

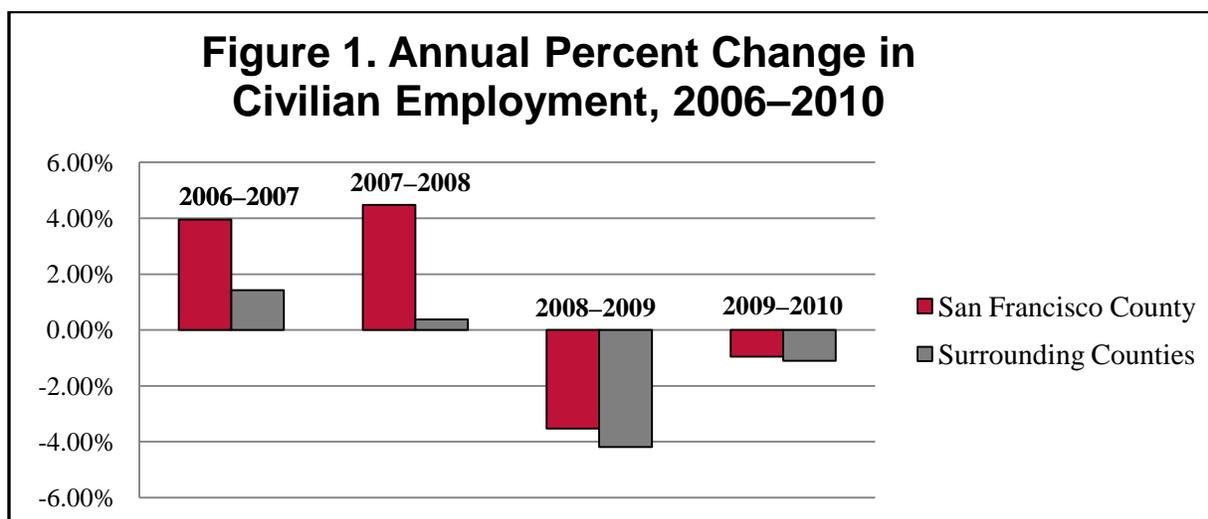
Fact Sheet

IWPR #C385

September 2011

San Francisco Employment Growth Remains Stronger with Paid Sick Days Law Than Surrounding Counties

San Francisco's paid sick leave ordinance (effective as of February 5, 2007) provides that employees earn one hour of paid sick time for every 30 hours worked. Employees in small businesses (those with fewer than 10 employees) may accrue a maximum of 40 hours of paid sick time. Those in larger firms may accrue a maximum of 72 hours. Paid sick time may be carried over from year to year up to a maximum, and may be used for employees' own health care and to care for family members.¹



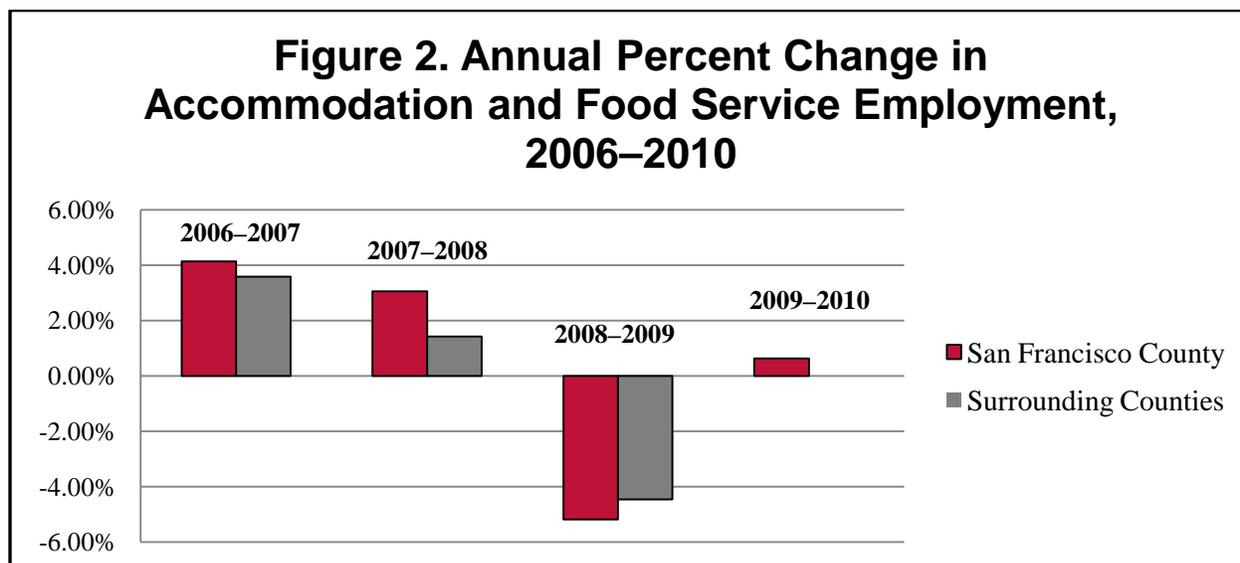
Source: IWPR analysis of data from the California Employment Development Department, <http://www.labormarketinfo.edd.ca.gov/?pageid=170> (retrieved July 2011).

After the introduction of paid sick days, San Francisco's percentage growth in civilian employment was strong and exceeded the average growth of the surrounding counties of Alameda, Contra Costa, Marin, San Mateo, and Santa Clara. Between 2006 and 2007, civilian employment increased 4.0 percent in San Francisco, and 1.4 percent in the surrounding counties. From 2007 to 2008, San Francisco's civilian employment grew by 4.5 percent, with a 0.4 percent increase in the surrounding counties. The Great Recession was reflected in a negative growth rate (-3.5 percent) in San Francisco, but an even larger decline in the surrounding counties (-4.2 percent)—a pattern that was repeated in a comparison of 2009

¹ City and County of San Francisco, Office of Labor Standards Enforcement, *San Francisco Paid Sick Leave Ordinance – Fact Sheet*, <http://sfgsa.org/Modules/ShowDocument.aspx/?documentid=1504> (retrieved May 2010).

and 2010 civilian employment (-1.0 percent for San Francisco and -1.1 percent in the surrounding counties, Figure 1).

In accommodation and food services, a sector with typically low rates of access to paid sick days in jurisdictions without paid sick days laws, San Francisco's employment grew by 4.1 percent compared to 3.6 percent in the surrounding counties between 2006 and 2007. Employment increased by 3.1 percent in San Francisco and 1.4 percent for the surrounding counties between 2007 and 2008. The Great Recession led to job losses between 2008 and 2009 on the order of 5.2 percent in San Francisco and 4.5 percent in the surrounding counties, followed by growth in San Francisco (0.6 percent) with no growth in the surrounding counties between 2009 and 2010.



Source: IWPR analysis of data from the California Employment Development Department, <<http://www.labormarketinfo.edd.ca.gov/?pageid=170>> (retrieved July 2011).

Note: Information on accommodation and food services was not available for Santa Clara County for some years and was excluded for these estimates.

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