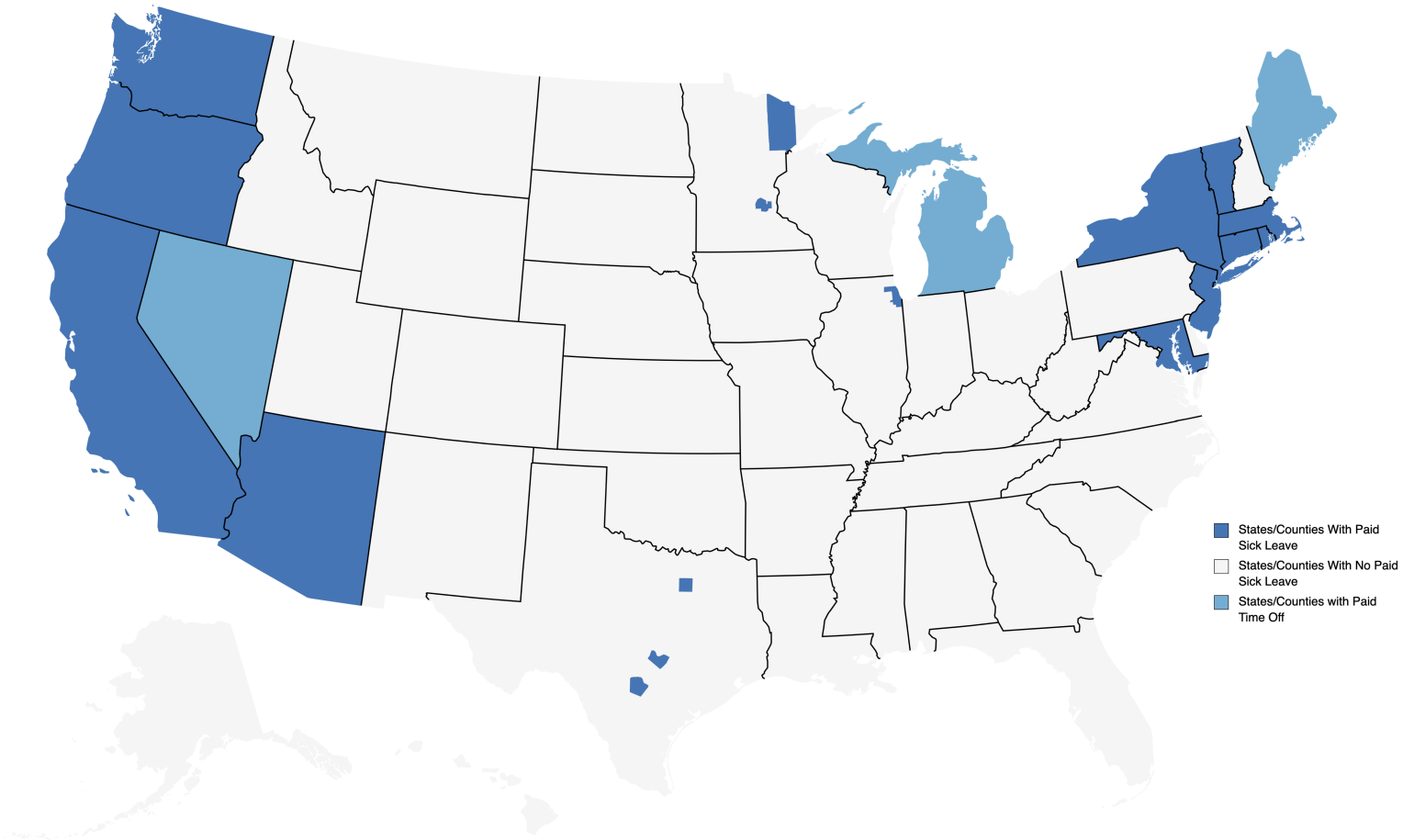
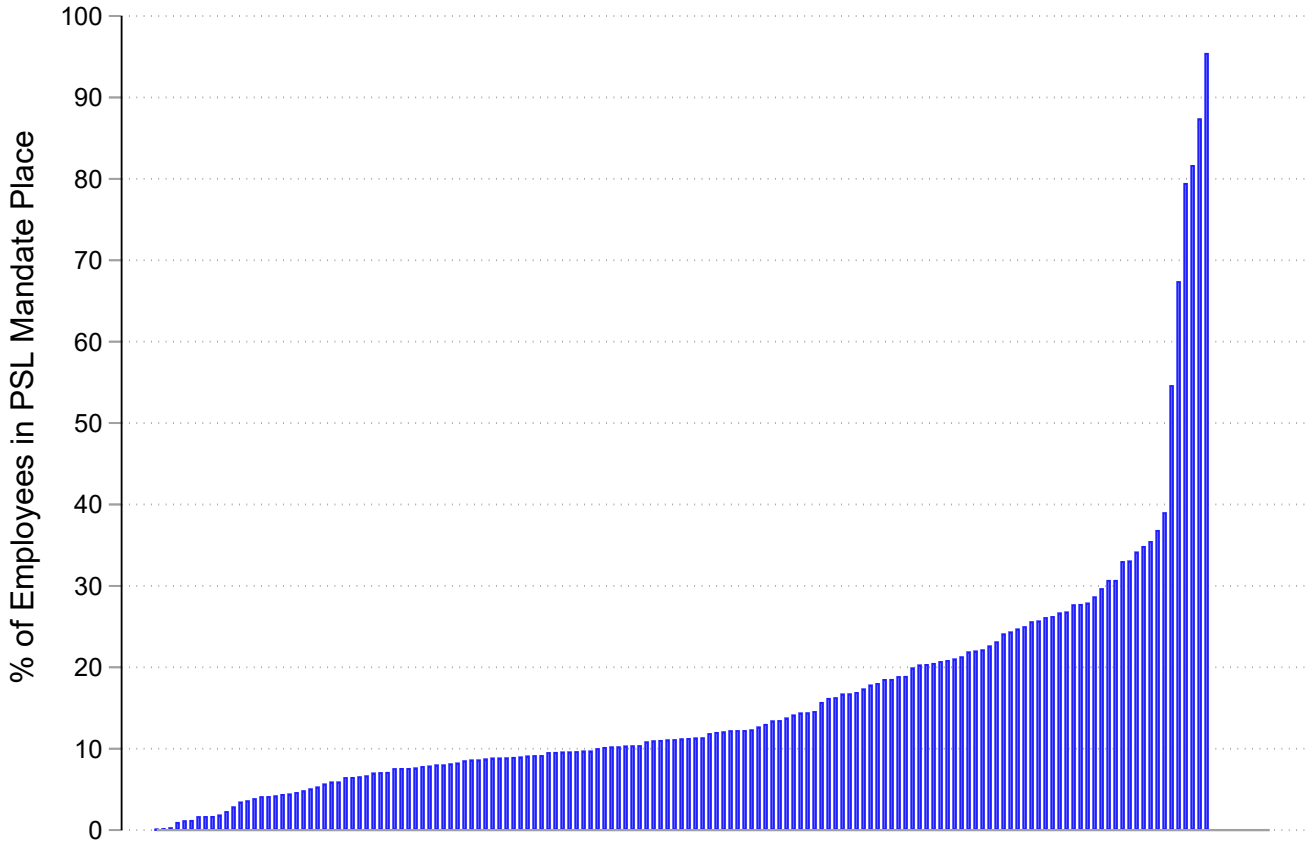
Figure 1: States with Paid Sick Leave Laws, 2021



