

CITY OF MINNEAPOLIS

Public Health and paid sick leave in Minneapolis

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Commissioner of Health

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Intro

- Roots of inequities
- Minneapolis goals and values
- The workforce in Minneapolis and paid sick leave
 - H1N1 pandemic
 - Ebola
 - “Stomach flu or food poisoning”
 - Measles
- Minneapolis residents and paid sick leave

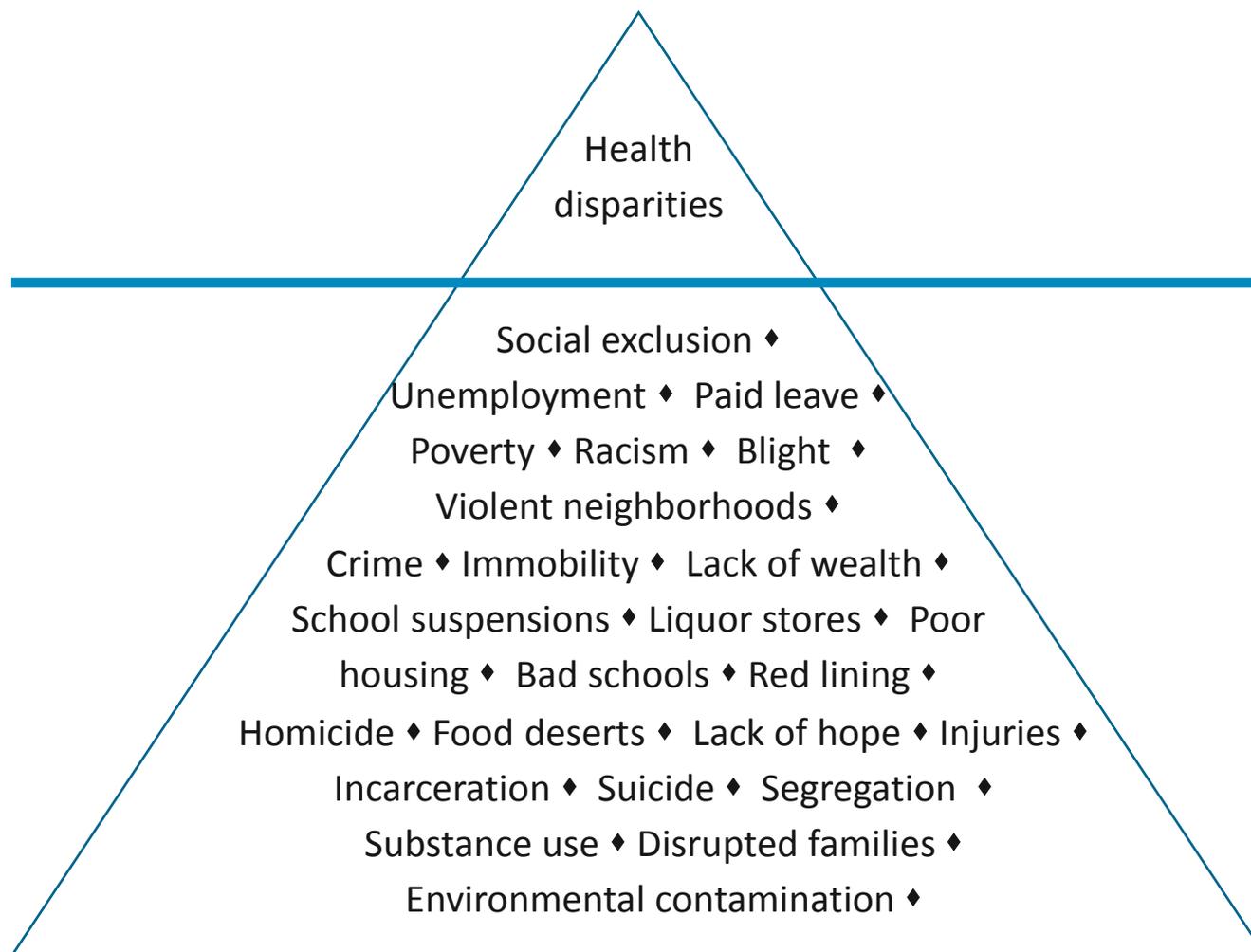
Roots of inequities

- Disparities are mostly the results of policy decisions that systematically disadvantage some populations over others
 - Especially low income, populations of color, GLBTQ
 - Structural racism

