

Date: February 2, 2018

To: Minimum Wage & Paid Sick Leave Working Group

From: Michael Braiman, Assistant Village Manager
John Prejzner, Assistant Director of Administrative Services

Subject: Additional Agenda Material

The following materials were submitted after the February 5th Minimum Wage & Paid Sick Leave Working Group agenda packet was posted:

- Additional letter, and attachments, from the League of Women Voters
- Studies provided by Arise Chicago on Paid Sick Leave (studies can be accessed via hyperlink)
- Studies provided by Arise Chicago on Minimum Wage (studies can be accessed via hyperlink)

From: [Allyson Haut](#)
To: [Briman, Michael](#)
Subject: Minimum Wage and Earned Sick Time
Date: Friday, February 2, 2018 12:58:09 PM
Attachments: [033017-paid-leave-poll.pdf](#)
[ATT00001.htm](#)
[072915-National-Minimum-Wage-Poll.pdf](#)
[ATT00002.htm](#)

February 2, 2018

The LWV-Wilmette would like to provide the attached information in addition to the letter and information submitted yesterday.

This information was gathered by the Small Business Majority:
<http://www.smallbusinessmajority.org/>. It provides useful information on the opinions of small businesses about both minimum wage and sick leave. We hope the Working Group will consider these findings.

Thank you.

On behalf of the League of Women Voters of Wilmette,

Allyson Haut and Kate Gjaja
Co-Presidents
League of Women Voters of Wilmette



Opinion Poll

Small Businesses Support Paid Family Leave Programs

March 30, 2017

Small Business Majority
1101 14th Street, NW, Suite 950
Washington, DC 20005
(202) 828-8357
www.smallbusinessmajority.org

Table of Contents

Executive Summary.....	3
Main Findings.....	4
Small Businesses Support Creating Paid Family & Medical Leave Insurance Programs.....	5
Employers Support Additional Family Leave Policies	6
Majority of Small Businesses Already Offer Some Type of Family Leave.....	6
Small Businesses Support Paid Leave Because It’s Good for Employees, Families	7
How Small Businesses Handle the Workload of Employees on Leave.....	8
Conclusion	8
Methodology	9
Poll Toplines	10

Executive Summary

Small business owners know it makes good business sense to take care of their employees, as it's crucial to retaining a productive and talented workforce. But unfortunately many small businesses do not have the resources to offer robust benefits, like paid family and medical leave, which often puts them at a disadvantage when it comes to attracting and retaining employees. It's not surprising then that new scientific opinion polling found small businesses support the creation of publicly-administered family and medical leave insurance programs.

A national scientific opinion poll conducted February 8-13, 2017 for Small Business Majority by Lake Research Partners found a majority of small business owners and operators support paid family leave insurance pools, which provide employees with a portion of their wages for a limited number of weeks when the employee has a serious illness, has a new baby to care for or needs to take care of a seriously ill family member. A vast 70% of respondents support the Family and Medical Insurance Leave Act, or FAMILY Act, legislation that would establish a national paid family and medical leave insurance program funded by modest contributions from both employees and employer contributions. The program would ensure employees can receive up to 12 weeks of partial income when they need to take time off to recover from an illness or care for a new child or sick family member.

The survey found a majority of small businesses also support paid family and medical leave insurance programs set up at the state level that would provide employees with a portion of their wages for a limited number of weeks when the employee needs to take time to recover from a serious illness, has a new baby to care for or needs to care for a sick family member. Sixty-one percent support state paid leave programs funded by both employer and employee contributions, with each contributing approximately two-tenths of 1% of an employee's wage. Fifty-six percent support programs funded entirely by employee contributions—approximately two-fifths of 1% of an employee's wages.

Small businesses' support for these programs is not surprising when you look at the policies they've already incorporated into their business models. Many small businesses offer parental leave to allow employees to care for a new child: 26% offer maternity leave only and nearly 4 in 10 (37%) offer both maternity and paternity leave. One-third (34%) say they do not offer any type of parental leave. For those employers who do offer parental leave, the vast majority offer paid parental leave. Sixty-nine percent offer full or partial pay and 18% offer pay depending on the employee.

Additionally, a majority of small businesses have some type of policy, formal or informal, in place when it comes to family leave—time an employee would take to care for a family member with a serious illness or caregiving need. More than 7 in 10 (72%) small businesses have either a formal written policy, a consistent but not written policy or an informal policy offered on a case-by-case basis to provide family leave. Twenty-four percent do not offer family leave. Of those employers who do offer family leave, 61% offer full or partial pay and 22% offer pay depending on the employee.

This poll surveyed owners and operators of small businesses with 2-99 employees. The strong support of those surveyed, coupled with the fact that many small businesses already have formal or informal policies in place, makes it clear why small businesses support creating publicly-administered plans for paid leave. A national paid family and medical leave program would help more small businesses offer this benefit to their employees. Additionally, it would level the playing field for small businesses that are unable to offer family and medical leave benefits with their larger counterparts that have the resources to do so.

It's important to note the sample of small businesses was politically diverse. Of the 512 small business owners or operators polled by Lake Research Partners, 44% of respondents identified as Republican, 32% as Democrats and 16% as independent.