Notes: In March of 2021, the PSL mandates in Austin, Dallas, and San Antonio, Texas, were deemed to be pre-empted by a state law and consequently were struck down.

Source: "Interactive Overview of Paid Sick Time Laws in the United States," A Better Balance. https://www.abetterbalance.org/paid-sick-time-laws/.

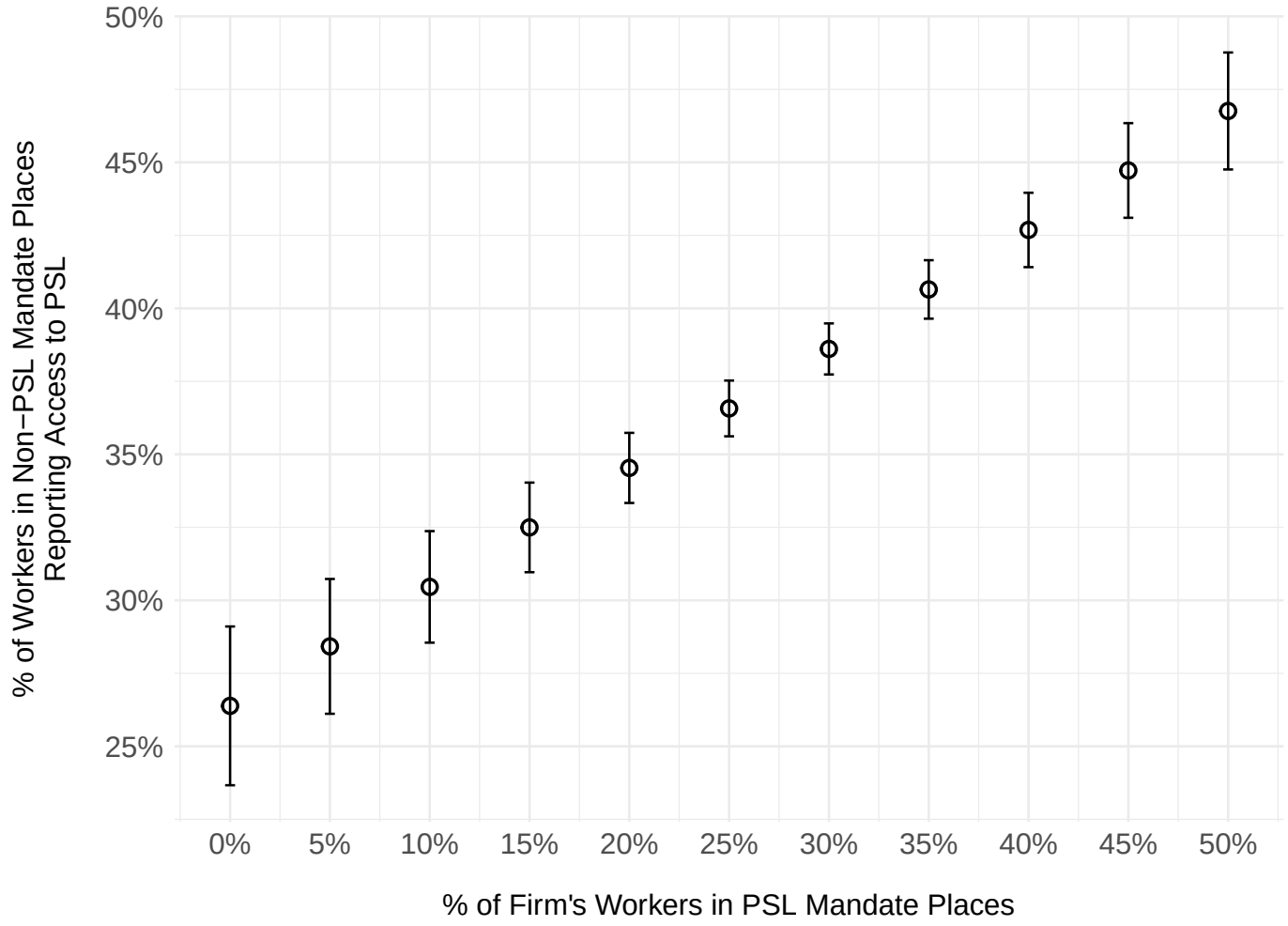
Figure 2: Percentage of a Firm's Workers Covered by State or County PSL Mandates, 2020 by Firm



Notes: Each bar represents one firm. Shares of workers in PSL mandate places are calculated at the firm-county-month level, then averaged at the year level (2020 only).

Source: National Partnership for Women and Families (PSL mandate data) & Reference USA (employee/establishment data), 2020.

