



Member Associations

Associated General Contractors of Vermont

Associated Industries of Vermont

Barre Granite Association

Home Builders & Remodelers Association of Vermont

Greater Burlington Industrial Corporation

Green Mountain Dairy Farmers Cooperative Federation

Lake Champlain Regional Chamber of Commerce

National Federation of Independent Business/VT

United Dairy Farmers Association of Vermont

Vermont Association of REALTORS®

Vermont Bankers Association

Vermont Chamber of Commerce

Vermont Farm Bureau

Vermont Forest Products Association

Vermont Fuel Dealers Association

Vermont Grocers' Association

Vermont Petroleum Association

Vermont Retail Association

Vermont Ski Areas Association

Vermont Truck & Bus Association

Vermont Vehicle & Automotive Distributors Association

January 30, 2014

VCEP Employer Survey on Mandatory Paid Sick Leave

Associations making up the Vermont Coalition for Employment and Prosperity sent out a survey to their members and other employer contacts across Vermont regarding mandatory paid leave legislation, specifically H. 208 with the following provisions, which remain the core of H. 208 and S. 255 as currently before legislative committees:

- Mandatory paid medical and domestic abuse leave would be imposed on Vermont employers regardless of size.
- Paid leave would accrue at one hour for every 30 hours worked up to 56 hours per 12 months, and accrued leave would roll over each year but not exceed 56 hours.
- The mandatory leave requirement would be concurrent with and not in addition to other paid medical or general leave benefits provided by the employer.

The survey revealed widespread concern and opposition to such legislation among employers across Vermont. Concerns expressed often included:

- Increased costs and administrative burdens from scheduling additional workers or hours to cover paid leave taken by other employees.
- Resulting need to reduce other costs associated with wages, other benefits, or jobs or hours worked.
- Resulting need to increase prices for those businesses able to do so, and potential lost competitiveness for those that would need to.
- Lost flexibility in devoting available resources to other benefits or compensation that might be more appropriate for the employer and its employees.
- The lack of need for this mandate given the availability of mandatory unpaid leave options and the common practice of making paid leave accommodations on a case-by-case basis as warranted.

The following provides highlights of the overall results from 617 individual businesses. To learn more about the survey and responses, please do not hesitate to contact member associations or email info@aivt.org.

(Survey Results on Reverse)

VCEP Survey Results Highlights
(as of January 27, 2014)

Businesses Responding:	617	%
What Kind of Employees:		
Employers with Full Time Employees:	583	94.5
Employers with Part Time Employees:	454	73.6
No Response:	3	0.5
What Kind of Leave Currently Provided for Employees:		
Paid Sick Leave for Full Time Employees:	225	36.5
Other Paid Leave Available for Sick Leave for Full Time Employees:	382	61.9
Paid Sick Leave for Part Time Employees:	59	9.6
Other Paid Leave Available for Sick Leave for Part Time Employees:	134	21.7
No Response:	141	22.9
<i>Paid Leave Either Kind for Full Time Employees:</i>	<i>470</i>	<i>76.2</i>
<i>Paid Leave Either Kind for Part Time Employees:</i>	<i>157</i>	<i>25.4</i>
Expected Effects on Their Company:		
Increased Employee Productivity:	23	3.7
Increased Employee Retention:	49	7.9
Decreased Compensation:	221	35.8
Decreased Other Leave:	288	46.7
Decreased Jobs/Hours:	235	38.1
Increased Prices:	284	46.0
Other:	199	33.3
No Impact:	88	14.3
No Response:	10	1.6
<i>Increased Productivity or Retention:</i>	<i>54</i>	<i>8.8</i>
<i>Decreased Compensation, Other Leave, or Jobs/Hours</i>	<i>413</i>	<i>66.9</i>
<i>Decreased Compensation, Other Leave, Jobs/Hours, or Increased Prices:</i>	<i>458</i>	<i>74.2</i>
Position on H. 208, with core provisions as described:		
Support:	57	9.2
Oppose:	477	77.3
Undecided:	72	11.7
No Response:	11	1.8