

Paid Sick and Safe Time Ordinance Evaluation Study

Presentation to the Seattle City Council Finance and Culture Committee

April 23, 2014

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Section 4. Eighteen months after the effective date of this ordinance, ... the Seattle Office of City Auditor will provide Council with a written evaluation of the impacts this ordinance has had on employees and employers.

*I think it's a
people do get
responsible for it, the
sick...
that people have not a
problem.*

*protection...a
safety net to rely
on.*



One year in...

- Most employers know about the Ordinance
- The majority of employers are offering paid leave although gaps remain
- Costs to employers and impact on businesses are very modest and smaller than anticipated
- Many employers support the Ordinance, and workers view it as helpful

Studying the Ordinance's first year

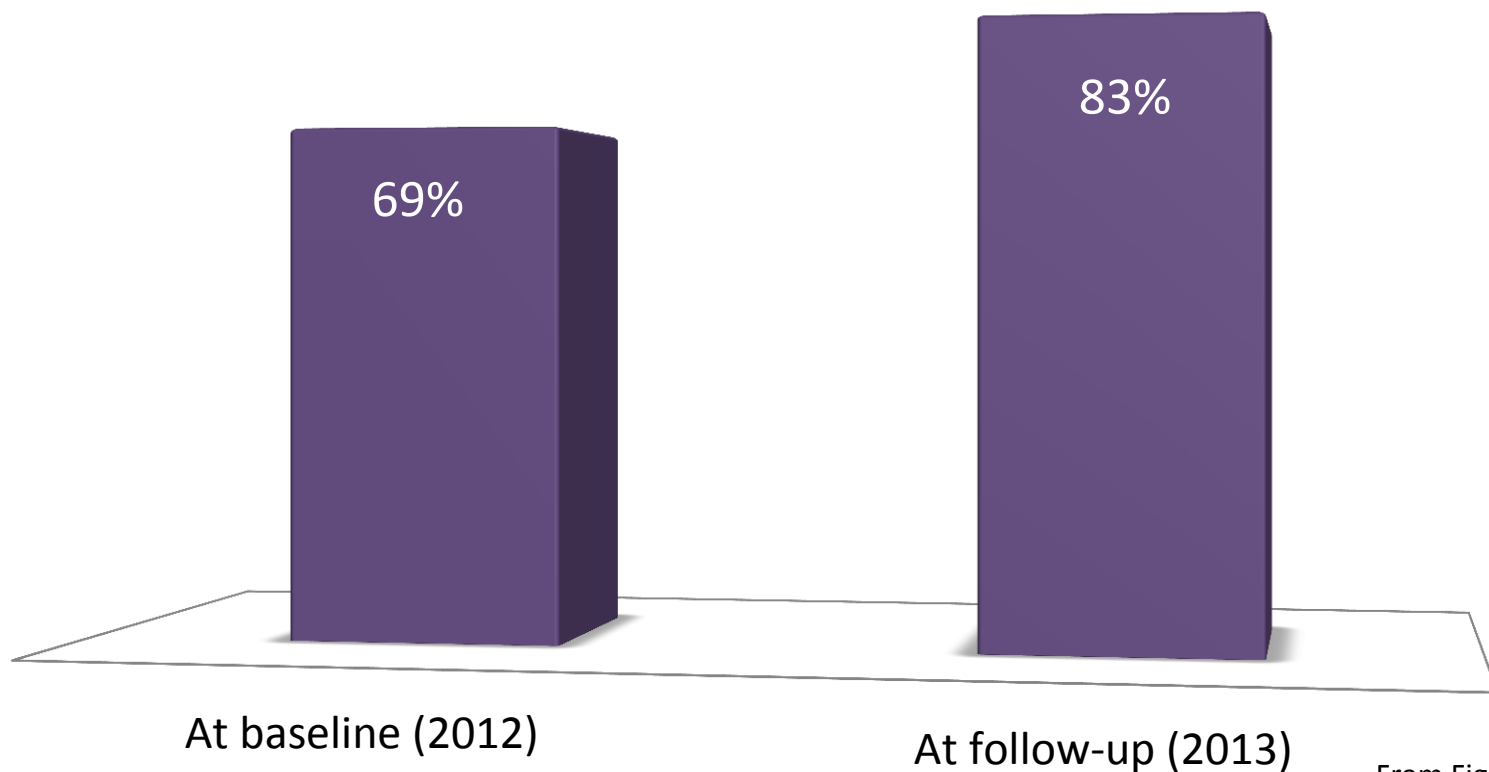
- Two surveys of 345 employers
 - from 1460 employers contacted
- Interviews with 24 employers and 33 workers
 - Retail, food and accommodations, and health and social service sectors
- Analysis of confidential Employment Security Department data
 - employers in Seattle, Bellevue, Everett and Tacoma



Most employers know about the
Ordinance

Awareness increased over the first year

Employers Aware of Ordinance (%)





[I] started becoming aware of it when it started becoming public informationI received some sort of correspondence in the mail from the City of Seattle regarding this. Then once I heard about it I – I started looking it up, just to find out what was happening.