Main Findings

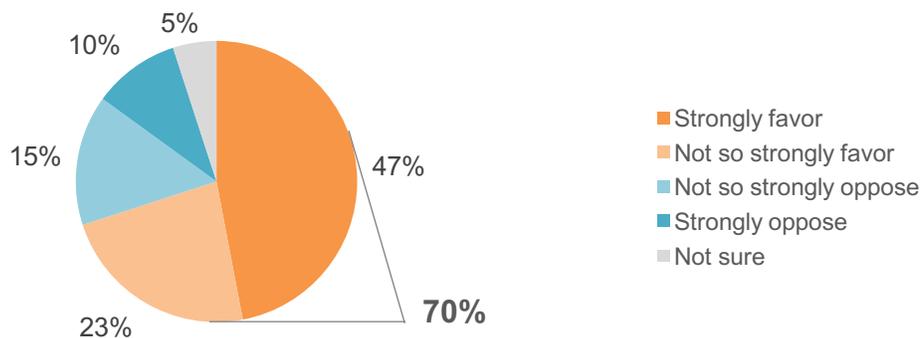
- **Small employers believe it's important to establish a national paid family and medical leave program:** While small businesses are supportive of a federal law allowing eligible workers to take unpaid family and medical leave, the vast majority (70%) believe it's important to establish a federal program to guarantee access to **paid** family and medical leave.
- **Majority of small businesses support the FAMILY Act, legislation that would establish a national paid family and medical leave insurance program funded by employee and employer contributions to ensure men and women in the workforce can receive up to 12 weeks of partial income:** 7 in 10 small business owners and operators say they support creating a family and medical leave insurance program funded by both employer and employee contributions. Nearly half (47%) say they strongly favor the legislation.
- **Small employers support state-administered paid family and medical leave insurance programs:** A majority of small businesses also support paid family and medical leave insurance programs set up at the state level that would provide employees with a portion of their wages for a limited number of weeks when the employee has a serious illness, has a new baby to care for or needs to care for a seriously ill family member. Sixty-one percent support state paid leave programs funded by both employer and employee contributions, with each contributing approximately two-tenths of 1% of an employee's wage. Fifty-six percent support program funded entirely by employee contributions—approximately two-fifths of 1% of an employee's wages.
- **Majority of small businesses offer some sort of parental leave to allow employees to care for a new child:** 26% offer maternity leave, and nearly 4 in 10 (37%) offer both maternity and paternity leave. Thirty-four percent say they do not offer any parental leave. For those employers who do offer parental leave, the vast majority offer paid parental leave. Sixty-nine percent offer full or partial pay and 18% offer pay depending on the employee. Only 13% do not offer any paid parental leave.
- **7 in 10 small businesses have some type of policy—formal or informal—in place when it comes to family leave—time an employee would take to care for a family member with a serious illness or caregiving need:** More than 7 in 10 (72%) small businesses have either a formal written policy, a consistent but not written policy or an informal policy offered on a case-by-case basis to provide family leave. Twenty-four percent do not offer family leave. Of those employers who do offer family leave, 61% offer full or partial pay and 22% offer pay depending on the employee. Eighteen percent do not offer any paid family leave.
- **Small employers are politically diverse:** 44% of respondents identified as Republican, 32% as Democrats and 16% as independent.

Small Businesses Support Creating Paid Family & Medical Leave Insurance Programs

Small businesses want to offer family and medical leave benefits in order to support their employees in their time of need, but many don't have the resources to offer paid leave benefits. It's not surprising then that a vast 70% of survey respondents support the Family and Medical Insurance Leave Act, or FAMILY Act, legislation that would establish a national paid family and medical leave insurance program funded by employee and employer contributions that would allow workers to receive up to 12 weeks of partial income when they take time off to care for a new child or a sick family member. Similarly, 70% also believe it's important to establish a federal program to guarantee access to paid family and medical leave, with more than 4 in 10 (42%) who say it's very important.

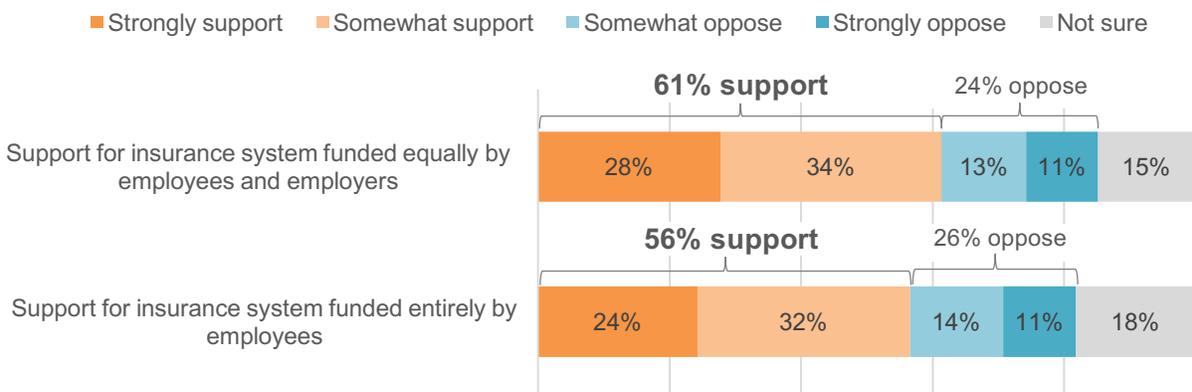
Figure 1: Vast majority of small businesses support legislation establishing a national paid family and medical leave insurance program

As you may know, a new Family and Medical Insurance Leave (FAMILY) Act was recently introduced in Congress to establish a national PAID family and medical leave insurance program for both men and women to ensure that American workers can receive up to 12 weeks of partial income when they take time off. The FAMILY Act establishes a self-sustaining national insurance fund paid through employee and employer contributions. Would you say you generally FAVOR or OPPOSE the Family and Medical Insurance Leave (FAMILY) Act?



A majority of small businesses also support paid family and medical leave insurance pools set up at the state level that would provide employees with a portion of their wages for a limited number of weeks when the employee has a serious illness, has a new baby to care for or needs to care for a seriously ill family member. Sixty-one percent support state paid leave programs funded by both employer and employee contributions, with each contributing approximately two-tenths of 1% of an employee's wage. Fifty-six percent support programs funded entirely by employee contributions—approximately two-fifths of 1% of an employee's wages.

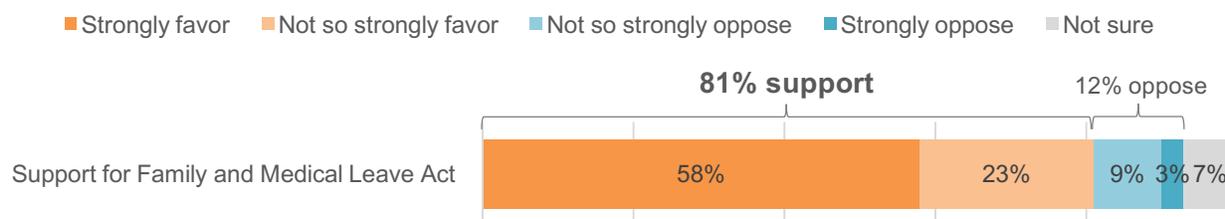
Figure 2: Small businesses support state-administered paid family leave insurance programs



Employers Support Additional Family Leave Policies

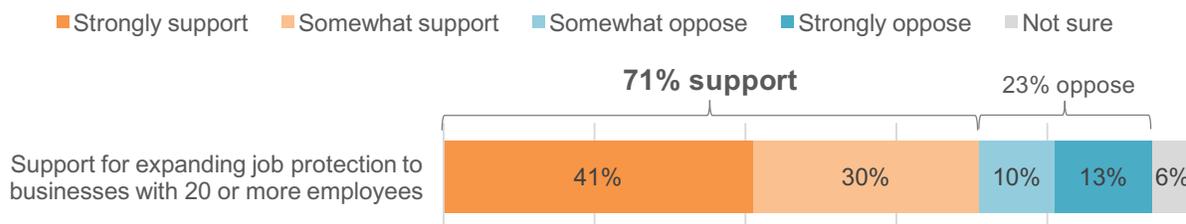
Small businesses continue to show strong support for the federal Family and Medical Leave Act, which was signed into law 24 years ago and allows eligible employees to take a limited amount of unpaid, job-protected leave for specified family and medical reasons like a serious personal illness, the birth or adoption of a new child or to care for a seriously ill family member. The law applies to firms with 50 or more employees. More than 8 in 10 small businesses (81%) support the law, with nearly 6 in 10 (58%) who strongly favor it.

