



## Facts on Question 4

### **Question 4 helps businesses and the economy**

Earned sick time makes workers healthier, more productive, and more loyal to their employers. It also puts money in the pockets of families who will spend it in the local economy. Businesses who implement earned sick time find that it reduces employee turnover, increases productivity, and helps their bottom line.

In states and municipalities that have implemented earned sick time, like San Francisco, job growth has been higher than in neighboring counties without the policy. San Francisco also saw more growth in the leisure and hospitality, accommodation and food service industries – the areas in which critics like to claim will be most affected.

### **Question 4 sets a basic standard for workers**

Many employers already provide earned sick time, and these businesses will not have to make any changes to their policies. Question 4 simply sets a basic standard that all employers must meet, and prohibits employer retaliation against workers who take time off due to illness. It provides a basic level of dignity for all workers, instead of often forcing them to choose between a sick loved one and their job.

### **Question 4 works for small businesses**

Under Question 4, workers at companies with 10 or fewer employees would earn up to 40 hours of unpaid sick time to visit the doctor or take care of a sick family member. At companies with 11 or more employees, workers would earn up to 40 hours of paid sick time.

### **Question 4 lets workers earn sick time benefits**

The Question 4 requires employees to work for 90 days before using their first sick day, and to provide a doctor's note for absences of 3 days or more.

Research has shown workers use sick time as an insurance policy: only when it's needed and often, never at all. Nationally, workers with earned sick time use a little less than 3.5 days a year, while independent studies project Massachusetts workers would use only use an average of 2.5. In San Francisco, where workers can accrue between 5 and 9 sick days, a full 25% do not use a single sick day.