



Vermont Values Healthy Workplaces

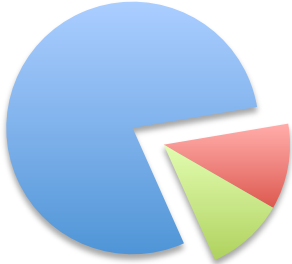
Vermont’s economy is built on tight-knit communities and successful small businesses. When employers provide even a minimum amount of earned leave to their employees, all Vermonters share in the well-being and prosperity brought on by a strong and innovative business climate.

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



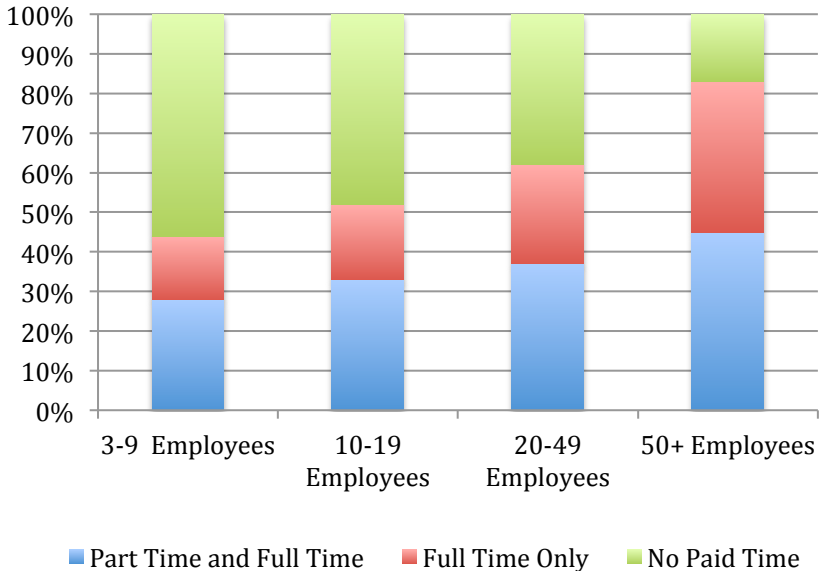
- > 10 Employees: 20% (48,799 people)
- 10-19 Employees: 14% (34,144 people)
- 20+ Employees: 66%

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

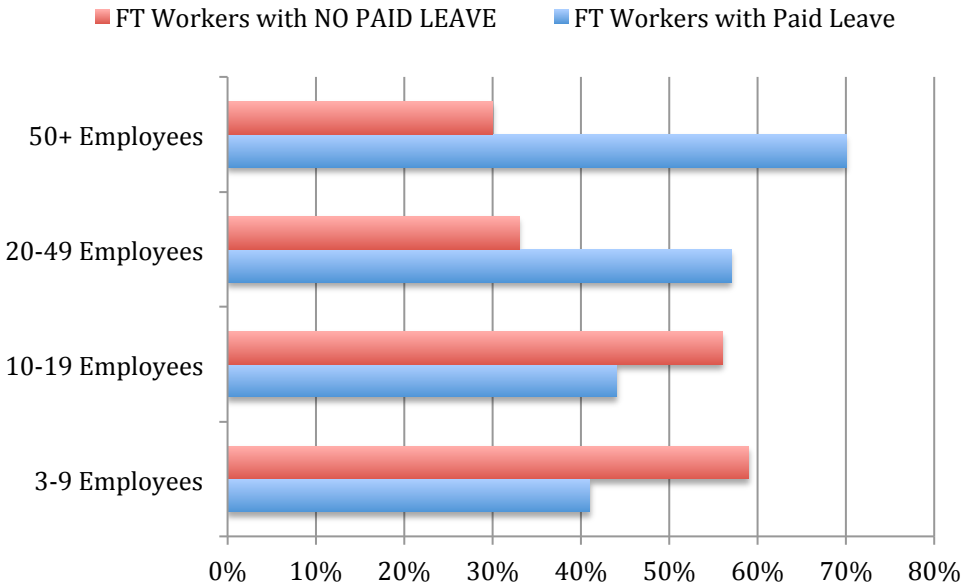
Source:
VT DOL 2013
Fringe Benefits Study



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:

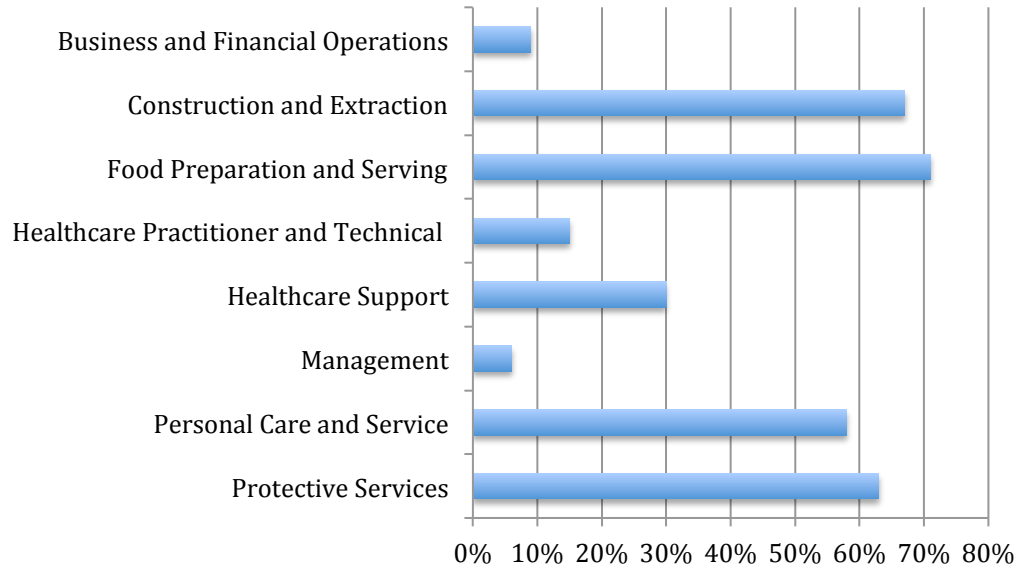
As much as **20% of Vermont's workforce** is not earning *any* paid leave.

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.

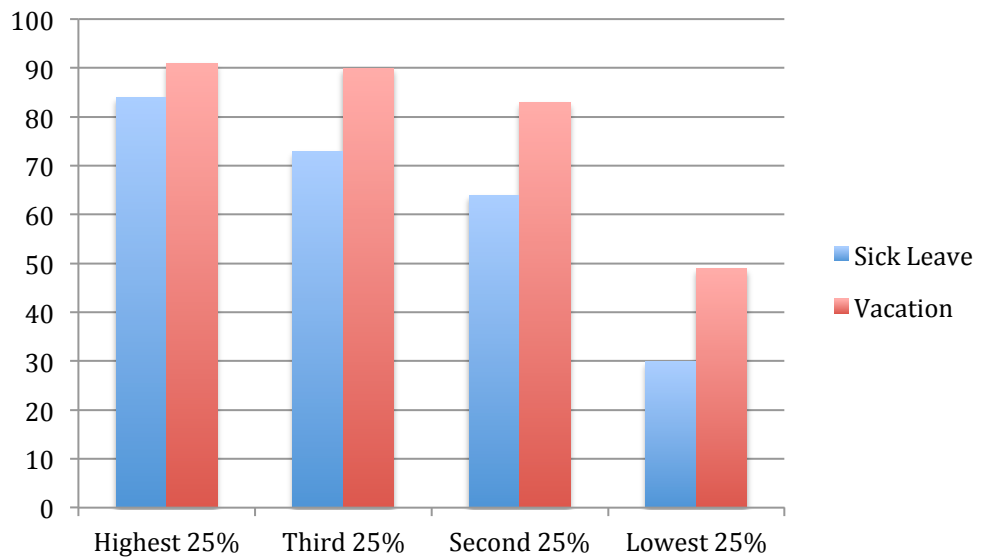
Chart Shows:
Percent of Employees WITHOUT Sick Leave by Sector in New England



Source:
Bureau of Labor
Statistics, 2010
National
Compensation
Survey

The less you earn, the less likely you are to 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?

WHAT PEOPLE THINK

- Teenager**
- Works part time** after school
- Lives with parents**
- Earning extra **spending money**

THE REALITY

- Average age: **35 years old**
- 88% are not teens.** They're 20 or older
- 36% are **40 or older**
- 56% are **women**
- 28% have children**
- 55% work **full time**
- On average, they **earn half** of their **family's total income**

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 3 - 5 Days of Earned Leave is *less* than the average paid time benefit provided Vermont Employers with paid leave benefits.

