery County would lose the effective protections they already enjoy.**

When it reconvenes in January, the General Assembly should stand by the Maryland Healthy Working Families Act and reject calls to go backward and produce a weaker bill.

<sup>i</sup>Jessica Milli, “Access to Paid Sick Time in Maryland,” Institute for Women’s Policy Research, 2017, <https://iwpr.org/wp-content/uploads/2017/01/B364.pdf>

Note that the critique of this estimate found in the final report of the governor’s Committee on Paid Leave misleadingly cites a statistic from the Bureau of Labor Statistics that applies to a census division that does not include Maryland. Using the correct value from the same source cited in the committee report, 36 percent of private-sector workers in the census division that includes Maryland did not have access to paid sick leave in 2016. Applying this value to private-sector employment data from the Quarterly Census of Employment and Wages yields an estimate of more than 750,000 Maryland workers without paid sick leave.

<sup>ii</sup> “Healthy Working Families Act Allows 700,000 Marylanders to Earn Sick Days,” Maryland Center on Economic Policy, 2017, <http://www.mdeconomy.org/healthy-working-families-act-allows-488000-marylanders-to-earn-sick-days/>

<sup>iii</sup> Lucy Peipins, Ashwini Soman, Zahava Berkowitz, and Mary White, “The Lack of Paid Sick Leave As a Barrier to Cancer Screening and Medical Care-Seeking: Results from the National Health Interview Survey,” *BMC Public Health* 12(520), 2012, <https://bmcpublihealth.biomedcentral.com/articles/10.1186/1471-2458-12-520>

LeAnne DeRigne, Patricia Stoddard-Dare, Cyleste Collins, and Linda Quinn, “Paid Sick Leave and Preventive Health Care Service Use among U.S. Working Adults,” *Preventive Medicine* 99, 2017, <http://www.sciencedirect.com/science/article/pii/S0091743517300440?via%3Dihub>

<sup>iv</sup> Claudia Williams, “Valuing Good Health in Maryland: The Costs and Benefits of Earned Sick Days,” Institute for Women’s Policy Research, 2013, <https://iwpr.org/wp-content/uploads/wpallimport/files/iwpr-export/publications/B311.pdf>

<sup>v</sup> LeAnne DeRigne, Patricia Stoddard-Dare, and Linda Quinn, “Workers without Paid Sick Leave Less Likely to Take Time off for Illness or Injury Compared to those with Paid Sick Leave,” *Health Affairs* 35(3), 2016, <https://www.ncbi.nlm.nih.gov/pubmed/26953308>

<sup>vi</sup> Tom Smith and Jibum Kim, “Paid Sick Days: Attitudes and Experiences,” National Partnership for Women and Families, 2010, <http://www.nationalpartnership.org/research-library/work-family/psd/paid-sick-days-attitudes-and-experiences.pdf>

“The Mind of the Food Worker: Behaviors and Perceptions that Impact Safety and Operations,” Center for Research and Public Policy, 2015, [http://cdn2.hubspot.net/hubfs/403157/Mind\\_of\\_the\\_Food\\_Worker\\_Report.pdf?submissionGuid=18bd4746-21e8-4a7d-b7ef-f18779223665](http://cdn2.hubspot.net/hubfs/403157/Mind_of_the_Food_Worker_Report.pdf?submissionGuid=18bd4746-21e8-4a7d-b7ef-f18779223665)

<sup>vii</sup> “Survey Findings on Sick Days for Women Fast Food Workers,” Hart Research, 2016, <http://www.nationalpartnership.org/research-library/work-family/psd/hart-research-survey-findings-on-sick-days-for-women-fast-food-workers.pdf>

<sup>viii</sup> Ira Longini, James Koopman, Michael Haber, and George Cotsonis, “Statistical Inference for Infectious Diseases: Risk-Specific Household and Community Transmission Parameters,” *American Journal of Epidemiology* 128(4), 1988, <http://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.970.9393&rep=rep1&type=pdf>

M. N. Islam, C. D. O’Shaughnessy, and B. Smith, “A Random Graph Model for the Final-Size Distribution of Household Infections,” *Statistics in Medicine* 15(7–9), 1996, <https://www.ncbi.nlm.nih.gov/pubmed/9132909>

<sup>ix</sup> If half of workers who lack earned sick days go to work while sick with the flu and on average spread the virus to one in six coworkers, coworkers have an 8.3 percent chance of becoming sick, or two-thirds higher than the average rate of 5 percent.