The greatest potential for change is effective policy development



Disparities in health “iceberg”



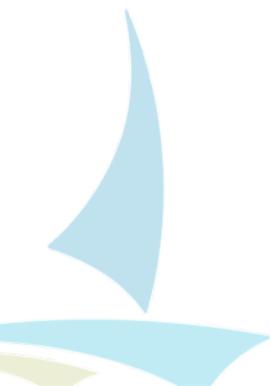
Paid leave contributes to healthy workers and their families

- Workers are able to care for family members
- Better school performance
- More likely to visit health care provider
- Higher use of preventive services (e.g. cancer screening)
- Lower usage of emergency room



Paid leave policies benefit employers

- Improved recruitment, retention, and morale
- Lower rates of occupational injury
- Employees less likely to spend work time worrying about family members' health
- Reduce the spread of illness in the workplace by making it possible for contagious workers to stay home



Minneapolis goals and strategic directions

- One Minneapolis
 - Racial inequities (including health) are addressed and eliminated
 - Equitable systems and policies lead to a high quality of life for all
- Great places
 - All Minneapolis residents, visitors, and employees have a safe and healthy environment

Minneapolis values

- Equity
“Fair and just opportunities and outcomes for all people”
- Safety
“People feel safe and are safe”
- Health
“We are focused on the well-being of people and our environment”



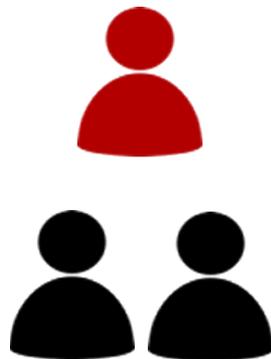
2009 – 2010 H1N1 pandemic

Health officials recommended,

“Stay home from work, school, and errands when you are sick until 24 hours after your fever subsides, typically 5 – 7 days.

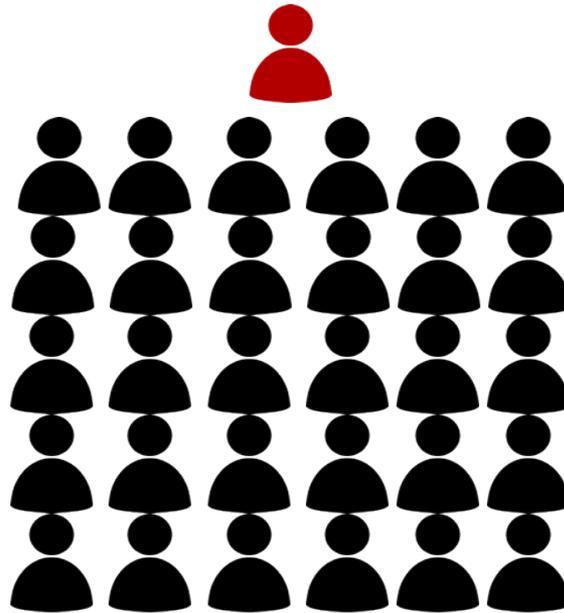
In programs serving children under five years of age, children and staff with flu symptoms should stay home until

- Seven days after their symptoms first appeared, or
- 24 hours after their symptoms completely go away – whichever is longer.”



2009 – 2010 H1N1 pandemic

Among people who work in Minneapolis, an estimated 133,388 people did not have paid sick leave during the pandemic.

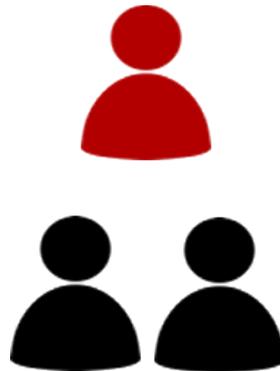


Ebola

Health officials recommended,

“If a person is at high risk and asymptomatic, that person should be instructed, through public health orders as necessary, that for three weeks they will:

- undergo direct active monitoring,
- have restricted movement within the community and
- not travel on any public conveyances.”