-General manager, high-end chain restaurant

The majority of employers are offering **SOME** paid leave

Compliance = Coverage + Adequacy

PART 2 - BENEFITS

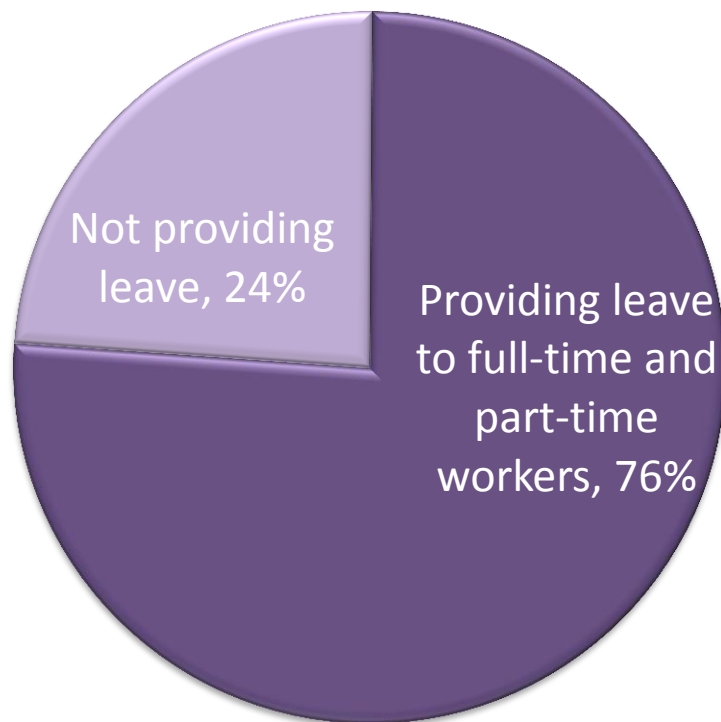
Which of the following benefits does your business or organization offer to its Seattle employees?

1. Coverage Who gets leave?	Offered to full-time employees only	Offered to full- and part-time employees only	Offered to full-time, part-time, seasonal, and temporary employees	This benefit is not offered
Paid sick leave	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Undesignated leave or universal "Paid time off" (PTO)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

For each of the types of paid leave listed below, how many days or hours would a **full-time** Seattle employee accrue after s/he has been with the business or organization for one year? PLEASE FILL IN ONLY ONE COLUMN BELOW (either # of days or # of hours). If your business **does not** offer paid leave to **full-time** Seattle employees, please enter zeros below.