Figure 3: By 4 to 1 ratio, small businesses support Family and Medical Leave Act



What's more, small businesses strongly support extending job protection provided under federal law for unpaid family and medical leave to more employees. Seventy-one percent support expanding job protection to businesses with 20 or more employees.

Figure 4: Vast majority of small businesses support expanding job protection for family and medical leave to businesses with 20 or more employees



Majority of Small Businesses Already Offer Some Type of Family Leave

Small businesses' support for paid leave insurance programs is not surprising when you look at the policies that they've already incorporated into their business models. Many small businesses offer parental leave to allow employees to care for a new child. Twenty-six percent offer maternity leave only, and nearly 4 in 10 (37%) offer both maternity and paternity leave. One-third (34%) say they do not offer any type of parental leave. For those employers who do offer parental leave, the vast majority offer **paid** parental leave. Sixty-nine percent offer full or partial pay and 18% offer pay depending on the employee. Only 13% of those with a policy do not offer any paid parental leave.

Additionally, a majority of small businesses have some type of policy, formal or informal, in place when it comes to family leave—time an employee would take to care for a family member with a serious illness or caregiving need. More than 7 in 10 (72%) small businesses have either a formal written policy, a consistent but not written policy or an informal policy offered on a case-by-case basis to provide family leave. Twenty-four percent do not offer family leave. Of those employers who do offer family leave, 61% offer full or partial pay and 22% offer pay depending on the employee. Eighteen percent do not offer any paid family leave.

Figure 5: Majority of small businesses offer parental leave and/or have a formal or informal policy for family leave

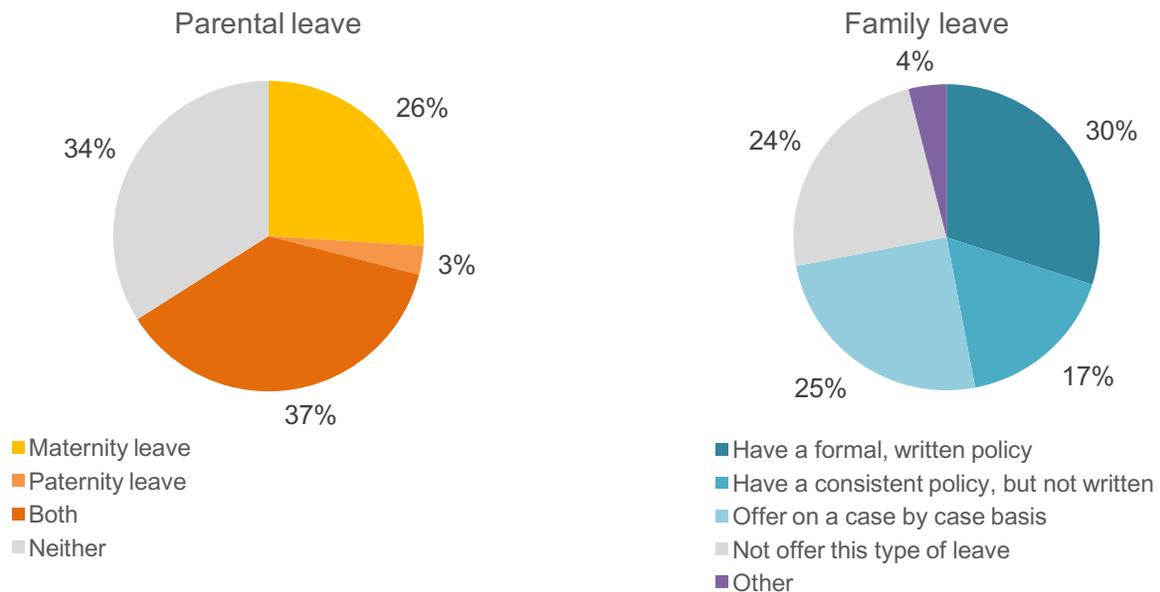
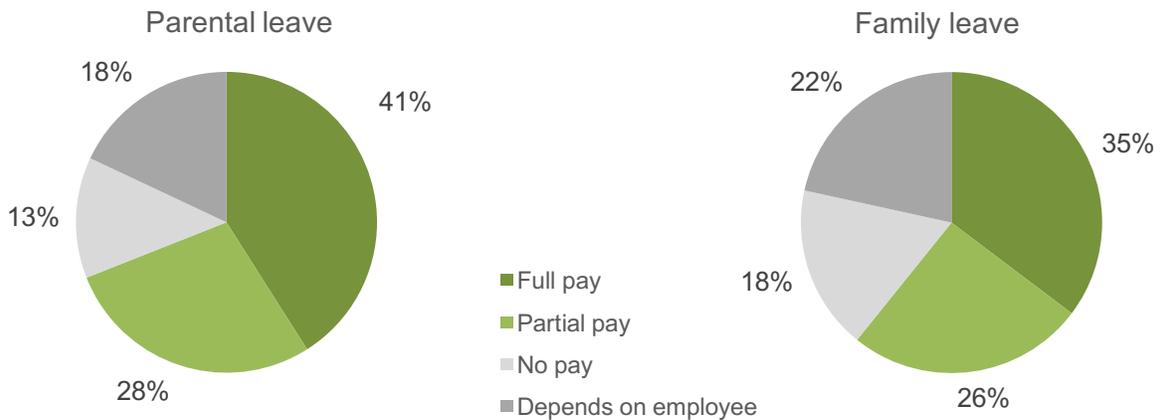