<sup>x</sup> Stefan Pichler and Nicolas Ziebarth, “The Pros and Cons of Sick Pay Schemes: Testing for Contagious Presenteeism and Shirking Behavior,” Deutsches Institut für Wirtschaftsforschung, 2015, [https://www.diw.de/documents/publikationen/73/diw\\_01.c.514633.de/dp1509.pdf](https://www.diw.de/documents/publikationen/73/diw_01.c.514633.de/dp1509.pdf)

<sup>xi</sup> MDCEP analysis of 2016 Occupational Employment Statistics and Milli 2017. See box.

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- xii D. M. Norton, L. G. Brown, R. Frick, L. R. Carpenter, A. L. Green, M. Tobin-D'Angelo, D. W. Reimann, H. Blade, D. C. Nicholas, J. S. Egan, and K. Everstine, "Managerial Practices Regarding Workers Working while Ill," *Journal of Food Protection* 78(1), 2015, <https://www.cdc.gov/nceh/ehs/ehsnet/docs/jfp-mgr-practice-ill-workers.pdf>  
Note that identified outbreaks are a subset of all foodborne illnesses contracted in restaurants. Data on the full universe of restaurant-related foodborne illnesses are not available.
- xiii Upward of 600,000 Maryland residents contract foodborne illness from food prepared at a restaurant or deli each year (MDCEP calculation based on *ibid.* and Census Bureau Population Estimates Program). A 5 percent reduction in these incidents would mean 30,000 fewer illnesses per year.
- xiv Smith and Kim 2010.
- xv M. Keech, A. J. Scott, and P. J. J. Ryan, "The Impact of Influenza and Influenza-Like Illness on Productivity and Healthcare Resource Utilization in a Working Population," *Occupational Medicine* 48(2), 1998, <http://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.484.3961&rep=rep1&type=pdf>
- xvi See Longini et al. 1988 and Islam et al. 1996.
- xvii Heather Hill, "Paid Sick Leave and Job Stability," *Work and Occupations* 40(2), 2013, <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3825168/>
- xviii Jessica Milli, "Valuing Good Health in Maryland: The Costs and Benefits of Earned Sick Days," Institute for Women's Policy Research, 2015, <https://iwpr.org/wp-content/uploads/wpallimport/files/iwpr-export/publications/B348-update.pdf>  
See Williams 2013 for detailed methodology.
- xix *Ibid.*
- Kevin Miller, Claudia Williams, and Youngmin Yi, "Paid Sick Days and Health: Cost Savings from Reduced Emergency Department Visits," Institute for Women's Policy Research, 2011, <https://iwpr.org/wp-content/uploads/wpallimport/files/iwpr-export/publications/B301-PSD&ED.pdf>
- xx "CMD PRWatch Markup of 01-05-16 State Chambers Topline Poll," Luntz Global via PRWach, 2015, [https://www.prwatch.org/files/cmd\\_prwatch\\_markup\\_of\\_01-05-16\\_state\\_chambers\\_topline\\_poll.pdf](https://www.prwatch.org/files/cmd_prwatch_markup_of_01-05-16_state_chambers_topline_poll.pdf)
- xxi Eileen Applebaum and Ruth Milkman, "No Big Deal: The Impact of New York City's Paid Sick Days Law on Employers," Center for Economic and Policy Research, 2016, <http://cepr.net/publications/reports/no-big-deal-the-impact-of-new-york-city-s-paid-sick-days-law-on-employers>
- xxii *Washington Post*-University of Maryland poll of Maryland residents, March 26, 2017, [https://www.washingtonpost.com/politics/polling/washington-postuniversity-maryland-poll-maryland-residents/2017/03/26/b3a098de-0ef6-11e7-aa57-2ca1b05c41b8\\_page.html](https://www.washingtonpost.com/politics/polling/washington-postuniversity-maryland-poll-maryland-residents/2017/03/26/b3a098de-0ef6-11e7-aa57-2ca1b05c41b8_page.html)
- xxiii Data on existing paid sick days laws and effective dates from the National Partnership for Women and Families, <http://www.nationalpartnership.org/research-library/work-family/psd/paid-sick-days-statutes.pdf>  
Major cities here are those that are coterminous with counties or contain multiple counties. Note that most laws exempted certain subsets of workers. This analysis includes all jurisdictions for which QCEW data exist for 12 months following earned sick days implementation.
- xxiv The within-sample job growth numbers for earned sick days jurisdictions are actually slightly better than those for the United States overall. However, this difference is not large enough to distinguish from chance. There is no evidence that earned sick days policies have any effect on job growth in either direction.
- xxv Data on existing paid sick days laws and effective dates from the National Partnership for Women and Families. Small and mid-sized cities here are those that are contained within but not coterminous with counties. This analysis includes all jurisdictions for which LAU data exist 12 months following earned sick days implementation.
- xxvi While the within-sample declines in unemployment for earned sick days cities are slightly better than for the United States overall, this difference is not statistically distinguishable from chance.