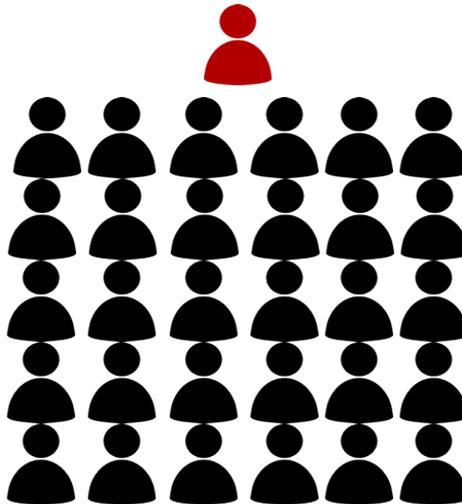


Ebola

One of the groups at highest risk for infection with Ebola are health care workers.

Among people who work in Minneapolis, an estimated 15,167 health care practitioners and technical workers did not have paid sick leave.

This group most likely includes nurses, certified nursing assistants, technicians, personal care attendants, community health workers, and other “front line” health workers.



“Stomach flu” or “food poisoning”

Health officials recommend,

“You are most contagious when you are sick with norovirus [also called “stomach flu” or “food poisoning”] and during the first few days after you recover.

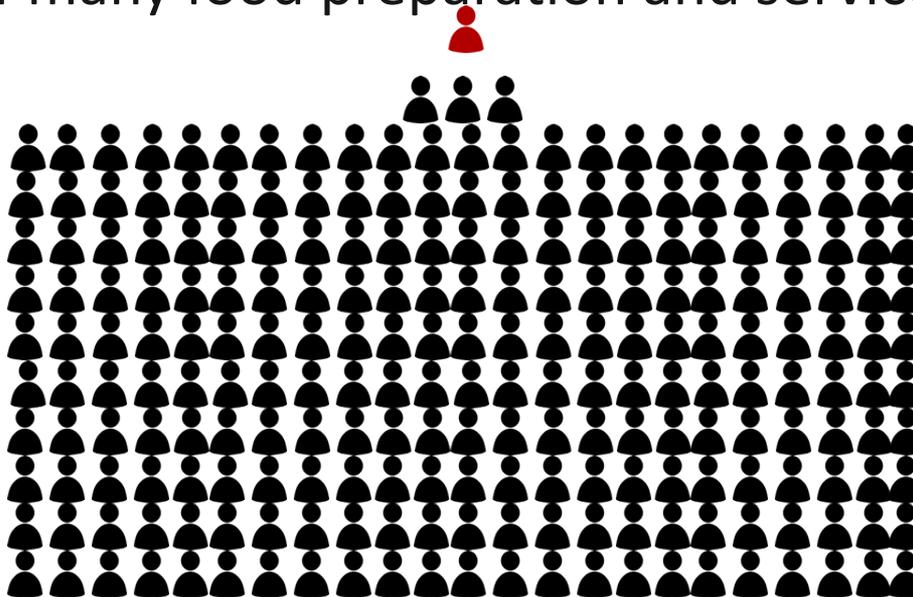
Avoid preparing food for others while you are sick and for at least 3 days after the symptoms stop.”



“Stomach flu” or “food poisoning”

Among people who work in Minneapolis, an estimated 15,551 full-time food preparation and service workers do not have paid sick leave.

The real number is likely much higher because of the part-time nature of many food preparation and service jobs.



“Stomach flu” or “food poisoning”

Norovirus outbreak investigations in Minneapolis			
Year	Total number of cases	Total number of outbreaks	Setting
2006	48	10	Restaurant
2007	85	8	Restaurant
2008	103	9	Restaurant
2009	15	3	Restaurant
2010	93	11	Restaurant
2011	25	4	Restaurant
2012	68	6	Event, restaurant
2013	140	7	School, restaurant
2014	164	4	Long term care facility, event
2015	5	1	Restaurant
Total	746	63	

“Stomach flu” or “food poisoning”

Although cases of “stomach flu” are under-reported, the CDC estimates that 1 in 6 Americans are sick each year as a result of a foodborne infection or “food poisoning.”

