

# PAID SICK LEAVE: BENEFITS FOR WORKERS, EMPLOYERS, AND PUBLIC HEALTH

## Paid sick leave (PSL) has many benefits:



PSL enables workers to follow health recommendations that limit the spread of infectious disease in workplaces.



Jurisdictions that require employers to provide PSL have seen higher job growth than neighboring jurisdictions without PSL.



The cost of providing PSL is substantially offset by cost savings from improved employee health outcomes.



Workers with PSL are significantly more likely to receive recommended preventive medical care, including cancer screenings, which can improve health and save lives.



Companies that have added PSL report higher employee satisfaction and lower staff turnover.



PSL could save the United States more than \$1.1 billion per year in preventable emergency room visits.



70% of Americans support the provision of PSL.

**29.4**  
Million  
**US Workers**  
Lack Paid Sick  
Leave

PSL policies allow workers to attend to short-term health care needs — their own and those of their family members and other qualifying individuals.

### Elements of a PSL Law or Policy



Types of employers and/or employees covered



Allowable uses of PSL



How much PSL an employee gains over time



How much PSL an employee can accumulate and/or save for future use

Presently, there is no federal requirement for PSL, but some states and local governments have PSL requirements, and some employers provide it voluntarily.