

PAID SICK LEAVE HEALTH IMPACT ASSESSMENT

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HEALTH IMPACT ASSESSMENT OF PAID SICK LEAVE IN VERMONT:

Findings and recommendations

- Health Impact Assessment is a process that helps evaluate the potential health effects of a policy before it is implemented
- The Department of Health is pursuing a Health in All Policies approach and building capacity to conduct HIA's as part of that approach
- Paid Sick Leave chosen due to its relevance and possible public health implications
- Group of stakeholders were involved from a range of sectors including business, Department of Labor, childcare, restaurants, home health etc...

Impact of Paid Sick Leave on Health Indicator	Strength of National Evidence of Impact on Paid Sick Leave	Vermont Data Availability	Can Vermont measure a potential change?
Cost of avoidable hospitalizations	★	★ ★ ★	★ ★
Spread of illness in childcare settings	★ ★	★	★
Spread of illness in eldercare settings	★ ★	★	★
Spread of illness in food services settings	★ ★	★	★ ★
Spread of infectious disease in Vermont annually	★ ★ ★	★ ★	★ ★ ★
Number of school days students miss due to illness	★	★	★ ★
Access to preventive care visits	★	★	★
Ability of victims of domestic violence, sexual assault, and stalking to access services	★	★ ★	★ ★
Disproportionate impact to employees by industry type	★ ★ ★	★	★ ★
Days domestic violence victims miss, paid or unpaid	★	★ ★	★ ★

KEY FINDINGS

- Paid sick leave legislation in Vermont would significantly increase access to paid sick leave, particularly among low-wage, part-time workers and employees of small businesses.
- There is strong evidence to support that paid sick leave would decrease the spread of infectious disease in Vermont annually. There is some evidence that this effect would be especially visible in child care and food service settings.
- Paid sick leave would likely increase the ability of domestic violence victims to access health and social services and maintain employment.
- There is limited data to definitively link paid sick leave to preventable hospitalizations. However, decreasing preventable hospitalizations by 10% would decrease health expenditures by \$6.8 million in Vermont annually.

KEY RECOMMENDATIONS

that would strengthen the positive public health impact on paid sick leave

1. Implement and enhance data surveillance systems to track any potential impact of paid sick leave.
2. Provide support for businesses that already provide paid sick leave to employees, particularly those serving vulnerable populations.
3. Conduct a statewide communications campaign to maximize the health benefits of paid sick leave by encouraging use of paid sick leave and promoting a culture that supports staying home from work when sick.
4. Ensure any legislation pertaining to paid sick leave includes coverage for those seeking services for interpersonal or domestic violence.
5. To ensure that work places create systems and workplace cultures to support sick workers in using the paid leave and lessen impact on employers, provide comprehensive technical assistance to employers who would implement a paid sick leave policy, including: flexible staffing models, payroll systems, and appropriate use of paid sick leave.