Among Minneapolis residents, this translates to around 67,000 people, not including the large number of people who

- Reside elsewhere but work or attend school in the city or
- Visit the city for dining, shopping, or other recreational purposes.

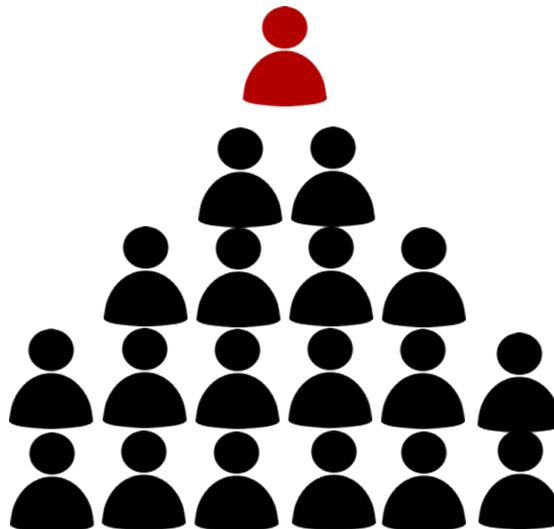


Measles

Health officials recommend,

“Case-patients should be isolated for four days post rash onset. They may return to on the fifth day, if not immunocompromised.

Ensure that susceptible populations (i.e. infants under 12 months, immunocompromised individuals, and pregnant women) exposed to a suspected measles case remain at home for 21 days after exposure to the last case.”

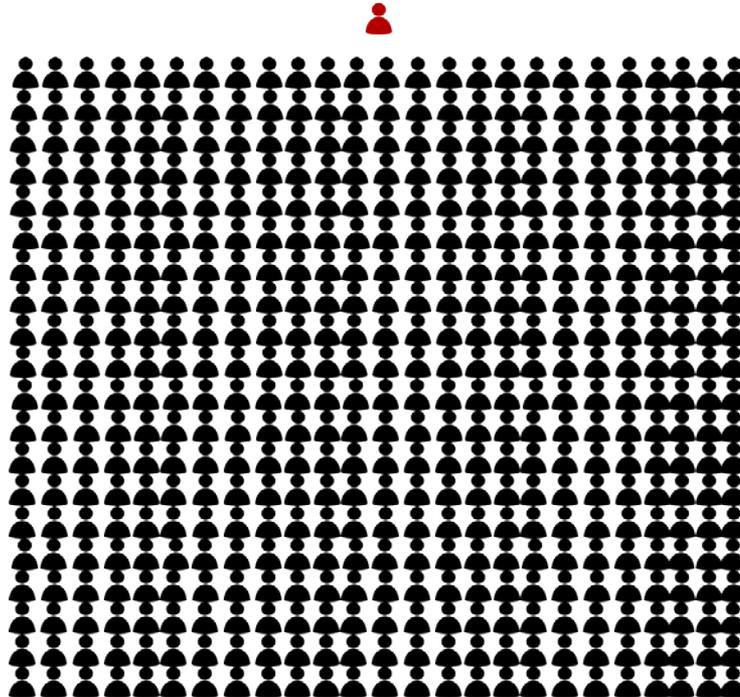


Measles

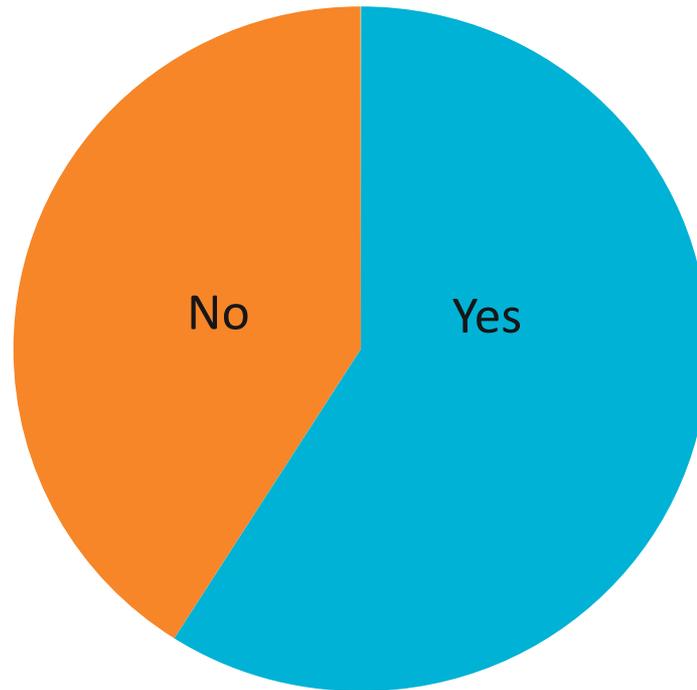
Among people who work in Minneapolis, an estimated 75,696 low-wage workers do not have access to paid sick leave.

