

# Health & Human Services and Public Safety Committee Agenda

Tuesday, June 12, 2018, 5:30pm

Room 209, City Hall

*Councilor Belinda Ray, District 1, Chair*

*Councilor Brian Batson, District 3*

*Councilor Pious Ali, At-Large*

1. Announcements
2. Review And Approval Of Minutes From The May 8 Meeting

Documents:

[HHS PS MINUTES MAY 8 2018.PDF](#)

3. Presentation From Finance Director On Financial Implications Of Proposed Paid Sick Leave Ordinance.

Documents:

[STAFF MEMO - 5-22-18 - DETERMINING FINANCIAL IMPACT OF MANDATORY PAID SICK LEAVE PROPOSAL.PDF](#)

[STAFF MEMO - 6-8-18 - PROPOSED SICK LEAVE ORDINANCE COSTS TO CITY OF PORTLAND BUDGET.PDF](#)

4. Results From Chamber Of Commerce And Portland Buy Local Surveys Of Local Businesses Regarding Earned Paid Sick Leave

Documents:

[CITY OF PORTLAND AND GPCOC SURVEY RESULTS GAUGING BUSINESS OWNER AND EMPLOYEE PAID SICK LEAVE POLICIES.PDF](#)

[PORTLAND BUY LOCAL SURVEY - PBL MEMBER RESPONSES.PDF](#)

[PORTLAND BUY LOCAL SURVEY - BUSINESS OWNER MEMBERS.PDF](#)

[PORTLAND BUY LOCAL SURVEY - ALL RESPONSES.PDF](#)

5. Next Meeting: June 26 In Room 24

NOTE: Since there are no action items on the agenda, there will be no opportunity for public comment at this meeting. Please feel free to send comments to members of the committee on any issue at any time via email. Councilors email addresses are available on the city website: [www.portlandmaine.gov](http://www.portlandmaine.gov)

The meeting can be watched online via livestream: [www.portlandmaine.gov/livestream](http://www.portlandmaine.gov/livestream)

*Keep up to date with the new shelter design and planning process at the City's website:*

[www.portlandmaine.gov/shelterplanning](http://www.portlandmaine.gov/shelterplanning)



## Health & Human Services and Public Safety Committee Minutes

Tuesday, May 8, 2018, 5:30pm, Room 2019, City Hall

Committee Attendance:

Councilors Belinda Ray, Chair (District 1), Brian Batson (District 3), Pious Ali (At-Large)

City Staff: Mayor, Ethan Strimling; Director of Health and Human Services, Dawn Stiles; Executive Assistant, Adam Harr; Director of Human Resources, Gina Tapp, Corporation Counsel, Anne Torregrossa; Director of Public Health, Dr. Kolawole Bankole

### **AGENDA ITEM 1 – Announcements and Approval of Minutes:**

Meeting was called to order at approximately 5:35 PM.

Chair Ray made a motion to approve the minutes from the 10<sup>th</sup> and April 24<sup>th</sup>, and to keep a public comment repository on the website with links on meeting agendas. Minutes were approved and the motion passed.

### **AGENDA ITEM 2 – Mandatory Paid Sick Leave Ordinance**

Council introduction: Chair Ray explained that the Maine Women's Lobby and Southern Maine Workers Center via the Mayor's office presented to the Council on November 14<sup>th</sup>. A public hearing took place on April 24, 2018.

Mayor Strimling stated discomfort that the City of Portland worked on an employer survey with the Chamber of Commerce now that the Chamber has publically come out against the ordinance as written.

City presentations on their answers to Committee questions from the November 14, 2017 meeting:

Questions answered by Corporation Counsel:

- Who is an employee?
  - State specific exemptions listed
  - Temp/per diem/ seasonal covered by current ordinance
  - Number of hours worked
  - Nature of employment (contract)
  - Characteristic of worker (students, minors, etc.)
  - Collective bargaining



Chair Ray asked about contractor/contracted employees. Contract workers are regular employees hired for a specific time-limited position. The contractor distinction is important for unemployment benefits.

Mayor Strimling asked if Visa holders are treated differently; they are not.

Chair Ray confirmed that the way it is written there is no exemption for people working under an hour threshold or seasonally, but would be limited by how much is worked to be able to accrue time.

#### Definition of Family

- Any individual related by blood or affinity
  - Narrow the text but keep coverage of chosen family
  - Not common, including not with the City
  - Some exist for with language for people “responsible for their care”
  - Federal does say for related by blood or affinity (not FMLA which is limited)

#### Job Protected Leave Requirements

- Federal and State Family Medical Leave
  - Available for health issues with continuing treatment, adoption of a child
  - Eligibility requirements for time worked
  - Type of required documentation
    - The ordinance has a narrow carve out for required documentation compared to other Job Protected Leaves.
- Victims of Domestic Violence

Mayor Strimling asked for elaboration on the requirement to supply documentation for job protected sick leave. Chair Ray and Anne clarified that in the ordinance:

- One cannot ask for documentation until 3 consecutive days have passed
- Must pay for the documentation from a healthcare provider
- The doctor’s note cannot describe why, just the duration of leave needed

Mayor Strimling asked about privacy; only the HR representative in charge of processing FMLA leave sees the reason for the leave. Chair Ray asked to note which section of the ordinance it is: page 4 (C).

Councilor Batson asked if we have preempted the field; we have not so Anne cannot guarantee the proposed ordinance is litigation proof at the State level.

#### Enforcement of the Ordinance (Back of Corporation Counsel Handout)

- Successes of other Municipalities listed on the last page of the packet
  - Some had existing enforcement departments
  - One rolled 1 FTE into office of economic development

#### Failures

- A body that took complaints but could not investigate



- Cost
  - Current enforcement is in land use: there is a streamlined process of two court appearances.
    - 15-20 hours of prep
  - Seems much more complicated to enforce
  - 2-3 Staff would be needed
    - At least a half time attorney
    - One investigator
    - Admin Support
- Where does this fit?
  - New division (under executive) or new department

Chair Ray asked about code enforcement; it is a structure created by the state and none have anything to do with employer/employee relations.

Chair Ray asked how many minimum wage issues have been enforced; most are mediated over the phone.

Councilor Batson asked about back wages. 3x back wages for each day denied sick day: how are those days calculated? (when they return to work or could have returned to work) It would be difficult.

Anne has concerned collecting civil enhanced penalties for private citizens. Anne gave an example explaining that in land use penalties accrue to a municipality, not an individual. Under that model, the employer would pay the municipality a fine for each day until it came into compliance (paid/granted leave to an employee).

Mayor Strimling asked about abuse: it would be taken care of through normal disciplinary action. The City would not be involved.

Chair asked if there is a way to take the City out of the enforcement process. Could it be handled in courts? If a court decides the ordinance is legal (the private right of action), then the City would not need to take enforcement action. (with or without penalties). It is unknown if this ordinance would win a legal challenge.

The minimum wage has City enforcement but not progressive penalties. Mayor Strimling asked if it mirrored the minimum wage what it would look like. The City could enforce and fine 100 dollars a day to the City until compliance.

City manager shall enforce the ordinance but then says the City manager may investigate. This gives the City discretion.

#### Other Questions

- Per diems would be included
- Employer fiscal years can be used



- There is no grace period before using accruals
- Each company's payroll structure would track accruals
- A traditional PTO program
  - would not track sick versus other reasons for leave
  - It could and most do meet most hour requirements
  - May not work with the roll over requirement as most are "use it or lose it"
  - Notice requirements: most require 10 but the ordinance says no more than 5
  - Each PTO program is unique

Mayor Strimling asked about the cap on PTO versus rollover? Most get X number of hours in a year that must be used by the end of the year. The survey is collecting PTO policies to compare them.

- Some have grace periods to use the previous year's in the first month of the new year
- Some have years starting at 0
- Some have the year's leave immediately available at the start of a new year
- Some roll over but are capped
- Some can buy out PTO
  
- Notice requirements: planned paid sick leave cannot require more than 5 days' notice
  - Emergency notice must be given asap
  - The 5 day notice could be problematic with some programs
- Out of pocket costs:
  - It could include transportation to a doctor
- Documentation: concern about employees going to the ER and passing on large expenses to employers.
  - Other side is employers requiring employees without health insurance incurring large bills in order to produce a doctor's note.
  - Cannot require more expensive providers to produce notes.
  - Employers cannot unilaterally choose but could limit costs concerns if added to the ordinance.
  - Exclude emergency room unless for treatment.
- No blank exemptions, employers who meet minimum requirements don't have to change.
  - Would exempted employers still be auditable?
    - Could have a safe harbor clause
  - Exempted employers would be exempted from notice requirements.
  - Record retention is typically 3 years, ordinance is 6
    - Can be enforced if ordinance is legal

Councilor Ali asked about people working at home from an employer in Portland and one in Boston. Anne will check, but thinks that that it based on where work is performed. It is referred to in the minimum wage. How could it be enforced for people that work in Portland in services or delivery?

Gina Tapp presented information on the City as an employer:



- 83% are covered by unions
  - 861 are on-call
    - These individuals do not accrue sick leave and are not benefits eligible
- Any regular employee working at least 18.75 hours are benefits eligible and accrue sick leave.
- Elected official compensation is not influenced by absence due to illness
- Sick leave policy is attached
  - 12 days a year is accrued (prorated to FTE)
  - Used for self and to care for immediate family
  - 6 days used annually on average
  - Some departments require a doctor's note if an employee uses more than the average amount used.
- Impact: the 861 would be where the ordinance impacts the City
  - Per Diems could use a sick day when called into work if they had the accrued time.
  - How many work 240 hours in the course of a year?
  - Councilor Ali asked if on-call staff currently have the benefit; they do not but many get the look back benefit to qualify for health insurance under the ACA.
  - Councilor Batson asked if the sick leave is for scheduled employees to call out.
    - A per diem would need to be scheduled and call out
    - A per diem would not be asked to work and say they are sick and want to use sick time.
    - It must be clarified.
- Any employer that did not have an accrual system would need to implement one
- Attached USDOL Chart: Federal Vs State Medical Leave
- Documentation is asked for adding people to the employee's health plan (children, domestic partners)
- The City's benefits system is not representative and most employers will have unique systems.
- The probationary period is not tied to benefits.
- It is important for sick employees to stay home which is easier to do with large organizations
- Tipped Employees?
  - Tipped average? Per DOL, No
  - Per DOL, Would be the minimum wage
  - Need to be clarified in ordinance (minimum wage or expected wage)
- Doctor's notes currently not paid for by the City
- How to verify employee abuses
- Non-retaliation provision is tricky
  - No retaliation
  - Documentation requirement is limited

**AGENDA ITEM 3 – Next Steps**

Chair Ray thanked Gina and Anne and went over items to address further:

- Enforcement and cost: how many minimum wage issues have been enforced
- PTO
- Would employers outside of Portland with people who work in Portland but have no place of business in Portland adhere to the ordinance?
- Clarify On-Call/Per-Diem sick leave (Must be scheduled and call out to use it?)
- Of City Employees, how many work 240 hours in the course of a year?
- Tipped workers need to be clarified in ordinance (minimum wage or expected wage)
- How to verify employee abuses (currently could still not require a doctor's note until three consecutive absences)

**AGENDA ITEM 4 – Next Meeting May 22**

- Finance will present on financial aspects and business survey results and the City's role in it.

The committee thanked the speakers and the public in attendance.

Meeting adjourned at approximately 7:32 pm



**TO:** Health & Human Services and Public Safety Committee

**FROM:** Brendan T. O'Connell – City of Portland Finance Department

**DATE:** May 18, 2018

**SUBJECT:** **Determining Financial Impact of Mandatory Paid Sick Leave Proposal**

Members of the Health & Human Services and Public Safety Committee,

During the November 14, 2017 Health and Human Services Committee meeting, many requests for additional information on the mandatory paid sick leave proposal were made. In addition to questions directed to Human Resources Director Gina Tapp and Associate Corporation Counsel Anne Torregrossa, several requests for financial information were posed to the Finance Department. Finance staff were well equipped to answer questions around internal costs of the mandatory paid sick leave proposal (i.e. sick hours accrued by City temp/seasonal employees who would have not previously accrued time off, potential overtime payments required to cover shifts, informational costs and enforcement costs). However, the City Finance Department could not immediately respond to requests for information related to cost and expenses that would be incurred by other local businesses as a result of the mandatory paid sick leave proposal<sup>1</sup>. It was noted during the meeting that input from the business community would need to be gathered to respond to many of the questions posed.

In early 2018, the City Manager requested that I begin gathering the required data for a future Health and Human Services and Public Safety Committee meeting from the Portland business community. He suggested I reach out to the Portland Regional Chamber of Commerce as they have a large database of local businesses which could be used to augment the City's database of business license applicants. Prior to reaching out to the Chamber I drafted a set of questions based on requests for information, including potential follow up questions from the Committee which could be reasonably anticipated. I set up a meeting with Quincy Hentzel in February 2018 to discuss a survey and we determined a joint survey would be a preferable approach vs each organization sending our own survey. I was very clear (as the City Manager had been with me) that the survey questions must be completely neutral – simply requesting facts from each organization to provide the Committee with information. I also made it clear that the City required final approval over the survey questions. The Chamber had no issues with that approach. In early/mid-April we finalized the survey and sent it around to over 800 Portland based businesses including approximately 200 businesses who had received business licenses from the City of Portland but were not Chamber members. The survey was sent to each business only once, and included a link which could be completed only once. Responses to the survey are anonymous but recipients were given the option to provide their contact information if the Committee wishes to contact them for additional information on their responses.

Using data from the survey, and data from our City financial software, I will be presenting responses to the Committee requests for information at the Tuesday, May 22<sup>nd</sup> meeting of the Health & Human Services and Public Safety Committee. This will include a presentation on internal city costs as well as information received from the business community. We are sending a final reminder to survey recipients today and hope to obtain an above average response rate.

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<sup>1</sup> See [Minutes from November 14, 2017 Health & Human Services Committee Meeting](#) for complete list of topics discussed and Q&A for staff



Finance Department  
Brendan T. O'Connell, Director

**TO:** Health & Human Services and Public Safety Committee

**FROM:** Brendan T. O'Connell – Finance Director

**DATE:** June 8<sup>th</sup>, 2018

**SUBJECT:** **Internal Estimated Costs to City of Portland Budget Resulting from Proposal to Require Paid Sick Leave for All Employees**

Members of the Health & Human Services and Public Safety Committee,

At the November 14, 2017 Health & Human Services and Public Safety Committee Meeting many requests for financial information were made. This memo addresses questions related to cost to the City of Portland and discusses how the ordinance would impact the City budget. The estimated costs to the City can generally be divided into four categories:

1. Increase in payroll expenses as a result of additional paid sick time (approximately \$107,000)  
NOTE: There may be additional revenue losses as a result of additional time off taken
2. Increase in payroll expenses as a result of new staff required to enforce the ordinance (estimated to be approximately \$210,000)
3. Increase in other budgeted expenses as a result of required advertising and educational outreach effort including outside legal counsel (estimated to be between \$25,000 - \$80,000)
4. Pass on of costs related to the proposed ordinance from Portland based vendors we utilize (estimate of \$32,000)

Using the low end of the estimated costs to the City budget, the addition of \$374,000 to the FY19 budget would have added 5 cents to the mil rate and made the overall tax rate increase 4.1% vs 3.8%.

#### **Cost Category #1 – Increase in payroll expenses as a result of additional paid sick time**

Using data from calendar year 2017, Finance Department payroll staff compiled all of the hours worked by temporary, seasonal, on-call, and tipped workers who were not benefit eligible. In total, there were just over 500 workers in this category across a variety of City departments and divisions. A total of 122,501.4 hours were worked by these employees.

Each Department / Division has unique requirements for their workers and different practices / procedures for when workers call out. For example, within the City Clerk's office, the non-benefit eligible employees are the election workers who work only during elections (2-3 days per year). If an employee happened to be unable to work during a particular election, they would simply not work on

that particular election day, and the City Clerk would call the next election worker on their list who would be paid at straight time.

A more complex example is within Parks and Recreation, a department with a wide variety of divisions and activities. Within the Public Assembly division, the procedures are somewhat similar to those at the City Clerk. Workers are called in only on event days, and if a worker was unable to work on a particular event night, the next employee on the list would be contacted and that employee would likely be paid at straight time. Contrast that with the Parks & Recreation Ice Arena, Recreation and Aquatics Divisions. A limited number of temporary and seasonal staff within these divisions are actively teaching lessons (a revenue generating activity) on a daily basis. If staff within these divisions calls out, other staff is required to pick up the workload. If no other staff is available, the activity (in some cases private or group lessons) may be canceled. For illustrative purposes I've highlighted several of the Parks & Rec divisions in yellow below to denote those which may lose revenue as a result of newly accrued time off. It is worth noting that the Parks & Rec Director and their Department admin officer both noted that finding replacement staff is not always a certainty.

Another example worth highlighting is HHS (non-Barron Center). These figures are almost entirely related to security staff at the Oxford Street and Family Shelters. If staff calls out, they are typically replaced by another employee working on straight time or over overtime. It is worth noting that the figures related to HHS (non-Barron Center) will likely change for 2018 due to increased security required at Oxford Street related to the new day shelter operations.

The total estimated impact across all Departments / Divisions is approximately \$107k and does not include any estimates related to potential lost revenue within the divisions highlighted in yellow. The figure below does not also include estimated additional workload required for existing staff (i.e. those who would pick up more work with a higher volume of people calling out of work, additional payroll workload on City payroll staff each individual department and in Finance, additional burden on Human Resources and Legal staff investigating any potential internal complaints etc.)

	<u>Number of Employees</u>	<u>Cost of Accrued Sick Time</u>	<u>Estimated Additional Staff Cost (if Applicable)</u>	<u>Potential For Additional Revenue Losses?</u>
City Clerk	175	\$ 1,190.98	\$ 1,190.98	No
Finance	1	\$ 247.23	\$ -	No
Parking	7	\$ 722.79	\$ 1,084.19	No
EcoDevo	2	\$ 2,818.66	\$ -	No
Police	3	\$ 355.42	\$ -	No
Permitting	1	\$ 159.40	\$ -	No
Public Works	7	\$ 1,505.55	\$ 1,505.55	No
Parks & Rec - Ice Arena	18	\$ 1,743.76	\$ 2,615.64	YES
Parks & Rec - Other	6	\$ 2,617.24	\$ 3,925.86	No
Parks & Rec - Public Assembly	88	\$ 8,889.56	\$ 13,334.34	No
Parks & Rec - Concessions	51	\$ 1,151.04	\$ 1,726.56	YES
Parks & Rec - Recreation	49	\$ 2,841.07	\$ 4,261.61	YES
Parks & Recreation - Aquatics	22	\$ 1,499.62	\$ 2,249.43	YES
Parks & Recreation - Riverside	53	\$ 10,861.65	\$ 13,577.06	YES
HHS (non-Barron Center)	33	\$ 7,510.50	\$ 9,388.13	No
HHS (Barron Center)	12	\$ 3,406.51	\$ 3,406.51	No
Library	6	\$ 1,082.03	\$ -	No
		\$ 48,603.01	\$ 58,265.85	TBD
<b>GRAND TOTAL</b>			<b>\$106,868.86</b>	

**Cost Category #2 – Increase in City of Portland payroll expenses as a result of new staff required to enforce the ordinance**

Another significant new expense related to the proposed paid sick leave ordinance is the new staff required to enforce the ordinance. During her presentation on May 8<sup>th</sup>, Associate Corporation Counsel Anne Torregrossa shared some very helpful information around staffing requirements within several other municipalities nationwide (see Section 5 of Appendix A, the *Paid Sick Time Ordinance Information* as presented by Associate Corporation Counsel at the May 8 meeting). Many of the “early adopters” of mandatory paid sick leave ordinances are much larger cities with significantly more resources than the City of Portland (i.e. San Francisco, Seattle, Minneapolis). However, several small and medium sized cities within California, Washington and New Jersey have also adopted local paid sick leave ordinances and have shared their staffing requirements / average investigations data.

Municipality	Responsible Department (new/existing)	Staff Requirements	Average investigations per year
San Francisco, CA	Office of Labor Standards Enforcement (existing)	5.5 FTE for paid sick time and minimum wage	33
Emeryville, CA	Economic Development and Housing Division (existing)	1 FTE plus two consultants	6
Trenton, NJ	Health Department (existing)	2 FTE	Few investigations dictated by lack of resources
Tacoma, WA	Employment Standards Office (new)	2.5 FTE for paid sick time and minimum wage	28
Seattle, WA	Office of Labor Standards (new)	12 FTE for paid sick time, minimum wage, wage theft, fair chance employment, and secure scheduling	50

Trenton, NJ has a similarly sized population (84k in Trenton compared to 67k in Portland) but noted that although they have 2 dedicated FTE they do not have adequate resources to conduct investigations into complaints received on their paid sick leave ordinance. Similar feedback was received from the City of Elizabeth, NJ (population 129k) who routes their complaints directly to the local courts. Tacoma, WA is another slightly larger comparable City who currently utilizes 2.5 FTE to support both their minimum wage ordinance and their paid sick leave ordinance.

