

## MEMORANDUM

**TO: Interested Parties**  
**FROM: Hart Research Associates**  
**DATE: November 21, 2016**  
**RE: Survey Findings on Sick Days for Women Fast Food Workers**

Hart Research conducted a nationwide online survey among 1,217 women age 16 and older who work in fast food restaurants in a non-managerial position. Interviews were conducted from July 22 to 27, 2016. This memo highlights the survey's findings about fast food workers' access to paid sick days.

**1. Nationally, only one in seven (14%) women fast food workers has access to paid sick time they can use if they are sick or need to see a doctor.**

- Women with fast food jobs in the western United States (32%) are more likely to have access to paid sick days, largely due to laws requiring paid sick time in California and Oregon, whereas paid sick days are virtually unheard of for women fast food workers in the Midwest (7%) and South (8%).
- Women fast food workers paid at least \$9 an hour are more likely to have access to paid sick time (23%) than women with fast food jobs who are paid less than \$9 an hour (6%), but the vast majority of women fast food workers do *not* receive paid sick time regardless of their wage, age, or type of restaurant.

**If you are sick or need to see a doctor, do you have paid sick time you can use to take time off to recover or get the care you need?**

Yes	14%
No	75%
Not Sure	11%

**2. Without access to paid sick days, most women with fast food jobs say they have gone to work sick rather than staying home, potentially prolonging their own illness and spreading it to coworkers and customers.** Fully 70% of women fast food workers say that in the past year they have gone to work with symptoms of communicable illnesses, including coughing and sneezing, fever, diarrhea, and vomiting.

**In the past 12 months, have you gone to work while sick with any of the following symptoms?**

<b>Went to work with at least one symptom</b>	<b>70%</b>
Coughing/sneezing	63%
Fever	35%
Diarrhea	31%
Vomiting	25%