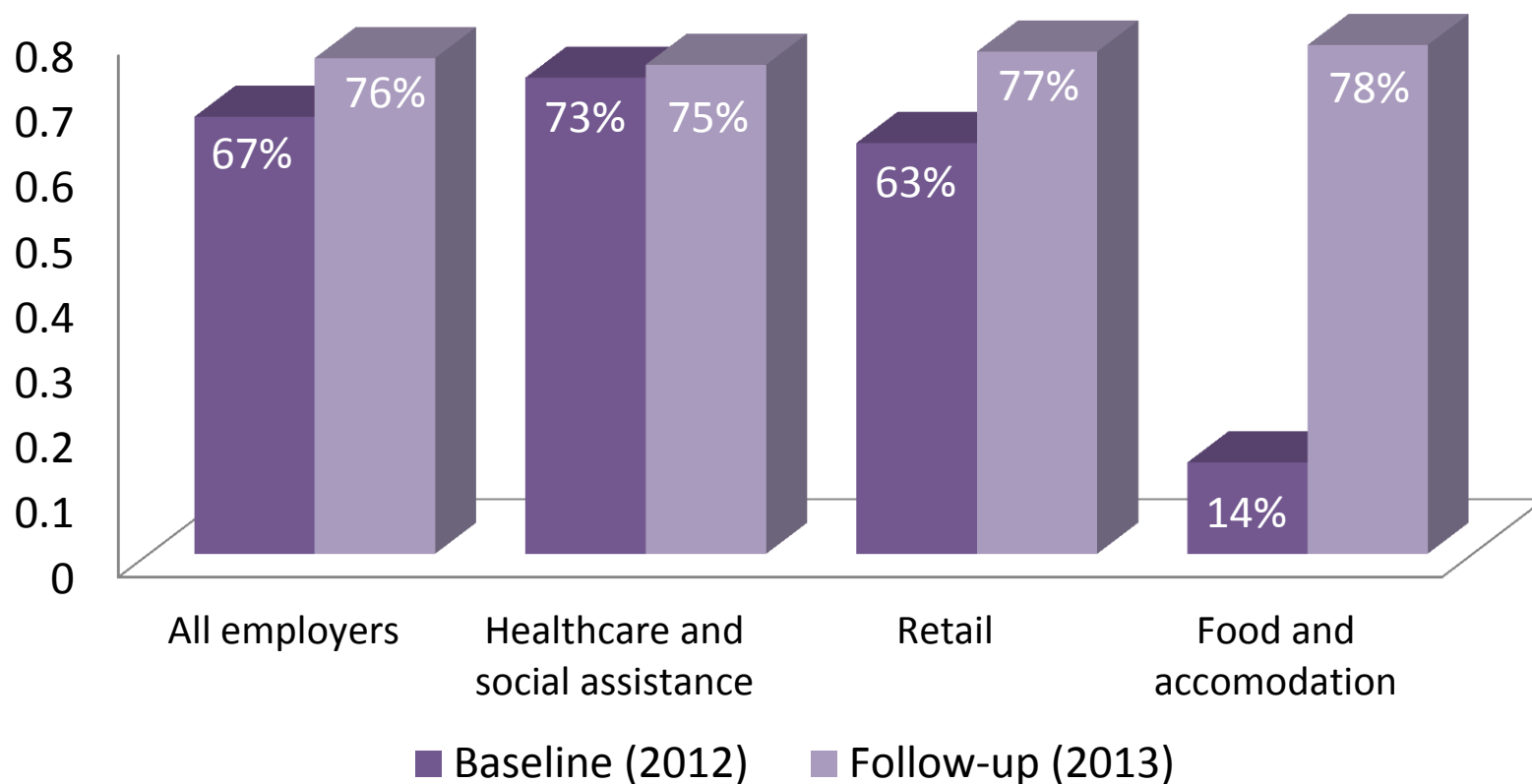
2. Adequacy How much leave?	Number of paid days accrued per year	or	Number of paid hours accrued per year
Paid sick leave			
Undesignated leave or universal "Paid time off" (PTO)			

1. Coverage: Most employers cover full-time and part-time workers

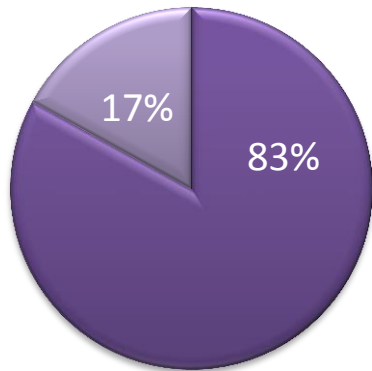


Only 26% cover temporary and seasonal workers

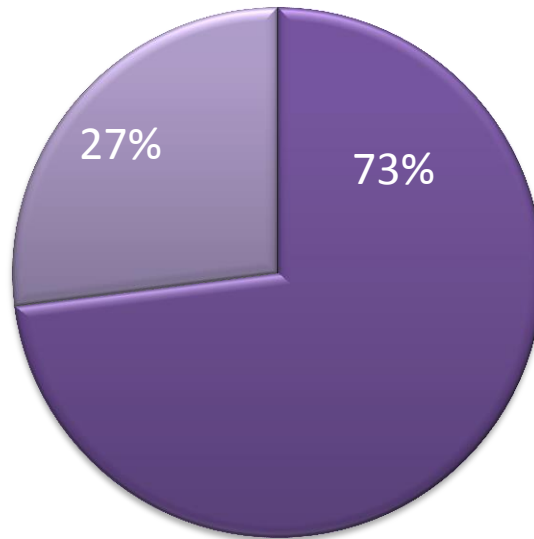
Coverage increased over the first year



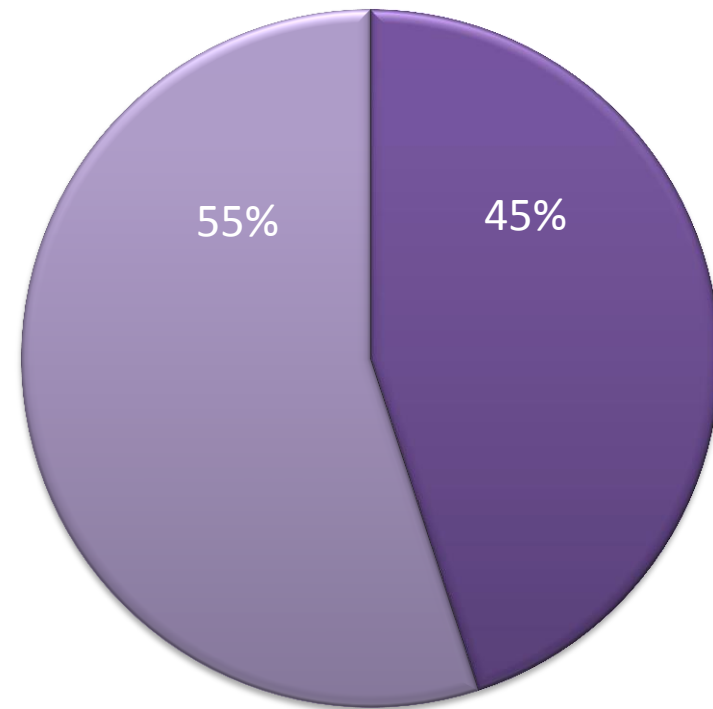
2. Adequacy: Smaller employers are more likely to offer enough hours/days of leave



