



Vermont Values Healthy Workplaces

Vermont's economy is built on tight-knit communities and successful small businesses. When employers provide even a minimum amount of earned leave to their employees, all Vermonters share in the well-being and prosperity brought on by a strong and innovative business climate.

The social bond that creates strong partnerships between employers and their employees is strengthened when people are able to balance their personal and professional lives.

Vermont employers know the value of good employees who stay with them and help their businesses grow. Establishing a minimum standard of earned leave means that all employers in Vermont will provide jobs that build our communities, reflect our values, and support our families.

The Vermont Business and Benefits Landscape

Most VT Businesses are Small



- >10 Employees: 79% (18,038 businesses)
- 10-19 Employees: 11% (2,502 businesses)
- 20+ Employees: 10%

According to 2013 VT Department of Labor data, only about *half* of Vermont's private sector employers currently provide paid leave to their employees.

Most Workers Work for mid-size & large employers



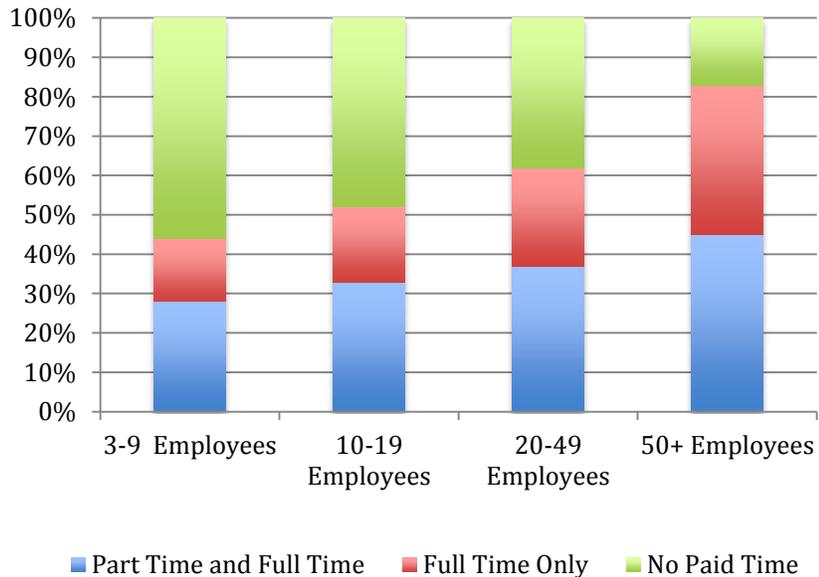
- > 10 Employees: 20% (48,799 people)
- 10-19 Employees: 14% (34,144 people)
- 20+ Employees: 66%

Source: Vermont Department of Labor, Economic and Labor Market Information, Quarterly Census of Employment and Wage in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics 2013

Large Employers are more likely to offer paid leave

Chart shows:
VT EMPLOYERS Providing Paid Leave, by Size

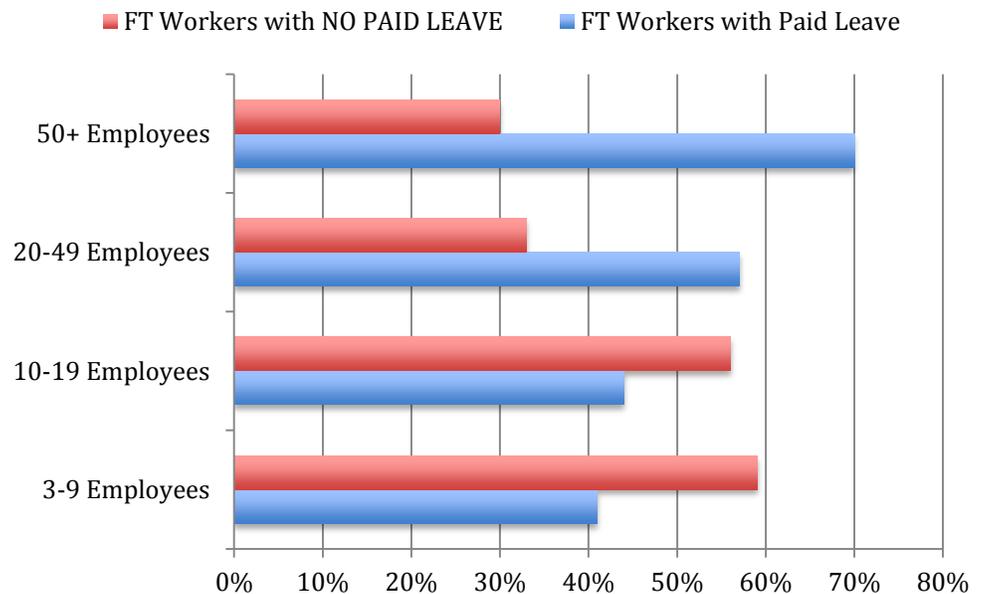
Source:
VT DOL 2013
Fringe Benefits Study