Figure 3: Predicted Share of Workers in Non-PSL Mandate Places Reporting Access to Paid Sick, by Firm Exposure to PSL Mandates



Notes: Predicted values from linear regression model, with the percentage of firm's workers in a PSL mandate place as a continuous regressor. Demographic controls: gender, race, age, parental status, speaking a non-English language at home, being enrolled in school, cohabitation status. Work controls: hourly wage, usual weekly hours, manager status, union membership, job tenure. Also includes state and year/month/year*month fixed effects. Robust standard errors clustered at state level.

Source: Shift Project data, 2018-2021.

Table 1: Association Between Firm-Level Exposure to PSL Mandates and Workers' Reports of Access to PSL in Non-PSL Mandate Places

	Workers in non-PSL States or Counties					
	M1	M2	M3	M4	M5	M6
Share in a PSL Covered State or County						
Percent of Workers	0.006***	0.004***	0.005***	0.005***	0.005***	0.005***
Percent of Establishments	0.006***	0.004***	0.005***	0.005***	0.005***	0.005***
Demographic Controls	✓	✓	✓	✓	✓	✓
Work Controls		✓	✓	✓	✓	✓
Firm Controls			✓	✓	✓	✓
State Controls				✓	✓	✓
State FE					✓	✓
Year, Month, Year × Month FE						✓
N	29381	29381	29381	29381	29381	29381

$^{+}$ $p < 0.10$, * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Notes: Models regress reported access to PSL among workers in states or counties without PSL mandates on the percent of workers/establishments at the same firm who are in states or counties with PSL mandates. Demographic controls: gender, race, age, parental status, speaking a non-English language at home, being enrolled in school, cohabitation status. Work controls: hourly wage, usual weekly hours, manager status, union membership, job tenure. Firm controls: industry, total number of employees (by month), total number of establishments (by month). State controls: unemployment rate, minimum wage, union membership, breakdowns of age/gender/race/education. Robust standard errors clustered at state level.

Source: Shift Project data, 2018-2021.

Table 2: Moderation of Association between Firm-Level Exposure to PSL Mandates and Workers' Reports of Access to PSL in Non-Mandate Places —Firm Headquarters Location

	PSL Access in Non-Mandate Places
Share in PSL Covered State or County	
Percent of Workers	0.001**
Firm Headquartered in PSL Mandated Place	-0.046
Percent of Workers Covered by PSL × HQ Covered	0.004***
Share in PSL Covered State or County	
Percent of Establishments	0.002**
Firm Headquartered in PSL Mandated Place	-0.059^{+}
Percent of Establishments Covered by PSL × HQ Covered	0.005***
Observations	29381

$^{+}$ $p < 0.10$, * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Notes: Dependent variable: reported access to PSL among workers in states/counties not covered by PSL mandates. All models include demographic controls, work controls, firm controls, state controls, state fixed effects, and year/month/year*month fixed effects. Demographic controls: gender, race, age, parental status, speaking a non-English language at home, being enrolled in school, cohabitation status. Work controls: hourly wage, usual weekly hours, manager status, union membership, job tenure. Firm controls: industry, total number of employees (by month), total number of establishments (by month). State controls: unemployment rate, minimum wage, union membership, breakdowns of age/gender/race/education. Robust standard errors clustered at state level.

Source: Shift Project data, 2018-2021.

Table 3: Moderation of Association between Firm-Level Exposure to PSL Mandates and Workers' Reports of Access to PSL in Non-PSL Mandate Places —Firm Franchising

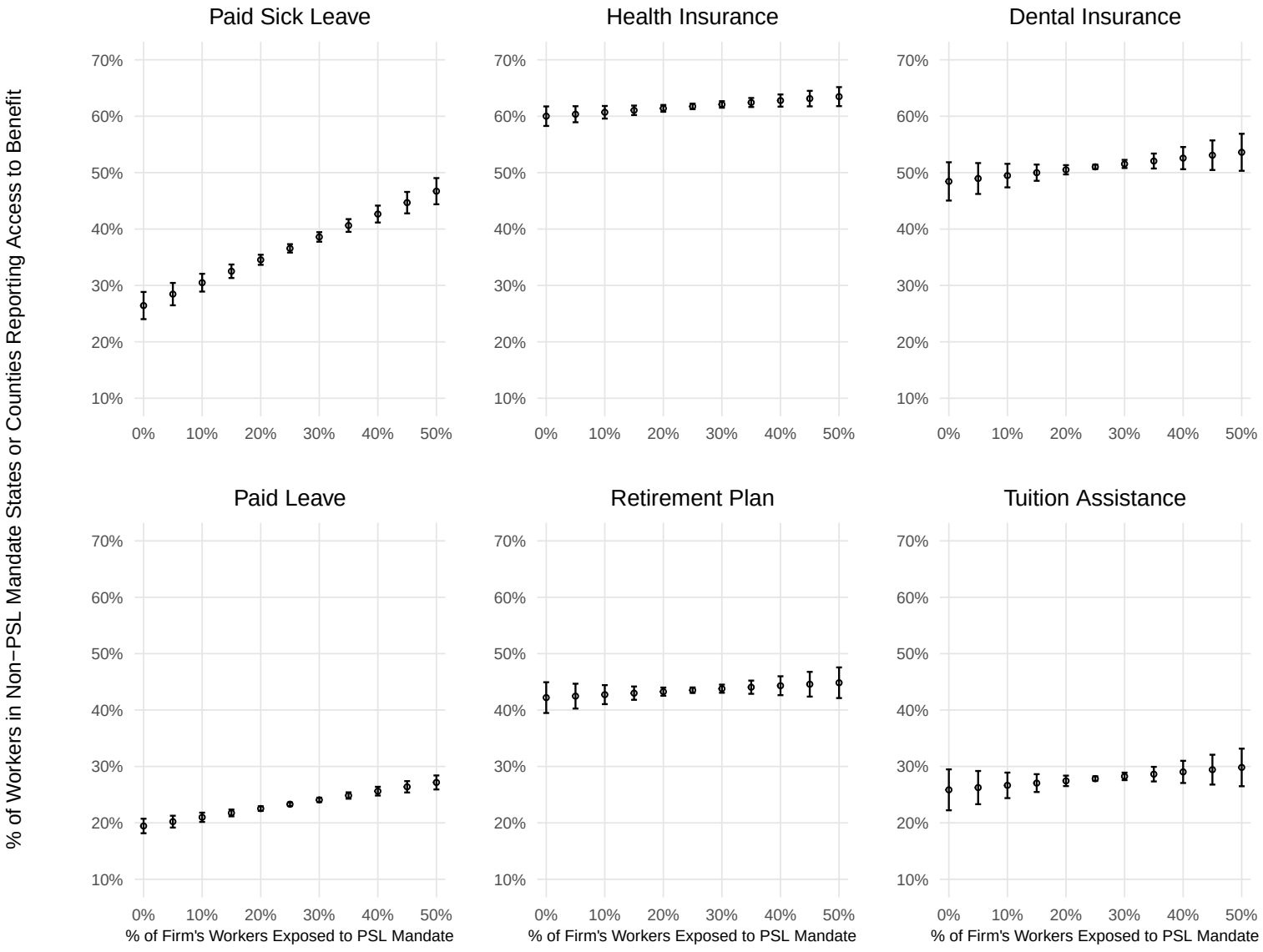
	PSL Access in Non-Mandate Places	
	All Industries	Food Industry
Share in a PSL Covered State or County		
Percent of Workers Covered by PSL	0.005***	0.012***
Franchisor Firm	-0.129***	0.081**
Percent of Workers Covered by PSL × Franchisor Firm	-0.005***	-0.012***
Share in a PSL Covered State or County		
Percent of Establishments Covered by PSL	0.005***	0.012***
Franchisor Firm	-0.130***	0.081**
Percent of Establishments Covered by PSL × Franchisor Firm	-0.005***	-0.012***
Share in a PSL Covered State or County		
Percent of Workers Covered by PSL	0.005***	0.012***
Percent Franchised	-0.117***	0.108***
Percent of Firm's Workers Covered by PSL × Percent Franchised	-0.006***	-0.013***
Share in a PSL Covered State or County		
Percent of Establishments Covered by PSL	0.005***	0.012***
Percent Franchised	-0.125***	0.107***
Percent of Firm's Establishments Covered by PSL × Percent Franchised	-0.005***	-0.014***
N	29381	11272