Tier 1 (5-49FTE)



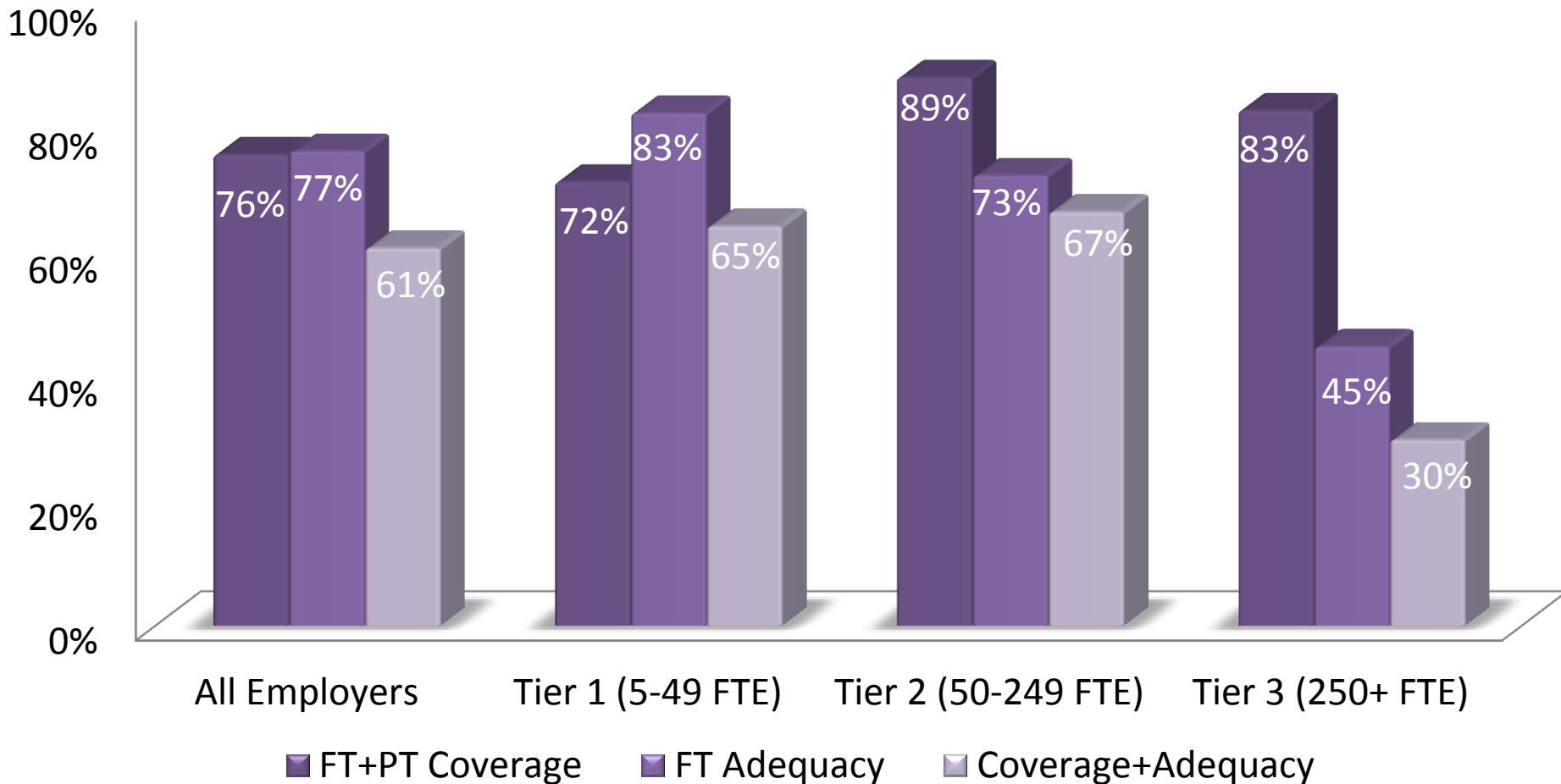
Tier 2 (50-249FTE)