Figure 6: Majority of those with a policy offer full or partial pay

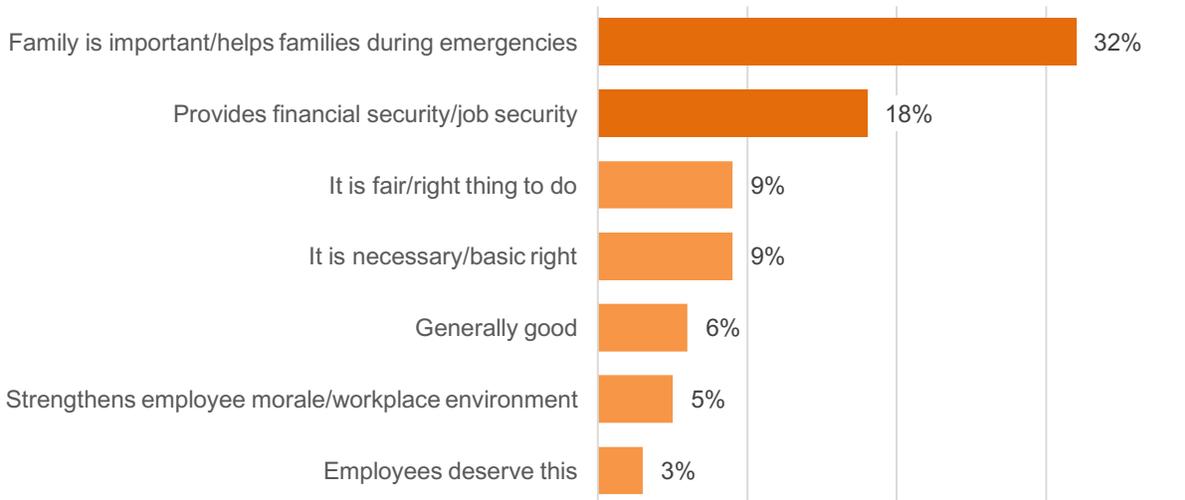


Small Businesses Support Paid Leave Because It’s Good for Employees, Families

Small employers’ support for a family and medical leave insurance program is likely driven by their belief that this kind of policy helps employees face family emergencies and difficult situations without the fear of losing their income or job security. Considering small employers often think of their employees as family, it’s no surprise they support programs that would help them gain financial protection during times of need.

The survey found nearly one-third (32%) of small employers said they favor the FAMILY Act because “family is important and it helps families during emergencies.” Nearly one in five (18%) are in favor of the legislation because it provides financial and job security.

Figure 7: Why small businesses support the FAMILY Act to provide paid family leave

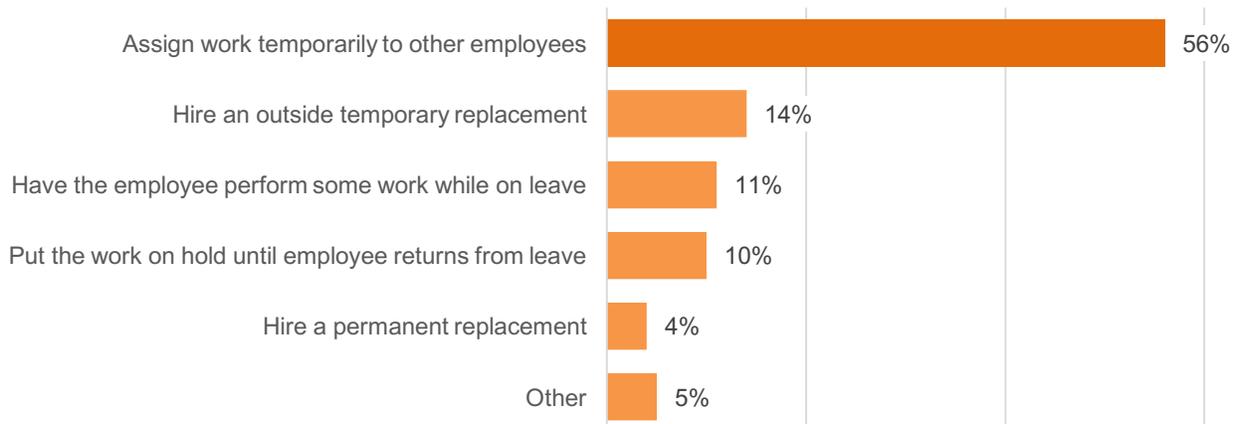


How Small Businesses Handle the Workload of Employees on Leave

Small businesses understand the necessity for their employees to have extended-leave medical options and policies at their disposal should they need to take them. This does not lead to a drastic decline in productivity, however. Fifty-six percent of small businesses say they simply reassign an employee's workload to another employee temporarily. Only 14% say they hire some sort of replacement.

Figure 8: How small businesses handle workload when an employee takes extended time off

When an employee takes leave for more than a week, you may have to get the work covered in different ways. As a business do you typically:



Conclusion

Small employers believe it's important for employees who need to balance their work and family responsibilities to have reasonable options for doing so—options that also meet the needs of employers. Small businesses' support for creating publicly-administered family and medical leave insurance programs is proof of this. These insurance programs would provide employees with a portion of their wages for a limited number of weeks when the employee has a serious illness, a new child or a gravely ill family member to care for.

While a significant number of small businesses already have formal or informal policies for family and medical leave in place, it's important to note that many small businesses are unable to provide paid benefits for extended leave. This puts small businesses at a disadvantage when hiring and retaining talented employees, as larger companies often have the resources to offer robust paid family and medical leave policies. With that in mind, it's easy to understand why small businesses support a policy that would create an insurance program that will help take care of their employees and their bottom lines.

Methodology

This poll reflects an Internet survey of 512 small business owners and operators nationwide with 2-99 employees. The poll was conducted by Lake Research Partners for Small Business Majority from February 8-13, 2017. The margin of error is +/-4.4%.

Poll Toplines

Small Business Majority
 Family and Medical Leave Survey
 512 Small Business Owners & Operators Nationwide (Online)
 2-99 Employees
 February 8-13, 2017

	TOTAL	2-4 EMPL	5-19 EMPL	20-99 EMPL
N=	512	147	167	198

Q1. [T] Please indicate your gender.

Male	64	55	60	74
Female	36	45	40	26

Q2. What is your race - white, black/African American, Latino/Hispanic, Asian/Pacific Islander, Native American, or some other race?

White/Caucasian	76	75	78	76
Black/African American	7	7	7	7
Latino/Hispanic	10	10	9	11
Asian/Pacific Islander	4	3	4	5
Native American	1	1	1	1
Other race	1	1	1	1
Mixed race	1	3	0	0

Q3. Just to confirm, are you the owner of a for-profit small business, or, if not the owner, do you manage the operations of the business and employees?