As Associate Corporation Counsel has noted, the ordinance presents many challenges based on its intricacies and many questions which are difficult to answer (i.e. whether an employee took sick leave for a proper purpose, whether existing policies within the City meet the requirements of the ordinance etc.) I agree with her assessment that a new division of labor would be required for the City to adequately enforce the ordinance, and that one new investigator, one new staff support person, and one half time attorney would be required.

I took the Associate Corporation Counsel’s analysis one step further and assigned non-union position grades to each employee along with salary figures. The investigator would likely be a non-union grade 8, with estimated salary and benefits of \$83,462. The new support staff would likely be classified as a non-union grade 5, with estimated salary and benefits of \$63,330. The half time attorney would be classified as a non-union grade 13 with estimated salary and benefits of \$64,811. The total of these 2.5 FTE would trigger an increase to future City budgets of approximately \$211,603.

### **Cost Category #3 – Increase in other budgeted expenses as a result of required advertising and educational outreach effort**

The City could also incur costs advertising and educating the public on the ordinance. There would likely be no cost related to posters (for the Minimum Wage posters are simply posted on the City website for download). However, we would likely spend between \$5,000 and \$10,000 on a mailing / outreach campaign similar to mailings related to Minimum Wage, where the City incurs approximately \$5,000 each time there is a change. The proposed paid sick leave ordinance is more complex and each required mailing would likely cost in excess of the \$5,000 but is unlikely to exceed \$10,000.

[A custom designed website with educational information](#) would cost between \$5,000 and \$15,000 depending on level of detail desired. [The City of Minneapolis website](#) is one of the best and most informational of any I found during my review. The City could simply opt for a zero / minimal cost option of simply adding a web page onto the existing City site (this is what was done with [Minimum Wage](#)).

Finally, the City may incur some outside legal expenses during the final drafting of the ordinance, or during any potential amendments to the ordinance arising as a result of legal challenges. This figure is difficult to estimate at this early juncture of the proposal. The City incurred limited outside legal expenses during drafting and implementation of the Minimum Wage ordinance and again during subsequent amendments to the ordinance. The paid sick leave ordinance is significantly more complex and outside legal costs would likely be higher. For purposes of this initial cost document they are conservatively estimated to be in the \$15,000 - \$55,000 range.

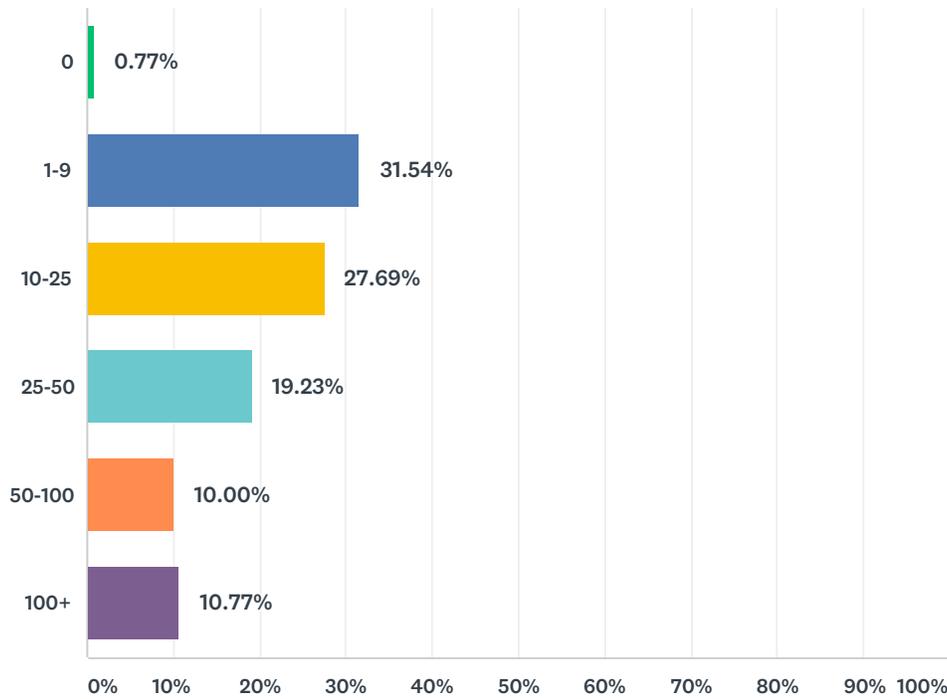
### **Cost Category #4 – Pass on of costs related to the proposed ordinance from Portland based vendors we utilize**

Portland uses outside contractors for tens of millions of dollars of work each fiscal year. In the FY19 general fund budget alone, there are \$62M of contractual services with outside vendors. That figure does not include the \$34M of capital improvement plan work authorized in April 2018 (or any other CIP work from previous fiscal years which remains to be completed). My Purchasing staff has noted that during our “pre-bid” meetings with vendors, nearly every outside vendor notes that City specific bid requirements which result in increased costs to the vendor are simply passed along to the City as part of overall bid prices. This includes specific labor / wage requirements, bid timing requirements (i.e. the job must be done by a specified date) and would certainly include any costs related to the mandatory paid sick leave ordinance. The final cost increase in this category would depend on a variety of factors:

- 1) The number of City vendors who are Portland based; and
- 2) those vendors have an increased cost of doing business as a result of the proposed ordinance; and
- 3) those vendors pass along the increased ordinance related costs to the City of Portland.

Making the assumption that 10% of all vendors are Portland based and assuming 10% of that population would have a 1/30<sup>th</sup> increase in their cost of doing business (i.e. 1 hour of paid sick leave per 30 hours worked) there would be an increase on \$96M in contracts of approximately \$32,000.

### Q1 How many employees are there at your organization (including full-time, part-time and seasonal)?



ANSWER CHOICES	RESPONSES	
0	0.77%	1
1-9	31.54%	41
10-25	27.69%	36
25-50	19.23%	25
50-100	10.00%	13
100+	10.77%	14
TOTAL		130

## Q2 How many of your employees are full time?

#	RESPONSES	DATE
1	53	5/22/2018 12:18 PM
2	8	5/21/2018 10:52 AM
3	20	5/20/2018 5:18 PM
4	Three	5/18/2018 5:29 PM
5	22	5/18/2018 3:55 PM
6	3	5/18/2018 3:41 PM
7	300	5/18/2018 3:06 PM
8	1	5/18/2018 2:33 PM
9	one	5/18/2018 2:19 PM
10	3	5/18/2018 2:19 PM
11	172	5/18/2018 2:12 PM
12	10	5/18/2018 2:11 PM
13	22	5/18/2018 2:07 PM
14	1	5/9/2018 1:35 PM
15	100	5/8/2018 9:29 AM
16	2	5/7/2018 12:29 PM
17	30	5/7/2018 8:45 AM
18	75	5/6/2018 7:51 PM
19	2	5/5/2018 11:11 AM
20	7	5/4/2018 7:07 PM
21	22	5/4/2018 2:31 PM
22	6	5/4/2018 12:40 PM
23	2	5/4/2018 11:31 AM
24	one	5/4/2018 9:51 AM
25	12	5/3/2018 5:01 PM
26	45	5/3/2018 4:38 PM
27	9	5/3/2018 4:26 PM
28	10	5/3/2018 3:05 PM
29	all	5/3/2018 2:50 PM
30	4	5/3/2018 2:45 PM
31	9	5/3/2018 2:10 PM
32	19	5/3/2018 2:04 PM
33	3	5/3/2018 12:57 PM
34	50	5/3/2018 11:51 AM
35	4	5/3/2018 11:13 AM

## Gauging Business Owner &amp; Employee Paid Sick Leave Policies

SurveyMonkey

36	6	5/3/2018 10:59 AM
37	10	5/3/2018 10:55 AM
38	3	5/3/2018 10:55 AM
39	10	5/3/2018 10:39 AM
40	50+	5/3/2018 10:35 AM
41	two	5/3/2018 10:35 AM
42	0	5/3/2018 10:32 AM
43	14	5/3/2018 10:30 AM
44	30%	5/3/2018 10:26 AM
45	3	5/3/2018 10:26 AM
46	2	5/3/2018 10:19 AM
47	50	5/3/2018 10:15 AM
48	4	4/24/2018 4:43 PM
49	107	4/24/2018 4:38 PM
50	5	4/24/2018 2:52 PM
51	20	4/24/2018 2:22 PM
52	23	4/24/2018 12:21 PM
53	all of them (51)	4/24/2018 11:46 AM
54	12	4/24/2018 10:55 AM
55	7	4/24/2018 10:01 AM
56	4	4/24/2018 9:57 AM
57	8	4/23/2018 5:28 PM
58	11	4/23/2018 3:39 PM
59	30	4/23/2018 2:15 PM
60	1	4/23/2018 1:00 PM
61	19	4/23/2018 12:23 PM
62	2	4/23/2018 12:03 PM
63	1	4/23/2018 11:59 AM
64	1	4/23/2018 8:34 AM
65	3	4/23/2018 8:29 AM
66	approximately 80	4/22/2018 1:54 PM
67	4	4/21/2018 7:23 PM
68	30	4/21/2018 4:08 PM
69	10	4/21/2018 2:45 PM
70	8	4/21/2018 9:51 AM
71	1	4/21/2018 9:25 AM
72	2	4/21/2018 9:09 AM
73	3	4/21/2018 1:13 AM
74	0	4/20/2018 8:46 PM
75	7	4/20/2018 8:32 PM
76	9	4/20/2018 8:04 PM

## Gauging Business Owner &amp; Employee Paid Sick Leave Policies

SurveyMonkey

77	9	4/20/2018 7:20 PM
78	1	4/20/2018 7:08 PM
79	38	4/20/2018 5:52 PM
80	21	4/20/2018 4:52 PM
81	10	4/20/2018 4:41 PM
82	6	4/20/2018 4:39 PM
83	0	4/20/2018 4:19 PM
84	10	4/20/2018 3:58 PM
85	6	4/20/2018 3:55 PM
86	9	4/20/2018 3:41 PM
87	3	4/20/2018 3:30 PM
88	3	4/20/2018 3:24 PM
89	30	4/20/2018 3:18 PM
90	5	4/20/2018 3:11 PM
91	2	4/20/2018 2:52 PM
92	13	4/20/2018 2:47 PM
93	6 full time	4/20/2018 2:47 PM
94	35	4/20/2018 2:46 PM
95	3	4/20/2018 2:39 PM
96	4	4/20/2018 2:38 PM
97	50	4/20/2018 2:36 PM
98	7	4/20/2018 2:29 PM
99	15	4/20/2018 2:22 PM
100	73	4/20/2018 1:59 PM
101	all	4/20/2018 1:58 PM
102	8	4/20/2018 1:56 PM
103	5	4/20/2018 1:50 PM
104	100+	4/20/2018 1:42 PM
105	30	4/20/2018 1:38 PM
106	16	4/20/2018 1:34 PM
107	140 throughout the state, but only 40 in Portland	4/20/2018 1:34 PM
108	10	4/20/2018 1:32 PM
109	18	4/20/2018 1:30 PM
110	50	4/20/2018 1:30 PM
111	13	4/20/2018 1:29 PM
112	30	4/20/2018 1:28 PM
113	0	4/20/2018 1:28 PM
114	10	4/20/2018 1:22 PM
115	0	4/20/2018 1:21 PM
116	129	4/20/2018 1:16 PM
117	12	4/20/2018 1:15 PM

# Gauging Business Owner & Employee Paid Sick Leave Policies

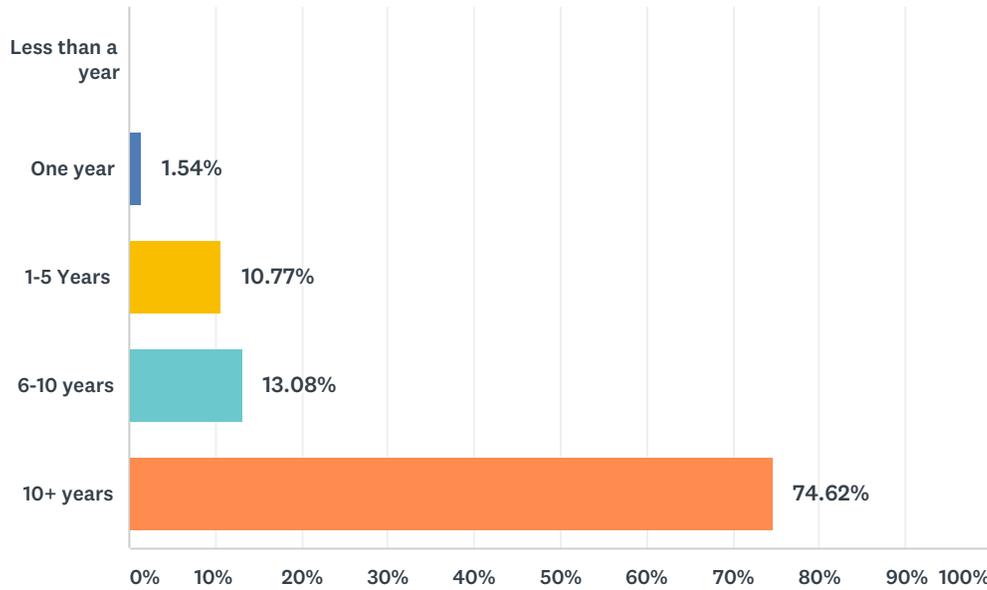
SurveyMonkey

118	10	4/20/2018 1:15 PM
119	1	4/20/2018 1:14 PM
120	17	4/20/2018 1:12 PM
121	80%	4/20/2018 1:09 PM
122	0	4/20/2018 1:08 PM
123	1	4/20/2018 1:08 PM
124	10	4/20/2018 1:06 PM
125	78	4/20/2018 1:06 PM
126	90	4/20/2018 1:05 PM
127	4	4/20/2018 1:04 PM
128	6	4/20/2018 1:03 PM
129	90	4/20/2018 1:01 PM
130	10	4/20/2018 12:59 PM

## Q3 What industry are you in?

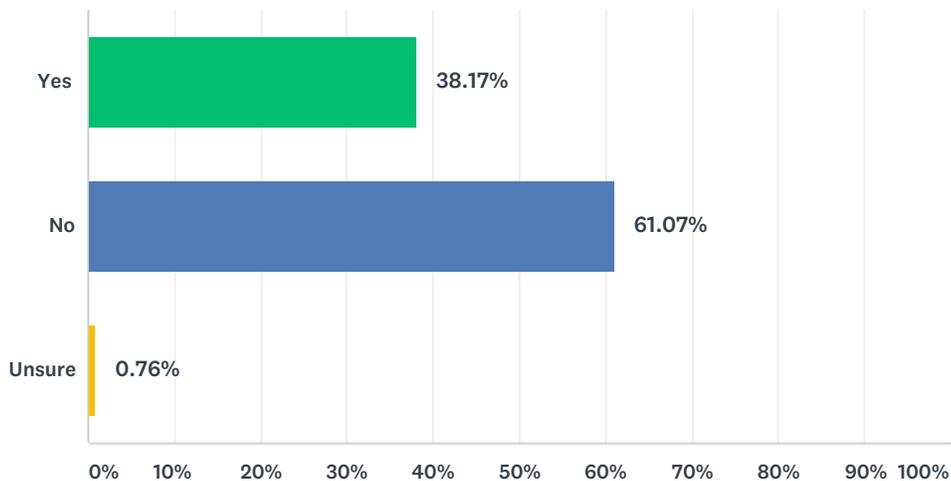
ANSWER CHOICES	RESPONSES	
Agricultural/Fishing	0.00%	0
Administrative	0.77%	1
Arts	0.77%	1
Banking/Finance	3.85%	5
Education	0.00%	0
Engineering	0.77%	1
Food Services/Restaurants	23.08%	30
Healthcare	3.08%	4
Hospitality	12.31%	16
Law firm/Legal services	3.08%	4
Manufacturing	3.08%	4
Marketing	4.62%	6
Media	0.00%	0
Non-profit	9.23%	12
Retail	15.38%	20
Sales	4.62%	6
Science	0.00%	0
Social Services	0.00%	0
Tourism	0.77%	1
Transportation	0.77%	1
Other	13.85%	18
<b>TOTAL</b>		<b>130</b>

## Q4 How many years have you been in business?



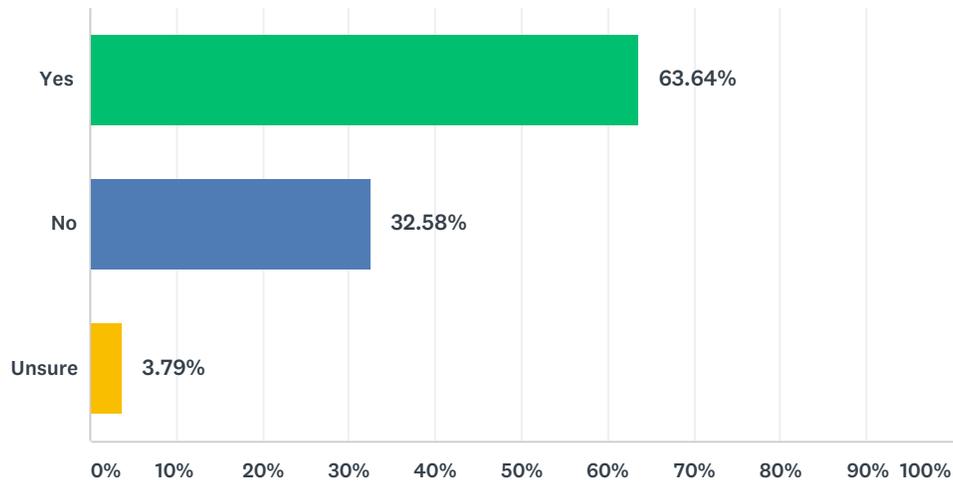
ANSWER CHOICES	RESPONSES	
Less than a year	0.00%	0
One year	1.54%	2
1-5 Years	10.77%	14
6-10 years	13.08%	17
10+ years	74.62%	97
<b>TOTAL</b>		<b>130</b>

### Q5 Does your business have other locations outside of Portland?



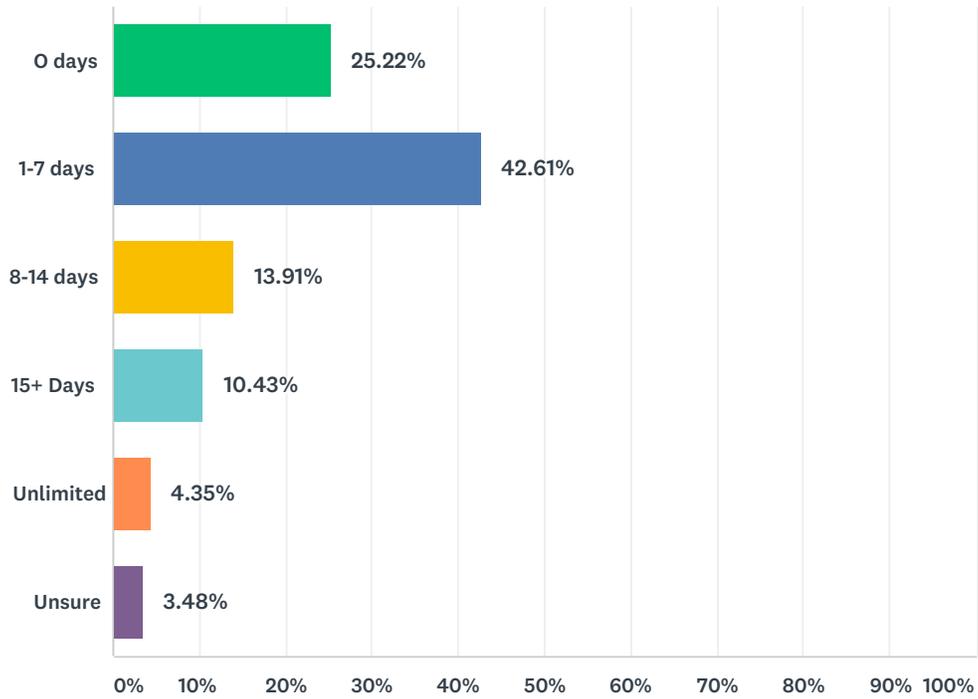
ANSWER CHOICES	RESPONSES	
Yes	38.17%	50
No	61.07%	80
Unsure	0.76%	1
<b>TOTAL</b>		<b>131</b>

