

\$15 Minimum Wage and Access to Paid Earned Sick Leave Good for Missouri Kids and Families

We all benefit when working parents earn enough to support their families and can care for their health and their children's health without risking their jobs or paychecks. An upcoming initiative on the 2024 ballot would build prosperity for Missouri families and communities by providing a much-needed raise and guaranteeing earned sick leave for Missouri workers.

Increasing The Minimum Wage and Access to Earned Sick Leave Improves the Lives of Children and Families

Jobs that pay a decent wage and provide access to paid leave allow working parents to better support their children and family. Yet too many Missouri parents do not earn enough to make ends meet, or they risk losing pay or their job to care for sick children. Many states and localities have already made the choice to put in place a common set of guardrails to ensure better outcomes for kids and families because:

Increases in the Minimum Wage associated with:

- Improved birth outcomesⁱ and reduced teen birth rates.ⁱⁱ
- Reductions in child maltreatment and neglect.^{iii,iv}
- Improved behavioral outcomes for children.^v
- Fewer financial, partner-related, and stressful life events among mothers^{vi} and an increase in the time mothers spend with their children on both care and enrichment activities.^{vii}



1 in 4 Missouri kids live in a household whose income will increase

Parents with access to paid sick leave are:

- 3 times less likely to skip needed medical care for themselves, and 1.6 times less likely to skip needed medical care for a family member.^x



1 in 3 working parents would use expanded leave

Children whose parents have paid sick leave are:

- More likely to receive preventive services such as well-child visits and vaccinations.^{viii}
- Have fewer delays in medical care and fewer ER visits.^{ix}



1 in 4 Missouri kids live in a household that would use expanded leave

Notes

- i. Improved outcomes include decreases in low birth weight and postneonatal mortality; Komro, Kelli A. et al. "The Effect of an Increased Minimum Wage on Infant Mortality and Birth Weight." *American journal of public health* vol. 106,8 (2016): 1514-6.
- ii. Bullinger, Lindsey Rose. "The effect of minimum wages on adolescent fertility: A nationwide analysis." *American journal of public health* 107.3 (2017): 447-452.
- iii. Raissian, Kerri M., and Lindsey Rose Bullinger. "Money matters: Does the minimum wage affect child maltreatment rates?." *Children and youth services review* 72 (2017): 60-70.
- iv. Schneider, William, Lindsey Rose Bullinger, and Kerri M. Raissian. "How does the minimum wage affect child maltreatment and parenting behaviors? An analysis of the mechanisms." *Review of Economics of the Household* 20.4 (2022): 1119-1154.
- v. Woods-Jaeger, Briana, et al. "The effect of increased minimum wage on child externalizing behaviors." *Preventive medicine reports* 24 (2021): 101627.
- vi. Rokicki, Slawa, Nancy E. Reichman, and Mark E. McGovern. "Association of Increasing the Minimum Wage in the US with experiences of maternal stressful life events." *JAMA Network Open* 6.7 (2023): e2324018-e2324018.
- vii. Care activities include providing or obtaining medical care, attending school meetings or conferences, and enrichment includes activities such as reading with children, helping with homework, and playing sports together; Gearhart, Richard, Lyudmyla Sonchak-Ardan, and Raphael Thibault. "The impact of minimum wage on parental time allocation to children: evidence from the American Time Use Survey." *Review of Economics of the Household* 21.3 (2023): 1019-1042.
- viii. DeRigne, LeaAnne, Patricia Stoddard-Dare, and Linda Quinn. "Workers without paid sick leave less likely to take time off for illness or injury compared to those with paid sick leave." *Health Affairs* 35.3 (2016): 520-527.
- ix. Asfaw, Abay, and Maria Colopy. "Association between parental access to paid sick leave and children's access to and use of healthcare services." *American journal of industrial medicine* vol. 60,3 (2017): 276-284.
- x. Ibid.