

## Who Are the Michigan Workers Without Earned Sick Leave?

	Total	With Earned Sick Leave	Without Earned Sick Leave	
<b>GENDER</b>				
Male	2,004,399	1,129,685	874,714	44%
Female	1,937,575	1,091,085	846,490	44%
<b>RACE</b>				
White	3,108,278	1,772,869	1,335,409	43%
Black	463,764	248,206	215,558	46%
Asian	118,015	76,101	41,914	36%
Hispanic	175,960	79,236	96,724	55%
Other/Mixed	75,957	44,358	31,599	42%
<b>CLASS OF WORKER</b>				
Private Sector	3,540,299	1,897,656	1,642,643	46%
State and Local Government	401,675	323,113	78,562	20%
<b>SELECTED OCCUPATIONS WITH HIGH LEVELS OF WORKERS WITHOUT SICK LEAVE</b>				
Service occupations	682,639	224,397	458,242	67%
Natural resources, construction and maintenance	280,711	129,314	151,397	54%
Production, transportation and material moving	681,886	331,292	350,594	51%
Sales and office	911,663	504,843	406,820	45%
Education, legal, community service, arts and media	390,871	274,705	116,166	30%
<b>HOURS WORKED</b>				
Less than 35	949,052	205,576	743,476	78%
35-39	271,718	142,949	128,769	47%
40 or more	2,721,204	1,872,244	848,960	31%
<b>TOTAL WORKFORCE</b>	<b>3,941,974</b>	<b>2,220,770</b>	<b>1,721,204</b>	<b>44%</b>
<b>ANNUAL EARNINGS (Full-Time, Year-Round Workers Only)</b>				
Less than \$15,000	137,902	41,537	96,365	70%
\$15,000 - \$34,999	829,640	483,392	346,248	42%
\$35,000 - \$64,999	978,632	736,266	242,366	25%
\$65,000 or more	702,942	577,944	124,998	18%
<b>TOTAL FULL-TIME, YEAR-ROUND WORKFORCE</b>	<b>2,649,116</b>	<b>1,839,140</b>	<b>809,976</b>	<b>31%</b>

Source: Institute for Women's Policy Research analysis of the 2012-2014 National Health Interview Survey and the 2014 American Community Survey