$^{+}$ $p < 0.10$, * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Notes: Dependent variable: reported access to PSL among workers in states/counties not covered by PSL mandates. "Franchisor firm" = binary indicator. All models include demographic controls, work controls, firm controls, state controls, state fixed effects, and year/month/year*month fixed effects. Demographic controls: gender, race, age, parental status, speaking a non-English language at home, being enrolled in school, cohabitation status. Work controls: hourly wage, usual weekly hours, manager status, union membership, job tenure. Firm controls: industry, total number of employees (by month), total number of establishments (by month). State controls: unemployment rate, minimum wage, union membership, breakdowns of age/gender/race/education. Robust standard errors clustered at state level.

Source: Shift Project data, 2018-2021.

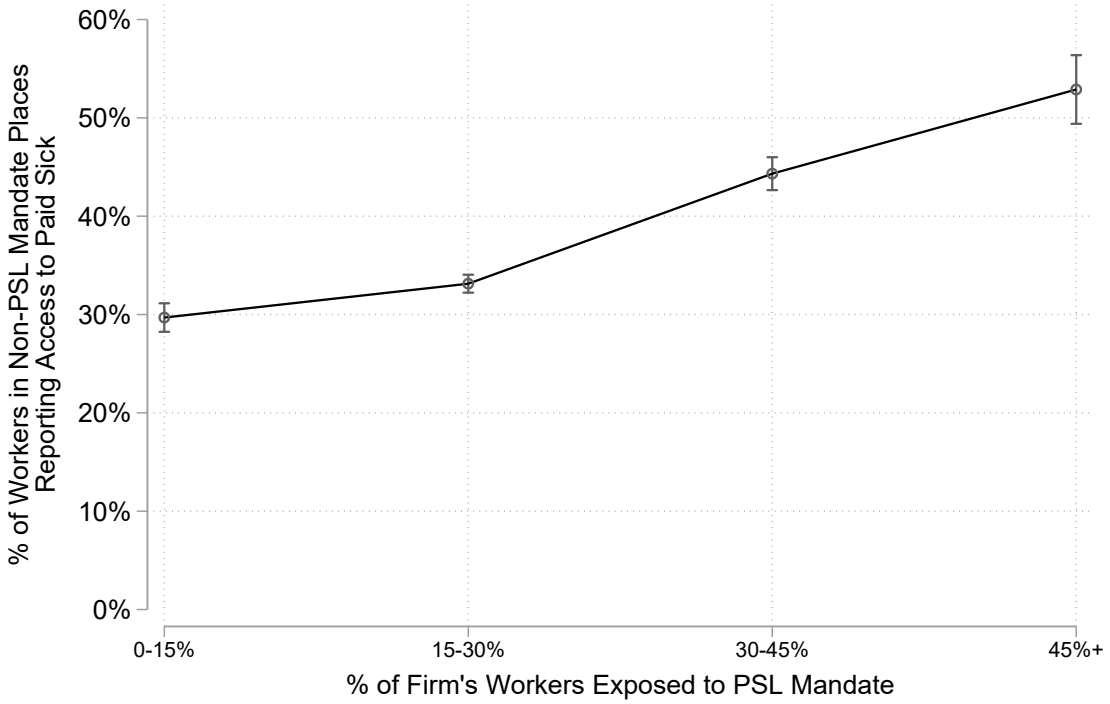
Figure A1: Share of Workers in Non-PSL Mandate Places Reporting Access to Fringe Benefits, by Firm Exposure to PSL Mandates



Notes: Predicted values from linear regression model, with the percentage of firm's workers in a PSL mandate place as a continuous regressor. Demographic controls: gender, race, age, parental status, speaking a non-English language at home, being enrolled in school, cohabitation status. Work controls: hourly wage, usual weekly hours, manager status, union membership, job tenure. Also includes state and year/month/year*month fixed effects. Robust standard errors clustered at state level.

Source: Shift Project data, 2018-2021.