Owner	61	78	59	50
Non-owner manager.....	39	22	41	50

Q4. [T] Approximately how many people work 30 or more hours per week at your company, including yourself? Please don't include contractors.

2 – 4 employees	29	100	0	0
5 – 9 employees	17	0	52	0
10 – 19 employees.....	16	0	48	0
20 – 49 employees.....	20	0	0	51
50 – 99 employees.....	19	0	0	49

	TOTAL N= 512	2-4 EMPL 147	5-19 EMPL 167	20-99 EMPL 198
Q5. [T] What is the zip code of your business?				
New England	5	9	5	2
Middle Atlantic	14	11	15	16
East North Central.....	14	11	10	19
West North Central.....	10	7	11	12
South Atlantic	17	22	15	15
East South Central.....	5	9	4	3
West South Central.....	11	12	15	6
Mountain	8	6	6	11
Pacific	16	13	18	16

Q6. Which of the following categories best describes your business?

Retail	13	18	13	9
Construction	10	7	13	11
Medical or legal services.....	10	5	12	10
Manufacturing	9	2	5	18
Information Technology.....	8	4	7	11
Restaurant	5	2	6	7
Real Estate	4	6	5	2
Other non-retail services.....	17	24	15	14
Other - Please Specify [OPEN END].....	23	31	22	17
Not sure	1	0	1	1

Q7. [T] And just to make sure we have a representative sample, could you please identify which of the following descriptions best fit your company? Please check all that apply:

Minority-Owned Business.....	18	15	16	22
Woman-Owned Business	24	33	23	19
Veteran-Owned Business	11	12	9	11
None of the above	52	48	55	53

	TOTAL	2-4 EMPL	5-19 EMPL	20-99 EMPL
N=	512	147	167	198

Q8. [T*] As you may know, the Family and Medical Leave (FMLA) Act is a federal law that allows eligible employees of covered employers to take a limited amount of UNPAID, JOB-PROTECTED leave for specified family and medical reasons like a serious personal illness, the birth or adoption of a child, to care for a seriously ill family member, or for qualifying reasons arising out of a family member being an active member of the military. Would you say you generally FAVOR or OPPOSE the Family and Medical Leave Act?

Strongly favor	58	51	60	62
Not so strongly favor	23	23	24	21
Not so strongly oppose	9	10	9	8
Strongly oppose	3	2	2	4
Not sure	7	13	5	5
Favor	81	75	83	84
Oppose	12	12	11	12

Q9. Although current state and federal law allows many workers to take 12 weeks of UNPAID leave to care for themselves and their family, some states have established programs to provide workers with PAY during these leaves. How important is it to establish a federal program to guarantee access to PAID family and medical leave – very important, somewhat important, not very important, or not important at all?

Very important	42	33	42	48
Somewhat important.....	28	31	30	25
Not very important	15	14	13	17
Not at all important	10	15	9	7
Not sure	5	7	5	4
Important.....	70	64	72	72
Not important.....	25	29	22	24

Q10. As you may know, a new Family and Medical Insurance Leave (FAMILY) Act was recently introduced in Congress to establish a national PAID family and medical leave insurance program for both men and women to ensure that American workers can receive up to 12 weeks of partial income when they take time off. The FAMILY Act establishes a self-sustaining national insurance fund paid through employee and employer contributions. Would you say you generally FAVOR or OPPOSE the Family and Medical Insurance Leave (FAMILY) Act?

Strongly favor	47	39	49	52
Not so strongly favor	23	20	25	22
Not so strongly oppose	15	21	13	12
Strongly oppose	10	12	8	10
Not sure	5	8	5	4
Favor	70	59	74	74
Oppose	25	33	21	22

	TOTAL	2-4 EMPL	5-19 EMPL	20-99 EMPL
N=	512	147	167	198

[IF FAVOR OR OPPOSE ON Q10 options 1-4:]

Q11. Briefly, why do you FAVOR/OPPOSE the FAMILY Act to provide paid family leave?

Total

Family is important/helps families during emergencies.....	23	19	21	27
Burden on employers and increased costs/not employer's responsibility	13	14	14	11
Provides financial security/job security.....	13	8	13	15
It is fair/right thing to do	7	8	6	7
It is necessary/basic right.....	6	7	7	6
Generally good.....	5	5	5	6
Too much government regulation/intervention.....	5	7	4	4
Strengthens employee morale/workplace environment	3	4	5	1
Potential for abuse.....	2	6	1	1
Employees deserve this	2	1	3	2
Generally bad.....	2	1	1	3
Other	15	18	15	13
Not sure	4	2	4	4

Favor

Family is important/helps families during emergencies.....	32	33	28	36
Provides financial security/job security.....	18	14	17	21
It is fair/right thing to do	9	13	8	8
It is necessary/basic right.....	9	11	10	8
Generally good.....	6	5	6	8
Strengthens employee morale/workplace environment	5	7	7	2
Employees deserve this	3	1	5	3
Burden on employers and increased costs/not employer's responsibility	2	2	2	1
Too much government regulation/intervention.....	1	2	1	1
Other	10	8	12	10
Not sure	3	3	5	2

Oppose

Burden on employers and increased costs/not employer's responsibility	46	37	60	45
Too much government regulation/intervention.....	17	18	16	17
Potential for abuse.....	9	18	5	1
Generally bad.....	5	1	5	11
Generally good.....	4	6	5	1
It is fair/right thing to do	2	0	2	5
Employees deserve this	1	1	0	0
Other	11	17	5	10
Not sure	5	2	2	10

	TOTAL	2-4	5-19	20-99
N=	512	EMPL	EMPL	EMPL
		147	167	198

Q12. Currently, federal laws protect the job status of employees who take family or medical leave from employers with more than 50 employees. Would you SUPPORT or OPPOSE expanding job protection to businesses with 20 or more employees?

Strongly support	41	38	39	46
Somewhat support.....	30	31	32	27
Somewhat oppose.....	10	9	9	11
Strongly oppose	13	15	14	11
Not sure	6	8	6	5
Support	71	68	71	73
Oppose	23	24	23	22

Q13. Now thinking about your business, do you offer maternity leave, paternity leave, both, or neither? [IF NEITHER, SKIP TO Q15]

Maternity leave.....	26	16	20	38
Paternity leave	3	2	3	4
Both	37	30	36	43
Neither	34	53	41	15

Q14. [T] Specifically for parental leave, do you now offer full pay to employees, partial pay, no pay, or does it depend on the employee?

