

## The Effect of Paid Sick Leave Mandates on Coverage, Work Absences, and Presenteeism Online Appendix

Appendix Table 1: Municipal and State Paid Sick Leave Mandates, 2005 – 2018

Municipality or State	Effective Date	Scope of Coverage (firm size)	Estimated Population Gaining PSL	Cumulative Population Gaining PSL
San Francisco, CA	Feb. 2007	-	59,000	59,000
Washington DC	Nov. 2008	-	220,000	279,000
Connecticut	Jan. 2012	50+	200,000	479,000
Seattle, WA	Sept. 2012	5+	150,000	629,000
Portland, OR	Jan. 2014	6+	120,000	749,000
Jersey City, NJ	Jan. 2014	-	38,000	787,000
New York, NY	Apr. 2014	6+	1,200,000	1,987,000
Newark, NJ <sup>§</sup>	May 2015	-	42,500	2,029,500
Irvington, NJ <sup>§</sup> ; Passaic, NJ; East Orange, NJ <sup>§</sup> ; Paterson, NJ	Jan. 2015	-	51,300	2,080,800
Oakland, CA; Montclair, NJ <sup>§</sup> ; Trenton, NJ	Mar. 2015	-	74,800	2,155,600
Philadelphia, PA	May 2015	10+	200,000	2,355,600
Bloomfield, NJ <sup>§</sup>	Jun. 2015	-	7,300	2,362,900
California	Jul. 2015	-	6,900,000	9,262,900
Massachusetts	Jul. 2015	11+	900,000	10,162,900
New Brunswick, NJ	Jan. 2016	-	9,500	10,172,400
Oregon	Jan. 2016	10+ (6+ in Portland)	473,000	10,645,400
Tacoma, WA	Feb. 2016	-	40,000	10,685,400
Elizabeth, NJ	Mar. 2016	-	19,000	10,704,400
Plainfield, NJ; San Diego, CA	Jul. 2016	-	441,000	11,145,400
Montgomery County, MD	Oct. 2016	5+	90,000	11,235,400
Morristown, NJ; Spokane, WA; Vermont	Jan. 2017	-	103,000	11,338,400
Arizona; Chicago, IL; Cook County, IL; Minneapolis, MN; St. Paul, MN	Jul. 2017	-	1,965,000	13,303,400
Washington	Jan. 2018	-	1,000,000	14,303,400
Maryland	Feb. 2018	15+	750,000	15,053,400
Rhode Island	Jul. 2018	18+	100,000	15,153,400
Austin, TX; New Jersey	Oct. 2018	-	1,423,000	16,576,400

*Notes:* Effective dates and population estimates were collected from the National Partnership for Women and Families (2019). The § symbol indicates that these municipalities are in Essex County, NJ, which we consider to have enacted a PSL mandate beginning with Newark in the 2<sup>nd</sup> quarter of 2015. Additional scope of coverage limitations apply for several mandates (see <https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-sick-days/paid-sick-days-statutes.pdf> for further details).

Appendix Table 2: Descriptive Statistics for CPS Sample

	Treatment Counties	Control Counties
Female	0.474	0.483
Age	39.15	40.06
Black, non-Hispanic	0.109	0.102
Hispanic	0.276	0.139
Other race, non-Hispanic	0.128	0.084
White, non-Hispanic	0.487	0.675
Less than High School	0.119	0.079
High School Graduate or GED	0.241	0.294
Some College	0.263	0.313
College Degree	0.378	0.314
Married	0.496	0.543
Widowed	0.012	0.014
Separated/Divorced	0.110	0.133
Never Married	0.382	0.310
Observations	1,124,986	1,929,918

*Notes:* Treatment counties include those enacting a PSL mandate between 2007 and 2018, while control counties are those with no PSL mandate in place over this time period. Data are from the CPS sample from 2005 through 2018.

Appendix Table 3: NHIS Industry Classifications

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\*Agriculture, Forestry, Fishing, and Hunting Industries  
Mining Industries  
Utilities Industries  
\*Construction Industries  
Manufacturing Industries  
Wholesale Trade Industries  
Retail Trade Industries  
Transportation and Warehousing Industries  
Information Industries  
Finance and Insurance Industries  
Real Estate and Rental and Leasing Industries  
Professional, Scientific, and Technical Services Industries  
Management of Companies and Enterprises Industries  
\*Administrative and Support and Waste Management and Remediation  
Education Services Industries  
Health Care and Social Assistance Industries  
\*Arts, Entertainment, and Recreation Industries  
\*Accommodation and Food Services Industries  
\*Other Services (except Public Administration Industries)  
Public Administration Industries  
Armed Forces  
Industry Unknown

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*Notes:* \* indicates that the industry is included in the “Low PSL” sample. These are industries in which fewer than the overall mean share of workers report PSL coverage prior to the enactment of a mandate. Industries with no asterisk are included in the “High PSL” sample.