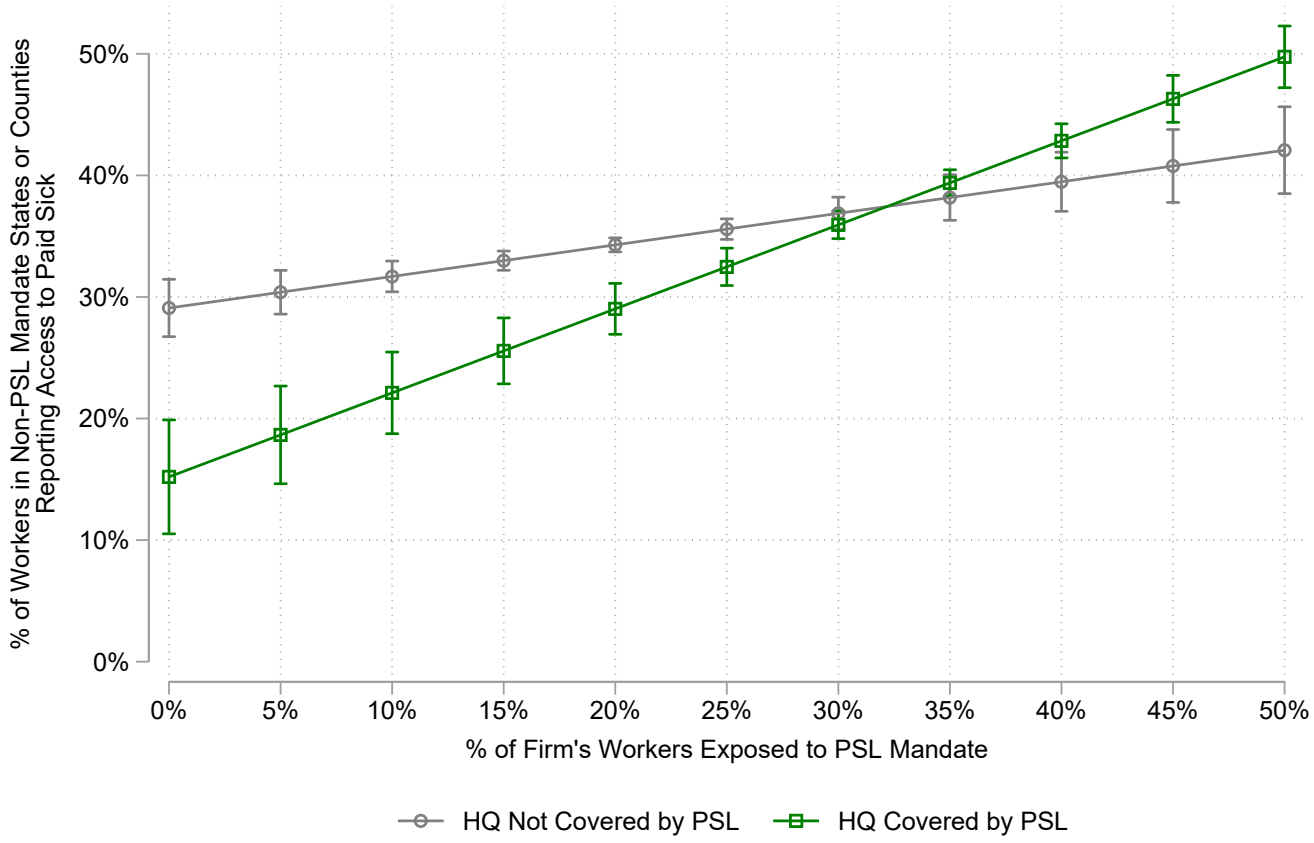
Figure A2: Predicted Share of Workers in Non-PSL Mandate Places Reporting Access to Paid Sick by Firm Exposure to PSL Mandates, from Non-Linear Specification



Notes: Predicted values from linear regression model, with the percentage of firm's workers in a PSL mandate place as a categorical regressor. Demographic controls: gender, race, age, parental status, speaking a non-English language at home, being enrolled in school, cohabitation status. Work controls: hourly wage, usual weekly hours, manager status, union membership, job tenure. Also includes state and year/month/year*month fixed effects. Robust standard errors clustered at state level.

Source: Shift Project data, 2018-2021.