### Q6 Does your employer currently offer paid sick leave for full-time



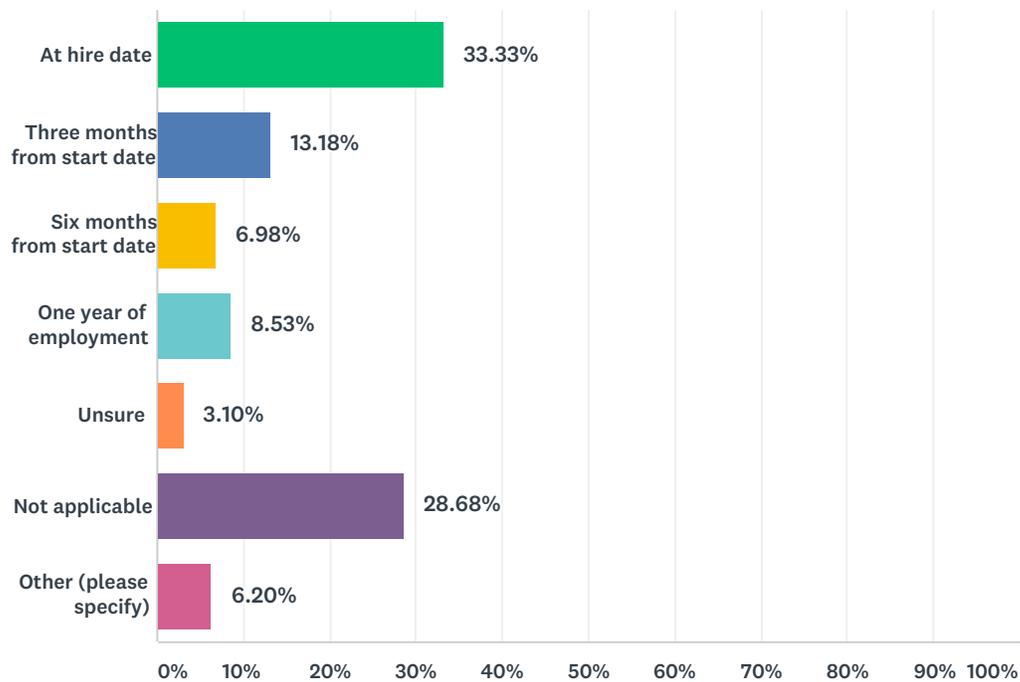
ANSWER CHOICES	RESPONSES	
Yes	63.64%	84
No	32.58%	43
Unsure	3.79%	5
TOTAL		132

### Q7 If so, how many days are offered?



ANSWER CHOICES	RESPONSES	
O days	25.22%	29
1-7 days	42.61%	49
8-14 days	13.91%	16
15+ Days	10.43%	12
Unlimited	4.35%	5
Unsure	3.48%	4
<b>TOTAL</b>		<b>115</b>

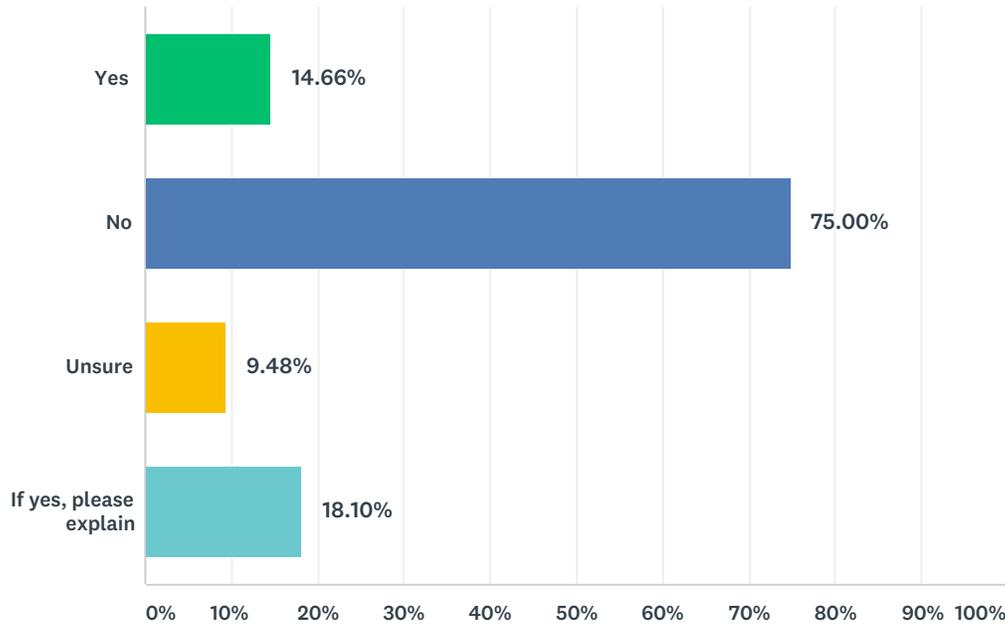
### Q8 How quickly does the paid sick leave start to accrue for full-time



ANSWER CHOICES	RESPONSES	
At hire date	33.33%	43
Three months from start date	13.18%	17
Six months from start date	6.98%	9
One year of employment	8.53%	11
Unsure	3.10%	4
Not applicable	28.68%	37
Other (please specify)	6.20%	8
<b>TOTAL</b>		<b>129</b>

#	OTHER (PLEASE SPECIFY)	DATE
1	3 days with NO carryover	5/18/2018 3:59 PM
2	Accrued per days of work	5/18/2018 3:07 PM
3	We provide 2 weeks paid vacation to our full time employee who has been with us for over 2 years.	5/9/2018 1:35 PM
4	one month after hire date	5/7/2018 12:29 PM
5	We offer 5 sick days to salaried managerial position only	5/3/2018 11:51 AM
6	We use a PTO system for all sick/personal/vacation time, starts at hire date	4/23/2018 12:23 PM
7	We offer PTO which covers sick and vacation time which accrues at hire date.	4/20/2018 1:34 PM
8	Salary workers are given two weeks of paid time off after 6 months of employment	4/20/2018 1:15 PM

### Q9 Are there restrictions as to when you can initially utilize the time?

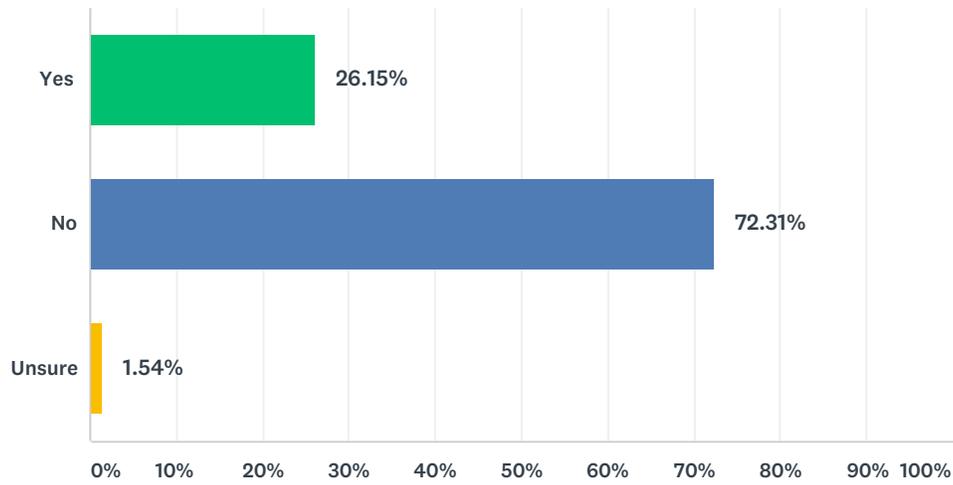


ANSWER CHOICES	RESPONSES
Yes	14.66% 17
No	75.00% 87
Unsure	9.48% 11
If yes, please explain	18.10% 21
Total Respondents: 116	

#	IF YES, PLEASE EXPLAIN	DATE
1	Yes, must be employed for a minimum of 90 days	5/8/2018 9:29 AM
2	Employees accrue one day per month, starting at hire. They can use them as they accrue them, so if they were sick on the 2nd day of work, they would have only accrued less than 1/2 hour, so that's all they would be paid for.	5/7/2018 8:45 AM
3	requires a Dr. note to get paid	5/6/2018 7:52 PM
4	After 90 day probationary period	5/5/2018 11:12 AM
5	Time may be taken after accrued	5/4/2018 2:32 PM
6	6 month wait period	5/3/2018 2:10 PM
7	after probationary period	5/3/2018 10:39 AM
8	waiting period of 90 day before being able to use PTO	5/3/2018 10:37 AM
9	NA	5/3/2018 10:30 AM
10	There is a 90 waiting period before using any accrued time. (ours is PTO vs. "sick")	4/24/2018 4:38 PM
11	We are extremely flexible with required time off, whether it be for sick time or child care requirements, or personal needs. We all work together and we often do not even charge time off if the reasons are valid.	4/23/2018 5:29 PM

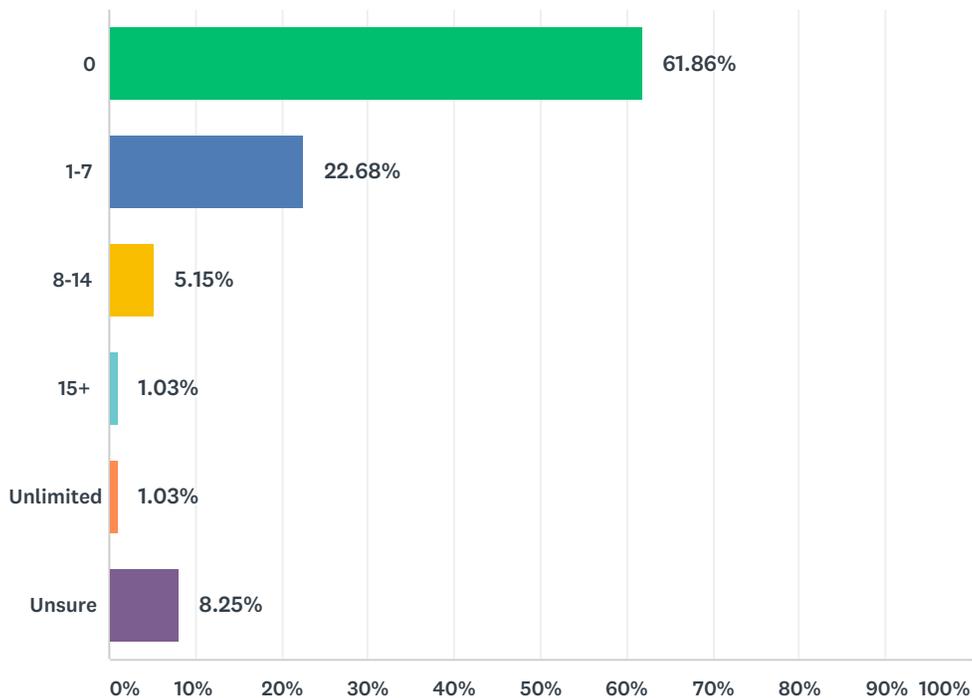
12	Employee sickness only	4/20/2018 7:23 PM
13	Can't use during 90 day probations; can't borrow more than 24 hours against future accrual	4/20/2018 3:58 PM
14	Needs to accrue before use	4/20/2018 3:55 PM
15	We have paid time off which is combined vacation and sick time.	4/20/2018 3:31 PM
16	after 1 year	4/20/2018 3:18 PM
17	If our employees need time off that is fine, being paid for time off isn't an industry standard and we would need to incorporate that additional expense into our fees and than compete against firm that don't have the same burden. We will consider relocating out of Portland, should this pass.	4/20/2018 1:29 PM
18	After 90 days I believe	4/20/2018 1:29 PM
19	Paid time off becomes available after 90 days of employment	4/20/2018 1:10 PM
20	This is PTO time - vacation and sick are accrued together and can either be used for vacation or sick time. We don't have a separate amount of sick time.	4/20/2018 1:06 PM
21	We have PTO -- can be used for sick time, vacation, etc.	4/20/2018 1:06 PM

### Q10 Does your company currently offer paid sick leave for part-time



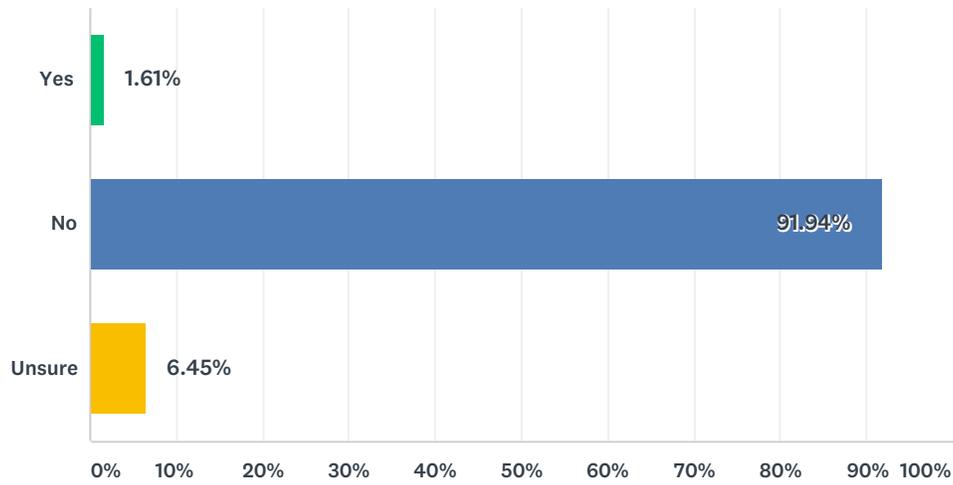
ANSWER CHOICES	RESPONSES	
Yes	26.15%	34
No	72.31%	94
Unsure	1.54%	2
TOTAL		130

### Q11 If so, how many days are offered?



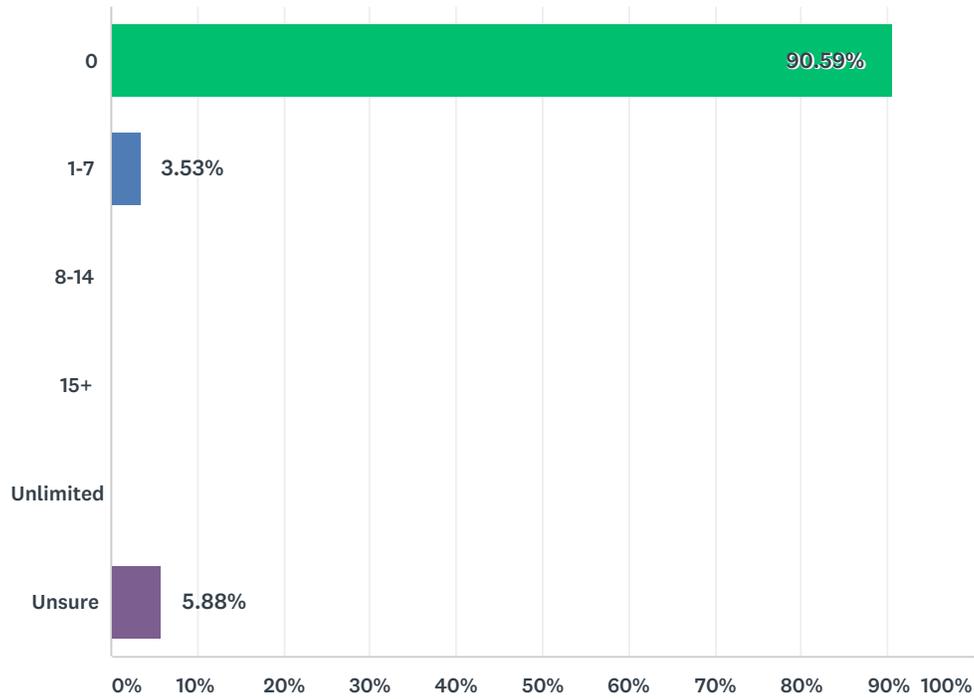
ANSWER CHOICES	RESPONSES	
0	61.86%	60
1-7	22.68%	22
8-14	5.15%	5
15+	1.03%	1
Unlimited	1.03%	1
Unsure	8.25%	8
<b>TOTAL</b>		<b>97</b>

### Q13 Does your company currently offer paid sick leave to seasonal



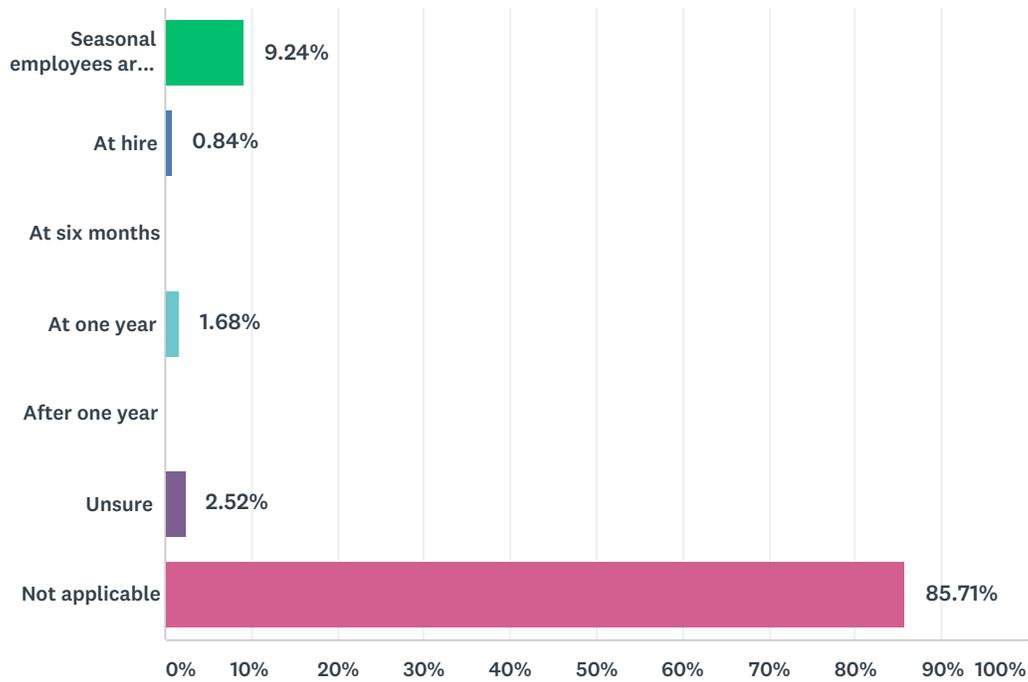
ANSWER CHOICES	RESPONSES	
Yes	1.61%	2
No	91.94%	114
Unsure	6.45%	8
TOTAL		124

### Q14 If so, how many days are offered?



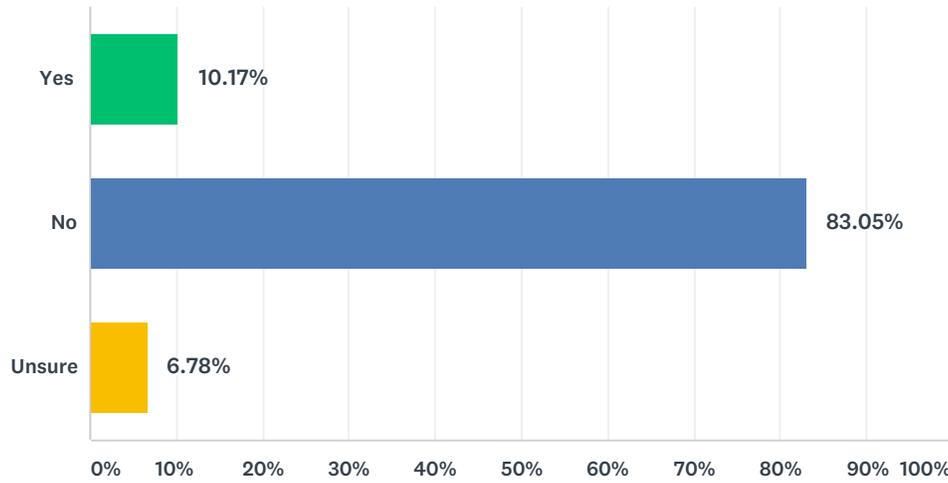
ANSWER CHOICES	RESPONSES	
0	90.59%	77
1-7	3.53%	3
8-14	0.00%	0
15+	0.00%	0
Unlimited	0.00%	0
Unsure	5.88%	5
<b>TOTAL</b>		<b>85</b>

