

Executive Summary: Health Impact Review of HB 1356

Establishing Minimum Standards for Sick and Safe Leave From Employment

Evidence indicates that HB 1356 has potential to improve financial security; decrease the transmission of communicable disease; improve health outcomes; and to decrease health disparities by income, educational attainment, race/ethnicity, and geography.

BILL INFORMATION

Sponsors: Representatives Jinkins, Riccelli, S. Hunt, Farrell, Stanford, McBride, Cody, Tharinger, Goodman, Ortiz-Self, Sullivan, Bergquist, Pettigrew, Dunshee, Fitzgibbon, Peterson, Moscoso, Ryu, Appleton, Sells, Pollet, Robinson, Reykdal, Walkinshaw, Senn, Wylie, Ormsby, Lytton, Moeller, Kagi, Hansen, Hudgins, Tarleton, Sawyer, Fey, Gregerson, Gregory, Van De Wege, Kilduff, Blake, Kirby, Orwall, Clibborn

Summary of Bill:

- Requires employers with five or more full-time equivalent employees to provide paid sick and safe leave to employees.
- Provides that employees can take paid sick leave to care for their own health or preventative care needs or those of specific family members.
- Provides that an employee can take paid safe leave due to 1) closure of the employee's place of business or a child's school or childcare due to a public health emergency or 2) for reasons permitted under RCW 49.76.030, which allows unpaid leave for purposes related to domestic violence, sexual assault, and stalking.

HEALTH IMPACT REVIEW

Summary of Findings:

This health impact review found the following evidence regarding the provisions in HB 1356:

- Strong evidence that policies requiring businesses to offer leave benefits to their employees lead to an increase in the number of businesses that offer these benefits.
- Very strong evidence that employees use paid sick days to care for themselves and family members when they have this benefit available.
- Very strong evidence that when employees and their families stay home from work, school, or daycare when sick, there are decreases in the transmission of communicable disease.
- Strong evidence that taking paid time off to care for oneself or a family member is associated with improved health outcomes for employees and their families.
- Strong evidence that paid sick and safe leave benefits improve financial security for employees and their families
- Very strong evidence that economic stability and increased income are associated with improved health outcomes.
- Very strong evidence that improved health outcomes for employees newly eligible for paid sick and safe leave under HB 1356 would lead to decreased health disparities.

FULL REVIEW

For review methods, logic model, strength-of-evidence analyses, and citations of empirical evidence refer to the full health impact review: <http://sboh.wa.gov/Portals/7/Doc/HealthImpactReviews/HIR-2015-08-HB1356.pdf>

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