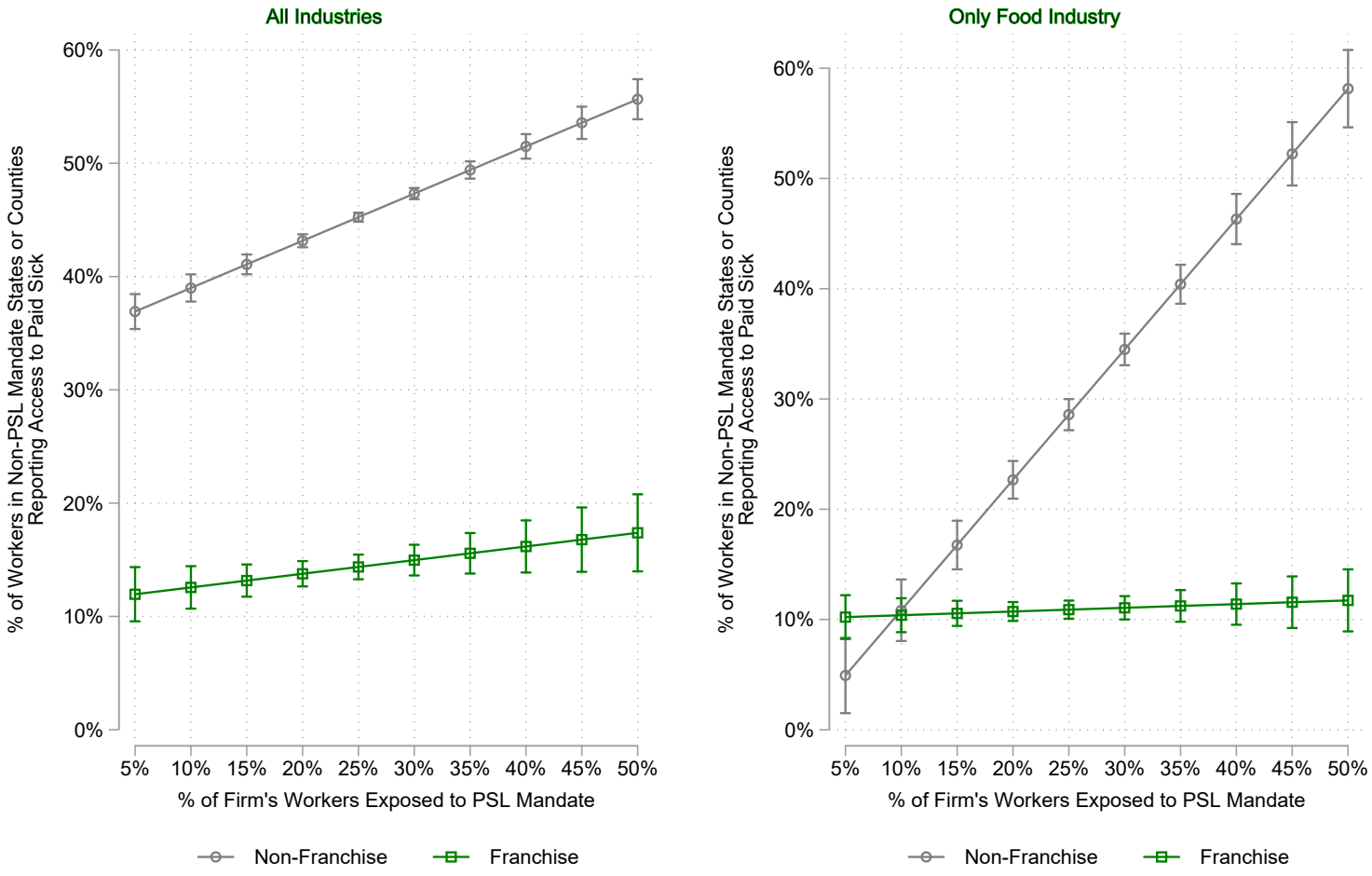
Figure A3: Moderation of Association Between Firm-Level Exposure to PSL Mandates and Workers' Reports of Access to PSL in Non-PSL Mandate Places —Firm Headquarters Location



Notes: Predicted values from linear regression model, with the percentage of firm's workers in a PSL mandate place as a continuous regressor in interaction with a binary indicator of whether the firm's headquarters are exposed to a PSL mandate. Demographic controls: gender, race, age, parental status, speaking a non-English language at home, being enrolled in school, cohabitation status. Work controls: hourly wage, usual weekly hours, manager status, union membership, job tenure. Also includes state and year/month/year*month fixed effects. Robust standard errors clustered at state level.

Source: Shift Project data, 2018-2021.

Figure A4: Moderation of Association Between Firm-Level Exposure to PSL Mandates and Workers' Reports of Access to PSL in Non-PSL Mandate Places —Firm Franchising



Notes: Predicted values from linear regression model, with the percentage of firm's workers in a PSL mandate place as a continuous regressor in interaction with a binary indicator of whether the firm franchises or not. Demographic controls: gender, race, age, parental status, speaking a non-English language at home, being enrolled in school, cohabitation status. Work controls: hourly wage, usual weekly hours, manager status, union membership, job tenure. Also includes state and year/month/year*month fixed effects. Robust standard errors clustered at state level.

Source: Shift Project data, 2018-2021.

Table A1: Robustness of Association Between Firm-Level Exposure to PSL Mandates and Workers' Reports of Access to PSL in Non-PSL Mandate Places —Excluding 2020/2021 & ACS Weighting

	PSL Access in Non-Mandate Places		
	M1	M2	M3
Share in a PSL Covered State or County			
Percent of Workers	0.005***	0.005***	0.005***
Percent of Establishments	0.005***	0.005***	0.005***
Demographic Controls	✓	✓	✓
Work Controls	✓	✓	✓
Firm Controls	✓	✓	✓
State Controls	✓	✓	✓
State FE	✓	✓	✓
Year, Month, Year × Month FE	✓	✓	✓
Excluding 2020/2021		✓	
ACS Weighting			✓
N	29381	19575	29380

Notes: M2 excludes observations from 2020 & 2021 from analytic sample. M3 employs American Community Survey weighting on the basis of age, gender, and race. All models include demographic controls, work controls, firm controls, state controls, state fixed effects, and year/month/year*month fixed effects. Demographic controls: gender, race, age, parental status, speaking a non-English language at home, being enrolled in school, cohabitation status. Work controls: hourly wage, usual weekly hours, manager status, union membership, job tenure. Firm controls: industry, total number of employees (by month), total number of establishments (by month). State controls: unemployment rate, minimum wage, union membership, breakdowns of age/gender/race/education. Robust standard errors clustered at state level.

Source: Shift Project data, 2018-2021.

Table A2: Association Between Firm-Level Exposure to PSL Mandates and Workers' Reports of Access to PSL in Non-PSL Mandate Places

	Panel A: Workers in non-PSL States						Panel B: Workers in non-PSL States or Counties					
	M1	M2	M3	M4	M5	M6	M7	M8	M9	M10	M11	M12
Share in a PSL Covered State												
Percent of Workers	0.006***	0.004***	0.005***	0.005***	0.005***	0.005***	0.006***	0.004***	0.005***	0.005***	0.005***	0.005***
Percent of Establishments	0.006***	0.004***	0.005***	0.005***	0.005***	0.005***	0.006***	0.004***	0.005***	0.005***	0.005***	0.005***
Share in a PSL Covered State or County												
Percent of Workers	0.006***	0.004***	0.005***	0.005***	0.005***	0.005***	0.006***	0.004***	0.005***	0.005***	0.005***	0.005***
Percent of Establishments	0.006***	0.004***	0.005***	0.005***	0.005***	0.005***	0.006***	0.004***	0.005***	0.005***	0.005***	0.005***
Demographic Controls	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Work Controls		✓	✓	✓	✓	✓		✓	✓	✓	✓	✓
State FE			✓	✓	✓	✓			✓	✓	✓	✓
Year, Month, Year × Month FE				✓	✓	✓				✓	✓	✓
State Controls					✓	✓					✓	✓
Firm Controls						✓						✓
N	31458	31458	31458	31458	31458	31458	29381	29381	29381	29381	29381	29381

$^{+}$ $p < 0.10$, * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Notes: Demographic controls: gender, race, age, parental status, speaking a non-English language at home, being enrolled in school, cohabitation status. Work controls: hourly wage, usual weekly hours, manager status, union membership, job tenure. Firm controls: industry, total number of employees (by month), total number of establishments (by month). State controls: unemployment rate, minimum wage, union membership, breakdowns of age/gender/race/education. Robust standard errors clustered at state level.