### Q15 How quickly does paid sick leave begin to accrue for season



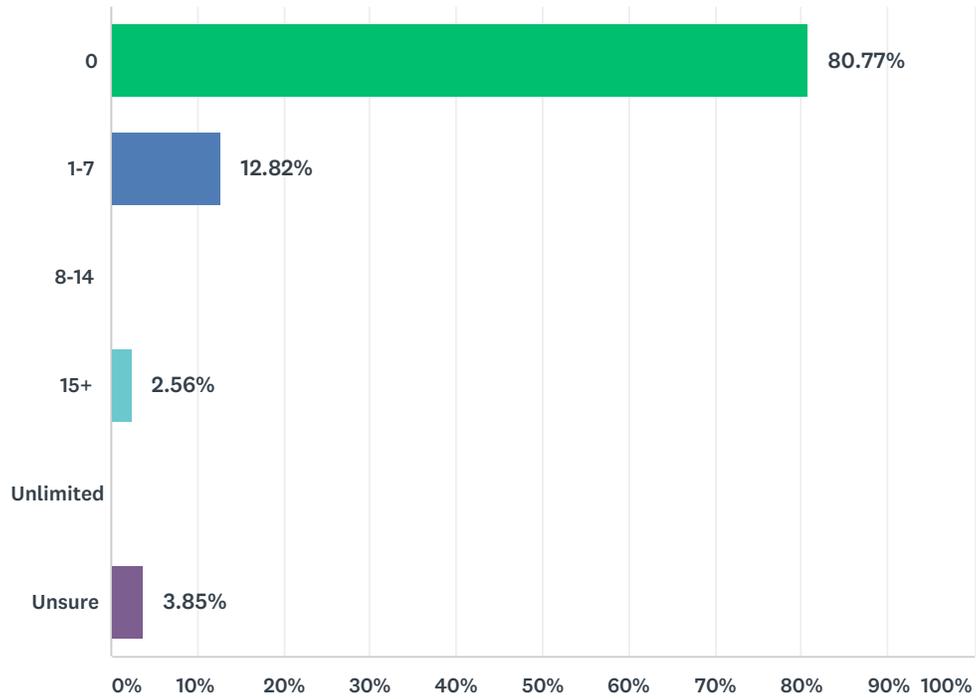
ANSWER CHOICES	RESPONSES	
Seasonal employees are not offered paid time off	9.24%	11
At hire	0.84%	1
At six months	0.00%	0
At one year	1.68%	2
After one year	0.00%	0
Unsure	2.52%	3
Not applicable	85.71%	102
<b>TOTAL</b>		<b>119</b>

### Q16 Does your organization offer paid sick leave to tipped employees?



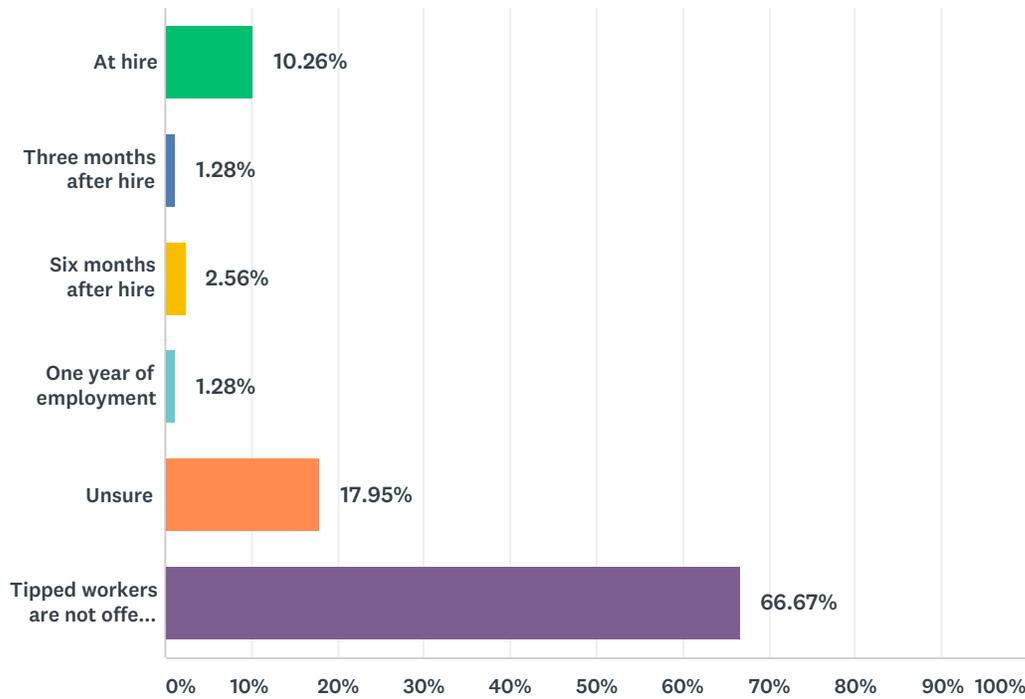
ANSWER CHOICES	RESPONSES	
Yes	10.17%	12
No	83.05%	98
Unsure	6.78%	8
TOTAL		118

### Q17 If so, how many days are offered?



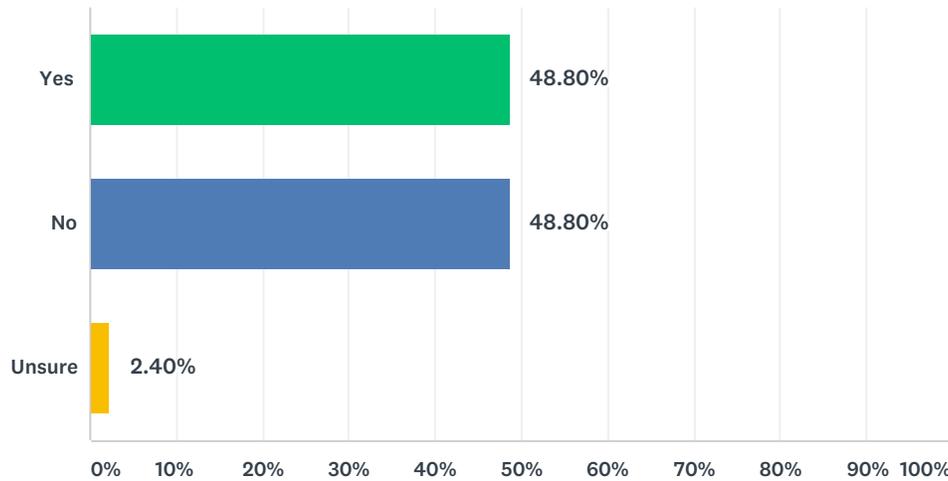
ANSWER CHOICES	RESPONSES	
0	80.77%	63
1-7	12.82%	10
8-14	0.00%	0
15+	2.56%	2
Unlimited	0.00%	0
Unsure	3.85%	3
<b>TOTAL</b>		<b>78</b>

### Q18 If yes, please specify how quickly tipped employees accrue paid sick



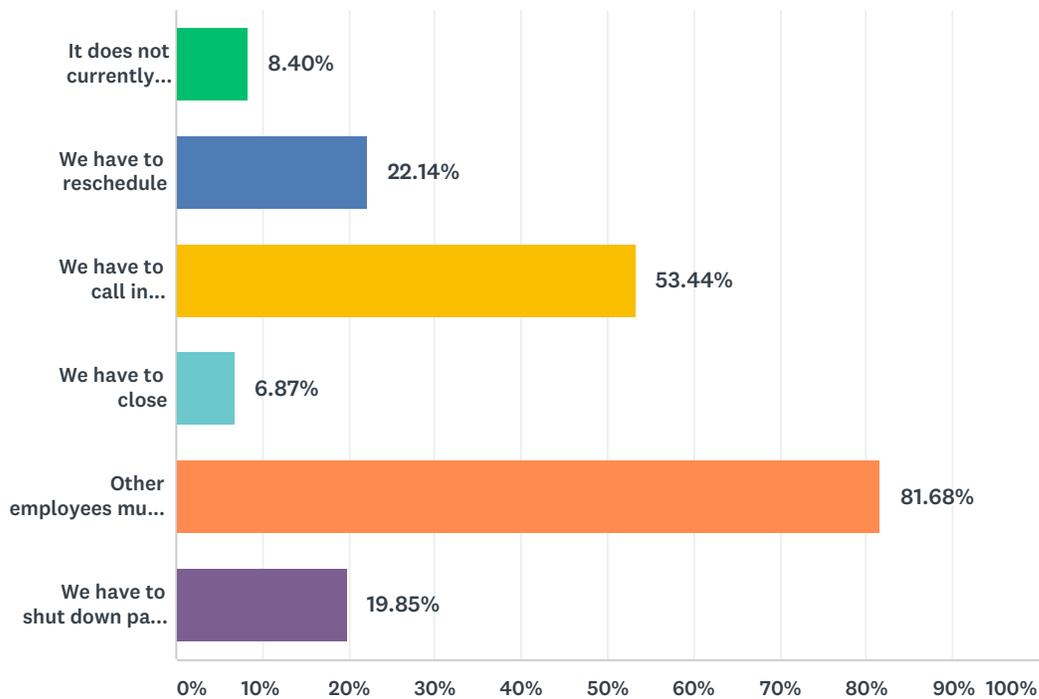
ANSWER CHOICES	RESPONSES	
At hire	10.26%	8
Three months after hire	1.28%	1
Six months after hire	2.56%	2
One year of employment	1.28%	1
Unsure	17.95%	14
Tipped workers are not offered paid time off	66.67%	52
<b>TOTAL</b>		<b>78</b>

**Q19 The Portland proposal would allow employees to take this leave if a spouse, sibling, stepchild, foster child, grandparent, in-laws, etc. took ill. Does your current policy include this provision?**



ANSWER CHOICES	RESPONSES	
Yes	48.80%	61
No	48.80%	61
Unsure	2.40%	3
TOTAL		125

## Q20 How does your business handle the situation when an employee calls out sick? Select all that apply



ANSWER CHOICES	RESPONSES	
It does not currently affect my organization	8.40%	11
We have to reschedule	22.14%	29
We have to call in replacements	53.44%	70
We have to close	6.87%	9
Other employees must pick up more work	81.68%	107
We have to shut down parts of the business	19.85%	26
Total Respondents: 131		

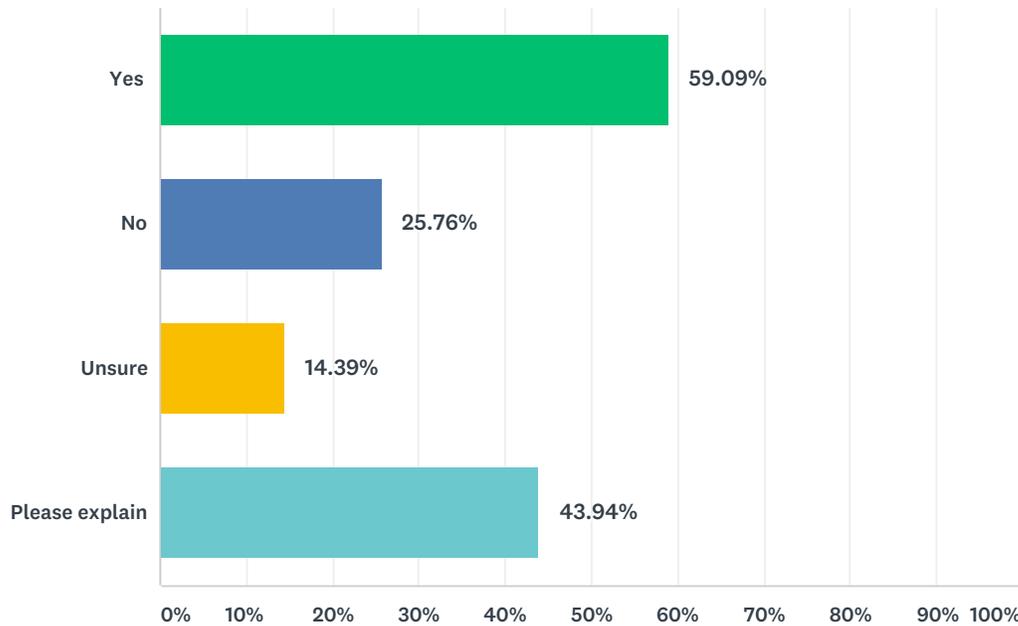
#	OTHER (PLEASE SPECIFY)	DATE
1	We run shorthanded	5/21/2018 10:52 AM
2	varies by department	5/18/2018 2:12 PM
3	Sometimes we close	5/9/2018 1:35 PM
4	Employee can choose to make up time another day	5/5/2018 11:12 AM
5	It can impact our level of service to our customers and negatively impact the team members.	4/24/2018 4:38 PM
6	There was no room above, but we do not have seasonal or "tipped" personal, so those questions are not applicable	4/23/2018 5:29 PM
7	We can't produce what is expected of us and it affects sales negatively, as well as our customer's perception of us.	4/21/2018 9:51 AM

## Gauging Business Owner & Employee Paid Sick Leave Policies

SurveyMonkey

8	Either other employees cover, or the owner covers the missed shift.	4/21/2018 9:25 AM
9	Employees are assigned clients, so the client is not able to reach them.	4/20/2018 3:41 PM
10	must pay overtime or have to go understaffed	4/20/2018 3:18 PM
11	In addition, we have to reschedule spa clients & give them a free make up appointment in the spa as an apology for the inconvenience.	4/20/2018 2:47 PM
12	We have to pay overtime	4/20/2018 1:15 PM
13	All depends on what part of the organization the employee works in	4/20/2018 1:06 PM

### Q21 Should this ordinance pass, would you contemplate any changes to your business - either in terms of operations, staffing, location, etc?



ANSWER CHOICES	RESPONSES	
Yes	59.09%	78
No	25.76%	34
Unsure	14.39%	19
Please explain	43.94%	58
Total Respondents: 132		

#	PLEASE EXPLAIN	DATE
1	I will have to seriously consider whether Portland will continue to be a viable and productive place to operate my business. The potential cost and liability exposure of this ordinance will grossly inhibit my confidence in the ability to safely grow here. I will not be able to introduce the benefits plans I am currently developing which includes health care and paid personal time, as well as some smaller perks. All of that revenue will be consumed by the financial and legal liability this ordinance creates. But not only will the costs to my labor bill increase by a considerable percentage, my faith in the city's commitment to me and independent shop owners will diminish considerably, if remain at all. In other words, what next? At some point the feeling of a constant threat from the city of yet another liability is enough to make the struggle to success a losing proposition here. While I would have to consider relocation for the long term, for the short term I will have to contemplate a number of severe "survival" measures to offset the unknowns of these new costs and exposures. These could include any combination of the following - reduced shop and work hours, introduction of automation and mechanization, a moratorium on hiring, production, and growth, shelving all benefits plans. These are not actions I want to think about OR take, but this ordinance will immediately increase my financial and legal vulnerabilities exponentially for literally every hour I grow and I feel I would have no choice.	5/21/2018 10:52 AM
2	This ordinance needs to pass. It would be an embarrassing shame if it didn't.	5/18/2018 5:29 PM

## Gauging Business Owner &amp; Employee Paid Sick Leave Policies

SurveyMonkey

3	Our policy now is 3 sick days paid with No carryover and My employee are very happy with that. 6 Days with carryover is Absolutely Ludicrous.....	5/18/2018 3:59 PM
4	We will most likely to let go some people go or cut hours	5/18/2018 2:33 PM
5	Less employees. More hours for our management team.	5/18/2018 2:19 PM
6	we would need someone to administer this program. We are a staffing firm with temporary employees. This would be a large burden/cost to my business	5/18/2018 2:11 PM
7	Immediately move our office out of the city of Portland	5/7/2018 12:29 PM
8	Unlikely to hire more employees or would limit hours employees work to minimize paid sick time accrual.	5/5/2018 11:12 AM
9	We would have to dramatically cut staff. We run on very thin margins and simply can not afford to offer all of our employees paid time off.	5/4/2018 7:07 PM
10	As a small business it is difficult to take time off for myself, let alone employees. Mostly we are independent contractors. Would prefer not to relocate.	5/4/2018 9:51 AM
11	I think this is an unwise, unnecessary, and burdensome layer of bureaucracy. Let the State handle this.	5/3/2018 4:26 PM
12	We would contemplate limiting our Portland exposure.	5/3/2018 11:51 AM
13	Get out of Portland!!	5/3/2018 11:13 AM
14	We have a very generous sick leave program, and I appreciate the need for sick time for employees and protecting employees. That being said, the current rules might get me to actually tighten my own rules or might be the tipping point for moving out of Portland.	5/3/2018 11:00 AM
15	My Full Time Staff would lose PTO and have 6 days replaced with these days - and they are not pleased with this negative effect.	5/3/2018 10:56 AM
16	Would have to reduce other benefits in order to pay for the cost of this benefit.	5/3/2018 10:37 AM
17	We would consider ultimately closing our Portland location in the future	5/3/2018 10:32 AM
18	Now when someone call out the trade shifts with another employee	5/3/2018 10:30 AM
19	It's becoming more and more expensive to do business and Maine and we have been considering selling everything up there for some time due to cost.	5/3/2018 10:26 AM
20	Cut back in staff due to huge increase in payroll	5/3/2018 10:15 AM
21	Some people may be getting less hours.	4/24/2018 2:22 PM
22	If this ordinance passes we would need to accommodate the cost by reducing the current benefits we offer such as Health Care, retirement, etc.	4/24/2018 12:21 PM
23	Would have to hire candidates with complete open availability and no restrictions on days they can work	4/24/2018 10:55 AM
24	Profit Margins are already thin. Added expense for no value added payroll dollars, and effort / expense to track PTO for parttime and seasonal will hurt the bottom line.	4/24/2018 10:01 AM
25	We would have to. PTO time would be reduced in total to account for the 6 "mandatory" days, that I'm now required by law to maintain. Employees would lose flexibility and would be charged for time that otherwise they are currently not (for instance, a 2 hour trip for doctor appointment currently just worked around would result in sick time taken).	4/23/2018 5:29 PM
26	It would cost us a thousands of dollars (and time) more. We would have to reduce pay, staff, benefits, or other aspects of our business.	4/23/2018 11:59 AM
27	Changes to the vacation policy would occur.	4/23/2018 8:29 AM
28	We will need to determine how we will be able to afford this and, logistically plan for this. It may impact wages (needing to lower them), fees (higher fees that families will need to pay for things like child care), and other benefits we offer in order to cover our costs (reduction of health benefits or other in order fund the additional expense). We are a non profit and don't have a surplus to use to cover this additional cost.	4/22/2018 1:54 PM
29	Would need to raise prices, and hire more people to be able to cover all the time off, which would mean less hours available for everyone on a weekly basis.	4/21/2018 4:08 PM

30	If paid sick leave is mandated with no wait time for employees, it would make day-to-day operations unpredictable and unstable. This would also open the possibility of paid sick leave being abused by employees. This would lead to less stability in employee schedules, which affects staff morale as a whole.	4/21/2018 2:46 PM
31	I would have to re-consider operating in Portland. Between call-outs, not being able to find coverage, and ultimately not being able to accommodate demand for sales, I will not have the revenue needed to pay my bills and sustain my business. We will eventually close within 18 months, if the decision isn't made sooner to leave.	4/21/2018 9:51 AM
32	This is a very cumbersome ordinance and it would make my business even harder to run than it is now! Not sure if I could handle the accounting necessary or the cost of paying people to take off for every possible reason.	4/21/2018 9:25 AM
33	Yes move out of Portland, The Dictator Run City!	4/21/2018 9:09 AM
34	I think it could make it impossible to continue doing business in Portland. It is truly insane.	4/21/2018 1:13 AM
35	Move out of Portland.	4/20/2018 7:23 PM
36	Would require some thought and planning—not necessarily a bad thing	4/20/2018 7:08 PM
37	May limit part timers. May consolidate to locations outside of Portland	4/20/2018 4:44 PM
38	We would seriously consider the number of full-time vs. part time employees we employ.	4/20/2018 3:58 PM
39	We would quickly raise prices which will impact both local and out of state patrons. We would have to continuously overschedule employees to ensure coverage particularly during the tourist season. We would probably limit the amount of seasonal workers we have (not hire college students or high school students) etc	4/20/2018 3:55 PM
40	We have PTO which is a bank of hours to use for whatever the employee wants to use it for. Since our employees don't use a lot of sick leave, they have a lot more time for personal leave. They choose. If we had to give XX amount of sick time, I would have to do away with a PTO bank and my employees would lose flexibility with their time and potentially vacation time.	4/20/2018 3:41 PM
41	No, but we offer PTO for full-timers, not part-timers. We recognized that mandatory PTO for part-timers would be an increased cost for some businesses. We also wonder if our combined vacation and sick time would be impacted and we'd need to break them up.	4/20/2018 3:31 PM
42	The city should dictate wages and sick pay only if they are writing the check!	4/20/2018 3:24 PM
43	Cut back hours to save money	4/20/2018 3:11 PM
44	Absolutely. Drastic changes would be necessary - staffing, pay, benefits and commissions, etc. Please see my comments in #24.	4/20/2018 2:47 PM
45	I would need to go back and change my entire employee handbook . Our employees currently use accrued vacation time and personal days for these type of situations .	4/20/2018 2:46 PM
46	location	4/20/2018 2:39 PM
47	We are a small office so we try to help each other out when illness etc arises. Employees are not easily substituted by outside workers. If ordinance put in place it would be more restrictive than what is currently used.	4/20/2018 2:38 PM
48	We would likely reduce the time off currently offered in our PTO/Vacation policy with the addition of this ordinance, so it would effectively change nothing for the employee, just add the administrative cost of tracking accrual time due to this overly burdensome, disastrous proposal.	4/20/2018 2:36 PM
49	We will strongly consider relocating outside of the City of Portland at the conclusion of our lease term if not sooner.	4/20/2018 1:42 PM
50	We already offer more than the minimum accrual under our Paid Time Off policy, which includes the ability to use the PTO for sick time.	4/20/2018 1:34 PM
51	How does this impact employers who have a PTO policy? Would they have to have a PTO policy and a separate sick policy or is the PTO policy sufficient so long as they are earning more than enough time to cover the sick portion?	4/20/2018 1:34 PM
52	Would consider moving out of Portland.	4/20/2018 1:29 PM
53	Leaving the city	4/20/2018 1:28 PM

## Gauging Business Owner & Employee Paid Sick Leave Policies

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54	Quitting Portland!!	4/20/2018 1:21 PM
55	We would eliminate part time and seasonal positions. Maybe reduce hours of operation if necessary. Reduce the number of people we employ	4/20/2018 1:15 PM
56	A small business like ours cannot afford to offer paid sick leave. Employees are more than welcome to use their vacation time if they are ill. We feel it is more important to offer our employees a 401K with 3% guaranteed vested company match, health and dental insurance, and vacation time. Should this pass, our business will look at reducing other benefits to absorb the cost.	4/20/2018 1:12 PM
57	If this ordinance passes and I hire employees, I would strong consider moving my business outside of Portland and hope the new community does not adopt the same ordinance.	4/20/2018 1:08 PM
58	Portland is putting these requirements on all businesses -- small businesses can't compete with the scale of larger organizations, so we're killing local ownership	4/20/2018 1:06 PM

## Q22 What are the estimated costs this ordinance would have on your business per year, including the cost of compliance?