Full pay	41	37	34	47
Partial pay.....	28	24	37	24
No pay	13	10	10	16
Depends on employee	18	29	19	13

Q15. [T*] The next question is just about family leave, meaning time an employee would take to care for a family member with a serious illness or caregiving need (such as if a spouse has cancer, or an aging relative who needs to be moved to a nursing home). It does not refer to sick days, parental leave, personal days or vacation days. As a business owner, do you: [IF DO NOT OFFER THIS TYPE OF LEAVE, SKIP TO Q17]

Have a formal, written policy to provide family leave.....	30	21	24	42
Have a consistent policy, but not written, to provide family leave.....	17	20	16	17
Offer family leave to some employees on a case by case basis, but no formal policy	25	24	29	21
Not offer this type of leave	24	27	28	19
Other - Please specify	4	7	3	1

	TOTAL N= 512	2-4 EMPL 147	5-19 EMPL 167	20-99 EMPL 198
Q16. [T*] Specifically for family leave (leave to care for a family member with a non-routine illness such as cancer or other serious caregiving need), do you offer full pay to employees, partial pay, no pay or does it depend on the employee?				
Full pay	35	29	35	38
Partial pay	26	18	25	31
No pay	18	25	14	16
Depends on employee	22	28	26	15

[Some businesses have lots and others have little experience with employees who actually take time to care for a new child, to care for a seriously ill family member, or to address their own serious health condition.]

Q17. [T] Have you had employees who have taken extended (more than a week) paid or unpaid leave to care for a family member with a serious illness, or have you not?

Many employees each year.....	12	5	6	22
A handful over the years.....	35	17	33	49
At least one person	20	18	28	15
Never	33	60	33	14

Q18. [T] When an employee takes leave for more than a week, you may have to get the work covered in different ways. As a business do you typically (if more than one, choose the approach you have used most often):

Assign work temporarily to other employees	56	49	60	58
Hire an outside temporary replacement.....	14	14	14	14
Hire a permanent replacement	4	4	2	6
Put the work on hold until the employee returns from leave.....	10	14	8	9
Have the employee perform some work while on leave	11	8	12	12
Other - Please specify	5	11	4	2

Q19. There are proposals to set up publicly administered family and medical leave insurance pools at the state level. Typically, these insurance programs would provide employees with a portion of their wages for a limited number of weeks when the employee has a serious illness, has a new baby to care for, or needs to care for a seriously ill family member. The insurance premiums would be paid with payroll contributions shared by employees and employers — each contributing approximately two-tenths of 1% of an employee's wages. Would you support or oppose such an insurance system, funded equally by employees and employers, or are you not sure?

Strongly support	28	24	23	34
Somewhat support.....	34	27	36	36
Somewhat oppose.....	13	15	17	10
Strongly oppose	11	11	11	10
Not sure	15	23	14	9
Support	61	52	59	70
Oppose	24	26	27	20

	TOTAL	2-4 EMPL	5-19 EMPL	20-99 EMPL
N=	512	147	167	198

Q20. There are other proposals similar to the one just mentioned to set up publicly administered family and medical leave insurance pools at the state level. Under this version of the proposal, the insurance premiums are paid with payroll contributions by employees—approximately two-fifths of 1% of an employee’s wages. Would you support or oppose such an insurance system, funded entirely by employees, or are you not sure?

Strongly support	24	24	18	30
Somewhat support.....	32	22	35	37
Somewhat oppose.....	14	16	14	14
Strongly oppose	11	14	13	7
Not sure	18	25	21	11
Support	56	45	53	67
Oppose	26	30	26	22

These few remaining questions are for statistical purposes only.

Q21. [T*] Generally speaking, do you think of yourself as a Republican, a Democrat, an independent, or something else?

Strong Democrat	17	16	14	21
Not strong Democrat.....	9	7	12	8
Lean Democrat	6	4	5	8
Democrat	32	28	30	37
Independent	16	19	16	14
Republican.....	44	43	45	43
Lean Republican.....	8	7	10	8
Not strong Republican	16	15	17	15
Strong Republican	20	21	19	20
Other	1	3	1	0
Not sure	3	3	3	2
Prefer not to answer	4	4	4	3

	TOTAL	2-4	5-19	20-99
N=	512	EMPL	EMPL	EMPL
		147	167	198

Q22. [T] What is your age?

18-24	3	1	4	3
25-29	5	3	6	7
30-34	9	8	12	7
35-39	10	7	8	14
40-44	12	12	12	11
45-49	11	7	13	13
50-54	12	11	11	14
55-59	17	17	18	16
60-64	10	14	11	7
65-69	7	10	4	7
70-74	3	7	0	2
75 and over.....	1	2	1	1

Q23. For statistical purposes only, which of these categories best describes the gross revenue of your business in 2016?

Less than \$100,000.....	18	34	16	9
\$100,000 to under \$250,000	19	31	21	7
\$250,000 to under \$500,000.....	13	14	12	12
\$500,000 to under \$1 million.....	12	10	19	9
\$1 million to under \$2 million	11	2	14	14
\$2 million or more.....	22	3	15	43
Not sure	5	6	4	6

Q24. [T] For how many years have you been the owner or business manager of your current business?

Less than 1 year	4	6	4	2
1-2 years.....	11	18	10	7
3-5 years.....	23	16	26	26
6-10 years.....	23	17	24	26
11-20 years	19	22	18	19
More than 20 years.....	20	22	19	20

Small Businesses Support Raising the Minimum Wage to \$12

Small business owners are doing everything they can to grow their businesses in our slowly-recovering economy. In order to thrive, entrepreneurs need smart policies that help bolster their bottom lines and fuel the consumer demand that underpins economic success. They believe increasing the federal minimum wage will help do this. According to a national scientific opinion poll conducted for Small Business Majority by Public Policy Polling, **60% of small businesses nationwide** support gradually raising the federal minimum wage to \$12 per hour by 2020 and adjusting it annually to keep pace with the cost of living. Nearly half of small businesses (45%) *strongly support* increasing the minimum wage to \$12 per hour.