Source: Shift Project data, 2018-2021.

Table A3: Robustness of Association Between Firm-Level Exposure to PSL Mandates and Workers' Reports of Access to PSL in Non-Mandate Places to Alternative Treatment of PTO States

	PSL Access in Non-Mandate States			PSL Access in Non-Mandate States/Counties		
	M1	M2	M3	M4	M5	M6
Share in PSL Covered State						
Percent of Workers	0.005***			0.005***		
Percent of Establishments	0.005***			0.005***		
Share in PSL Covered State or County						
Percent of Workers	0.005***			0.005***		
Percent of Establishments	0.005***			0.005***		
Share in PSL Covered State						
Percent of Workers		0.005***			0.004***	
Percent of Establishments		0.005***			0.005***	
Share in PSL Covered State or County						
Percent of Workers		0.005***			0.004***	
Percent of Establishments		0.005***			0.005***	
Share in PSL Covered State						
Percent of Workers			0.005***			0.005***
Percent of Establishments			0.005***			0.005***
Share in PSL Covered State or County						
Percent of Workers			0.005***			0.005***
Percent of Establishments			0.005***			0.005***
Maine/Michigan/Nevada = no PSL	✓			✓		
Maine/Michigan/Nevada = PSL		✓			✓	
Maine/Michigan/Nevada = dropped			✓			✓
N	31458	30516	30516	29381	28452	28452

Notes: M1 & M4 treat states with PTO mandates (ME/MI/NV) as PSL mandate states. M2 & M5 treat states with PTO mandates (ME/MI/NV) as non-PSL mandate states. M3 & M6 omit PTO states (ME/MI/NV) from model. All models include demographic controls, work controls, firm controls, state controls, state fixed effects, and year/month/year*month fixed effects. Demographic controls: gender, race, age, parental status, speaking a non-English language at home, being enrolled in school, cohabitation status. Work controls: hourly wage, usual weekly hours, manager status, union membership, job tenure. Firm controls: industry, total number of employees (by month), total number of establishments (by month). State controls: unemployment rate, minimum wage, union membership, breakdowns of age/gender/race/education. Robust standard errors clustered at state level.

Source: Shift Project data, 2018-2021.

Table A4: Share of Workers in Non-PSL Mandate Places Reporting Access to Fringe Benefits, by Firm Exposure to Mandates

	PSL Access in Non-Mandate Places					
	Paid Sick Leave	Health Insurance	Dental Insurance	Paid Leave	Retirement Plan	Tuition Assistance
Share in a PSL Covered State or County						
Percent of Workers	0.005***	0.002***	0.002***	0.002***	0.002***	0.001*
Demographic Controls	✓	✓	✓	✓	✓	✓
Work Controls	✓	✓	✓	✓	✓	✓
Firm Controls	✓	✓	✓	✓	✓	✓
State Controls	✓	✓	✓	✓	✓	✓
State FE	✓	✓	✓	✓	✓	✓
Year, Month, Year × Month FE	✓	✓	✓	✓	✓	✓
N	29381	29381	29381	29381	29381	29381

$^{+}$ $p < 0.10$, * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Notes: All models include demographic controls, work controls, firm controls, state controls, state fixed effects, and year/month/year*month fixed effects. Demographic controls: gender, race, age, parental status, speaking a non-English language at home, being enrolled in school, cohabitation status. Work controls: hourly wage, usual weekly hours, manager status, union membership, job tenure. Firm controls: industry, total number of employees (by month), total number of establishments (by month). State controls: unemployment rate, minimum wage, union membership, breakdowns of age/gender/race/education. Robust standard errors clustered at state level.

Source: Shift Project data, 2018-2021.

Table A5: Association Between Firm-Level Exposure to PSL Mandates and Workers' Reports of Access to PSL in Non-PSL Mandate Places, from Non-Linear Specification

	PSL Access in Non-Mandate Places					
	M1	M2	M3	M4	M5	M6
Share in a PSL Covered State or County						
15-30% of Workers Covered	0.023^{+}	0.020^{+}	0.021^{*}	0.025^{*}	0.024^{*}	0.032^{**}
30-45% of Workers Covered	0.170^{***}	0.121^{***}	0.115^{***}	0.118^{***}	0.119^{***}	0.129^{***}
45%+ of Workers Covered	0.284^{***}	0.206^{***}	0.263^{***}	0.265^{***}	0.267^{***}	0.275^{***}
Demographic Controls	✓	✓	✓	✓	✓	✓
Work Controls		✓	✓	✓	✓	✓
Firm Controls			✓	✓	✓	✓
State Controls				✓	✓	✓
State FE					✓	✓
Year, Month, Year × Month FE						✓
N	29381	29381	29381	29381	29381	29381

$^{+}$ $p < 0.10$, * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Notes: Reference category for share of workers covered by PSL mandate: 0-15%. Demographic controls: gender, race, age, parental status, speaking a non-English language at home, being enrolled in school, cohabitation status. Work controls: hourly wage, usual weekly hours, manager status, union membership, job tenure. Firm controls: industry, total number of employees (by month), total number of establishments (by month). State controls: unemployment rate, minimum wage, union membership, breakdowns of age/gender/race/education. Robust standard errors clustered at state level.

Source: Shift Project data, 2018-2021.