#	RESPONSES	DATE
1	We have 50 part time employees that would be eligible and this would be an incredible financial burden. As a not for profit we would have to decide on cutting back on staffing to accomodate the benefit.	5/22/2018 12:19 PM
2	To reach as fair an estimate as possible of this cost, I averaged the hourly pay and total number of hours worked. We run a lean crew, meaning enough people to do the work and enough hours of work for all to earn the expected wages they hired on for. That means when someone calls out, someone else works overtime, either because they come in on a day off or they work a longer day. So, overtime is factored into the cost as well. Current, cumulative sick time liability low end is \$13,500 (\$5,400 sick pay plus \$8,100 overtime). High end is \$19,440 (\$7,776 sick pay plus \$11,664 overtime). This is based on the current number of employees on my payroll and equals a full 10% of 2017's payroll cost. It also assumes no legal costs from a complaint, costs of which are simply unknown.	5/21/2018 10:52 AM
3	\$40,000	5/20/2018 5:18 PM
4	Over \$1000	5/19/2018 11:32 AM
5	No idea	5/18/2018 5:29 PM
6	\$ 75,000 per year which is crazy!!!!!!!	5/18/2018 3:59 PM
7	Nothing.	5/18/2018 3:41 PM
8	Unknown	5/18/2018 3:07 PM
9	7k/ year	5/18/2018 2:33 PM
10	\$0. I believe all employers should offer sick leave to their employees, both to prevent employees from coming in to work and possibly making other employees sick, and because they are likely to be less effective working when ill. I also believe that it helps employees feel respected and valued and creates loyalty to the employer and reduces turnover. I have worked in larger organizations where I created generous sick leave policies and they were a valued benefit, but it would be only the exceptional employee that might abuse it. My organization is new and as yet, I am the sole employee, but I have already set up personnel policies so that when I take on additional employees they will have paid sick leave available to them.	5/18/2018 2:19 PM
11	I'm guessing 1000's. Too early to tell.	5/18/2018 2:19 PM
12	hard to tell, the only part that would cost more would be extending to family members outside the Maine Family Care Act for longer periods of time. Rough estimate is under \$5,000	5/18/2018 2:12 PM
13	\$30,000	5/18/2018 2:11 PM
14	None	5/18/2018 2:07 PM
15	It depends on how many employees called in sick.....	5/9/2018 1:35 PM
16	unknown	5/8/2018 9:29 AM
17	unsure, but we would not hire any seasonal or part time staff.	5/7/2018 12:29 PM
18	\$1000- \$2000/ year to hire a "substitute" temp for the 6 days that a temp employee was out on sick leave.	5/7/2018 8:45 AM
19	We estimate an additional \$20,000 to \$30,000 in pay if the waiting period of 6 months is eliminated	5/6/2018 7:52 PM
20	Approximately \$4,000-\$5,000.	5/5/2018 11:12 AM
21	15,649.56 annually (this number does not account for our busy summer season when we employee up to 5-8 more employees)	5/4/2018 7:07 PM



## Gauging Business Owner &amp; Employee Paid Sick Leave Policies

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52	\$20,160.00	4/23/2018 11:59 AM
53	No estimated changes	4/23/2018 8:34 AM
54	Unsure, but would definitely effect business operations.	4/23/2018 8:29 AM
55	Approximately \$300,000 - \$400,000	4/22/2018 1:54 PM
56	\$7200 +	4/21/2018 7:23 PM
57	100K	4/21/2018 4:08 PM
58	\$20,000 - \$40,000	4/21/2018 2:46 PM
59	FT employees using PTO: 6720 PT employees using PTO: 2688 Paying OT to cover callouts for FT staff: 10,080 Paying OT to cover callouts for PT staff: 4032 Costs of payroll manager having to keep track of each employee's hours and determine when they are eligible for payout, how much, etc: 832 Costs of bookeeping to account for the additional payroll expenses and allocation: 1040 Insurance premium. Insurance is based on the number of hours paid by employer each quarter. With more hours being paid out, the cost of insurance rises: 4,000 Loss of revenue due to schedule changes, inconsistency and bad production: 15% of annual sales. For a business that does about \$2k per day, this equals: 120,000 Time management must spend covering shifts because employees cannot be held responsible for covering their own shifts: 832 TOTAL ANNUAL COST: over \$140,000	4/21/2018 9:51 AM
60	Not sure yet, but it would be significant. We are a small, family owned business and this would require us to hire someone just to keep track of people's hours as well as having to literally pay people who are not working.	4/21/2018 9:25 AM
61	TOO MUCH TO WANT TO THINK ABOUT!	4/21/2018 9:09 AM
62	Far, far more than our already razor thin margins	4/21/2018 1:13 AM
63	\$1000+	4/20/2018 8:46 PM
64	None	4/20/2018 8:32 PM
65	15000	4/20/2018 8:05 PM
66	\$24,000.	4/20/2018 7:23 PM
67	\$5000	4/20/2018 7:08 PM
68	No additional cost.	4/20/2018 5:53 PM
69	\$10,000	4/20/2018 4:55 PM
70	\$10 K	4/20/2018 4:44 PM
71	2500.00	4/20/2018 4:41 PM
72	\$8000 possibly more	4/20/2018 4:19 PM
73	\$10,000-\$50,000. We can't have one policy in Portland and one for our other 2 locations (Lewiston and Bangor). As a result, this could have significant financial impact.	4/20/2018 3:58 PM
74	It is difficult to answer because we don't know how increasing prices to pay for this ordinance will impact our business - I don't imagine increasing prices will attract more people. That said, with 30 employees (many part time and with other jobs) accruing paid time off for sick leave 25 would begin to get a benefit immediately which would cost probably \$15 an hour for kitchen staff on average so \$720 per year per employee for sick time which would cost about \$8000 per year. For tipped employees another \$5000. The margins in our business are razor thin so this is not insignificant and will require additional costs to outside payroll companies to implement and does not take into account potential overtime for employees made to cover, not being able to take reservations etc	4/20/2018 3:55 PM
75	1. Costs to our HR Consultant / Attorney to have our policy handbook reviewed (one-time) 2. Costs to our Payroll Company to have our PTO bank converted (one-time) 3. Costs to "track" carryover hours (annually) 4. Costs to update our HR posters (one-time) 5. Costs to track vacation and sick separate (ongoing) 6. Additional payroll costs since we don't pay interns or apprentices "sick" leave since they are temporary employees - we have anywhere from 2 to 4 per year.	4/20/2018 3:41 PM
76	Uncertain at this point. Certainly, there would be a cost.	4/20/2018 3:31 PM
77	note sure yet	4/20/2018 3:24 PM

## Gauging Business Owner &amp; Employee Paid Sick Leave Policies

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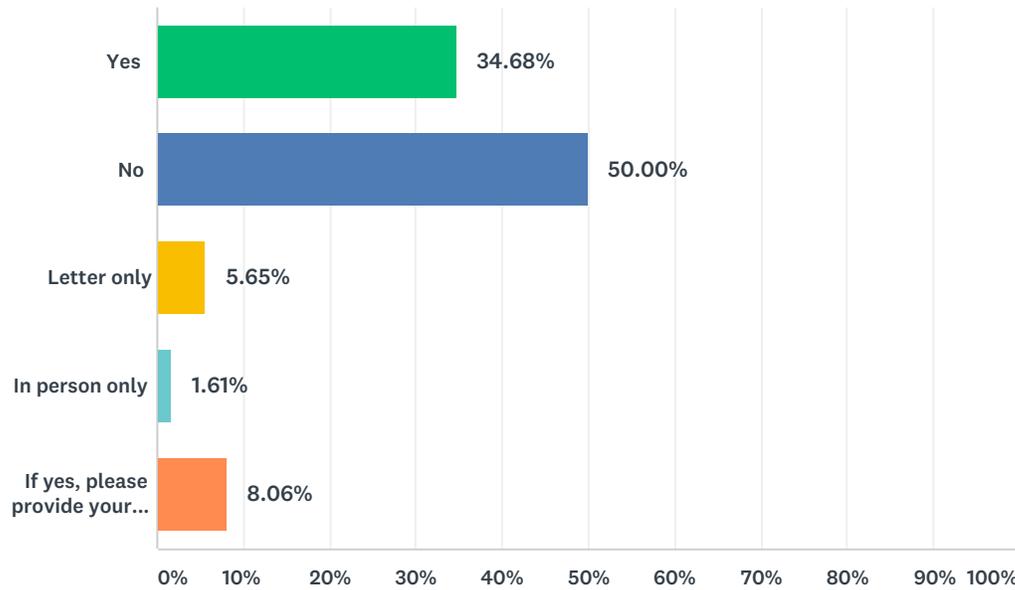
78	\$75000/year at least	4/20/2018 3:18 PM
79	\$4000	4/20/2018 3:11 PM
80	5000	4/20/2018 2:52 PM
81	\$5,000 to \$7,000 per month	4/20/2018 2:47 PM
82	Thousand of dollars that I do not currently pay	4/20/2018 2:46 PM
83	*\$9000 per employee in lost revenue and wages *estimating an additional \$3000 in bookkeeping fees to document compliance. *\$48,000 for the company	4/20/2018 2:39 PM
84	0	4/20/2018 2:38 PM
85	Impossible to estimate - it depends on how many employees are honest and how many use the time accrued for personal vacations/long weekends. I may have to hire another person just to track it, as my controller/HR already have enough on their plates. In that case, this will easily cost my business 6-figures.	4/20/2018 2:36 PM
86	Zero	4/20/2018 2:22 PM
87	too much	4/20/2018 1:59 PM
88	\$15,000	4/20/2018 1:56 PM
89	\$20-30K (estimate based on PT shifts/week, hours/week covered, times 52, /30, times \$20/hour)	4/20/2018 1:50 PM
90	None	4/20/2018 1:45 PM
91	\$400 for additional recordkeeping	4/20/2018 1:34 PM
92	Unsure as it depends upon answer to my question above.	4/20/2018 1:34 PM
93	The cost would include additional paid help to track the benefit and, potentially, the cost of rolled over days. This could potentially be a huge cost both in terms of money and additionally rescheduled help if an employee saves and uses, for example, 3 years' worth of sick paid leave. At a certain point, it is no longer paid sick leave, but short-term disability which would fall under federal law.	4/20/2018 1:33 PM
94	\$40,000 to \$50,000	4/20/2018 1:30 PM
95	Fifty thousand	4/20/2018 1:30 PM
96	\$32,000 + a year min. and possibly require hiring additional personal so this could go as high as \$100,000.00.	4/20/2018 1:29 PM
97	N A	4/20/2018 1:28 PM
98	Thousands	4/20/2018 1:22 PM
99	Too much for a small business in this terrible economy to shoulder! It's not consulted on and will only cost more jobs	4/20/2018 1:21 PM
100	0 - We're already offering six days of paid sick leave a year, pro-rated based on date of hire for year of hire.	4/20/2018 1:16 PM
101	Working on estimated costs now.	4/20/2018 1:15 PM
102	\$15k-20k	4/20/2018 1:15 PM
103	It would detrimental to our business. We have many employees that would abuse this policy and it would force us to run short staffed. Small businesses in the food industry are already struggling enough to find competent employees.	4/20/2018 1:12 PM
104	0\$	4/20/2018 1:10 PM
105	N/A at this time.	4/20/2018 1:08 PM
106	\$6,336/year	4/20/2018 1:08 PM
107	unsure	4/20/2018 1:06 PM
108	None directly since we already take care of our employees	4/20/2018 1:06 PM
109	Unknown	4/20/2018 1:04 PM

## Gauging Business Owner & Employee Paid Sick Leave Policies

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110	Thousands of \$\$\$	4/20/2018 1:03 PM
111	\$50,000 + per year	4/20/2018 1:01 PM
112	rough answer about \$30,000 more it seems from extra employee wages to cover store and shifts plus pay employee that is out and having to probably hire another person parttime to do calculations	4/20/2018 12:59 PM

### Q23 Would you be willing to share your thoughts either via letter or in person about this proposal to the Health and Human Services Committee or the City Council?



ANSWER CHOICES	RESPONSES	
Yes	34.68%	43
No	50.00%	62
Letter only	5.65%	7
In person only	1.61%	2
If yes, please provide your contact information	8.06%	10
<b>TOTAL</b>		<b>124</b>

## Q24 Do you have any other thoughts or comments you would like to share with the Committee?

#	RESPONSES	DATE
1	I believe paid sick time for full time employees with benefits is a must. I don't agree with paying part time staff a benefit since they are not eligible for other benefits at the organization.	5/22/2018 12:19 PM
2	I am strongly opposed to this ordinance for philosophical reasons that extend beyond the financial ones that I have touched on above. This ordinance handcuffs every business and more importantly, every working person in Portland. While the larger firms are potentially able to absorb some costs, they too will have to find ways to offset the rest. For smaller operations like mine and other startups, those costs have the very real potential of putting us out of business or inhibiting opportunities to reach our full potential. For all of us, large and small, the equalizers for these costs will have to come from any or all of the following - significant price increases, the reduction or elimination of existing benefits, reduced work time, moratoriums on hiring and growth. None of these benefit the working people of this city. While the potential intent of this ordinance may seem to be to benefit the working people of Portland, its Draconian heavy handedness does exactly the opposite; crushing chances for benefits which might be better suited to an individual work place and grossly inhibiting opportunities for employers and employees to negotiate, either individually or collectively. Lastly, this measure will cause serious damage to Portland's reputation as a place where the little guy has a real opportunity to start something amazing. We don't have to look far to see the successful results of those opportunities and what they've meant for both the City of Portland and its peoples' overall well being.	5/21/2018 10:52 AM
3	This is an end run on higher wages, paid leave. Depending on how it plays out this will cost between \$100 and \$300 per day used, depending on hourly rate. There is no incentive for Tipped employees, they would take a huge pay cut. Without a fair notice provision an employee can call out at the last minute leave the whole rest in a bind. Sometimes this is necessary because of a sudden illness, but under current conditions it still happens to often. And, lastly, it is poorly constructed. The hour earned for every 30 worked is poorly constructed. I don't think is is fair for employees to start earning on days on day one of the job. There is training first and you should have to get through that before you start earning time. Also, I would be much more in favor of 2 days for every 6 months worked. After a year and a half at the same job you get 6 days a year.	5/20/2018 5:18 PM
4	We have a work force issue that is weakening every year because Maine is cheap. We're at the bottom 10 for economic growth because Of reasons like this. We wonder why Maine's workforce is weak. We worry about the depleting population and zero economic progress.....in the same breath however, we're fighting tooth and nail to keep the minimum-wage low and unsurvivable and were mad as hell because of ab ordinance for paid sick leave. Interesting	5/18/2018 5:29 PM
5	I am telling you that the committee needs to more realistic on this matter 6 days with carryover that is WAY too much for the business to handle plus the min wage increase on top of that. 3 Days is a good compromise with No carryover or You will drive business out of this city.	5/18/2018 3:59 PM
6	no.	5/18/2018 3:41 PM
7	No	5/18/2018 3:07 PM
8	Mom and Pop store like my will be affected the most.	5/18/2018 2:33 PM
9	Not at this time.	5/18/2018 2:12 PM
10	this is another burden on small business in a state & city that is already demanding a lot from their small businesses.	5/18/2018 2:11 PM
11	No	5/18/2018 2:07 PM

12	<p>Hello, Thank you for taking the time to get this input. When our employees are sick they call in and we find a replacement for them. They generally trade shifts so no one has too few or too many hours. We all work together to try and keep the store open despite someone being sick. If this is not possible we close. We pride ourselves on being flexible in order to make any time off possible for our co-workers, not just sick time. I think this ordinance oversteps what the city's duties are. It leaves the businesses in a very precarious situation, especially during our extremely short tourist season. There don't appear to be any checks in place for the people that would take advantage of this open invitation to call in "sick" regardless of their actual health. The rollover of unused sick days doesn't make any sense at all to me. This is basically a proposition for paid vacation under the name of paid sick leave. We are a very small business and are happy to offer this to employees that are invested in the company, but we cannot afford to offer it to everyone we hire for part time. This proposition seems like a punishment for the businesses that have employees. It also seems to be the type of policy that should vary from business to business. Perhaps because we are such a small business I am unaware of the problems that are making this an issue that the city needs to take up. If there are businesses with disgruntled employees due to the company's policies shouldn't these employees approach their employers and come to an agreement that makes sense for everyone? Forcing a one size fits all policy on Portland's businesses certainly doesn't. Thanks for your time, Olive</p>	5/9/2018 1:35 PM
13	<p>There has yet to be a factual problem identified within the city. Burdening employers more then they already are is not good for business.</p>	5/8/2018 9:29 AM
14	<p>I believe a substantial number of businesses would move their address from Portland.</p>	5/7/2018 12:29 PM
15	<p>I think it would be wise to draft a reasonable alternate proposal based on what currently employers are doing-- like you start accruing on day 1 of you position, and accrue 1/2 day per month, up to the 6 days. You can use what you have accrued. So after 2 months, yes, an employee could take a paid day off. Which might be expensive. But not nearly as easy to abuse as written now. Or even if it's only for "regular" employees, rather than seasonal or temporary. Or even if it starts after 6 months or 1 year of continuous service or...? But I don't think that just saying "no" will help the Chamber in its long-term goals.</p>	5/7/2018 8:45 AM
16	<p>One size does not fit all with this ordinance. There should be a grace period before the employee is able to utilize the sick pay. New employees have to complete training and prove themselves before they are eligible for additional benefits like sick pay.</p>	5/6/2018 7:52 PM
17	<p>There should be an exception for small employers similar to the exemption under Maine's state family medical leave act, which does not apply to employers with 15 or fewer employees. There should only be a right to file a civil suit in large or egregious cases. The initial complaint could be filed with the City Manager's office which could either decide the case or determine it may go into litigation. Otherwise, it may create a perverse incentive for employees to file or threaten to file a lawsuit to induce settlement of a claim that lacks merits.</p>	5/5/2018 11:12 AM
18	<p>This could potentially bankrupt our business. I know there are other restaurants who feel the same. While we would love to be able to afford to pay all of our employees paid time off we simply can not.</p>	5/4/2018 7:07 PM
19	<p>no</p>	5/4/2018 12:41 PM
20	<p>Mandatory sick leave is appropriate for full-time hourly or salaried employees. I think it is a burdensome regulation for businesses that have tipped employees.</p>	5/4/2018 11:32 AM
21	<p>Please do not enact this legislation.</p>	5/3/2018 4:26 PM
22	<p>I would support this proposal so much more enthusiastically if it applied only to workers who regularly work more than either 25 or 30 hours a week and who are not tipped. To have this apply to a person who only works 4 hours a week for my business is just silly.</p>	5/3/2018 2:04 PM
23	<p>Definitely opposed to this ordinance.</p>	5/3/2018 12:57 PM
24	<p>I do not believe the City should dictate if a company should have paid sick time. It should be left up to the individual business to decide.</p>	5/3/2018 11:51 AM
25	<p>The idea that small business owners can just take on these costs and it wouldn't require a hike in prices, hurting our ability to do business against firms/companies outside of Portland is just ridiculous. I'm in a lucky place w/my company, but I could see other businesses choosing to move just outside of Portland to avoid this. If this were a statewide, or better yet, national plan, I'd be 100% behind it (although w/better language.)</p>	5/3/2018 11:00 AM
26	<p>I have submitted an email to the Committee.</p>	5/3/2018 10:56 AM

