WHAT IS CITYHEALTH?

• An initiative of the de Beaumont Foundation and Kaiser Permanente that aims to help cities thrive through policies that improve people’s day-to-day lives.

• We assess and support cities on a package of nine policy recommendations with significant potential to boost health, well-being, and quality of life.
# Earned Sick Leave Assessment

How did we award earned sick leave policy medals?

<table>
<thead>
<tr>
<th>Policy</th>
<th>Bronze</th>
<th>Silver</th>
<th>Gold</th>
</tr>
</thead>
<tbody>
<tr>
<td>City has an earned sick leave law</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Employee can use earned sick leave to care for family members</td>
<td>✗</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Employee can use earned sick leave for domestic violence recovery</td>
<td>✗</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Minimum amount of earned sick leave time employee can earn</td>
<td>✗</td>
<td>✓ (40 HOURS)</td>
<td>✓ (48 HOURS)</td>
</tr>
<tr>
<td>Smallest business size covered under earned sick leave law</td>
<td>✗</td>
<td>✗</td>
<td>✓ (1 Employee)</td>
</tr>
</tbody>
</table>
The state of earned sick leave policies in big US cities

Twenty-three out of 40 cities received a medal for earned sick leave policies, including five gold, six silver, and 12 bronze.
HOW DID CITIES PERFORM?

EARNED SICK LEAVE LAWS MEDAL TABLE

- Austin, TX
- Dallas, TX
- Los Angeles, CA
- San Antonio, TX
- San Diego, CA
- Chicago, IL
- Las Vegas, NV
- New York, NY
- Philadelphia, PA
- San Francisco, CA
- Seattle, WA
- Baltimore, MD
- Boston, MA
- Detroit, MI
- Fresno, CA
- Long Beach, CA
- Mesa, AZ
- Phoenix, AZ
- Portland, OR
- Sacramento, CA
- San Jose, CA
- Tucson, AZ
- Washington, District of Columbia
- Albuquerque, NM
- Atlanta, GA
- Charlotte, NC
- Columbus, OH
- Denver, CO
- El Paso, TX
- Fort Worth, TX
- Houston, TX
- Indianapolis, IN
- Jacksonville, FL
- Kansas City, MO
- Louisville, KY
- Memphis, TN
- Milwaukee, WI
- Nashville, TN
- Oklahoma City, OK
- Virginia Beach, VA
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