



Codebook for CityHealth: Paid Sick Leave Laws

Prepared by Legal Science, LLC

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CITYHEALTH: PAID SICK LEAVE LAWS

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Codebook

This codebook describes the variables in a dataset that examines variation in state, county and city laws regulating paid sick leave. This dataset includes the 40 largest cities, their respective counties, 25 states and the District of Columbia. This dataset is cross-sectional, capturing currently effective law valid through October 1, 2016.

There are six standard variables in every MonQcle dataset. They are:

ID:

An identification code generated by the MonQcle.

FIPS CODE:

The Federal Information Processing Standard (FIPS) codes are a standardized set of numeric codes issued by the National Institute of Standards and Technology to ensure uniform identification of geographic entities through all federal government agencies.

JURISDICTION:

This is a dropdown selection in each coding form. It includes the jurisdictions coded in the dataset.

EFFECTIVE DATE:

This date (MM/DD/YYYY) is the most recent effective date of the legal text captured for this place. The effective date represents the date the policy coded was put into effect.

VALID THROUGH DATE:

This date (MM/DD/YYYY) is the last date the policy was in effect as reflected by the legal text captured to code this policy.

LEGAL TEXT:

This is a text box that captures all legal text relevant to the coding questions. This will not download into Microsoft Excel.

Questions

Question 1	Does the state explicitly preempt localities from passing paid sick leave laws?
Question Type:	Binary - mutually exclusive
Variable Name:	psl-stpreempt
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
Question 2:	Is there a paid sick leave law?
Question Type:	Binary - mutually exclusive
Variable Name:	psl-law
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
Question 3:	What types of workers are exempt from paid sick leave?
Question Type:	Categorical - check all that apply
Variable Name:	psl-exempt_State employees
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
Question 4:	What types of workers are exempt from paid sick leave?
Question Type:	Categorical - check all that apply
Variable Name:	psl-exempt_City employees
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
Question 5:	What types of workers are exempt from paid sick leave?
Question Type:	Categorical - check all that apply

Variable Name:	psl-exempt_Employees in a collective bargaining agreement
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
Question 6:	What types of workers are exempt from paid sick leave?
Question Type:	Categorical - check all that apply
Variable Name:	psl-exempt_Construction workers
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
Question 7:	What types of workers are exempt from paid sick leave?
Question Type:	Categorical - check all that apply
Variable Name:	psl-exempt_Employees covered by the Railway Labor Act
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
Question 8:	What types of workers are exempt from paid sick leave?
Question Type:	Categorical - check all that apply
Variable Name:	psl-exempt_Independent contractors
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
Question 9:	What types of workers are exempt from paid sick leave?
Question Type:	Categorical - check all that apply
Variable Name:	psl-exempt_No exemptions

Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
Question 10:	Can employees use paid sick leave time to care for other parties?
Question Type:	Binary - mutually exclusive
Variable Name:	psl-fam
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
Question 11:	For whom can employees use paid sick leave time?
Question Type:	Categorical - check all that apply
Variable Name:	psl-fmem_Spouse
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
Question 12:	For whom can employees use paid sick leave time?
Question Type:	Categorical - check all that apply
Variable Name:	psl-fmem_Child
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
Question 13:	For whom can employees use paid sick leave time?
Question Type:	Categorical - check all that apply
Variable Name:	psl-fmem_Parent
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes

Question 14:	For whom can employees use paid sick leave time?
Question Type:	Categorical - check all that apply
Variable Name:	psl-fmem_Grandparent
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
Question 15:	For whom can employees use paid sick leave time?
Question Type:	Categorical - check all that apply
Variable Name:	psl-fmem_Grandchild
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
Question 16:	For whom can employees use paid sick leave time?
Question Type:	Categorical - check all that apply
Variable Name:	psl-fmem_Sibling
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
Question 17:	For whom can employees use paid sick leave time?
Question Type:	Categorical - check all that apply
Variable Name:	psl-fmem_Domestic partner
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
Question 18:	Does the law cover time off for responding to domestic violence?
Question Type:	Binary - mutually exclusive

Variable Name:	psl-dv
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
Question 19:	Does the law cover time off for public health emergencies?
Question Type:	Binary - mutually exclusive
Variable Name:	psl-phe
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
Question 20:	Does the law provide individuals with protection from employer retaliation?
Question Type:	Binary - mutually exclusive
Variable Name:	psl-retal
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
Question 21:	Are remedies available to an employee for an employer's violation of the paid sick leave law?
Question Type:	Binary - mutually exclusive
Variable Name:	psl-pen
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
Question 22:	What remedies are available to the employee?
Question Type:	Categorical - check all that apply
Variable Name:	psl-rem_Back pay

Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
Question 23:	What remedies are available to the employee?
Question Type:	Categorical - check all that apply
Variable Name:	psl-rem_Reinstatement of employee
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
Question 24:	What remedies are available to the employee?
Question Type:	Categorical - check all that apply
Variable Name:	psl-rem_Return of withheld sick leave
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
Question 25:	What remedies are available to the employee?
Question Type:	Categorical - check all that apply
Variable Name:	psl-rem_Damages
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
Question 26:	What remedies are available to the employee?
Question Type:	Categorical - check all that apply
Variable Name:	psl-rem_Attorney's fees
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes

Question 27:	What is the smallest cap on the number of paid sick hours permitted to be accrued for any size of business?
Question Type:	Categorical - mutually exclusive
Variable Name:	PSL_Cap1
Variable Values:	0, 1, 2, 3
Value Label:	0 = 24 hours
Value Label:	1 = 40 hours
Value Label:	2 = 48 hours
Value Label:	3 = 80 hours
Question 28:	What is the minimum number of people a company must employ to be covered by the paid sick leave law?
Question Type:	Categorical - mutually exclusive
Variable Name:	PSL_Cover2
Variable Values:	0, 1, 2, 3, 4
Value Label:	0 = 1
Value Label:	1 = 5
Value Label:	2 = 10
Value Label:	3 = 11
Value Label:	4 = 15