Tier 3 (250+FTE)

- Provides adequate leave to full-time employees
- Does not provide adequate leave

Compliance (coverage + adequacy) is highest among smaller employers

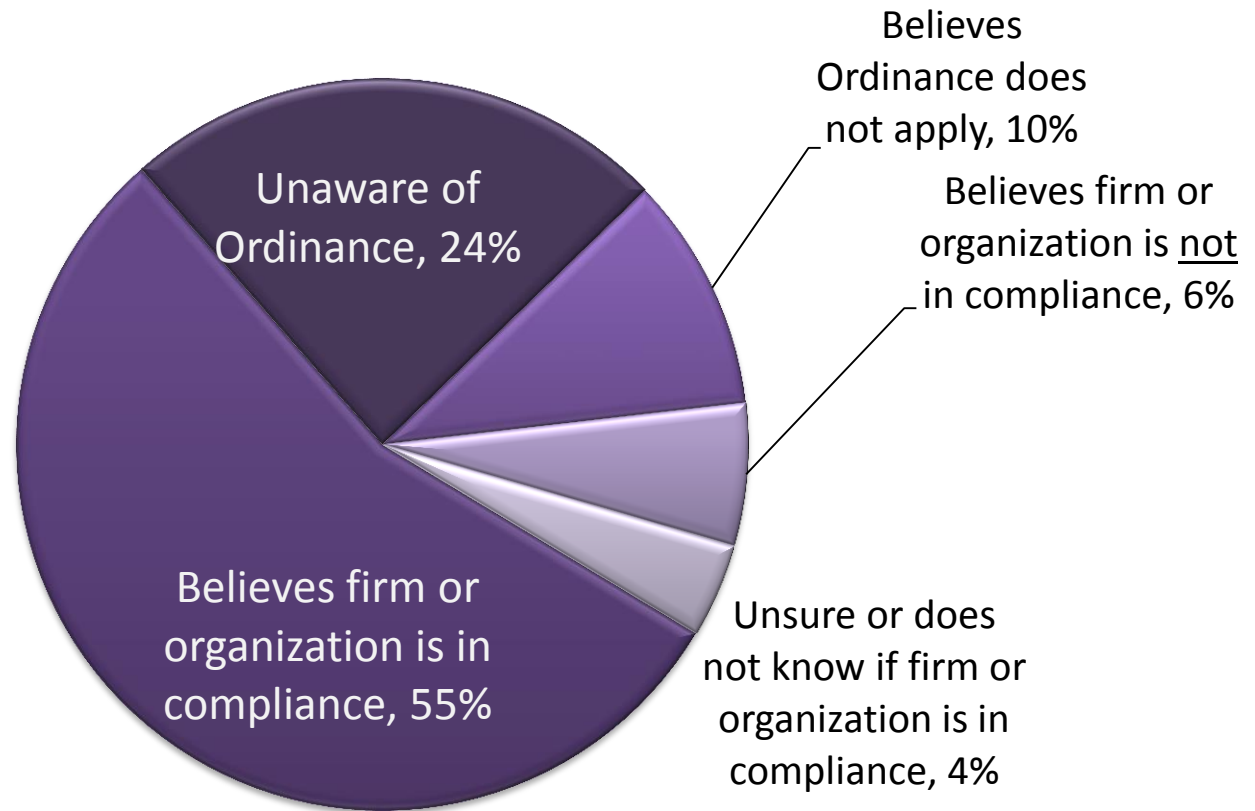


I took the last week off because I was sick. I mean – I'm getting time off now, but I don't have paid sick leave.

