

October 18, 2007

MEMORANDUM

TO: All Interested Parties in the California State University System

FROM: Miguel Ceja, Coordinator, Faculty Research Fellows Program,
Center for California Studies, CSUS

SUBJECT: Request for Proposals

PROJECT TITLE: Paid Sick Leave: Access, Costs, and Implementation Feasibility at the
State Level

The Senate Office of Research has requested assistance from the California State University Faculty Research Fellows Program to examine and evaluate current sick leave laws in California and assess how they compare nationally and with other selected nations, and identify “best practice” sick leave policies that can be implemented at the state level.

Qualified California State University faculty and staff should submit proposals in response to this request. We prefer that the principal investigator is a full-time faculty or staff member of the CSU system, but it is not necessary. Part-time faculty and students can be included as secondary investigators and assistants. The enclosed attachment provides background on the issue, a description of the project, timeline, budget, and requirements for the submission of a proposal.

Proposals are due **November 19, 2007** and should be mailed or faxed to:

Tim Hodson, Director
Center for California Studies
Faculty Research Fellows Program
California State University, Sacramento
Sacramento, CA 95819-6081

Fax: (916) 278-5199

The decision date for funding is **November 26, 2007**.

Sign-off by the principal researcher's campus research office is required as is conformance with Chancellor's Office's Executive Order Number 890 (<http://www.calstate.edu/EO/EO-890.pdf>). Researcher(s)' salary, travel, and incidental expenses are usually paid through CSU, Sacramento. If researcher(s) desire the payment of travel and incidental expenses through the principal researcher's home campus, indirect cost can be paid on these items provided the total budget (including indirect cost) does not exceed \$12,000.

**CALIFORNIA STATE UNIVERSITY
FACULTY RESEARCH FELLOWS PROGRAM**

REQUEST FOR PROPOSALS

Project Title/ Description

Paid Sick Leave: Access, Costs, and Implementation Feasibility at the State Level

Examine and evaluate current sick leave laws in California and assess how they compare nationally and with other selected nations, and identify “best practice” sick leave policies that can be implemented at the state level.

Background

Only about half of the nation’s workers have paid sick leave, with low-wage individuals being the least likely to have paid sick days. Indeed, the United States is the only industrialized country that does not guarantee paid sick days for all workers¹.

San Francisco recently passed an initiative requiring employers to provide employee sick leave. Mandatory sick leave legislation has also been introduced in Congress. Proponents contend that sick leave policies can result in improved worker health, increased worker productivity, and a healthier work environment. Opponents argue that the cost implications of mandating such a policy could be high for some companies, particularly small businesses.

The current proposal is interested in the following questions:

1. What do we know about paid sick leave and the California workforce including how access to sick leave varies by employee demographics and occupation, type of industry, type of sector, and employer size?
2. How do trends in paid sick leave in California compare to other states? How does the United States compare with other selected nations?
3. What is the impact of paid sick leave on the workplace, particularly as it relates to employment turnover and productivity, absenteeism, employer cost, employee health, and overall public health?

Expected Output

1. Examine current sick leave laws in California and assess how they compare nationally and with other selected nations.
2. Examine and discuss the implications associated with differential access to sick leave policies by employee demographics and occupation, type of industry, type of sector (public/private), union/non-unionized employers, and employer size.

¹ Vestal, C. (2007, January 4). Sick leave tops state labor agencies. Retrieved from <http://www.stateline.org/live/details/story?contentId=167981>

3. Review and analyze the literature on sick leave policies and examine the impact of such policies on workplace related outcomes (i.e. productivity, health, costs).
4. Identify “best practice” sick leave policies that can be adopted by California.

Project Timeline

Proposals are due **November 19, 2007**. Proposals should be no longer than seven pages (excluding vitas). Notification of award occurs by **November 26, 2007**. A draft report will be due on **March 31, 2008**. The entire project must be completed by **April 30, 2008**.

Project Budget

- \$12,000 from 07-08 Faculty Fellows Budget

Proposal Requirements

The written proposal should include the following:

1. Introductory statement that demonstrates an understanding of the subject matter.
2. Description of researcher’s(s’) qualifications to perform the study and applied public policy research. If available, please include evidence of successful and timely completion of projects for public sector clients.
3. Explanation of how the desired data will be gathered and reported on.
4. A specific timeline for completing the project requirements in the allotted period.
5. A proposed budget that indicates the portion to be devoted to faculty time (including incidental expenses) and any need for non-incidental operating expenses.
6. At least two references who could advise the Faculty Research Fellows staff on the quality and timeliness of the principal researcher’s work.
7. Telephone and e-mail address for principal researcher(s).
8. A resume or vita for each person funded under the project.
9. Sign-off of local campus research office.

Proposals should be no longer than seven pages (excluding vitas).