The Majority of VT Workers at Small Businesses have NO paid leave whatsoever

Chart shows:
VT WORKERS with and without ANY Paid Leave, by Employer Size

Source:
VT DOL 2013
Fringe Benefits Study



This leaves a **big** gap:

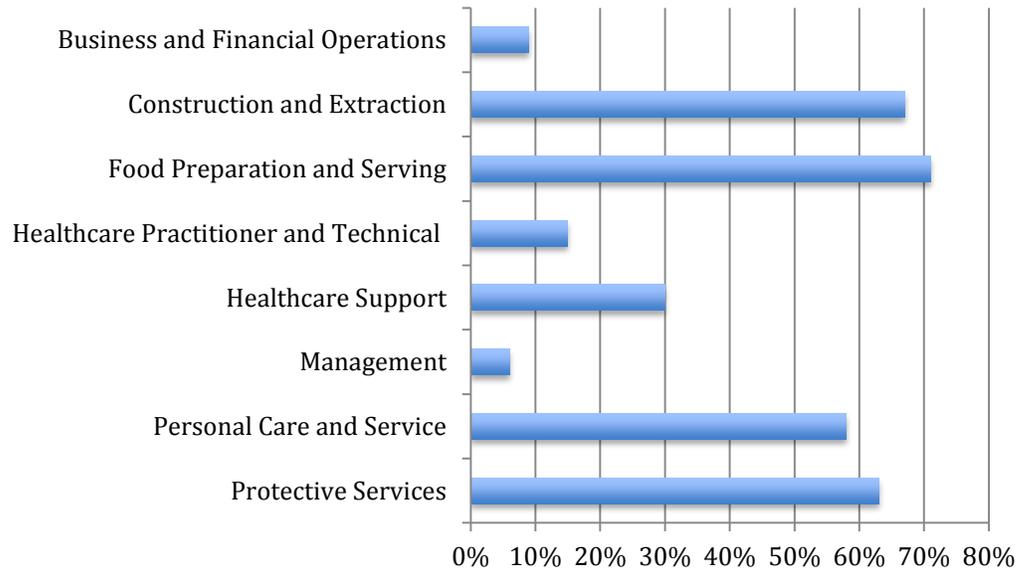
As much as **20% of Vermont's workforce** is not earning *any* paid leave.

It is estimated that nearly **60,000** Vermonters currently cannot earn *any* paid time off *whatsoever*.

The Haves and Have Nots

Occupations requiring high contact with public are often the least likely to ensure that employees can earn sick leave.

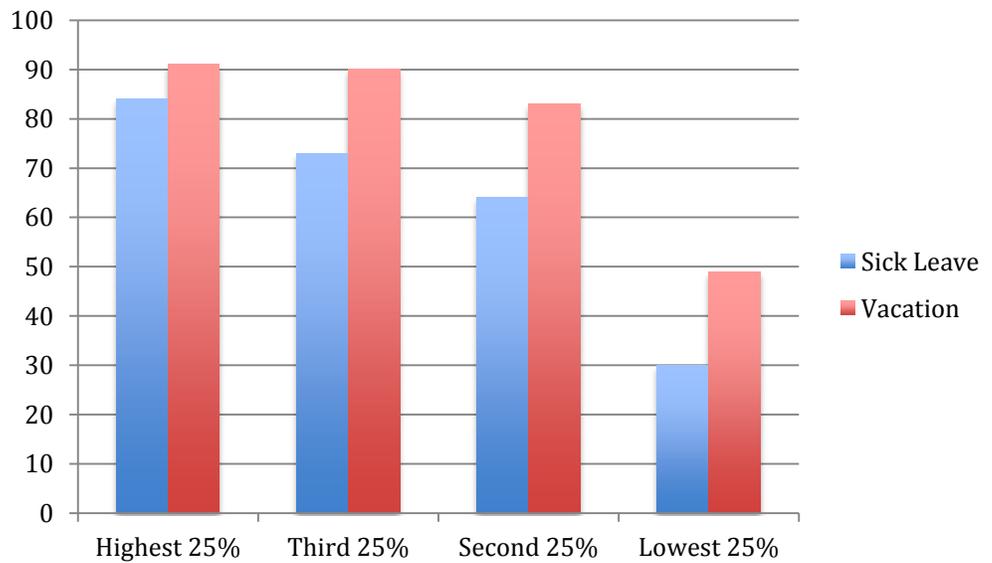
Chart Shows:
Percent of Employees WITHOUT Sick Leave by Sector in New England



