



## Earned Paid Sick Time By the Numbers: Regional and Local Access In Massachusetts

By Nicole Rodriguez

The economic security of working families is strengthened by policies that lead to good paying jobs and that ensure basic protections and flexibility for workers. Earned paid sick time gives workers the flexibility to address health issues without having to sacrifice their jobs, their wages, or their family responsibilities. To show how this issue affects people in communities across Massachusetts, this brief examines the local rates of workers without access to earned paid sick time.

About one in three workers in Massachusetts does not have access to earned paid sick time. This issue affects people in every community of our Commonwealth. The least likely to have it are the lowest wage workers, those who can least afford to lose a day’s pay. In fact, more than half of workers earning under \$35,000, roughly 54 percent, do not have earned paid sick time. But the issue also affects a lot of other workers throughout the state. (See [Earned Paid Sick Time – Frequently Asked Questions](#)). Compelling research shows us that these basic workplace protections can help both businesses and employees thrive. For more detail, please see: [Balancing Work and Family: The Economic Effects of Earned Paid Sick Time](#).

The table below outlines the local rates of workers in Massachusetts that do not have paid sick time.

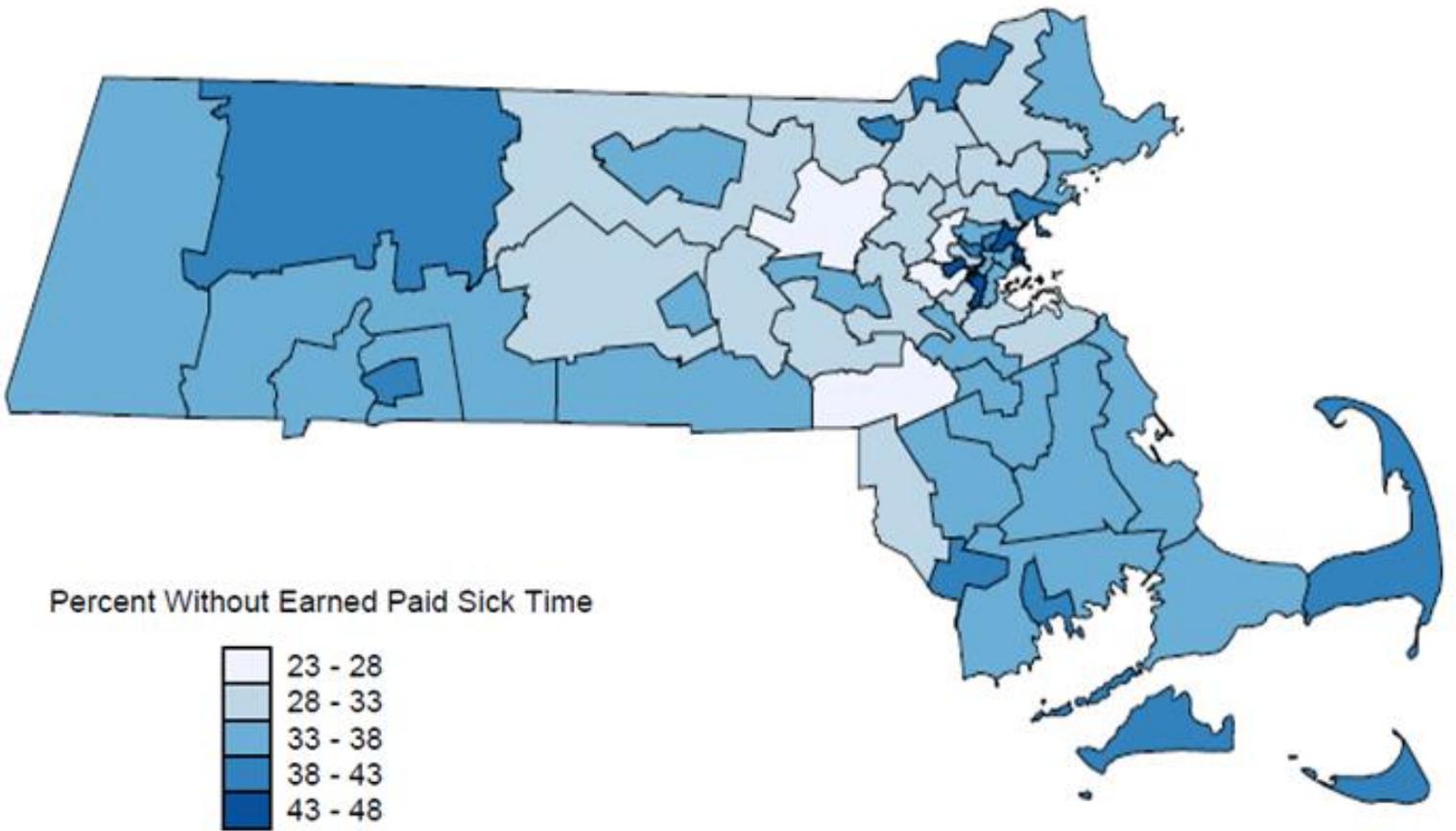
Workers Lacking Earned Paid Sick Time by Cities and Towns	
NORTH	% w/o EPST
BillERICA, Andover, Tewksbury, & Wilmington	30%
City of Lowell	40%
Central Essex County (inc. Amesbury & Haverhill)	32%
East Essex County (inc. Salem, Beverly, Gloucester, & Newburyport)	34%
Northwestern Essex County (inc. Lawrence, Haverhill, & Methuen)	39%
South Essex County (inc. Lynn, Swampscott, & Nahant)	39%
East Central Middlesex County (inc. Waltham, Lexington, Burlington, Bedford, & Lincoln)	31%
Northern Middlesex County (outside Lowell, inc. Dracut, Tyngsborough, Westford, & Chelmsford)	29%
Peabody, Danvers, Reading, North Reading, & Lynnfield	32%
Woburn, Melrose, Saugus, Wakefield, & Stoneham	31%