-Merchandiser, retail chain



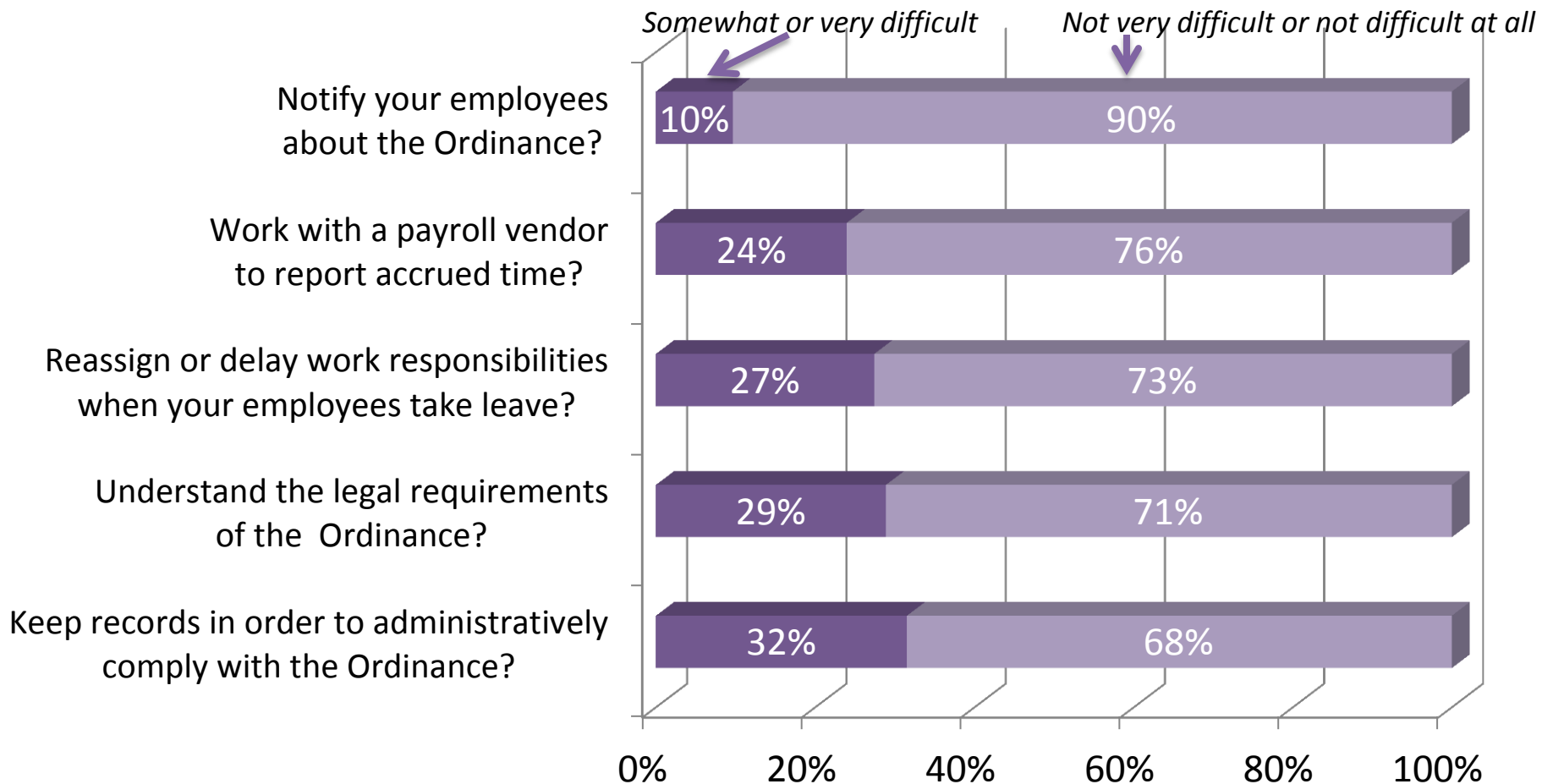
Many non-compliant employers believe they are complying



Implementation was easy for some employers and caused temporary hassles for others

Most employers made changes easily

How difficult has it been for your business or organization to ...





The bumpiest part was the beginning. Anytime you're doing something new. Now it's kind of just part of the routine.