## Gauging Business Owner &amp; Employee Paid Sick Leave Policies

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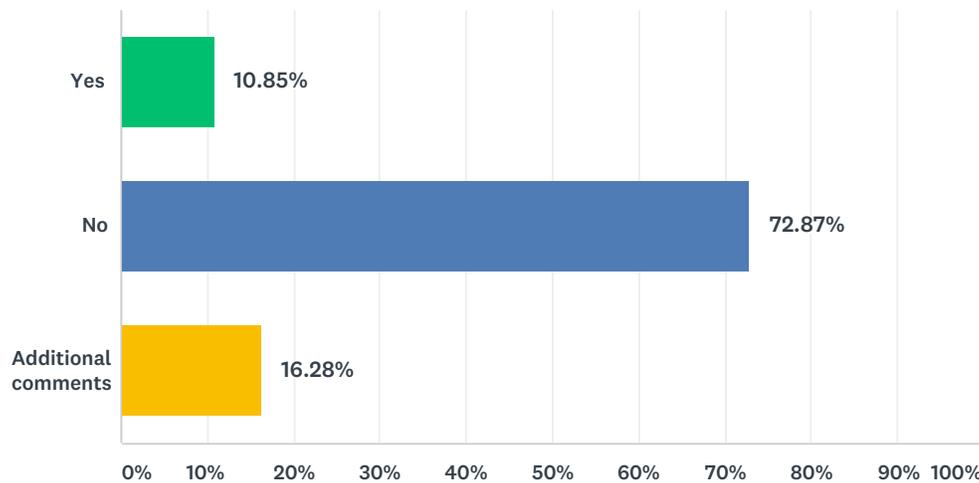
27	No	5/3/2018 10:55 AM
28	A majority of my employees are single and in their 20s. Many of the sick call-outs are for hangovers and/or late nights at concerts, etc. I am very concerned that this policy would be abused. Also we have a very small staff and we can't easily find substitutes which means that the other employees bear the burden of a call-out.	5/3/2018 10:39 AM
29	The proposal is overly broad. There should be a 90 day waiting period before using it. Not apply to Seasonal employees. Accrue 1 hour for 40 hours worked vs. 30. Carry over limited to 20 hours. If quit employment, accrual starts over.	5/3/2018 10:37 AM
30	City government should not be in the business of managing our HR department.	5/3/2018 10:35 AM
31	One city within a state where businesses have multiple locations would wreak havoc on bookkeeping and Human Resources. This needs to be done at the State level, it will put Portland at a disadvantage in the State.	5/3/2018 10:32 AM
32	Bad for restaurant business	5/3/2018 10:30 AM
33	The City Council makes it harder and harder to work in Portland	5/3/2018 10:19 AM
34	We have just seen an increase in minimum wage go from \$7.50 to \$10.90 (in July) in just 3 years. Although this is warranted, how on earth does the employer now finance, not only full time sick time, but also part time. Will put businesses out of business.	5/3/2018 10:15 AM
35	Sounds like a good proposal	4/24/2018 4:43 PM
36	We give our employees a bank of time called PTO time. This includes vacation, personal and sick leave all rolled up into one bank of time.	4/24/2018 11:46 AM
37	Compensation agreements should be between employer and employee. If government wants to help, can they sit with me while I'm reconciling the check book?	4/24/2018 10:01 AM
38	Answers reflect my program- others in the organization may also be affected. Human Resources for our organization is representing.	4/24/2018 9:57 AM
39	I will send a direct note to the Committee. I would be very happy to have the chance to speak with them - ten minutes of face to face time would be well worth our time.	4/23/2018 5:29 PM
40	No	4/23/2018 3:39 PM
41	paid maternity leave would be great (6 weeks at least)	4/23/2018 1:01 PM
42	N/A	4/23/2018 8:34 AM
43	I value the support for people to be able to take sick leave, but the financial impact of this could be debilitating to our non profit organization	4/22/2018 1:54 PM
44	Carry over of the paid 48 hours of sick time from one year into the next would be unsupportable by a small staff and business. Someone could be out 12 days in year 2 - much like losing an employee. And what if they did not return then? They would have been paid the benefit described as not allowed	4/21/2018 7:23 PM
45	Municipalities should not dictate business practices	4/21/2018 4:08 PM
46	Please allow a 6 month - 1 year wait period. Longer term employees should benefit and be given paid sick leave. Finding employees in Portland is difficult as is, creating instability for existing employees schedules will harm all small businesses.	4/21/2018 2:46 PM
47	Every day, I deal with things like: 8:50 am [text message] I am stressed out because of finals next week. I won't make it in for my 9 am shift today. 5:45 am [text message] I was sick last night, I'll be in when I can (for my 5 am shift that started 45 minutes ago). [in the middle of a shift] one of my boyfriends' parents are fighting, I really need to go be with him. [leaves shift, no coverage]. Now we're going to incentivize this kind of behavior?!	4/21/2018 9:51 AM
48	Please don't pass this.	4/21/2018 9:25 AM
49	A SPOILED OR ENTITLED CHILD NEVER TURNS OUT GOOD FOR THE COMMUNITY!	4/21/2018 9:09 AM
50	I can't believe the sheer stupidity of this proposal.	4/21/2018 1:13 AM

51	Over the last few years I have had a very hard time finding employees that do not use their part time positions as "at will". I feel that adding a paid sick leave option will only make it more difficult to schedule dependable staff. This will be used as vacation time - not sick time. And will be bad for small businesses with limited staff.	4/20/2018 8:46 PM
52	no	4/20/2018 8:32 PM
53	This bill would negatively impact the people it is trying to help.	4/20/2018 8:05 PM
54	Portland is not business friendly. There is no reason to stay in Portland and put up with their BS.	4/20/2018 7:23 PM
55	I think it's generally a good thing. Making every business have to take the costs into account would help with competitiveness.	4/20/2018 7:08 PM
56	Our business provides a crucial service to local homeowners and this ordinance would greatly hamper our ability to provide this service.	4/20/2018 4:55 PM
57	Already emailed council	4/20/2018 4:44 PM
58	Again, Portland should not be enacting it's own labor laws. Several businesses operate in multiple locations so the impact of this type of ordinance has a ripple effect that can significantly affect our entire business.	4/20/2018 3:58 PM
59	I think that this will significantly impact the restaurant industry very negatively and I assume other businesses with part time employees. In addition, the system of having this in Portland but not in South Portland or any other area of Maine is not fair to business owners and operators in Portland. In addition, the "honor" system that does not allow an employee to request a doctor's note is downright ridiculous.	4/20/2018 3:55 PM
60	Yes, everyone company is different, have different shifts, different types of work, etc. It there is a mandatory it should be a minimum, should not carry over and should be handled at the state level. This should not be a "city" ordinance. I'm already paying the new minimum wage of \$12 per hour ahead of the state.	4/20/2018 3:41 PM
61	Portland should not be passing an ordinance like this on their own. This is something that should be decided at the state level.	4/20/2018 3:31 PM
62	I feel employees would take sick days on days there are not sick. It could cripple a small business. The city should not get involved in the compliance of such a proposal if passed.	4/20/2018 3:24 PM
63	yes. This ordinance, as is, would be devastating for my small business. We would better be able to support something if we could 1. ask for a doctor's note. 2. have it start accruing after a signifigant waiting period. 3. not be offered to parti-time or seasonal 4. could differentiate between large companies and smaller businesses, like a 100 employee threshold. 5. tighten up the definition of what would constitute a sick day and how much notice they would need to give. Please keep in mind unemployment is at an all time low, therefore, to get coverage during the summer months when people call in sick is not just costly, but pretty much impossible.	4/20/2018 3:18 PM
64	The money does not just produce itself. Payroll costs would have to be reduced to cover these costs and prices raised	4/20/2018 3:11 PM
65	This ordinance would be financially catastrophic to this business under the current terms noted. We are currently very lenient with our staff relevant to family responsibilities and completely respect parental-child & family relation needs for time away. Our staff receives many benefits for their well-being and health - monthly spa treatments at no charge and family and friends discounts in all areas. Spa commissions, hourly pay, bonuses and teahouse spa perks would likely suffer as a result of the financial crippling affect. Our staff are arguably, the highest paid spa and teahouse employees in Portland (and probably in the State of Maine). Their pay and the automatic benefits of use of our facility at no charge on a monthly basis will all be compromised by the ordinance if confirmed and we will not have the ability to be active in our employees well-being. Not sure that the business will flourish under this ordinance with an estimated financial setback of at least \$5,000 per month. We don't have seasonal employees and some questions were not able to be answered according to the way the question was proposed. i.e., full time, part time, seasonal sick leave vs paid sick leave - everyone employed at this business is allowed lenient sick leave. We ask for a doctor's note after 2 days to be sure the employee is able to fulfill the job requirements without hurting themselves or spreading a germ to other staff members or customers.	4/20/2018 2:47 PM

66	I have done business in Portland for the last 27 years and we have 3 locations. Portland has now become my least profitable locations due to City of Portland minimum wage ( 3-5 % payroll increase ) , out of control taxes and higher utility costs . All that with alot more competition as well . I can't reduce the number of employees that I have or their hours because I need a certain amount to effectively run my business and service our guests . When you have tight margins to begin with and increase labor costs by 3-5% , their is little left on the bottom line. As it stands today , I plan to close 1 of my locations at the end of my lease and sell the other 2 locations as well . It has become too costly to do business in Portland and we have chosen to expand and grow outside of Portland as a result it. Shame on the City to ignore state laws and implement their own ordinances with mun wage and paid leave . You are not Seattle, LA, New York, Chicago . You are the biggest city in a poor state and taking advtange of the citizens and businesses in the City of Portland . It's become unaffordable to both live and do business .	4/20/2018 2:46 PM
67	The city has no business telling me how to run my company. I take very good care of my employees. I pay them well, provide health insurance, vacation, holiday pay and sick time.	4/20/2018 2:39 PM
68	Don't make this city any less attractive for businesses than it already is. Pass something more reasonable if this really is a big problem in the first place, which I question.	4/20/2018 2:36 PM
69	We offer Earned Time that includes time off for sick and vacation days. Could "sick time" be defined to allow for Earned Time, so that it's clear that employers who allow for earned time meet the regulations?	4/20/2018 2:29 PM
70	no	4/20/2018 1:59 PM
71	The majority of businesses are small businesses. There is family medical leave act and varied business benefits provided to employees and employers for the most part work to support their employees. If there is to be a change to how family medical leave act is handled, it should be handled at the state level and financed at the state level.	4/20/2018 1:58 PM
72	No	4/20/2018 1:56 PM
73	The policy broad brushes all scenarios similarly in an attempt to create a livable wage. This is a single sided perspective. - Our part time team members prefer part time, despite being offered full time benefits as an incentive. They want flexibility, variety in their schedule.	4/20/2018 1:50 PM
74	No	4/20/2018 1:45 PM
75	This law would put small businesses like mine at great risk, especially in the food industry. Culinary tourism has driven Portland's growth and development and this change, along with the minimum wage changes are threatening to ruin what is contributing to make Portland great. Look at the new restaurants that are opening and the fact that they have order counters and no servers....	4/20/2018 1:42 PM
76	We do not offer specific SICK LEAVE, but instead offer generic PAID TIME OFF that can be used for illness, personal days, vacation, etc. I answered "NO" to your sick leave questions but that does not mean that we don't offer any sort of accrued leave at all. I think this is a distinction. All of our employees receive accrued PTO starting with their first day at a rate of 80 hours over the course of one year. (0.04 hours per hour worked, which is the same rate for full or part time). This increases at subsequent years of employment. Something that I didn't read in the policy was how accruals are calculated. Our policy is that PTO is accrued "per hour worked" and does not include overtime. So, you don't accrue PTO when you are taking PTO. That maybe should be added if it's not already in there.	4/20/2018 1:34 PM
77	I understand the need for paid sick leave. The part of the proposal which concerns me the most is the allowable rollover for unused paid sick leave. Were employees to accrue paid sick leave year after year without end, could potentially be crippling to a business. I have never worked in a business or industry where benefits - vacation or sick leave - were allowed to accrue without limit. In addition, I would be opposed to extending this benefit to seasonal workers, many of whom are employed no more than 6-8 weeks for the "season" . It also seems to me, that this provision may be entirely unnecessary due to the low unemployment. Employer are already offering a number of high value benefits in order to attract employees. Paid sick leave is already becoming more common thanks to the competitive job market.	4/20/2018 1:33 PM
78	Just that it is another idea that makes it challenging to do business in Portland. If you treat employees right they will want to work for you and if you don't treat them right they won't. We've always taken that approach with great success. Having city government turn into a department of labor and regulating policies like this is going too far.	4/20/2018 1:30 PM

79	This proposal is going to drive up the cost of doing business in Portland and most definitely will be inflationary.	4/20/2018 1:30 PM
80	I am all for rising the min. wages but placing additional hiring demand aren't acceptable when I have to compete thru out the state of Maine.	4/20/2018 1:29 PM
81	This started with Srimling, who has signed the back of many a paycheck, but never the front. How many businesses left the city afyer the minimum wage increase , or had to cut down on hours of operation ? Another example of Portland being anti business	4/20/2018 1:28 PM
82	I do offer my hourly non tipped and my salaried employees vacation time. Tipped employees may take time off as they choose. If people choose to take a vacation day for a sick personal day they can choose to do so. This proposal is going to sink a lot of small businesses.	4/20/2018 1:22 PM
83	This will add an additional unbearable burden on a struggling economy in the old port with a financial burden by a mayor who's out of touch with what happening in his own city! This proposal will cost jobs and close even more businesses. It will drive other to relocate outside of Portland and detour future investment!	4/20/2018 1:21 PM
84	no	4/20/2018 1:16 PM
85	While paid sick time is good in theory, forcing policies upon small businesses who already try to do right by their employees make it even hard to remain operational and competitive. We want to be able to offer our employees benefits, however small businesses often cannot afford to offer everything. It should be up to the business as to what their benefits package entails.	4/20/2018 1:12 PM
86	I believe that it is important for the well-being of the employees (not just the sick ones) that people are afforded time to get well when they or a family member is sick. It prevents other staff from getting sick, and makes employees more productive at work. At a time of low unemployment, businesses should be looking at benefits such as paid sick time as a way to attract and retain employees.	4/20/2018 1:10 PM
87	While it's important that employers support employees, I believe this ordinance unfair tips the balance to favor employees and discourages business growth in Portland.	4/20/2018 1:08 PM
88	This is way to complicated of an ordinance and not necessary. With a tight labor market let the lousy employers lose employees and leave the good employers alone.	4/20/2018 1:06 PM
89	This would be very difficult for small employers to provide coverage	4/20/2018 1:06 PM
90	None	4/20/2018 1:04 PM
91	no	4/20/2018 1:03 PM

## Q25 Do you think there is a need for a mandatory paid sick leave ordinance in the City of Portland?



ANSWER CHOICES	RESPONSES	
Yes	10.85%	14
No	72.87%	94
Additional comments	16.28%	21
<b>TOTAL</b>		<b>129</b>

#	ADDITIONAL COMMENTS	DATE
1	I believe all employers should offer paid sick leave. As drafted this policy seems reasonable. If there are employers who simply won't offer paid sick leave without it, then I think nudging employers in this direction through an ordinance is appropriate. In 10 years, I expect most employers will look back and realize that adding paid sick leave was a net positive for them.	5/18/2018 2:19 PM
2	Paid sick leave is important to employees, but some businesses have a thin profit margin, so it is hard to make a judgment without more information.	5/18/2018 2:12 PM
3	There may be. But that has not yet been demonstrated.	5/7/2018 8:45 AM
4	For full-time (or nearly full-time), sure. Doesn't make sense for part-time or tipped workers in my opinion. One size doesn't fit all.	5/3/2018 2:04 PM
5	Only as part of a national movement.	5/3/2018 11:00 AM
6	Ethan should do this at the city level first and see how that works with his budget prior to mandating it for everyone else.	5/3/2018 10:15 AM
7	unsure about this	4/24/2018 11:46 AM
8	Paid sick leave should have a wait time. Business owners in Portland work long and hard to create sustainable business practices. Most business in the hospitality industry struggle to find employees. Lack of people to hire has little to do with unpaid sick leave. A paid sick leave ordinance with no wait time will cause small business to struggle more to have stable staff.	4/21/2018 2:46 PM
9	WE ARE NOT LIVING IN A DICTATOR STATE OR COUNTRY! STOP TELLING BUSINESS HOW TO RUN OUR LIFE WHEN THE CITY CAN'T RUN IT'S OWN BUSINESS CORRECTLY!	4/21/2018 9:09 AM
10	I love having a business in Portland - but you're making it impossible to actually STAY in business. Let us deal with the changes in the minimum wage hike - then tackle this issue.	4/20/2018 8:46 PM

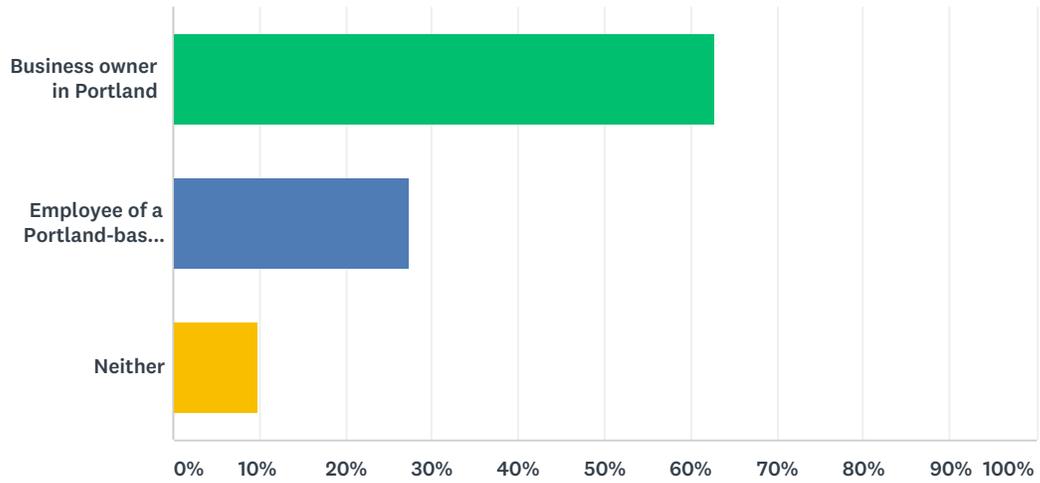
## Gauging Business Owner &amp; Employee Paid Sick Leave Policies

SurveyMonkey

11	This should be handled at the state level and a study done that includes the business associations.	4/20/2018 3:41 PM
12	cost the small business too much.	4/20/2018 3:24 PM
13	no! keep in mind only 1/3 of all portland residents work in portland-who is paying for this. is there an issue in portland?? it should be a state mandate not a city only mandate. why is portland beign targetted when it probably has some of the best PTO policies in the entire state... who will enforce it and how much will that cost the taxpayers.	4/20/2018 3:18 PM
14	I am 100% against it and also against a City to dictate the minimum wage . This should all be done at the state level.	4/20/2018 2:46 PM
15	There is a labor shortage in Portland. I don't know of a single employer who feels they can afford to lose an employee for any reason. Many of us are doing whatever we can to take care of staff so they stay with us.	4/20/2018 2:39 PM
16	Historically low unemployment rates have business owners doing whatever they can to retain good employees. This ordinance will mainly benefit unreliable or untested employees. At minimum, there should be a vesting period before the time can begin to be used. It should only apply to full-time employees.	4/20/2018 2:36 PM
17	I don't know to what extent it's a problem. However, I generally support ways that encourage employers to provide reasonable time off for certain circumstances.	4/20/2018 2:29 PM
18	Better for it to be done by the stare, so playing field is level.	4/20/2018 1:56 PM
19	I think this should be up to employers. Our job market is pretty tight here, and if people don't like the benefits that are receiving, it seems to me that they could find a new job. Benefits are a way that employers retain talent and maintain a productive workforce.	4/20/2018 1:34 PM
20	See above	4/20/2018 1:06 PM
21	Unknown, as we get them and the employer is very flexible unsure if there is a need/demand for it	4/20/2018 1:04 PM

### Q1 Which of the following best describes you?

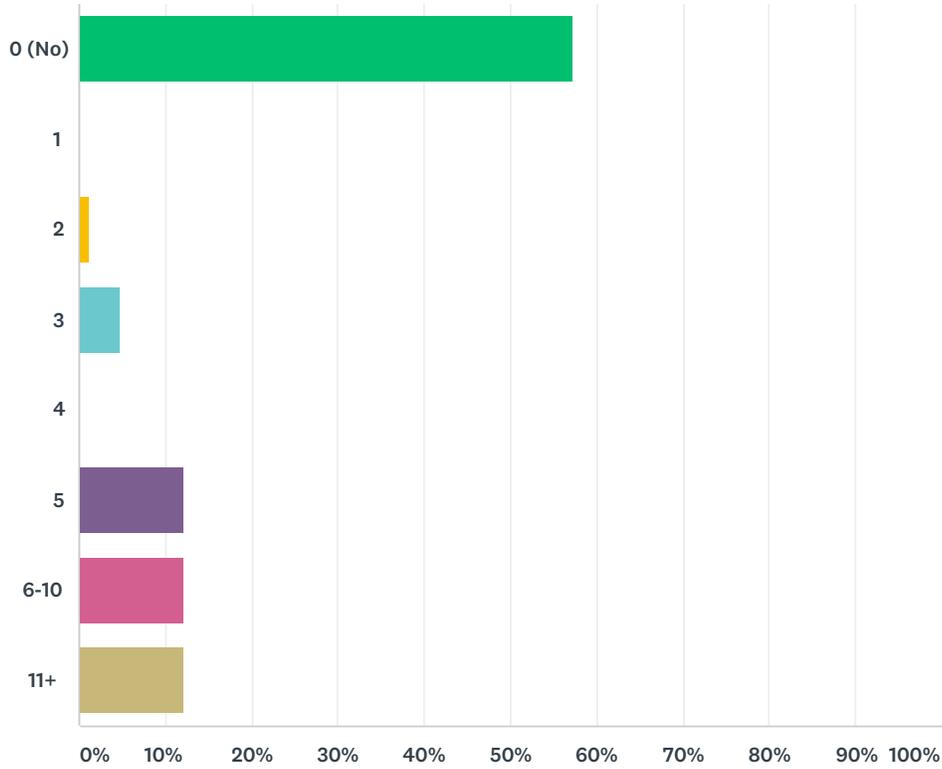
Answered: 102 Skipped: 0



ANSWER CHOICES	RESPONSES	
Business owner in Portland	62.75%	64
Employee of a Portland-based Business	27.45%	28
Neither	9.80%	10
TOTAL		102

## Q2 If you are an employer, do you provide Earned Paid Time off to your employees that they can use for sick time? If so, how many days?

