

1. **Guaranteed Paid Sick Leave**

Do you favor legislation requiring employers in Oregon to give employees a guaranteed number of days of annual paid sick leave?

BACKGROUND: In recent years, legislation requiring employers to offer their employees paid sick leave has been enacted in a handful of states. Advocates for such legislation could introduce a bill in the next legislative session in Oregon that would require employers to provide a certain number of annual paid days off for sick time, which could include time off to care for members of the employee's household who are sick, such as children or elderly parents.

PROPOSERS say the goal of paid sick leave legislation is to provide access to paid sick days, so that workers do not lose income—or lose a job—because of health-related needs. About half of the nation's workers do not have paid sick days for themselves, and even more do not have them for the care of family members. The needs of individual workers are also a public health concern, since sickness can spread and can worsen if not addressed.

OPPONENTS say this is another employer mandate and that no mandated benefit is without cost. A paid sick-time guarantee means that employees may not receive other benefits that may be more desirable and it takes away from employer flexibility. Some small businesses can simply not afford to pay employees who are not working, especially if they need to pay a replacement worker while the employee is away from work. This is especially true in these tough economic times when many small businesses are just trying to stay afloat.

RESULTS: **Oppose: 95%** **Support: 3%** **Undecided: 2%**