



Healthy Workplaces, Healthy Families UNION SURVEY RESULTS

California Unions Speak Up About Paid Sick Days

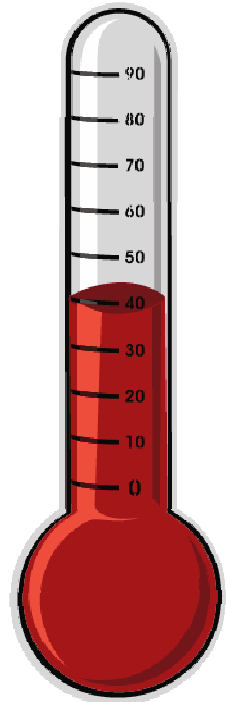
In Summer 2007, the **Labor Project for Working Families** conducted a survey of California unions on paid sick days. Twenty responded. Here's what they said:

What is the average number of paid sick days that your union members have?

- 20% have 0 paid sick days
- 25% have 3-5 paid sick days
- 55% have 5-15 paid sick days

What is the greatest challenge to winning or keeping paid sick days in your contract?

- Workers are penalized for using paid sick days
 - Use of sick days is documented on their performance review
 - They are disciplined
- New hires can use sick days only after probationary period - 90 days
- Employees do not get paid on the first day they are out sick
- No pay for first sick day unless seen by doctor - even if it's not serious
- Employers want to provide unpaid sick leave
- Employers claim it cost too much to provide sick days
- Hard to negotiate when other economic benefits are at stake
- Difficult to bring up in negotiations



Do you believe that California workers should have a minimum number of paid sick days?

- 100% of the unions surveyed agree there should be a minimum number of paid sick days for all workers.

If you would like to fill out a survey or receive more information, please contact Brenda Muñoz at brenda@working-families.org or (510) 643-7088.

*Founded in 1992, the **Labor Project for Working Families** is a national nonprofit advocacy and policy organization that works with union members, negotiating teams, organizers, policy makers as well as community based organizations and activists to advocate for family friendly workplaces.*