This research was funded in part by the Annie E. Casey Foundation. We thank them for their support but acknowledge that the findings and conclusions presented in this report are those of MassBudget alone, and do not necessarily reflect the opinions of the Foundation.

GREATER BOSTON	% w/o EPST
Cambridge	32%
City of Boston - All neighborhoods	37%
Boston Neighborhoods Cluster --Allston, Brighton, & Fenway	46%
Boston Neighborhoods Cluster --Back Bay, Beacon Hill, Charlestown, E. Boston, Central, & S. End	35%
Boston Neighborhoods Cluster --Dorchester & South Boston	34%
Boston Neighborhoods Cluster --Hyde Park, Jamaica Plain, Roslindale, & West Roxbury	29%
Boston Neighborhoods Cluster --Mattapan & Roxbury	44%
Malden & Medford	38%
Newton & Brookline	28%
Northeastern Norfolk & Southeastern Middlesex Counties (inc. Wellesley & Needham)	29%
Revere, Chelsea, & Winthrop	44%
Somerville & Everett	38%
Watertown, Arlington, Belmont, & Winchester	24%
SOUTH/CAPE	% w/o EPST
Attleboro, North Attleboro, Swansea, Seekonk, Rehoboth, & Plainville	31%
Bristol (outside New Bedford City) & Southern Plymouth Counties (inc. Westport, Acushnet, & Wareham)	37%
Central Plymouth County (inc. Middleborough & Pembroke)	34%
Fall River & Somerset	43%
Greater Brockton (inc. Brockton, Stoughton, & Avon)	36%
Greater Franklin (inc. Norfolk & Wretham)	27%
New Bedford & Fairhaven	41%
Plymouth & Bristol Counties (outside Brockton City)	37%
Plymouth, Marshfield, Scituate, Duxbury, & Kingston	34%
Quincy & Milton	33%
Randolph, Norwood, Dedham, Canton, & Holbrook	33%
Taunton, Mansfield, Norton, Raynham, Dighton, & Berkley	35%
Eastern Cape Cod & the Islands (Eastern Barnstable County, Duke, & Nantucket)	39%
Western Cape Cod (Inner Cape Cod Towns & Barnstable)	38%
Weymouth, Braintree, Hingham, Hull, & Cohasset	31%
CENTRAL	% w/o EPST
City of Worcester	37%
East Central Worcester County (inc. Westborough & Northborough)	30%
Framingham, Marlborough & Natick	34%
Northeast Worcester County (inc. Leominster, Fitchburg, & Gardner)	38%

**KIDS COUNT**

South Worcester County (inc. Sturbridge, Douglas, & Uxbridge)	34%
Southwest Middlesex & East Worcester Counties (inc. Hopkinton, Ashland, & Millis)	29%
West Central Middlesex & East Worcester Counties (inc. Acton, Concord, & Sudbury)	27%
West Central Worcester County (inc. Hardwick, Spencer, & Brookfield)	33%
Worcester & Middlesex Counties (outside Leominster, Fitchburg, & Gardner; inc. Athol & Sterling)	33%
<b>WEST</b>	<b>% w/o EPST</b>
City of Springfield	40%
Franklin & North Hampshire Counties (inc. Greenfield & Montague)	42%
Hampden County (inc. Chicopee, Ludlow, & Longmeadow)	35%
Pittsfield	38%
West/East Hampden & South Hampshire Counties (inc. Northampton, Belchertown & Chester)	36%
Westfield & Holyoke	36%



The table and map above are based on the Institute for Women’s Policy Research analysis of the 2010-2012 National Health Interview Survey (NHIS) and 2012 American Community Survey (ACS) and looks at specific geographic areas - [Public Use Microdata Areas \(PUMAs\)](#), which are areas that are large enough to produce reliable estimates. In most cases an area includes more than one city or town. For large areas, the two or three cities or towns are noted. For example, Central Plymouth County includes but is not limited to Middleborough, Bridgewater, and Pembroke. Estimates are based on place of residence, regardless of place of work, and include people 18 years or older, working in private sector or state and local government. Estimates exclude workers in the federal government, the self-employed, and members of the armed forces.