Source:
Bureau of Labor
Statistics, 2010
National
Compensation
Survey

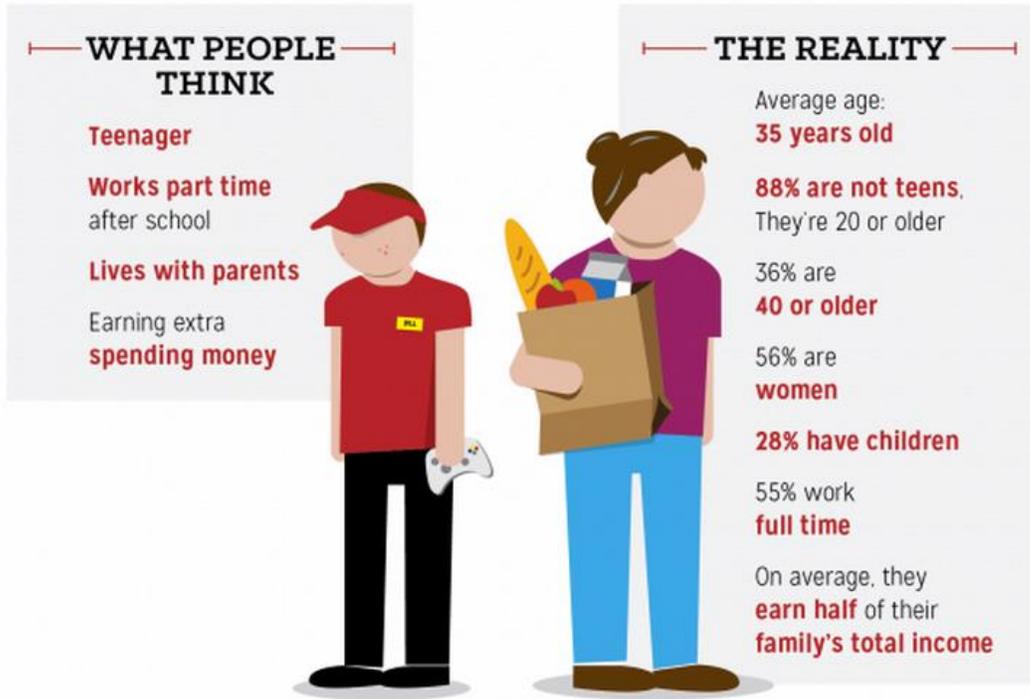
The less you earn, the less likely you are earn paid leave of any kind.

Chart Shows:
U.S. Wage Earners with Paid Leave by Earning Percentile



Source:
US Bureau of Labor
Statistics, 2014
National
Compensation Survey

Who Earns Minimum Wage?



Data shows that Employees use Sick Time Sparingly:

Nationally and in places that already have implemented earned sick leave standards, average and median designated sick time **usage** typically falls **between 3 and 5 days per year**.*

The Proposed Minimum Standard of 7 Days of Earned Leave is *less* than the average paid time benefit provided Vermont Employers with paid leave benefits.

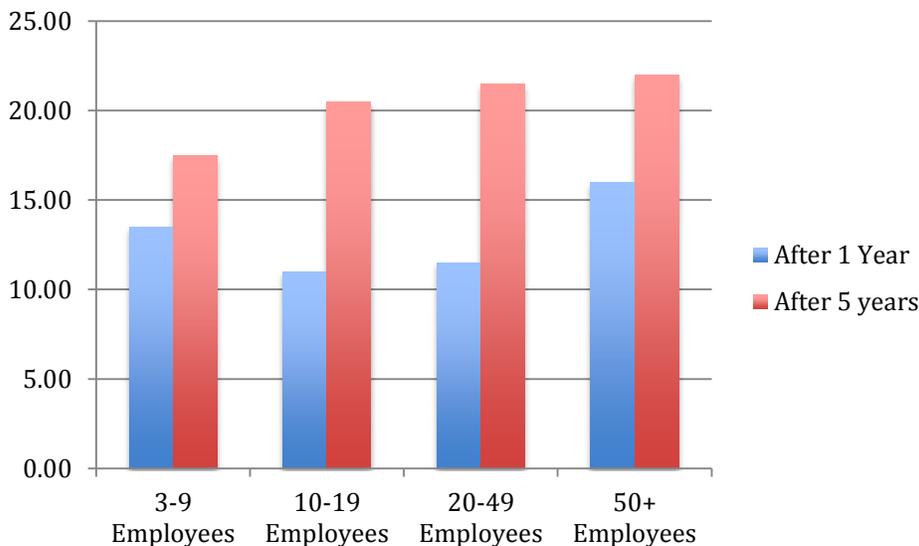


Chart Shows:

Estimated Average Employer Paid Leave Benefits, by business size

Source: VT DOL 2013 Fringe Benefits Study

* National Partnership for Women and Families, "Everyone Gets Sick: Not Everyone Has Time to Get Better" 2011. & Institute for Women's Policy Research, "San Francisco's Paid Leave Ordinance: Outcomes for Employers and Employees" 2011.