According to the Bureau of Labor Statistics, this group is likely to include childcare workers, including those who care for young infants.

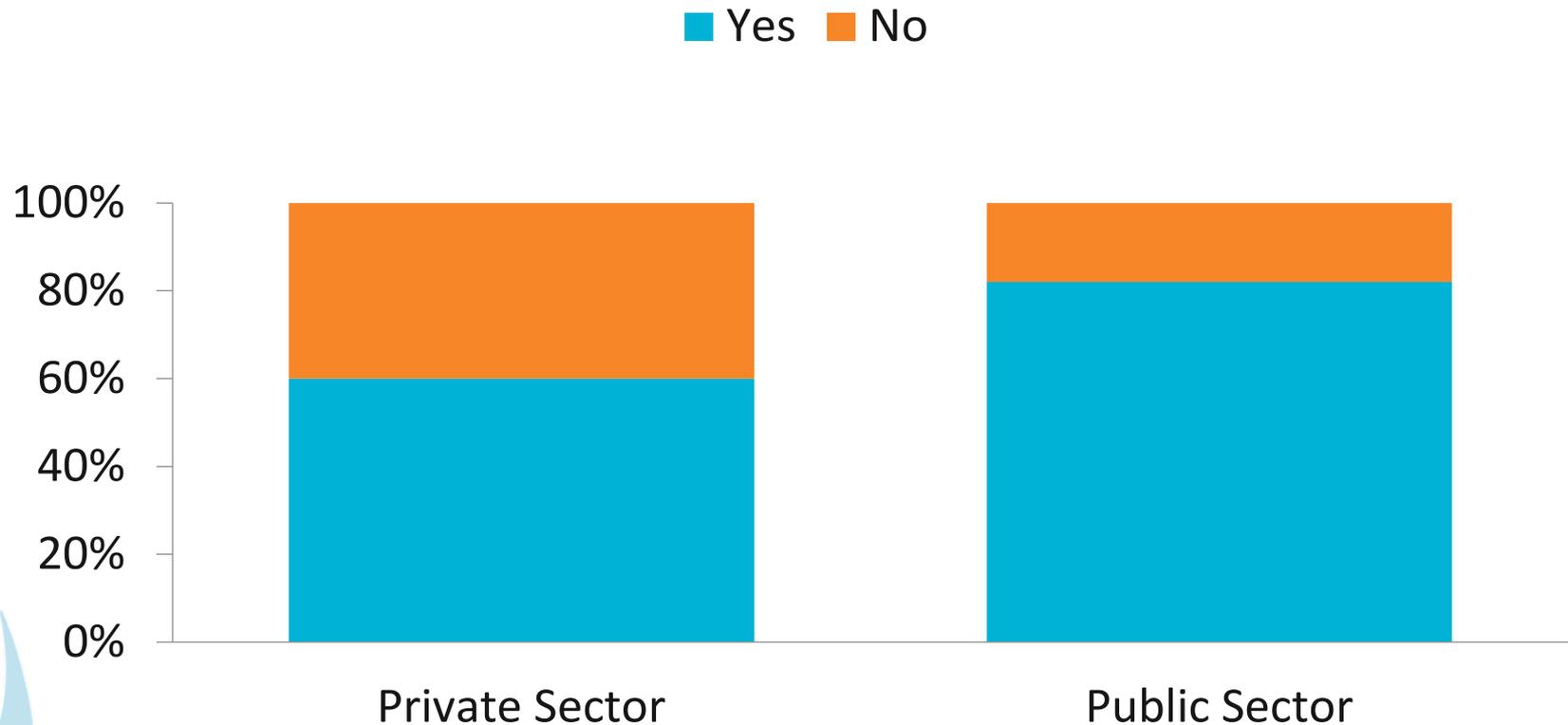
Parents who have to keep their children home or pregnant women who have to stay home in the event of an exposure may also be in this low-wage group.