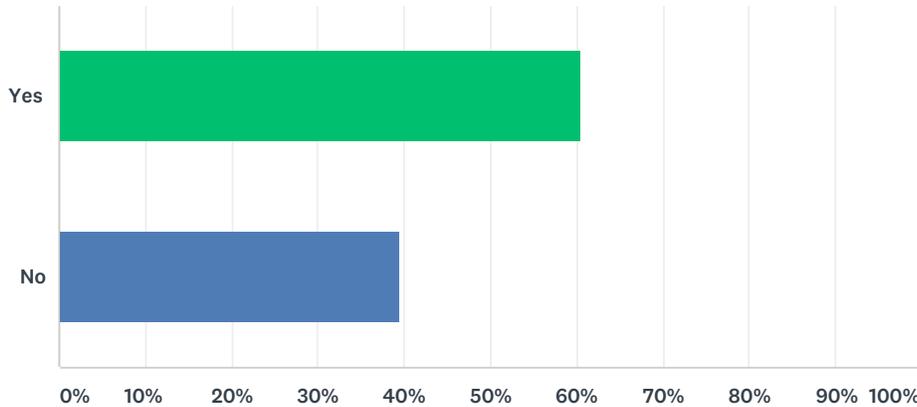
Answered: 82 Skipped: 20



ANSWER CHOICES	RESPONSES	
0 (No)	57.32%	47
1	0.00%	0
2	1.22%	1
3	4.88%	4
4	0.00%	0
5	12.20%	10
6-10	12.20%	10
11+	12.20%	10
<b>TOTAL</b>		<b>82</b>

### Q3 Do you think Portland employees not having earned sick time is a problem?

Answered: 101 Skipped: 1



ANSWER CHOICES	RESPONSES
Yes	60.40% 61
No	39.60% 40
TOTAL	101

#	IF YES, DO YOU THINK THIS ORDINANCE IS A GOOD ANSWER? IF THIS ORDINANCE IS NOT A GOOD ANSWER, WHAT WOULD YOU SUGGEST AS AN ALTERNATIVE?	DATE
1	NO. If the City feels so strongly, why is the City not providing this benefit to our employees rather than forcing its social agenda on the backs of the businesses that create jobs and help make this a vibrant community?	3/27/2018 12:20 PM
2	This may be a solution for some businesses but for ours which is a small retail shop with part-time employees it is not workable. In our case, if an employee is not feeling well or needs time off for personal reasons, there is no question about granting the time off and we'll re-arrange schedules to keep the shop open. Fortunately, in our case the part-time employees really like their job and the added income is a bonus but not something they depend on to make a living. If we were to implement this policy, it would amount to double the payroll expense on the day of the employees PTSD. Our business margins are small enough that this becomes one more mandate that eventually causes the business to become not feasible financially. Businesses must be profitable to stay afloat and increased expense mandates will drive out businesses. Employees have the option to seek employment conditions that are more favorable to them and this also gives businesses an opportunity to differentiate themselves from competitors by offering better employee benefits.	3/15/2018 10:14 AM
3	I need further details about the ordinance, but I do support the idea.	2/26/2018 7:42 PM
4	This required some thought. Ultimately I value the single employee my business has greatly but do not currently offer paid sick time. I think the proposed ordinance seems fair to both employer & employee. The difficulty for a business as small as mine is cash flow to pay an employee who isn't here producing or simply cash flow in general. If my employee needed to take all the accrued sick time at once that could pose an issue on some weeks. In the end though I strive to do the best I can for anyone that does or has ever worked for our business and as a business owner I think I can manage to work with this ordinance.	2/19/2018 2:25 PM
5	In my industry, everyone earns time off already	2/13/2018 9:44 PM

6	Not as proposed. Needs to have a sliding scale geared toward smaller business. We have a policy like the proposed and believe in offering sick time. I also understand the abuse that comes from having the policy and think it would harm small business. Those attempting to create policies need to understand better how business operates and the affect things like this have. They always assume there is little abuse with something like this and it's easy for business to adapt. In some cases a business will take something away from employees that they had before to offset the extra expense.	2/13/2018 5:42 PM
7	Whereas Portland's minimum wage already affords the most basic jobs a rich hourly rate, employees can structure their savings like the rest of us to provide for those times when time off is needed. They can live healthier lives replacing smoking, drinking and drugs with better alternatives taking personal responsibility for their well being. They can also spend time and effort to enrich their skills to be better positioned for higher wage, specialized skill jobs and better pay - some roles warranting health benefits as inducement for particular skill sets.	2/13/2018 1:07 PM
8	Yes, I think this ordinance is a very good solution for the problem. There will inevitably be some flaws that people will find, but no piece of legislation is ever perfect for every situation and every person. This is a very carefully crafted ordinance and it's the best shot we have at solving an urgent problem. I've thought about it a lot and studied the ordinance carefully, and I think that any sacrifice businesses have to make will be fair, reasonable and worth it.	2/13/2018 11:50 AM
9	I think this should be a Maine law, not local. Tough competing against Westbrook, South Portland,etc.	2/13/2018 11:08 AM
10	Benefits need to be earned. And all of us, are doing absolutely everything in our power to retain dependable employees. As a restaurant, we have been known to pay three weeks of sick time to an employee who has only worked for us for 6 months because he had demonstrated he was an outstanding, responsible cook. We do our absolute best to give people a chance. Often we take a high (very high) risk of hiring people with a history of addiction - alcohol, drugs, gambling - and most of the time that risk does not work out on our behalf. This ordinance, requiring us to begin offering benefits before an employee is even given time to demonstrate worth, is unfair - especially to our industry. The outcome will be that we will not be able to give unstable employees a second or third chance. Instead of penalizing us for hiring at-risk candidates, we would strongly prefer that the benefit is earned from day one, but that the employee is not vested enough to be able to use their earned benefit until they have worked for the establishment for a minimum of 90 days.	2/13/2018 11:02 AM
11	It depends on the exact wording and implementation. Have paid sick time is a necessity for low income workers and has demonstrated to be a benefit for employers in the long run in other countries where this has been a requirement for years	2/13/2018 10:32 AM
12	I would suggest EPST only be available to full time employees with health insurance.	2/13/2018 9:11 AM
13	This is a fair ordinance that will, in my opinion, create a better work place.	2/13/2018 8:59 AM
14	yes	2/13/2018 8:55 AM
15	We provide generous earned time yet I still have staff who come to work sick since they do not want to "waste" their time off on a sick day.	2/13/2018 8:48 AM
16	Yes I support the ordinance.	1/26/2018 12:28 PM
17	Honestly, I am not familiar with the ordinance. I imagine it includes a requirement for business' to pay sick time. I feel that employees should not be penalized for taking sick time, but I don't feel that it is necessary to require business' to pay employees for time when they are not working. Earned, paid vacation time is a benefit at a job and can be used for sick time or leisure time. Requiring anything beyond that seems like an unnecessary strain on the already challenging task of running a small business.	1/18/2018 12:24 PM
18	Yes; However, it should not be provided for part time employees and I believe that 5 days or 40 hours is ample enough time for employees for paid sick or personal leave.	1/17/2018 1:52 PM
19	Yes the ordinance is a good answer.	1/16/2018 5:49 PM
20	Good employers will make every effort to accommodate the needs of a good employee. Especially in this labor market. This is trying to fix a NON-problem.	1/16/2018 3:26 PM
21	Good solution.	1/15/2018 6:33 PM
22	Yes, this is a good step to ensure all workers have earned paid sick time. One question, how is employee defined?	1/15/2018 12:46 PM

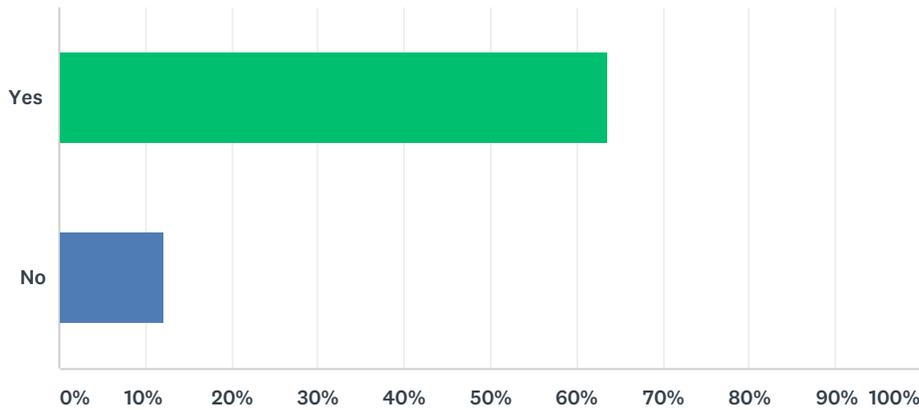
23	Earning PTO immediately upon hire is insane. I own a restaurant, and I frequently get abused by employees re: callouts without notice, especially from new employees. This ordinance says not only can they call out for being "sick" (hangover, beach day, boyfriend day), they don't have to give any notice - so they can call out for a 7 am shift at 6:50. THEN I have to scramble to find someone to cover them?! Good luck! This will make it impossible for me to run a business and make sure I have enough staff on to serve Portland the right way. It will ultimately result in me spending an extra 8-12k per year, and put me out of business. It should be my decision on a case by case basis to pay an employee for sick time or not. And they will have to earn that privilege, just as they would at any normal job after 90 days.	1/15/2018 10:36 AM
24	For small business this is a problem. We are light on staff to begin with and then having to pay sick time and find a replacement will drive us out of business. The issues is there aren't enough staff to go around. Fix this problem first, and then we can address sick time.	1/15/2018 10:33 AM
25	It is very difficult for a small business to manage when City regulations are different from State regulations. The City of Portland cannot keep enacting this type of legislation. It will drive small businesses out of the city.	1/15/2018 9:28 AM
26	Yes! I don't think we can rely on business owners to "do the right thing." Ordinances are necessary to ensure equality and fair labor practices.	1/14/2018 9:02 PM
27	Yes	1/14/2018 8:35 PM
28	As a business owner, I believe that having a reasonable number of sick days available to employees keeps everyone happy and healthy. However, this ordinance seems excessive - or any size business, but particularly for small businesses with less than 50 employees - in terms of the number of days proposed and the ability to carry over unused days. It is ripe for abuse which affects not only the effective running of a business, but the burden it causes to other employees who must pick up the shifts left open by call outs.	1/14/2018 2:34 PM
29	Each business has it's own way of dealing with this issue within the restraints of remaining competitive and profitable. In my business we provide our hourly workers with one hour of paid time off for every hour worked, regardless of full or part time status. For a full time employee that results in 12.5 paid 8 hour days off for every full year of service. This accrues forever and can be collected upon satisfactory separation. This is the only paid time off our hourly employees receive for holidays, vacations, and sick days. We encourage employees to save some days for sick time but it is entirely up to them how they manage the time accrued. Some of them take no vacations and save up all their time for years, so they are prepared for a prolonged illness or a long leave of absence, others take a paid day off as soon as they accrue 8 hours. Our employees appreciate the flexibility of this system, and as an employer I appreciate the flexibility to manage our employee benefits without another layer of regulation from the city. The city should absolutely not get into regulating this issue.	1/13/2018 4:16 PM
30	This is a nice idea that, if implemented, should be paid for by the government (and yes, I realize it needs to be paid for with taxes). Mandating expenses to businesses is not the best route.	1/13/2018 3:05 PM
31	This should not be a mandated solution, if a business is in the position to offer this, they should be encouraged and rewarded to do so with some form of incentive. My employees have a flexible schedule, if they can't come in to work, we shift things around so they are still getting their weekly hours. But many small business in portland are mom& pop shops - forcing our businesses to provide sick pay to all our employees will be an economic hardship to many of us. It most definitely does not create a business friendly environment.	1/13/2018 1:58 PM
32	They work less than 20 hours a week and don't take shifts when someone calls in sick. So their commitment to a business is minimal. Why should there be a benefit when it has been abused in the past?	1/13/2018 1:53 PM
33	i think that this ordinance is a good first step.	1/13/2018 10:50 AM
34	I would like to know who it is that isn't getting earned sick time. And by who, I mean which employers and which types of employers. Are these cleaning companies? restaurants? In this time of low unemployment, employers can use sick time and PTO off as incentives for employees to work for them, and employees can stay with them. When you mandate sick time, you take away something that I am offering my employees that they appreciate. Instead, its just taken for granted. Don't get me wrong, I think employees should get PTO and should be able to take a day off. I am just not yet convinced that the city mandating this is a good idea. And if it is, then it needs to be market wide (Cumberland County) not just the City of Portland.	1/13/2018 10:38 AM

35	I think anyone that works should earn sick time... part time or full. They all are working hard as a team together and based on how many hours you should accrue sick time	1/13/2018 10:05 AM
36	Yes, it is a good answer. It's a small amount for employers to pay that I think even small operations could afford it. I think better access to health care could help as well. Many of my co-workers don't have insurance.	1/13/2018 12:06 AM
37	Yes, I think that it is a good start. I would recommend researching the laws recently implemented in New York State regarding paid sick time. I would recommend a provision that requires employers to inform their employees that they are eligible for this benefit. To be honest, I have no idea whether or not my employer currently offers this benefit or not.	1/12/2018 7:20 PM
38	This ordinance should mandate sick time and stop at that. Having sick time carried over, specifying the terms and conditions for notice and documentation is overkill. See how the mandated sick time works and actually trust people. If a pattern of problems crops up, then revisit. If people want an ordinance that actually passes, it needs to focus on the most important issue and not get bogged down in secondary concerns that will likely generate more opposition.	1/12/2018 4:48 PM
39	Yes, I believe this ordinance is a good answer	1/12/2018 4:24 PM
40	Actually somewhere between yes and no. We're a small company, no full time employees, so when someone is sick can usually accommodate a schedule change. And they get paid for time worked, not for time off.	1/12/2018 4:14 PM
41	Not sure	1/12/2018 3:50 PM
42	6 days per year is too much!! Carrying over unused "sick" time to another year is wrong!!	1/12/2018 3:04 PM
43	I am not sure what a good answer is, but your ordinance will be cumbersome to implement, because we would have to keep track of how many sick days have accrued for each employee and how many they have used, etc. Right now, I give sick time as a benefit for my full-time employees, but if I am reading your ordinance correctly, this would accrue to all employees whenever they have reached 30 hours. I have some employees who work full-time and some who work as few as 4 hours a week. That is a nightmare in terms of tracking everyone at their own pace.	1/12/2018 2:39 PM
44	Employees should protect their health & that of their families. This is not the employer's responsibility. In my opinion people take too much "sick" time. Maternity/paternity leave should be honored.	1/12/2018 2:12 PM
45	Yes - this is a public health issue	1/12/2018 1:54 PM
46	i think it is unsafe for all. Not just for the customers but for the workers and the person themselves. any person should have the right to not worry about being ill.I think it should be mandatory to have sick days..	1/12/2018 1:35 PM
47	I'm a sole proprietor not an employer, but I myself have no paid sick time and I understand how harmful the lack of paid time off can be to both my health and my ability to do business/serve effectively. Furthermore, when employees are forced to work while sick it's harmful to their coworkers and the public because they are unnecessarily exposing everyone to viruses and other illnesses. People get sick, it's never a surprise, so we should plan for it and allow people to care for themselves and not fear losing their jobs or the income they count on just by taking a sick day.	1/12/2018 1:25 PM
48	I think this ordinance is a great answer. I work 30 hours/week. Earning a day of sick time after 8 weeks of work, sounds very reasonable to me.	1/12/2018 1:04 PM
49	It's a start. If it's passed, it will help pave the way for more nearly adequate alternatives.	1/12/2018 12:58 PM
50	I think this ordinance is a good answer. I'm proud to live in a city that is looking out for working families	1/12/2018 12:45 PM
51	I feel it is an excuse just to get a day off, if your sick that is one thing but earned time is ridiculous.	1/12/2018 12:36 PM
52	There has been no mention if this applies to FT or PT employees - very different. Yes, full-time employees should have PTO, which I provide to FT employees.	1/12/2018 12:10 PM
53	Yes	1/12/2018 12:08 PM
54	however it should be labeled PTO (paid time off) and It should NOT be governed by local ordinance-each employer should assess what could work for their company. The employee can decide if the policy of the company works for them.	1/12/2018 12:05 PM

55	-We offer 10 days of PTO (used for sick and vacation) during the first year of employment. -For those very small businesses that do not offer any sick time going from 0 mandated hours to 48 seems like a big jump at one time -As the job market tightens job seekers will look for employers that offer benefits -There will always be some businesses that will exploit employees, but an education program and workshops on how to implement better benefits and retain employees (with speakers in the same industry that talk about their successes) might be helpful. Also public awareness campaign for job seekers to ask questions before they accept jobs.	1/12/2018 12:04 PM
56	The City should cease mandating what businesses do in town. It's a competitive market for employees and as "employees at will" they can choose their work place based on perks like sick time/paid holidays/health insurance and the like. Businesses that provide will get better employees: it's that simple. Mandating what companies are required to provide: hurts small businesses and in the end will result in either higher costs within their establishments or them closing their doors.	1/12/2018 12:03 PM
57	I think not having separated SICK TIME from PTO is pretty asinine. If you're sick, you're sick. Even three days per year would help when you get the sniffles to not rob yourself of your other time off. Companies that offer PTO shouldn't be exempt from this.	1/12/2018 12:02 PM
58	We have 5 days a year - these do not role, but they are available at the beginning of the year. I think rolling them with a cap would make more sense..	1/12/2018 11:59 AM
59	Yes! I think the ordinance is great progress.	1/12/2018 11:50 AM
60	Yes	12/21/2017 12:32 PM
61	I think this ordinance is a good answer. A better ordinance is probably possible, but it's clear that our city government won't take action without being pushed. We need action on this now, and since the city won't do it we have to accept the best efforts of these advocacy groups.	10/3/2017 8:11 PM
62	But I don't have staff to fill in should someone call in sick. There simply isn't enough people who need or want to work.	10/3/2017 7:00 PM

### Q4 This ordinance requires that an employee notify their employer in almost all instances prior to their being able to use Paid Sick Time. Do you believe this requirement is reasonable?

