



For Me But Not For Thee

Legislators Want To Continue Handing Out Huge Cash Payouts For Unused Sick Leave, A Practice Nearly Unheard Of In The Private Sector

The Vast Majority Of Private Employers Do Not Offer Cash Payouts For Unused Sick Leave:

U.S. Labor Department Economist Elizabeth Ashack “said private employers are unwilling to let employees accumulate and cash out sick leave because it’s too costly ...” (Craig Harris, “Retiring Arizona public employees get to cash in years of unused sick days,” [The Arizona Republic](#), 12/20/11)

- “[A]shack said most private employers have ‘use it or lose it’ sick-leave policies.” (Craig Harris, “Retiring Arizona public employees get to cash in years of unused sick days,” [The Arizona Republic](#), 12/20/11)
- “A 2010-11 national study by Astron [Solutions, a human resources consulting firm] found just 5 percent of 219 companies surveyed paid employees for some portion of unused sick leave.” (Craig Harris, “Retiring Arizona public employees get to cash in years of unused sick days,” [The Arizona Republic](#), 12/20/11)

Many Private Sector Workers Do Not Even Have Access To Paid Sick Leave:

“Almost 40% of the private sector workforce in [New Jersey] —over 1.2 million workers—do not have any paid sick days.” (“A Health Impact Assessment Of Paid Sick Days Policies In New Jersey,” [Rutgers University Center For Women And Work](#), 4/11)

- Nationwide, 75 percent of full-time private sector workers have access to paid sick leave versus 98 percent of full-time state and local employees. (“Selected Paid Leave Benefits: Access, National Compensation Survey,” [U.S. Bureau Of Labor Statistics](#), 3/11)

Nationwide “private-industry employees received an average of 8 days of paid sick leave after 1 year of service.” (“Program Perspectives: On Paid Sick Leave,” [U.S. Bureau Of Labor Statistics](#), 3/10)

- “State and local government employees received an average of 11 days of paid sick leave after 1 year of service.” (“Program Perspectives: On Paid Sick Leave,” [U.S. Bureau Of Labor Statistics](#), 3/10)

Cash Payouts For Unused Sick Leave Adds “An Extra Burden On Taxpayers”:

U.S. Labor Department Economist Elizabeth Ashack: “When public employers cash out unused sick leave, it creates ‘an extra burden on the taxpayer.’” (Craig Harris, “Retiring Arizona public employees get to cash in years of unused sick days,” [The Arizona Republic](#), 12/20/11)

“In March 2009, the [nationwide average] cost for sick leave per employee hour worked for private-sector employers was 23 cents.” (“Program Perspectives: On Paid Sick Leave,” [U.S. Bureau Of Labor Statistics](#), 3/10)

- “The cost for sick leave per employee hour worked in State and local government was 81 cents.” (“Program Perspectives: On Paid Sick Leave,” [U.S. Bureau Of Labor Statistics](#), 3/10)

In 2010, the accumulated sick and vacation payout liability for municipalities across New Jersey is \$825 million.

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