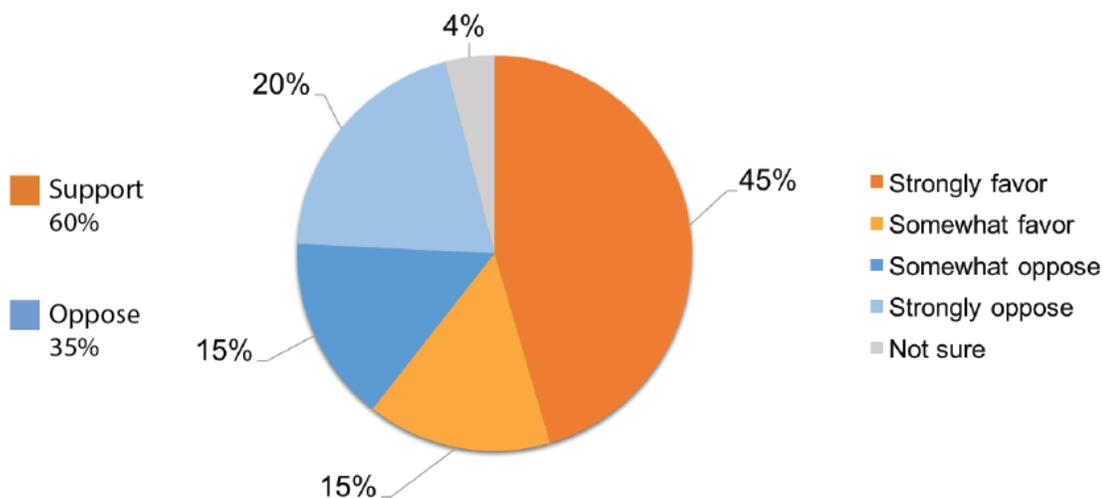
Additional poll findings include:

- Half of poll respondents (50%) pay their lowest paid employee \$12 per hour and under.
- Of those paying \$12 per hour and under—the group that would be directly impacted by a minimum wage increase—nearly 6 in 10 (58%) support raising the minimum wage to \$12.
- 56% of small businesses in the retail and restaurant industries combined support raising the minimum wage to \$12 per hour.

As we have learned in prior polling, small businesses support increasing the minimum wage because it would immediately put more money in the pocket of low-wage workers who will then spend the money on things like housing, food, and gas. This boost in demand for goods and services will help stimulate the economy and help create opportunities.

Increasing our federal minimum wage finds broad support among small business owners across a range of industries and political persuasions, showing small businesses do not view the issue through an ideological lens. The respondents in fact reflect a Republican majority—with 52% of small business owners identifying as Republican or independent-leaning Republican, 40% as Democrat or independent-leaning Democrat and 8% as pure independent.

60% of Small Business Owners Favor Raising the Federal Minimum Wage to \$12 an hour



Methodology

This poll reflects a telephone survey of 799 small business owners across the country, conducted by Public Policy Polling for Small Business Majority with a margin of error of +/- 3.5%. The survey was conducted from July 17-19, 2015.

Poll Top Lines

Small Business Majority
July 17-19, 2015
799 Small Business Owners Nationwide

Q1. Are you the owner of a small business?

Yes	100%
No	0%

Q2. How many people are directly employed by your business, including yourself: is it just you, is it between 2 and 5 employees, is between 6 and 10 employees, is it between 11 and 25 employees, is it between 26 and 50 employees, is it between 51 and 100 employees, or is it more than 100 employees?

Just you	0%
2 to 5 employees	68%
6 to 10 employees	16%
11 to 25 employees	8%
26 to 50 employees	7%
51 to 100 employees	1%
More than 100 employees	0%

Q3. Would you strongly favor, somewhat favor, somewhat oppose or strongly oppose a gradual increase in the federal minimum wage to \$12 an hour by 2020, with annual adjustments after that to keep pace with the cost of living and inflation?

Strongly favor	45%
Somewhat favor	15%
Somewhat oppose	15%
Strongly oppose	20%
Not sure	4%

Q4. What do you pay your lowest wage employee: minimum wage, between minimum wage and \$12 an hour, between \$12 and \$12.50 an hour, between \$12.50 and \$13 an hour between \$13 and \$14 an hour, between \$14 and \$15 an hour, or more than \$15 an hour?

Minimum wage	11%
Minimum wage to \$12.00 an hour	39%

\$12.00 to \$12.50 an hour	11%
\$12.50 to \$13.00 an hour	5%
\$13.00 to \$14.00 an hour	7%
\$14.00 to \$15.00 an hour	7%
More than \$15.00 an hour	20%

Q5. If you are a woman, press 1. If a man, press 2.

Woman	50%
Man.....	50%

Q6. If you are a Democrat, press 1. If a Republican, press 2. If an independent, press 3.

Democrat	32%
Republican.....	42%
Independent	26%

Q7. (If Independent) Do you think of yourself as closer to the Democratic or Republican Party?

Closer to the Democratic Party	32%
Closer to the Republican Party	39%
Neither.....	29%

Q8. If you are Hispanic, press 1. If white, press 2. If African-American, press 3. If other, press 4.

Hispanic	10%
White	70%
African American	13%
Other.....	7%

Q9. If you are 18 to 45 years old, press 1. If 46 to 65, press 2. If you are older than 65, press 3.

18 to 45	21%
46 to 65.....	60%
Older than 65.....	19%

Q10. Which of the following categories best describes your business: professional services; retail sales; wholesale trade; education, healthcare or a not-for-profit organization; construction; manufacturing; agriculture; a restaurant; other food services or production, or something else?

Professional services	44%
Retail services.....	11%

Wholesale trade.....	4%
Education, healthcare, or a not-for-profit organization	5%
Construction.....	11%
Manufacturing.....	2%
Agriculture.....	10%
A restaurant.....	3%
Other food services or production	1%
Something else	9%

Business type	Increase the Minimum Wage Favor/Oppose				
	Strongly favor	Somewhat favor	Somewhat oppose	Strongly oppose	Not sure
Base	45%	15%	15%	20%	4%
Professional services	51%	14%	10%	22%	4%
Retail sales	51%	13%	13%	15%	8%
Wholesale trade	53%	13%	6%	28%	–
Education, healthcare, or a not-for-profit organization	65%	12%	10%	11%	2%
Construction	34%	27%	21%	16%	2%
Manufacturing	27%	21%	20%	27%	4%
Agriculture	34%	12%	27%	26%	1%
A restaurant	9%	18%	27%	43%	4%
Other food services or production	35%	–	58%	8%	–
Something else	42%	19%	17%	15%	8%

Lowest Paid Employee Wage

	Base	Minimum Wage	Min Wage to \$12.00 an hour	\$12.00 to \$12.50 an hour	\$12.50 to \$13.00 an hour	\$13.00 to \$14.00 an hour	\$14.00 to \$15.00 an hour	More than \$15.00 an hour
Increase Minimum Wage Favor/Oppose								
Strongly favor	45%	30%	45%	54%	42%	43%	42%	52%
Somewhat favor	15%	14%	17%	9%	24%	12%	12%	17%
Somewhat oppose	15%	13%	15%	17%	17%	14%	27%	11%
Strongly oppose	20%	39%	22%	11%	17%	23%	12%	15%
Not sure	4%	4%	1%	8%	–	8%	7%	4%