Appendix Table 4: Characteristics Associated with Pre-Mandate Paid Sick Leave Coverage

	Coefficient	Standard Error
<i>Demographics</i>		
Intercept	0.358	0.277
<50% FPL	-0.786***	0.084
50-74% FPL	-0.791***	0.084
75 to 99% FPL	-0.538***	0.070
100-124% FPL	-0.246***	0.063
125-149% FPL	-0.264***	0.061
150-174% FPL	-0.234***	0.060
175-199% FPL	0.061	0.059
200-249% FPL	0.013	0.047
250-299% FPL	0.102**	0.047
300-349% FPL	0.178***	0.050
350-399% FPL	0.279***	0.053
400-449% FPL	0.331***	0.055
450-499% FPL	0.250***	0.058
>=500% FPL	0.413***	0.036
Missing FPL	Omitted	Omitted
Married	-0.376**	0.190
Widowed	-0.188	0.207
Divorced	-0.211	0.192
Separated	-0.128	0.197
Never Married	-0.237	0.191
Living with a Partner	-0.355*	0.194
Marital Status Missing	Omitted	Omitted
White, non-Hispanic	-0.220***	0.045
Black, non-Hispanic	0.096*	0.050
Hispanic	0.106**	0.044
Other race, non-Hispanic	Omitted	Omitted
Less Than High School	-0.485***	0.053
High School Graduate or GED	-0.252***	0.047
Some College or Associates Degree	-0.262***	0.044
Bachelor's Degree	0.057	0.044
Graduate or Professional Degree	Omitted	Omitted
Female	-0.086***	0.023
US Born	0.151***	0.031
<i>Health Insurance</i>		
Private Health Insurance	1.170***	0.133
Medicaid Health Insurance	-0.302**	0.140
Military Health Care	0.086	0.138
State-sponsored Health Plan	-0.385**	0.151
Other Government Plan	-0.390***	0.150
Single Service Plan	0.175***	0.055
No Coverage of Any Type	-0.559***	0.135
Health Insurance Missing	Omitted	Omitted

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<i>Industry</i>		
Agriculture, Forestry, Fishing, and Hunting	-0.931***	0.206
Mining	0.168	0.207
Utilities	0.803***	0.175
Construction	-1.179***	0.073
Manufacturing	-0.051	0.068
Wholesale Trade	0.096	0.084
Retail Trade	-0.237***	0.067
Transportation and Warehousing	-0.199***	0.076
Information	0.188**	0.088
Finance and Insurance	0.608***	0.079
Real Estate and Rental and Leasing	-0.533***	0.089
Professional, Scientific, and Technical Services	0.081	0.072
Management of Companies and Enterprises	0.469	0.364
Administrative and Support and Waste Management	-0.715***	0.074
Education Services	-0.073	0.083
Health Care and Social Assistance	0.186***	0.067
Arts, Entertainment, and Recreation	-0.771***	0.091
Accommodation and Food Services	-1.047***	0.075
Other Services (except Public Administration)	-0.744***	0.075
Public Administration	0.596**	0.254
Armed Forces	-0.183	0.914
Unknown	Omitted	Omitted
Employer Size	0.0005	0.0008
<i>County controls</i>		
Per Capita Physicians	36.664***	8.922
Per Capita General Practitioners	-309.790	605.029
Per Capita Family Practitioners	-617.537	649.803
Per Capita Hospital Days	0.074*	0.040
Per Capita Outpatient Days	-0.038***	0.012
Medicare Spending	-0.000	0.000
Unemployment Rate	-0.021***	0.005
Observations	51,589	

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*Notes:* Estimates are from a logistic regression model with paid sick leave coverage as the dependent variable using data prior to mandate enactment. In addition to the characteristics listed in the table, the regression also contains individual age dummies, which we omit to conserve space. Data are from the NHIS sample. \*  $p < 0.10$ , \*\*  $p < 0.05$ , \*\*\*  $p < 0.01$