INSTITUTE FOR WOMEN'S POLICY RESEARCH

Fact Sheet

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Access to Paid Sick Days in the States, 2010

Analysis from the Institute for Women's Policy Research (IWPR) finds substantial variation across the country in rates of access to paid sick days for private sector employees. As IWPR reported in December 2010, 44 million workers lacked access to paid sick days in 2010, with a national average rate of coverage of 58 percent. The five states with the lowest rates of access (below 54 percent) are Alabama, Kentucky, Mississippi, Nevada, and West Virginia (see Table 1). Among workers with access to paid sick days, many still face restrictions on the use of sick days and may be unable to use sick days to care for sick family members or seek out preventative care.

The inability of millions of employees across the United States to stay at home when they or a family member are ill has serious implications for the spread of contagious diseases in workplaces generally, including those where public health is of particular concern such as restaurants, hotels, retail stores, schools, nursing homes, and child care facilities. This inability causes the needless spread of disease, leads to productivity losses at work, and risks the health of those who cannot afford to stay at home without losing pay and, potentially, their jobs.

Table 1. Paid Sick Day Access in the Private Sector, by State

State	Private Sector Employment	Employees With Access to Paid Sick Days	Employees Without Access to Paid Sick Days	Percent of Employees with Paid Sick Days
Alabama	1,463,380	771,373	692,007	53%
Alaska	216,577	126,000	90,577	58%
Arizona	2,079,395	1,202,066	877,329	58%
Arkansas	909,956	536,624	373,332	59%
California	11,835,240	7,171,596	4,663,644	61%
Colorado	1,812,139	1,072,569	739,570	59%
Connecticut	1,327,894	843,047	484,847	63%
Delaware	322,876	184,675	138,201	57%
District of Columbia	189,803	117,904	71,899	62%
Florida	5,900,850	3,272,182	2,628,668	55%
Georgia	3,169,100	1,778,627	1,390,473	56%
Hawaii	408,367	234,029	174,338	57%
Idaho	477,005	275,209	201,796	58%
Illinois	4,711,698	2,598,394	2,113,304	55%
Indiana	2,325,904	1,246,902	1,079,002	54%
Iowa	1,154,523	664,582	489,941	58%
Kansas	1,008,936	582,907	426,029	58%

State	Private Sector Employment	Employees With Access to Paid Sick Days	Employees Without Access to Paid Sick Days	Percent of Employees with Paid Sick Days
Kentucky	1,374,444	719,333	655,111	52%
Louisiana	1,457,629	852,498	605,131	58%
Maine	469,607	287,367	182,240	61%
Maryland	1,969,801	1,153,586	816,215	59%
Massachusetts	2,555,216	1,646,285	908,931	64%
Michigan	3,302,572	1,791,622	1,510,950	54%
Minnesota	2,076,815	1,230,356	846,459	59%
Mississippi	850,588	435,699	414,889	51%
Missouri	2,145,093	1,240,277	904,816	58%
Montana	303,457	170,203	133,254	56%
Nebraska	685,245	394,468	290,777	58%
Nevada	962,848	507,203	455,645	53%
New Hampshire	525,031	329,987	195,044	63%
New Jersey	3,196,646	1,995,132	1,201,514	62%
New Mexico	578,659	323,203	255,456	56%
New York	6,654,850	4,098,774	2,556,076	62%
North Carolina	3,067,910	1,726,802	1,341,108	56%
North Dakota	242,956	136,936	106,020	56%
Ohio	4,127,964	2,255,317	1,872,647	55%
Oklahoma	1,171,701	695,462	476,239	59%
Oregon	1,235,367	743,839	491,528	60%
Pennsylvania	4,685,171	2,856,960	1,828,211	61%
Rhode Island	399,235	247,687	151,548	62%
South Carolina	1,454,870	795,045	659,825	55%
South Dakota	290,305	164,833	125,472	57%
Tennessee	2,092,365	1,121,878	970,487	54%
Texas	8,454,869	5,042,756	3,412,113	60%
Utah	943,585	553,254	390,331	59%
Vermont	224,465	139,428	85,037	62%
Virginia	2,684,396	1,554,771	1,129,625	58%
Washington	2,233,875	1,368,447	865,428	61%
West Virginia	557,789	295,893	261,896	53%
Wisconsin	2,221,014	1,204,846	1,016,168	54%
Wyoming	187,304	102,335	84,969	55%
Total	104,697,285	60,861,166	43,836,119	58% With Access
				42% Without Access

Source: IWPR analysis of the January 2010 Displaced Worker, Employee Tenure, and Occupational Mobility Supplement to the Current Population Survey, unpublished data from the 2010 National Compensation Survey, and the 2009 American Community Survey.

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