



INSTITUTE FOR WOMEN'S POLICY RESEARCH
 1200 18th Street NW, Suite 301 ♦ Washington, DC 20036

MEASURE: HB 3390
 EXHIBIT: 16
 H BUSINESS & LABOR
 DATE: 4-3-2013 PAGES: 3
 SUBMITTED BY: Andrea Palusa

2, 2013

To: Lili Hoag, Policy Director, Family Forward Oregon
 From: Claudia Williams, Research Analyst, Institute for Women's Policy Research
 Re: Costs and Benefits of House Bill 3390

IWPR estimates that the costs and benefits of providing earned sick days to workers, 18 years and older working in the state of Oregon, excluding Portland, regardless of their place of residence, are as follows:

Table 1. Summary of costs and benefits of Oregon's House Bill 3390:

Costs and benefits	Dollars	Average per-worker costs/savings	
		Weekly	Hourly
COSTS			
Wages, wage-based benefits, payroll taxes, and administrative expenses of:			
ESD for workers currently lacking any paid leave	\$58,209,239		
Use of ESD for domestic violence	\$51,138		
Use of ESD for parental leave	\$2,710,827		
Currently lost productivity (adjustment to costs)	\$4,237,604		
Employers' costs	\$56,733,600	\$7.39	\$0.22
BENEFITS			
Lower turnover	\$57,924,819		
Reduced flu contagion in the workplace	\$2,335,979		
Employers' savings	\$60,260,798	\$7.85	\$0.23
Reduced nursing stays	\$8,068,390		
Reduced norovirus	\$2,036,355		
Reduced flu contagion	\$445,746		
Reduced emergency department visits	\$13,539,475		
Community savings	\$24,089,966	\$3.14	\$0.09
Net Savings for Employers^a	\$3,527,199	\$0.46	\$0.01
NET SAVINGS	\$27,617,165	\$3.6	\$0.1

Source: Institute for Women's Policy Research Analysis.

^a Net savings of the proposed House Bill 3390 for eligible workers, excluding Portland.

IWPR estimates that rates of access to earned sick days for private sector workers, 18 years and older working in the state of Oregon, excluding Portland, regardless of their place of residence, are as follows:

Table 2. Earned Sick Days Access Rates by Sex and Race and Ethnicity in Oregon, excluding Portland, 2009-2011.

Population Group	Without Access to Earned Sick Days	
	Number	Percent
Total Private Sector, excluding Portland	314,277	53%
Women	152,001	53%
Men	162,276	54%
White, non-Hispanic	324,394 248,207	67%
Black, non-Hispanic	1,449	52%
Hispanic	49,019	66%
Other, non-Hispanic	15,602	55%

52%

Note: Access rates are for individuals, 18 years and older, working in the private sector in the state of Oregon, excluding Portland, regardless of their place of residence. Percentages and figures may not add to totals due to rounding. "Other race" category includes Asian-Americans, American Indian or Alaska natives, and individuals reporting multiple racial identities. None of these populations were individually large enough for separate estimations; all were kept in the interests of inclusion. Source: Institute for Women's Policy Research analysis of 2010-2011 National Health Interview Survey (NHIS) and 2011 IPUMS American Community Survey (ACS).

Table 3. Earned Sick Days Access Rates by Personal Earnings in Oregon, excluding Portland, 2009-2011

Personal Earnings	Without Access to Earned Sick Days	
	Number	Percent
\$1-\$19,999	189,615	79%
\$20,000-\$34,999	72,486	45%
\$35,000-\$44,999	21,630	33%
\$45,000-\$64,999	18,561	29%
\$65,000+	11,984	21%
Total	314,277	53%

Note: Access rates for individuals, 18 years and older, working in the private sector in the state of Oregon, excluding Portland, regardless of their place of residence. Percentages and figures may not add to totals due to rounding. Source: Institute for Women's Policy Research analysis of 2010-2011 National Health Interview Survey (NHIS) and 2011 IPUMS American Community Survey (ACS).

Table 4. Earned Sick Days Access Rates by Occupation in Oregon, excluding Portland, 2009-2011

Occupation	Without Access to Earned Sick Days	
	Number	Percent
Computer and Mathematical Occupations	2,488	23%
Architecture and Engineering Occupations	1,203	27%
Management Occupations	13,513	30%
Healthcare Practitioner and Technical Occupations	10,495	31%
Business and Financial Operations Occupations	5,596	35%
Community and Social Services Occupations	3,997	36%
Life, Physical, and Social Science Occupations	1,467	42%
Office and Administrative Support Occupations	37,320	45%
Installation, Maintenance, and Repair Occupations	7,837	47%
Education, Training, and Library Occupations	6,730	47%
Healthcare Support Occupations	9,622	49%
Legal Occupations	1,088	49%
Arts, Design, Entertainment, Sports and Media Occupations	2,055	54%
Production Occupations	30,763	54%
Sales and Related Occupations	40,883	57%
Building and Grounds Cleaning and Maintenance Occupations	12,552	58%
Transportation and Material Moving Occupations	32,931	61%
Construction and Extraction Occupations	15,036	72%
Personal Care and Service Occupations	16,277	77%
Food Preparation and Serving Related Occupations	43,431	82%
Farming, Fishing, and Forestry Occupations	16,863	83%
Protective Service Occupations	2,127	91%
Total	314,277	53%