Paid sick leave for Minneapolis residents who work, 2012

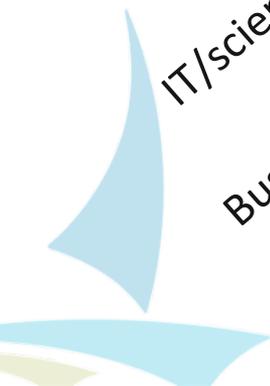
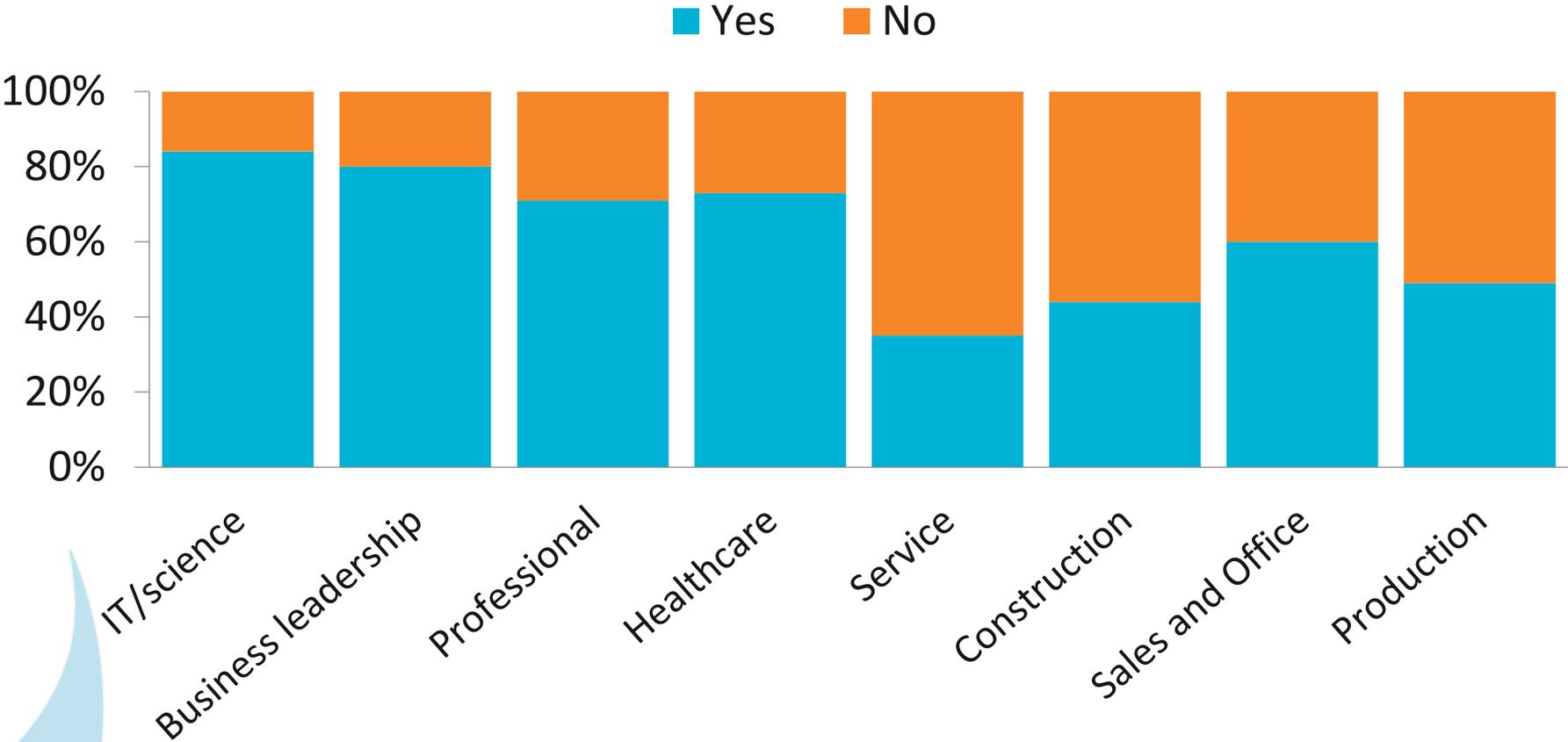