-HR manager, Tier 2 retailer

Impacts on employers were
modest to negligible

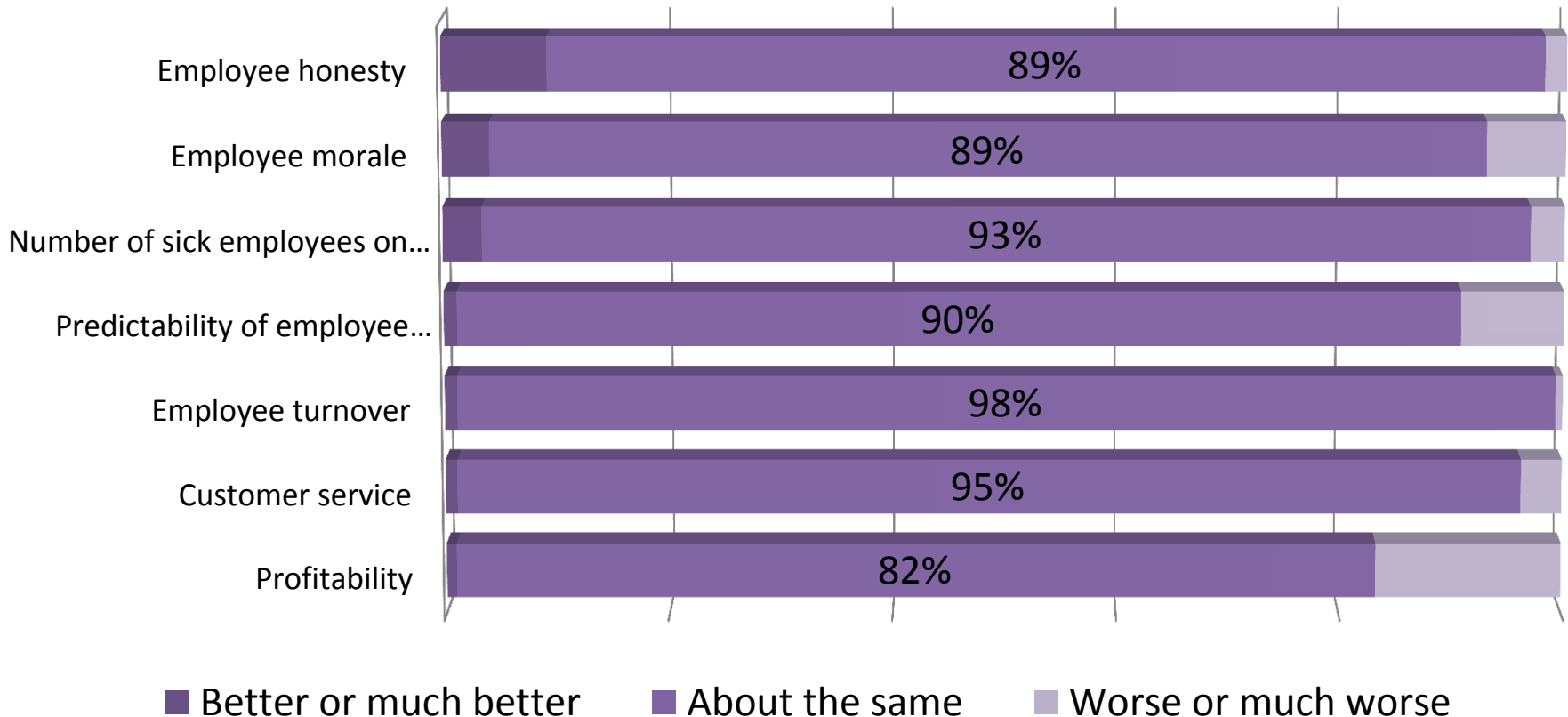
Quite frankly, I've only had one person – maybe two people – use the sick/safe hours. So it really hasn't impacted us a lot.