From: [Adam Kader](#)
To: [Braiman, Michael](#); [Fabes, Brian](#)
Subject: additional Paid Sick Days Research
Date: Friday, February 2, 2018 12:50:16 PM

Here is some additional research:

National Bureau of Economic Research

The Pros and Cons of Sick Pay Schemes: Testing for Contagious Presenteeism and Noncontagious Absenteeism Behavior

<http://www.nber.org/papers/w22530.pdf>

This working paper uses Google flu data to examine changes in influenza (flu) rates following the implementation of paid sick day laws. It finds that in jurisdictions that have passed paid sick days laws, the general flu rate among the public decreased by 5.5 to 6.5 percent. Researchers estimate that paid sick day laws in seven major U.S. cities helped prevent about 100 influenza-like infections per week for every 100,000 people.

National Partnership for Women & Families

Latest Research

<http://www.paid sick days.org/research-resources/latest-research.html#.WnMe6KinGM8>

Fact Sheets

<http://www.paid sick days.org/research-resources/quick-facts.html#.WnNhWJM-dTY>

Additional Factsheets

<http://www.paid sick days.org/research-resources/fact-sheets.html#.WnNhqpm-dTY>

American Journal of Industrial Medicine

Study Finds Link Between Paid Sick Leave and Children's Use of Healthcare Services

Full Report: <http://onlinelibrary.wiley.com/doi/10.1002/ajim.22692/full>

Summary: <https://www.cdc.gov/niosh/research-rounds/resroundsv2n9.html#a>

Economic Policy Institute

Work Sick or Lose Pay?: The High Cost of Being Sick When You Don't Get Paid Sick Days

<http://www.epi.org/publication/work-sick-or-lose-pay-the-high-cost-of-being-sick-when-you-dont-get-paid-sick-days/>

Kaiser Family Foundation

Full Report

Paid Family Leave and Sick Days in the U.S.: Findings from the 2016 Kaiser/HRET Employer Health Benefits Survey

<https://www.kff.org/womens-health-policy/issue-brief/paid-family-leave-and-sick-days-in-the-u-s-findings-from-the-2016-kaiser-hret-employer-health-benefits-survey/>

Summary

<http://files.kff.org/attachment/Data-Note-Paid-Family-Leave-and-Sick-Days-in-the-US-Findings-from-the-2016-Kaiser-HRET-Employer-Health-Benefits-Survey>

Center for Law and Social Policy (CLASP)

Chamber of Commerce Members Support Job Quality Legislation

<https://www.clasp.org/sites/default/files/publications/2017/04/Chamber-Members-Support-Job-Quality-Legislation.pdf>

The Business Benefits of Paid Sick Days

<https://www.clasp.org/sites/default/files/publications/2017/04/Business-Case-for-HFA-3.pdf>

The Business Benefits of Paid Sick Days in Maryland

<https://www.clasp.org/sites/default/files/publications/2017/04/The-Business-Benefits-of-Paid-Sick-Days-in-Maryland-final.pdf>

City of Seattle

Implementation and Early Outcomes of the City of Seattle Paid Sick and Safe Time Ordinance

<http://www.seattle.gov/Documents/Departments/CityAuditor/auditreports/PSSTOUWReportwAppendices.pdf>

Institute for Women's Policy Research

San Francisco Employment Growth Remains Stronger with Paid Sick Days Law than Surrounding Counties

<https://iwpr.org/wp-content/uploads/wpallimport/files/iwpr-export/publications/C385.pdf>

The Center for Media And Democracy's PR Watch

Chambers of Commerce Exposed by CMD

New materials provided to the Center for Media and Democracy/PRWatch reveal that a top GOP polling firm instructed state Chamber of Commerce lobbyists how to try to defeat popular measures like increasing the minimum wage, despite polling data from business leaders that shows overwhelming support for such progressive workplace policies.

<https://www.prwatch.org/news/2016/03/13072/chamber-commerce>

A Better Balance

Paid Sick Leave Does Not Harm Employment

<https://www.abetterbalance.org/resources/paid-sick-leave-does-not-harm-employment/>

Survey Findings on Connecticut's Paid Sick Leave Law

https://www.abetterbalance.org/wp-content/uploads/2017/05/PSD_CT_Survey_Memo.pdf

Compiled Research, Surveys, Polls, etc.

<https://www.abetterbalance.org/resources/tools-and-resources-for-paid-sick-time-campaigns/>

- [Universal Paid Sick Leave Reduces Spread of Flu](#) (University of Pittsburgh Graduate School of Public Health)
- [Lack of Paid Sick Leave as a Barrier to Cancer Screening & Medical Care-Seeking](#) (BMC Public Health)
- [Paid Sick Leave and Nonfatal Occupational Injuries](#) (American Journal of Public Health)
- [Paid Sick Days Improve Our Public Health](#) (NPWF)

--

Adam Kader

Worker Center Director

ARISE CHICAGO

773-937-1826

adam@arisechicago.org

1436 W. Randolph St., Suite 202 | Chicago, IL 60607

This email has been scanned for spam and viruses by Proofpoint Essentials. Click [here](#) to report this email as spam.

From: [Adam Kader](#)
To: [Fabes, Brian](#); [Braiman, Michael](#)
Subject: additional Minimum Wage Research
Date: Friday, February 2, 2018 12:59:16 PM

University of Washington

Report on the Impact of Seattle's Minimum Wage Ordinance on Wages, Workers, Jobs, and Establishments through 2016
https://evans.uw.edu/sites/default/files/MinWageReport-July2016_Final.pdf

Arizona Central article (citing Arizona State University research)

So far, though, employment data for Arizona indicate the higher minimum wage that took effect a year ago didn't contribute to job losses.
<https://www.azcentral.com/story/money/business/jobs/2017/12/28/arizonas-minimum-wage-increase-50-cents-10-jan-1/982427001/>

Employment data:

<https://research.wpcarey.asu.edu/economic-outlook/job-growth/growth-at-a-glance/>

--

Adam Kader

Worker Center Director

ARISE CHICAGO

[773-937-1826](tel:773-937-1826)

adam@arisechicago.org

1436 W. Randolph St., Suite 202 | Chicago, IL 60607

This email has been scanned for spam and viruses by Proofpoint Essentials. Click [here](#) to report this email as spam.