

# PAID *sick* LEAVE

## IS GOOD FOR NEBRASKA BUSINESSES

In Nebraska, 250,000 workers are without paid sick leave.<sup>1</sup> Many Nebraska businesses are already providing paid sick leave, and others want to. Employers see the value in supporting employees to be able to earn paid time off to take care of themselves and their families when they get sick.

And now, Nebraska has the chance to offer this important benefit and pass a ballot initiative to require all businesses to offer paid sick leave to employees—so they can earn one hour of paid sick leave for every 30 hours worked.

### BIG BENEFITS, LOW COSTS

**Paid sick leave is good for business and good for employees.** With this minimal investment in an employee's health and wellness, employers would reap major benefits. More than 20 years of research shows that ensuring workers can stay home while sick without risking a paycheck has significant benefits for businesses, including:<sup>2</sup>

- **Cost savings** from greater workforce stability
- **Increased productivity** and labor force participation
- **Injury and illness prevention**
- **Lower health care costs**

**In turn, hardworking Nebraskans and their families gain stable income and improved job security.**

And such policies support workers at a relatively low cost to employers. This is because the average worker takes very few days off due to illness or injury.



When **hardworking employees** know they can care for themselves and their loved ones if they get sick, **they can stay focused and productive at work.**

Craig Moody,  
*Local Business Owner*



On average, employees take just **TWO ADDITIONAL SICK DAYS** per year after the implementation of a paid sick leave law.



Employers spend just **2.7 CENTS PER WORKER PER HOUR** in additional compensation costs.<sup>3</sup>



However, not providing paid sick leave can cost a business. **Employees who show up to work sick can cost businesses an estimated \$207.6 billion annually in productivity.**<sup>4</sup>

## ECONOMIC GAINS AND HEALTHY COMMUNITIES

**Paid sick leave is also good for the whole economy.** Offering paid sick days stops workers from spreading illnesses, lowers emergency room visits and protects the public from getting sick after interacting with sick workers.

Additionally, paid sick leave enables employees to get the health care they need, including health screenings, early doctor visits and other medical care. **This preventive care keeps Nebraska, working people and our overall economy healthy.**

In addition to allowing businesses and individuals to thrive, paid sick days benefit communities, too! **Economic growth is a recurrent outcome following the implementation of paid sick policies.** Business and job growth,<sup>5</sup> increased labor participation and decreased unemployment rates are often a result following the implementation of paid sick leave policies in other communities.

Passing a ballot initiative in support of paid sick leave would make it so that workers don't have to choose between going to work sick or going without pay. **Expanding access to paid sick days will mean stronger, healthier families, workplaces and communities.**

If passed by voters during the November 2024 election, paid sick leave would go into effect on October 1, 2025. This would provide a level playing field for all businesses across the state and ensure enough flexibility for employers to continue offering greater benefits. Businesses already providing basic paid sick days would not need to change their practices.



### THE RESULT OF **PAID SICK LEAVE** FOR ALL WORKING NEBRASKANS?



**Healthier workplaces!**



**Reduced turnover!**



**More satisfied and productive workers!**



**A stronger economy!**



**Better bottom lines!**

- 1 Nebraska Department of Labor. (April 2021). "2021 Nebraska Benefits Report." [https://neworks.nebraska.gov/admin/gsipub/htmlarea/uploadsNEBenefitsRpt\\_2021.pdf](https://neworks.nebraska.gov/admin/gsipub/htmlarea/uploadsNEBenefitsRpt_2021.pdf)
- 2 Vander Weerdt, C., Stoddard-Dare, P., & DeReigne, L. (February 23, 2023). "Is paid sick leave bad for business? A systematic review." American Journal of Industrial Medicine. Online first. doi: 10.1002/ajim.23469
- 3 Maclean, C., Pichler, S. & Ziebarth, N. R. (2022, January 12). "Paid sick leave improves public health outcomes and supports U.S. workers at a relatively low cost to employers." Retrieved 9 May 2023, from Washington Center for Equitable Growth website: <https://equitablegrowth.org/paid-sick-leave-improves-public-health-outcomes-and-supports-u-s-workers-at-a-relatively-low-cost-to-employers/>
- 4 Stewart, Walter F. et al. (Dec. 2003). "Lost Productive Work Time Costs from Health Conditions in the United States: Results from the American Productivity Audit." Occupational & Env'tl. Med. 1234. <https://nationalpartnership.org/our-work/resources/economic-justice/paid-sick-days/lost-productive-work-time-american-productivity-audit.pdf>
- 5 Lovell, Vicky & Miller, Kevin. (Oct. 2008). "Job Growth Strong With Paid Sick Days." Institute for Women's Policy Research. <https://iwpr.org/iwpr-general/job-growth-strong-with-paid-sick-days/>