-HR manager, health and social services organization

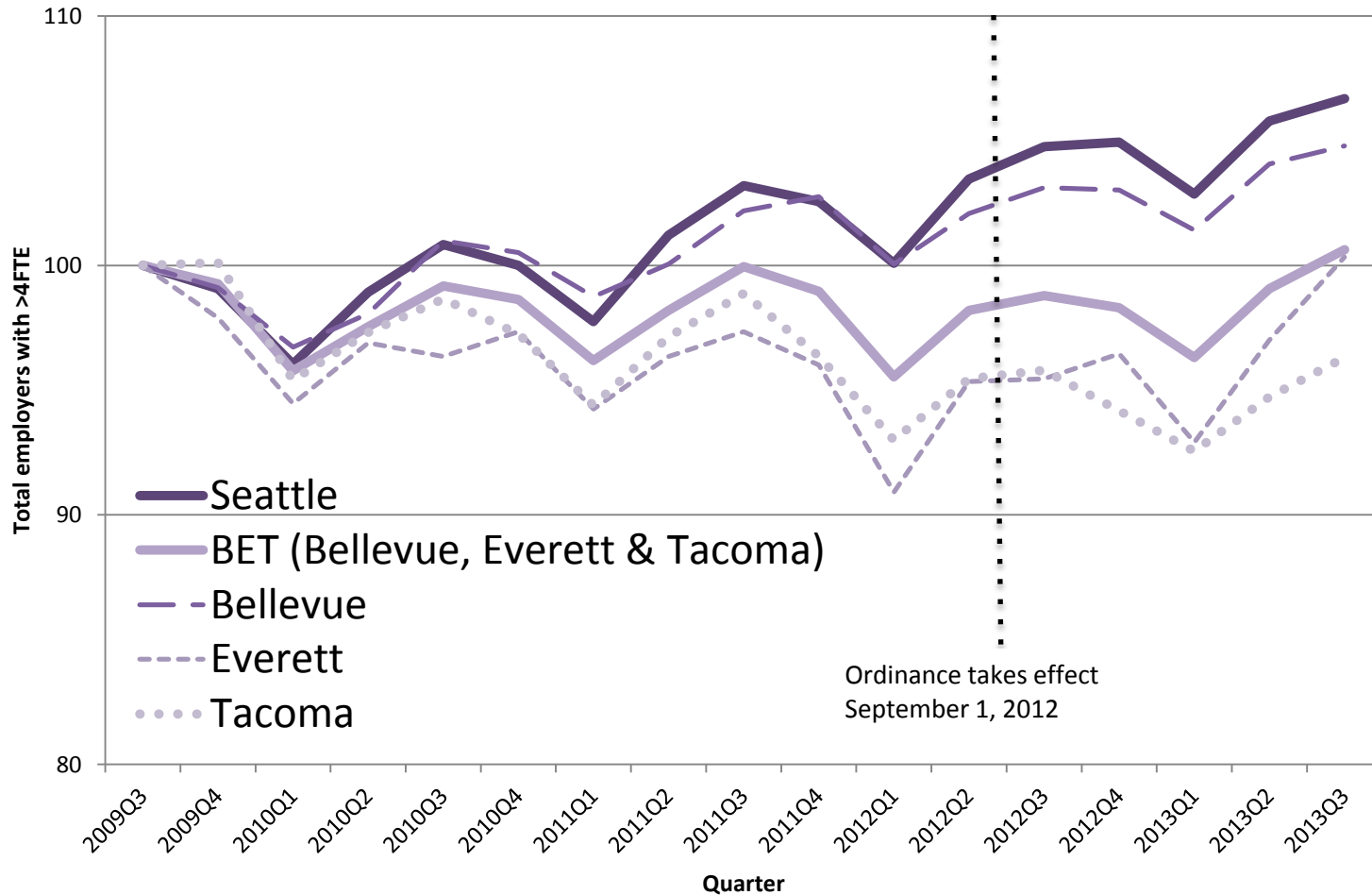


Employers perceived few impacts

How has complying with the Ordinance affected your...



Number of Seattle employers continued to grow after the Ordinance took effect

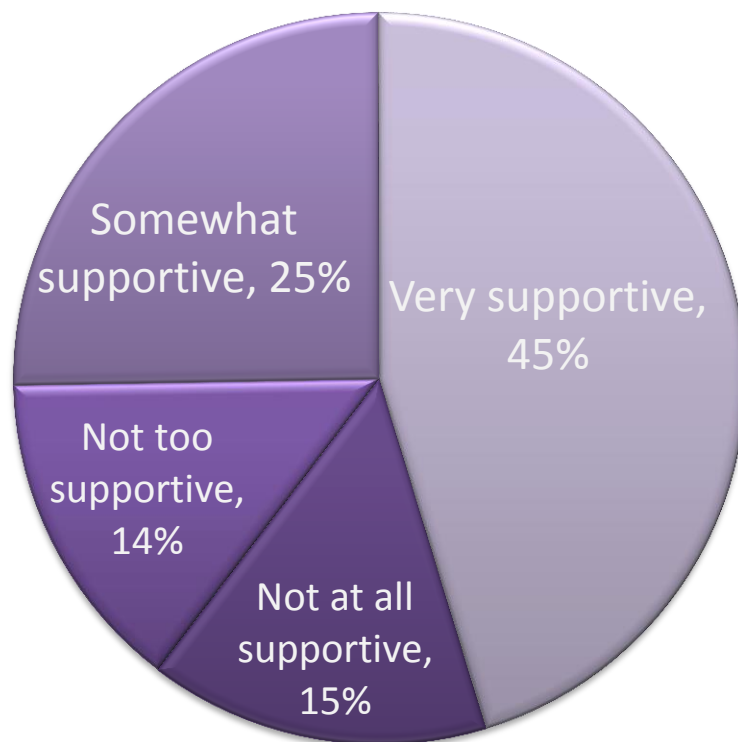


Costs to employers are modest and smaller than expected

- One-time implementation costs: 0.13% of total revenue
- Annual cost of providing leave: 0.41% of total revenue



Many employers support the Ordinance





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I understand the spirit behind what it was trying to do. And – and I support the fact that if you are ill or you have to take care of somebody, you should stay home.... [That's] a principle that I think we practiced always.... So I – I can support that.

-General Manager, Retail

It's good. I, you know, I like it. I think it – because I know there were companies in Seattle that offered no sick time whatsoever and so now it's very equal.

-Customer service worker,
Tier 3 discount retailer



Thank you

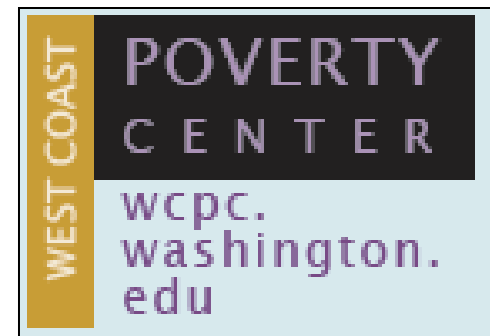
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