Table A6: Descriptive Statistics

	Mean / %
Demographic Characteristics	
Age	37
Gender	
Male	27
Female	73
Race/Ethnicity	
White	83
Black	3
Hispanic	8
Other / 2+ Races	6
Cohabitation Status	
Married, Living with Spouse	29
Living with Partner	20
Not Living with Spouse/Partner	51
Has Children	45
Speaks Non-English Language at Home	9
Enrolled in School	24
Work Characteristics	
Hourly Wage ($)	12
Usual Weekly Work Hours	32
Job Tenure	
1 Year or Less	34
2-3 Years	26
4-5 Years	13
6+ Years	28
Manager	24
Union Member	6
Industry	
Building Supplies / Hardware	6
General Merchandise	19
Grocery Stores	17
Auto Parts	2
Clothing	3
Home Furnishings	1
Electronics Stores	2
Restaurants / Food Service	38
Pharmacies / Drug Stores	5
Sporting Goods / Toy Stores	2
Misc. Retail	5
N	29381

Notes: Race/ethnicity categories are mutually exclusive; i.e., respondents selecting Hispanic in addition to other races/ethnicities are classified as Hispanic.

Source: Shift Project data, 2018-2021.

Table A7: Moderation of Association between Firm-Level Exposure to PSL Mandates and Workers' Reports of Access to PSL in Non-Mandate Places —Firm Headquarters Location, Excluding IKEA

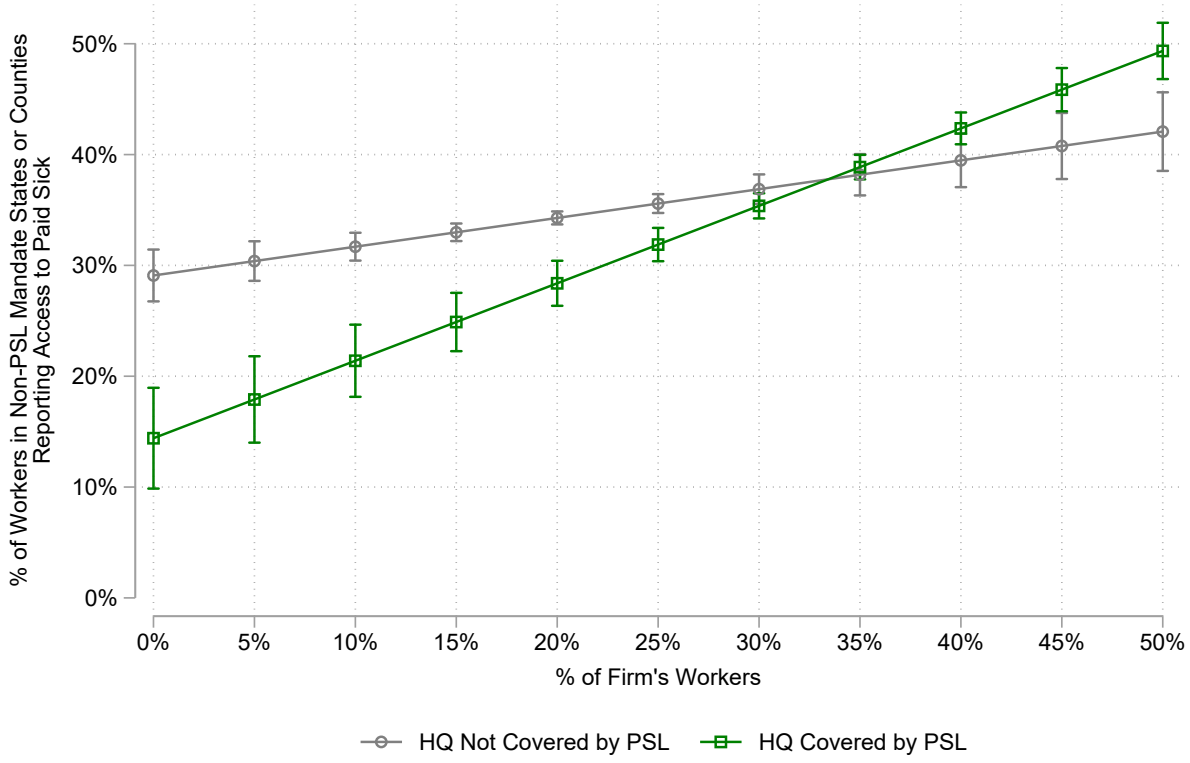
	PSL Access in Non-Mandate Places
Share in PSL Covered State or County	
Percent of Workers	0.002**
Firm Headquartered in PSL Mandated Place	-0.052^{+}
Percent of Workers Covered by PSL × HQ Covered	0.004***
Share in PSL Covered State or County	
Percent of Establishments	0.002**
Firm Headquartered in PSL Mandated Place	-0.063^{+}
Percent of Establishments Covered by PSL × HQ Covered	0.005***
Observations	29316

$^{+}$ $p < 0.10$, * $p < 0.05$, ** $p < 0.01$, *** $p < 0.001$

Notes: Dependent variable: reported access to PSL among workers in states/counties not covered by PSL mandates. Excludes all observations from workers at IKEA. All models include demographic controls, work controls, firm controls, state controls, state fixed effects, and year/month/year*month fixed effects. Demographic controls: gender, race, age, parental status, speaking a non-English language at home, being enrolled in school, cohabitation status. Work controls: hourly wage, usual weekly hours, manager status, union membership, job tenure. Firm controls: industry, total number of employees (by month), total number of establishments (by month). State controls: unemployment rate, minimum wage, union membership, breakdowns of age/gender/race/education. Robust standard errors clustered at state level.

Source: Shift Project data, 2018-2021.

Figure A5: Moderation of Association Between Firm-Level Exposure to PSL Mandates and Workers' Reports of Access to PSL in Non-PSL Mandate Places —Firm Headquarters Location, Excluding IKEA



Notes: Predicted values from linear regression model, with the percentage of firm's workers in a PSL mandate place as a continuous regressor in interaction with a binary indicator of whether the firm's headquarters are exposed to a PSL mandate. Excludes all observations from workers at IKEA. Demographic controls: gender, race, age, parental status, speaking a non-English language at home, being enrolled in school, cohabitation status. Work controls: hourly wage, usual weekly hours, manager status, union membership, job tenure. Also includes state and year/month/year*month fixed effects. Robust standard errors clustered at state level.

Source: Shift Project data, 2018-2021.