Paid sick leave by private or public sector among employed Minneapolis residents, 2012

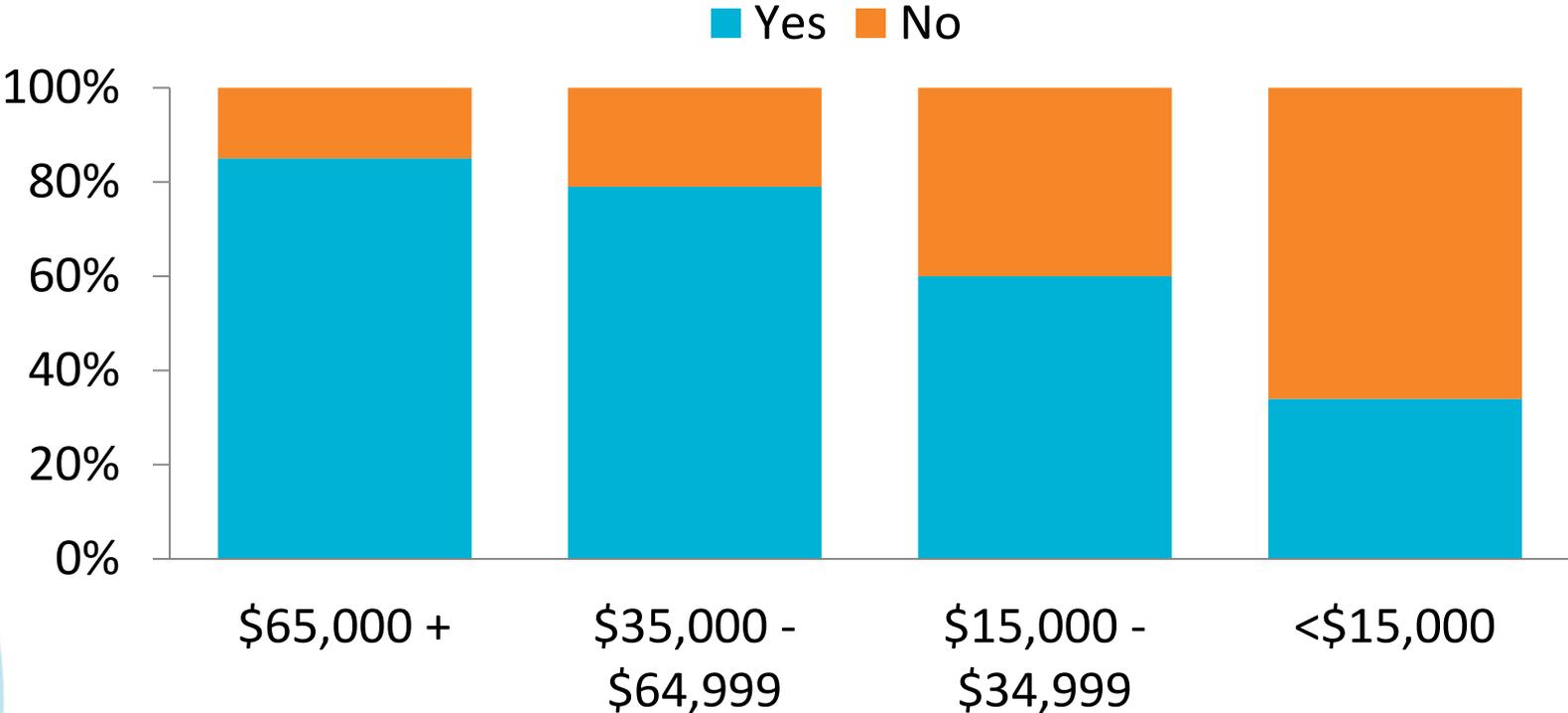


*Excludes the not-for-profit sector for which these data are not available

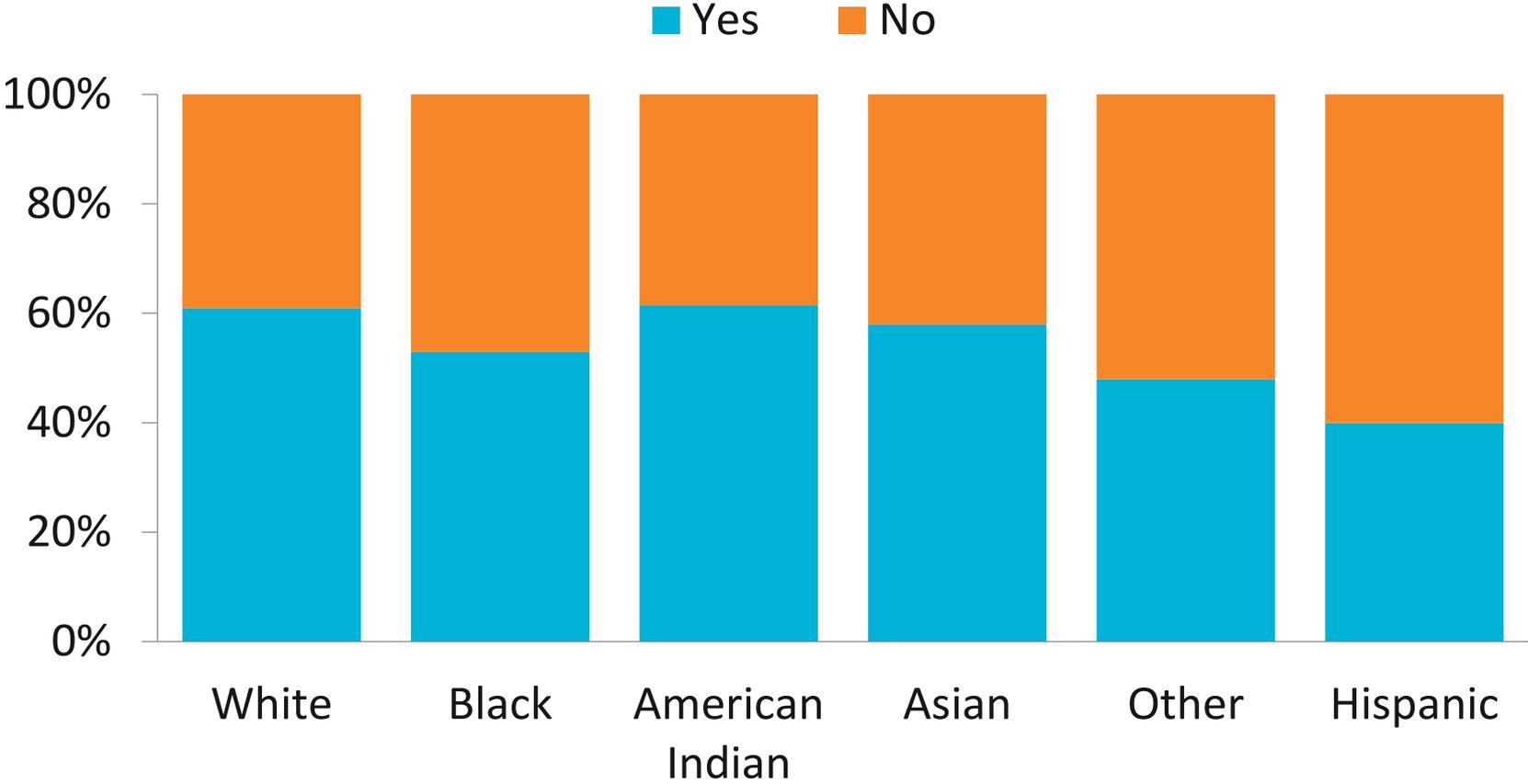
Access to paid sick leave by occupation among employed Minneapolis residents, 2012



Access to paid sick leave by earnings for full-time year-round workers among Minneapolis residents, 2012



Access to paid sick leave by race and ethnicity among employed Minneapolis residents, 2012



*Race and ethnicity are mutually exclusive; Hispanic can be of any race.

Questions?

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