



Small Business Owners & Paid Sick Days for Tacoma

Why Business Owners Support Paid Sick Days



“The success of my business depends on my employees being happy and motivated to provide great customer service. Investing in them is the best investment I can make. My customers deserve to know that the people preparing and serving their food are healthy.”

–*Gordon Nacaratto, Pacific Grill*

“Having paid sick days available isn’t just a morale boost for our employees; it also helps create an environment of respect and a culture. The lower turnover that results means our staff builds stronger relationships with customers and with each other. We spend far less money, time and energy hiring and training new employees.”

–*Diane Inman, Positive Approach Dog Training*



Research Says:

- Sick leave lowers costly turnover. The direct costs of losing and replacing an employee range from 25% to 50% of annual pay for hourly workers, and more for highly skilled employees.
- Sick employees have more workplace accidents. A recent CDC study finds workers with Paid Sick Days are 28% less likely to be injured at work, meaning fewer workers comp claims.
- People with sick time only use half their available days in national surveys. In San Francisco after sick leave passed, workers used on average 1 to 3 days per year – and 25% used none.

Getting Real about Cost

Businesses have direct costs from providing paid sick leave, particularly in scheduling and paying replacement staff. But real-life experience shows those costs are often less than expected and largely off-set by gains in productivity, retention, and customer satisfaction.

Examples of Paid Sick Leave Accrual*

Firm	Days accrued after 1 year		Days accrued after 2 years, if previous year’s hours roll over	
	Half-time	Full-time	Half-time	Full-time
Fewer than 10 employees	4.3	5	5	5
More than 10 employees	4.3	8	8	9
250+ employees, with PTO	8	13.5	13.5	13.5

* 1 hour for every 30 hours worked, up to 40 hours in firms with fewer than 10 employees, up to 72 in larger firms.