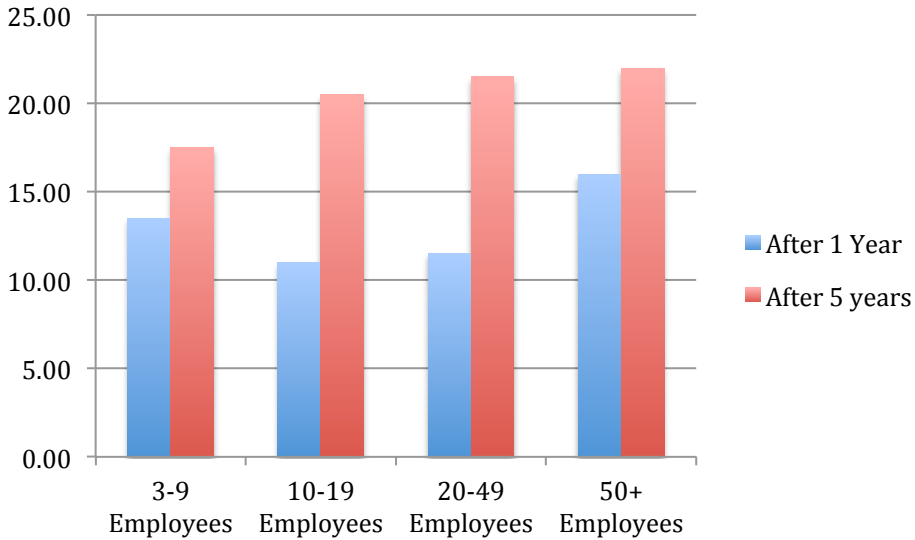


Chart Shows:
Estimated Average Employer Paid Leave Benefits, by business size

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.

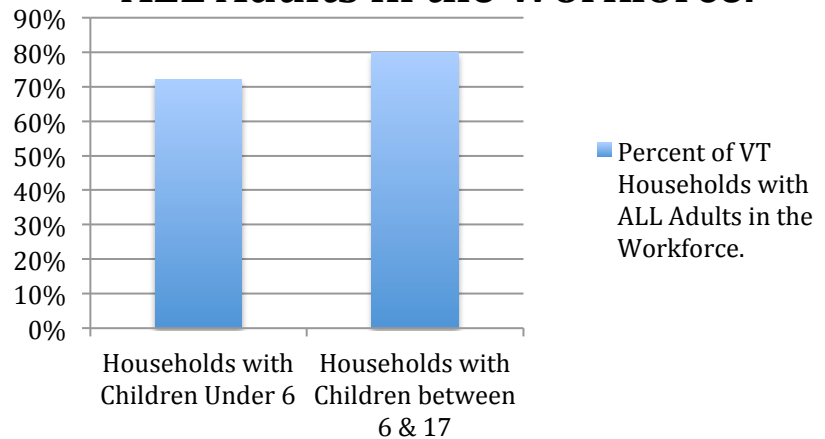
Why Now?

This isn't your father's economy...

These days, most adults have to work to make ends meet and everyone needs to pitch in to manage the health and safety needs of the family.

Source:
Building Bright Futures
VT Data Pages

Percent of VT Households with ALL Adults in the Workforce.



And we know it works!

Earned Leave legislation has already passed in **THREE States** & **SIXTEEN Cities**

Connecticut: 2010

California: 2014

Massachusetts: 2014

San Francisco, CA: 2007

District of Columbia: 2008

Seattle, WA: 2011

Portland, OR: 2013

New York City, NY: 2013

Jersey City, NJ: 2013

Newark, NJ: 2014

San Diego, CA: 2014

Eugene, OR: 2014

Irvington, NJ: 2014

Passaic, NJ: 2014

East Orange, NJ: 2014

Paterson, NJ: 2014

Oakland, CA: 2014

Trenton, NJ: 2014

Montclair, NJ: 2014

With *median household income in Vermont* stagnating at around *\$52,000*, working Vermonters need a minimum standard of earned paid leave to be able to *balance* our personal and professional lives.

Testimonial:

In my work at a local high school, I am often asked to counsel students who are experiencing high rates of absences. One student of mine was repeatedly absent from school during his senior year. When asked why he was missing so much school, he replied that he was home taking care of his young siblings when they were sick or sent home from school. A month later, this young man had an abscessed tooth. He came to school, in a lot of pain because he didn't want to miss any more classes. We sent him home, as he was clearly in need of medical care. He worked extra hard – as did his teachers – to accommodate his learning and allow him to pass the classes he needed to graduate. Eventually he decided that he would postpone college because leaving his little brothers and sisters alone while his dad worked without paid time off made college out of the question.

–Amy Lester, Guidance Counselor