



Center for  
Public Health Law  
Research

# **Codebook for CityHealth: Earned Sick Leave Laws**

**Prepared by Center for Public Health Law Research**

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## **CITYHEALTH: EARNED 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 earned sick leave. This dataset includes the 75 largest cities, their respective counties, 32 states and the District of Columbia. This dataset is cross-sectional, capturing currently effective law valid through June 1, 2023.

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

#### **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.

#### **AN IMPORTANT NOTE ABOUT THE STATISTICAL DATA PAGE:**

This codebook should be used in conjunction with the statistical data extract that can be downloaded from the dataset homepage by clicking on the Data button. The value labels defined below will correspond with the coded responses you will see on the Statistical data page. Coding questions that are not answered will show as a period (".") in the Excel cell. Coding questions can be intentionally not answered, such as when a state does not have a law and the coder therefor leaves the remaining coding answers as unanswered.

## Questions

<b>Question 1:</b>	<b>Does the city have an earned sick leave law?</b>
Question Type:	Binary - mutually exclusive
<b>Variable Name 1:</b>	<b>ESL_Law</b>
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
<b>Question 1.1:</b>	<b>Can employees use earned sick leave to care for family members?</b>
Question Type:	Binary - mutually exclusive
<b>Variable Name 1.1:</b>	<b>ESL_Family</b>
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
<b>Question 1.1.1:</b>	<b>What family members can an employee use earned sick leave for?</b>
Question Type:	Categorical - check all that apply
<b>Variable Name 1.1.1(A):</b>	<b>ESL_FamilyMembers_Spouse</b>
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
<b>Variable Name 1.1.1(B):</b>	<b>ESL_FamilyMembers_Child</b>

Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
<b>Variable Name 1.1.1(C):</b>	<b>ESL_FamilyMembers_Parent</b>
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
<b>Variable Name 1.1.1(D):</b>	<b>ESL_FamilyMembers_Grandparent</b>
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
<b>Variable Name 1.1.1(E):</b>	<b>ESL_FamilyMembers_Grandchild</b>
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
<b>Variable Name 1.1.1(F):</b>	<b>ESL_FamilyMembers_Sibling</b>
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes

<b>Variable Name 1.1.1(G):</b>	<b>ESL_FamilyMembers_Domestic partner</b>
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
<b>Question 1.2:</b>	<b>Can an employee use earned sick leave for domestic violence recovery?</b>
Question Type:	Binary - mutually exclusive
<b>Variable Name 1.2:</b>	<b>ESL_DV</b>
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
<b>Question 1.3:</b>	<b>Is the minimum amount of earned sick leave time employee can earn 40 hours or more?</b>
Question Type:	Binary - mutually exclusive
<b>Variable Name 1.3:</b>	<b>ESL_40hrs</b>
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
<b>Question 1.4:</b>	<b>Is the minimum amount of earned sick leave time an employee can earn 48 hours or more?</b>
Question Type:	Binary - mutually exclusive
<b>Variable Name 1.4:</b>	<b>ESL_48hrs</b>

Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes
<b>Question 1.5:</b>	<b>What is the minimum amount of earned sick leave time employee can earn?</b>
Question Type:	Categorical - mutually exclusive
<b>Variable Name 1.5:</b>	<b>ESL_Min</b>
Variable Values:	0, 1, 2, 3, 4, 5, 6
Value Label:	0 = 24 hours
Value Label:	1 = 40 hours
Value Label:	2 = 48 hours
Value Label:	3 = 56 hours
Value Label:	4 = 64 hours
Value Label:	5 = 80 hours
Value Label:	6 = Other
<b>Question 1.6:</b>	<b>Is the smallest business size covered under the earn sick leave law 1 employee?</b>
Question Type:	Binary - mutually exclusive
<b>Variable Name 1.6:</b>	<b>ESL_Business</b>
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes

<b>Question 1.7:</b>	<b>What is the smallest business size covered under the earn sick leave law?</b>
Question Type:	Categorical - mutually exclusive
<b>Variable Name 1.7:</b>	<b>ESL_1Employee</b>
Variable Values:	0, 1, 2, 3, 4, 5, 6, 7, 8
Value Label:	0 = 1
Value Label:	1 = 5
Value Label:	2 = 6
Value Label:	3 = 10
Value Label:	4 = 11
Value Label:	5 = 15
Value Label:	6 = 16
Value Label:	7 = 50
Value Label:	8 = Other
<b>Question 2:</b>	<b>Is the city blocked by state law from establishing an earned sick leave law?</b>
Question Type:	Binary - mutually exclusive
<b>Variable Name 2:</b>	<b>CS_Blocked</b>
Variable Values:	0, 1
Value Label:	0 = No
Value Label:	1 = Yes