Answered: 99 Skipped: 3



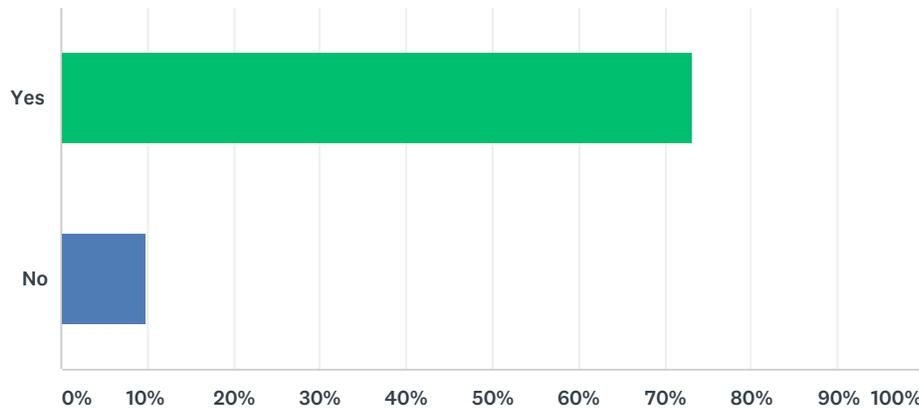
ANSWER CHOICES	RESPONSES
Yes	63.64% 63
No	12.12% 12
TOTAL	99

#	WHY OR WHY NOT?	DATE
1	Yes. Employees should need to notify in advance. But, if you are getting paid for work that you aren't doing, the requirement should be far greater than notifying in advance...for example a note from a nurse or doctor, explaining why the sickness is sufficient to keep someone from working. This isn't just a nice social agenda idea. This is serious business when an employee has a RIGHT to call in sick for true sickness reasons. If, this awful proposal goes into effect on top of one of the highest minimum wages in AMERICA, let's make sure it's used legitimately and not abused!!!	3/27/2018 12:20 PM
2	Holds employees accountable and builds trust.	2/26/2018 7:42 PM
3	The employer deserves the right to have time to adjust schedules so there is no business interruption.	2/13/2018 5:42 PM
4	Many small businesses have been required to reduce staff to the absolute minimum where one person missing their shift can cause the business to close for the time the employee is absent. Often the owner is already working to fill in whenever possible already.	2/13/2018 1:07 PM
5	Reasonable but unrealistic, there are some instances where people need time off in advance and a lot of those requests are covered under the FMLA. Most instances are last minute, an employee gets sick	2/13/2018 12:15 PM
6	It's reasonable. It's professional. It shows respect for the remaining staff that will need to cover for them.	2/13/2018 11:02 AM
7	With every benefit comes responsibility. Not providing some reasonable notice hurts not only employers but coworkers whom may need to cover .	2/13/2018 10:32 AM
8	Business owners and Managers need time to fill in for employees that are sick. That is why businesses set up policies that outline what they expect for a reasonable notice time for an employee call out	2/13/2018 9:54 AM

9	This is reasonable since having notice is of course, helpful to employers in order to arrange to cover the missing staff person. BUT - as proposed, the definitions section does NOT include a definition for FORESEEABLE. It's crucial that a definition be added, to make clear that time off due to domestic violence issues is NOT considered to be "foreseeable". Foreseeable could be defined as including scheduled medical procedures, elective surgery, etc.. Most other times that someone would need PST would not be considered foreseeable.	2/13/2018 8:55 AM
10	Having an employee send a text or email saying they feel cruddy and are staying home does not help if you need to have someone else take their place. In a corporate environment it is a little easier to deal with, however in retail and/or small businesses every "body" is crucial. Requiring advance notice or perhaps requiring the employee to recruit a replacement should be an integral part of a comprehensive earned time policy. There are true emergencies that happen but that is not the normal course of events in my experience.	2/13/2018 8:48 AM
11	Yes but employees will not do it ahead of time like the ordinance states. Most folks don't call out until last minute making the use of "sick time" not valid, which will cause frustration on all sides.	2/5/2018 5:27 PM
12	No. How can you require someone to know when they are going to be sick?	1/15/2018 12:46 PM
13	Decide ten minutes before your shift that you're "sick". Remember that you have PTO saved up. Call out, get paid. That's how this will go.	1/15/2018 10:36 AM
14	They must notify there employer. You can't take a sick day without notifying your employer. If we are possibly going to be required to pay sick time, then the least they can do is follow proper call out procedures.	1/15/2018 10:33 AM
15	The city should not be regulating these issues. Leave it to the State and Federal governments.	1/13/2018 4:16 PM
16	Are employees able to deny the use? If not, what's the point - courtesy?	1/13/2018 1:58 PM
17	I am not sure what that means. Call in the morning when you are sick? Call in the morning when your child is sick? In general, I think this is a good idea. In reality I am not sure how this would work.	1/13/2018 10:38 AM
18	Yes. A reasonable attempt should be made when possible. Not all circumstances allow for that though.	1/12/2018 7:20 PM
19	Depends how far in advance. For paid sick time, sometimes a few hours in advance is all that is possible.	1/12/2018 3:50 PM
20	Yes. Of course it is reasonable to expect staff to notify their workplace / employer if they will be unable to perform a scheduled shift, regardless of whether or not they can expect to be paid for this missed time.	1/12/2018 1:26 PM
21	Yes, it's fair to expect a phone call or other communication. But it shouldn't be a request it should be a notification.	1/12/2018 1:25 PM
22	I don't totally understand this question. Are you saying that employees have to let their employer know ahead of time that they are going to be sick? That doesn't make sense. But letting them know on the day that they are sick that they would like to use a paid sick day makes sense.	1/12/2018 1:04 PM
23	It is obviously unreasonable. No one can predict an accident or sudden illness. Accidents and unforeseen illnesses are especially disruptive and difficult to address. It is foolish and cruel to single them out as ineligible for Paid Sick Time.	1/12/2018 12:58 PM
24	If it's making a phone call or sending an e-mail if someone has an emergency, or comes down sick and needs to take off, I think that's sufficient in most cases.	1/12/2018 12:45 PM
25	This is ridiculous, it will just make employers cut more hours from employees	1/12/2018 12:15 PM
26	however, it has been my experience this time is and has been used for vacation days.	1/12/2018 12:05 PM
27	assuming prior just means - call morning of that you are sick..	1/12/2018 11:59 AM
28	It's impossible to know when an illness will occur with oneself or a family member, especially with young kids.	12/21/2017 12:32 PM

## Q5 This ordinance does not require that employers reimburse employees for unused sick time. Do you agree that this provision should remain?

Answered: 101 Skipped: 1



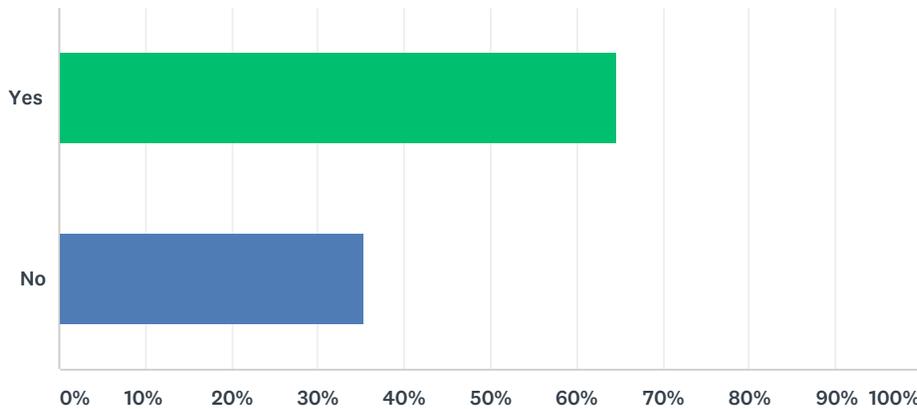
ANSWER CHOICES	RESPONSES	
Yes	73.27%	74
No	9.90%	10
TOTAL		101

#	WHY OR WHY NOT?	DATE
1	You've just upped the minimum wage on small businesses again if everybody gets compensated for sick wages--sick or not.	3/27/2018 12:20 PM
2	it's insurance for employees in case of unexpected circumstances not a retirement plan that will again cost employees.	2/13/2018 5:42 PM
3	as noted above - an employee should have the personal responsibility to care for themselves putting their choices of how they conduct their lives on a simple business owner is ridiculous - the relationship between a biz owner and an employee when the cost of the ee's health is borne by the employer becomes unnecessarily complicated!	2/13/2018 1:07 PM
4	If this is adopted, we will have to reduce employees' hourly rate to accommodate.	2/13/2018 11:02 AM
5	Sick Time should be an earned benefit, like paid vacation time off. But the parameters for earning and being paid out based on what is earned should be agreed upon between the employee and employer.	2/13/2018 9:54 AM
6	This time should not carry over. That makes no sense.	2/13/2018 9:11 AM
7	If you are an earned time policy then you must compensate employees for their "earned time". If you are creating a sick time policy and do not compensate those who come to work all the time it creates an inequality. Let's face it some people are more sickly than others and if it is a parent taking sick time to care for a sick child how is it fair to penalize those who don't have sick kids. I do not want to alienate the good employees who come to work every day, put in a productive day and act appropriately by coddling those who stay home and then not compensating the "good" ones fairly.	2/13/2018 8:48 AM
8	NA - NO SICK TIME	1/15/2018 10:36 AM
9	The city should not be regulating these issues. Leave it to the State and Federal governments.	1/13/2018 4:16 PM
10	Paying employees for unused sick time becomes an employee bonus. Not reimbursing becomes an incentive to "call in sick". Either way employees will end up having to pay so the requirement or lack thereof is a mute point.	1/13/2018 1:58 PM

11	The employee earned this time- if they are not calling out why punish those people.	1/13/2018 10:05 AM
12	If it is EARNED, than it is owed. While I like the idea of being able to carry it over, I think that the people who will have most need of the benefit (i.e. hourly, seasonal, part-time, etc, who don't otherwise have vacation time) would receive greater benefit from cash reimbursement after the end of the year. A previous employer reimbursed unused sick time the February following the end of the December calendar year.	1/12/2018 7:20 PM
13	Employees should not be paid for not being sick...	1/12/2018 3:04 PM
14	I think that's pretty standard. Plus, I think it will incentivize employers to comply.	1/12/2018 1:04 PM
15	It should not remain. If the ordinance is passed, then Paid Sick Time is part of the employee's compensation. It's called "earned sick time," not "donated-at-discretion sick tie."	1/12/2018 12:58 PM
16	I'm not sure. I think it's good practice to reimburse for unused time, as it is a reward to those employees. But I also understand that can create undue financial burdens on the city/employers	1/12/2018 12:45 PM
17	Scenario: 2 employees. One has an illness and is out for 6 days during the year, one does not. At the end of the year both were paid the same amount, but one worked 6 more days than the other. The person who did not get sick is effectively donating 6 days of labor to the company. A more effective system classifies the time as sick/flex.	1/12/2018 12:38 PM
18	unused and not carried over should not be paid, this is PTO Personal time off for unusual circumstances	1/12/2018 12:05 PM
19	yes- vacation time should be paid - not sick time. Sick time should be encouraged to keep sick employees from coming in, but should not have a monetary value to it (maybe a small "bonus" to encourage employees to not abuse it.. but not the value of a day)	1/12/2018 11:59 AM
20	It's tough for small businesses in Maine already. They shouldn't have to owe this since they employee didn't lose the time.	12/21/2017 12:32 PM

## Q6 Do you believe providing Earned Sick Time will reduce the number of employees who go to work sick?

Answered: 99 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	64.65%	64
No	35.35%	35
TOTAL		99

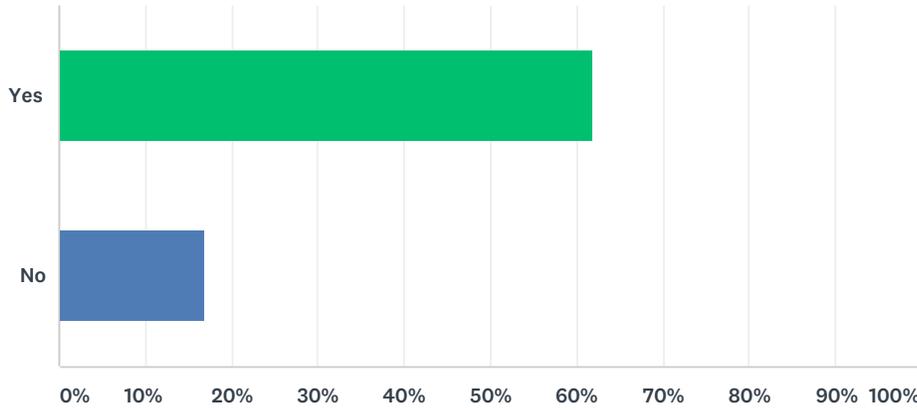
#	WHY OR WHY NOT?	DATE
1	NO. I think it's a government giveaway by politicians who want to assure that they are re-elected. I see it fraught with abuse and no way to protect employers from those employees who take a "better use it or I'll lose it" philosophy.	3/27/2018 12:20 PM
2	Obviously. But it will also result in some employees gaming the system to get paid time off.	3/15/2018 10:14 AM
3	Yes but it will leave the small business hurting to pay the employee they have to call in.	2/13/2018 10:15 PM
4	In most instances yes	2/13/2018 9:44 PM
5	Truly sick good employees will stay home so they don't make anyone else sick and when they just have a mild cold they will still come in. The abusers use there time like clockwork.	2/13/2018 5:42 PM
6	by definition this "sick" time is very broad! A great "mental health" day at the beach during a business's critical prime coverage might likely be taken advantage of, sleeping off a late night, concert binge or long weekend plan out of town is too easy to change into paid time. So many Portland businesses hemorrhage cash all winter only to be slaves to the spring and summer weather. The need to carefully plan just the right amount of staff for their benefit and the company's is already too hard and to err further on the 'overstaffed' side to cover for abuses would subject many small operators to risk of going out of business...imho	2/13/2018 1:07 PM
7	Sick time is almost always abused by many employees from when we offered it in the past. Being hung over and not going to work and still getting paid is not what was intended for the sick time. Too many small businesses like mine are constantly being targeted to offer higher pay, vacation time, sick time, health insurance and so on. What most people that don't own a business can't understand is how hard it is to make it all work. I have 25 employees making between \$12 and \$24 per hour and do get paid vacation time based on how long they have worked here. That being said as a owner that makes \$60,000 a year if I'm lucky please stop telling us what we are going to have to pay or do with our employees. Remember any of these employees can get a job in corporate America and get benefits but remember Idexx is paying Jon Ayers 7 million dollars a year. When I cam make 1000 times more than my lowest paid employee I will have great benefits also.	2/13/2018 12:26 PM

8	Workers won't feel quite as much pressure to go to work just to pay their bills. Plus, it will start to create a culture in which staying home sick is a normal, accepted practice rather than something that people feel embarrassed and even ashamed about. (Every time one of my employees calls in sick they apologize over and over and clearly feel very guilty, even though in most cases I know they are really in no shape to go to work).	2/13/2018 11:50 AM
9	Right now, responsible employees are already finding replacements for themselves when they're too under-the-weather to work. The irresponsible employees are showing up for work sick and calling out hung-over.	2/13/2018 11:02 AM
10	Employees will take advantage. Its hard enough as is with pay increase to manage cost let alone pay people who are not working.	2/13/2018 10:58 AM
11	C9ming to work when sick is an economic necessity for many low income workers. I know of some who if they are out sick for one day in a pay period must decide which Bill they will not be able to pay.	2/13/2018 10:32 AM
12	If it is earned time they will use the days for fun stuff not to stay home sick. I see it all the time.	2/13/2018 8:48 AM
13	People will come to work sick so they can save the time if something really bad happens usually. Employees who want to abuse the system will just use all the time and still call out even if they don't have time.	2/5/2018 5:27 PM
14	It's just common sense. Clearly if you're one of the majority of workers in Portland who basically live paycheck to paycheck then taking unpaid leave isn't an option.	1/26/2018 12:28 PM
15	This is not the issue. This ordinance is just another way to let people be lazy.	1/17/2018 10:18 PM
16	If they have the time available to them, this would provide incentive to stay home and not spread their sickness to the other employees	1/17/2018 1:52 PM
17	Good employees recognize the impact of their absence and will try to minimize it.	1/16/2018 3:26 PM
18	This might be the best reason for this ordinance. No fun going out to dinner to get sick from a server or cook. But it isn't the wokers' fault. They have to earn a living and employers don't provide sick time, or judge employees for daring to use it. It's a horrible system and this ordinance does a little to make it better.	1/15/2018 12:46 PM
19	In most professional industries, you have to earn it over the course of time - not DAY ONE. In hospitality, they'll still come in sick and save it for beach/hangover/boyfriend days.	1/15/2018 10:36 AM
20	Again, this is an issue for a small business. There isn't enough money in the budget to pay the sick employee and have to pay the person we have to call in to cover the call out. if this does pass, there should be a provision that you have to provide enough notice and attempt to find coverage in order to receive the sick pay, if the business is small enough.	1/15/2018 10:33 AM
21	I find that most employees do call out when they are sick regardless if they have sick time or not. For some businesses that do not offer any time off or benefits, it may reduce the number of employees who go to work sick, but I think it will me minimal. I find that, even when sick time is offered, it often comes down to the judgement of the employee.	1/14/2018 2:34 PM
22	The city should not be regulating these issues. Leave it to the State and Federal governments.	1/13/2018 4:16 PM
23	Unless they work for tips, or are working to a deadline, or have a strong work ethic . . .	1/13/2018 3:05 PM
24	Of course, why come to work if you can stay home and get paid just the same?	1/13/2018 1:58 PM
25	And it will be abused.	1/13/2018 1:53 PM
26	It might. Or it might not. Some people will use their sick days tactically, and that they will still come to work sick so that they have those sick days to use for some other reason. And in other cases, if an employer can tell an employee to go home who shows up to work sick, the employer could also misuse this power (did the employer over schedule the work force that day?) Maybe it would be a good idea to identify the industries / employers that are not paying sick time, and first legislate that it applies to these types of employers, and then see what lessons are learned from that.	1/13/2018 10:38 AM
27	Yes, but there will still be people that need to work when sick if the PTO is less than their normal earnings.	1/13/2018 12:06 AM
28	It will offer a reasonable alternative. Fewer sick people at work = fewer sick workers/customers = lower cost of health insurance & greater productivity & lower risk of incidents	1/12/2018 7:20 PM

29	Currently, many workers feel obliged to work while sick due to pressure from employers/coworkers and financial stress. This ordinance would ease that burden.	1/12/2018 4:24 PM
30	I agree with that premise. However, I have several employees who only work a few hours any one day, so if someone is sick, they usually just come in to work another day.	1/12/2018 4:14 PM
31	No, it will not reduce the incidence of sick employees: Employees will take the days off to do what they want, and still come to work sick.	1/12/2018 3:04 PM
32	When my employees are sick, they call out now, even though they won't get paid. I also think it will increase the number of Employees who call in sick when they aren't.	1/12/2018 2:39 PM
33	I think more people will call in sick when they really have a hangover.	1/12/2018 2:12 PM
34	As long as people are not getting in trouble for actually utilizing the sick days	1/12/2018 1:35 PM
35	There will still be pressure to be at work. Plus people usually want the money (reimbursed for not using sick time) over staying at home.	1/12/2018 1:30 PM
36	I know plenty of people who work when they are sick because they simply need the money. This should help curb that.	1/12/2018 1:04 PM
37	Because they will be in the hospital or at home recuperating. Is this a serious question?	1/12/2018 12:58 PM
38	Employees will likely use this "earned" sick time for for other reasons	1/12/2018 12:15 PM
39	But this also leads to unnecessary call-outs as well, leaving small businesses in a bind...	1/12/2018 12:10 PM
40	No. From many years of experience some employees come in no matter how sick they are others stay home if they have a hangnail.	1/12/2018 12:04 PM
41	if you need the hours-you need the hours & pay for the hours worked.	1/12/2018 12:03 PM
42	Many employees have to go to work sick if they want to make enough money each week. For instance, if I miss a day of work in a week (I work part-time), then I wouldn't have enough to pay the full daycare bill each week for my two children in daycare.	12/21/2017 12:32 PM
43	Because they need to be off from work for days and can't go without pay for that long.	10/3/2017 7:00 PM

# Q7 This ordinance does not allow an employer to require an employee to find their replacement when they must use sick time. Do you think that is a fair provision?

Answered: 100 Skipped: 2



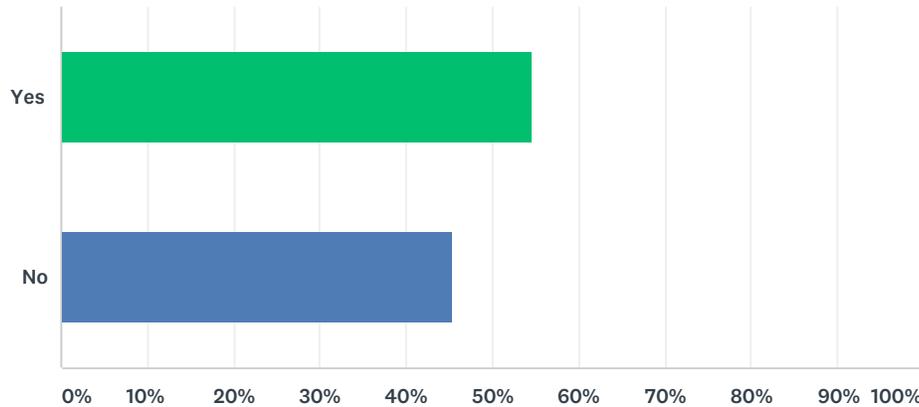
ANSWER CHOICES	RESPONSES	
Yes	62.00%	62
No	17.00%	17
TOTAL		100

#	WHY OR WHY NOT?	DATE
1	What is that small business supposed to do--particularly with a new employee who abuses this.	3/27/2018 12:20 PM
2	That's really the employers call who fills in.	2/13/2018 5:42 PM
3	as noted previously	2/13/2018 1:07 PM
4	I believe this ordinance is silly.	2/13/2018 10:58 AM
5	I don't think it should be written in as a requirement as it is not always appropriate, depending on the business. I do think it should be an encouraged policy.	2/13/2018 8:48 AM
6	The business will suffer as the owner is likely very busy handling other aspects of the business.	1/17/2018 10:18 PM
7	Yes. It always falls on management to deal with problems.	1/16/2018 3:26 PM
8	How am I supposed to run a business this way?	1/15/2018 10:36 AM
9	The city should not be regulating these issues. Leave it to the State and Federal governments.	1/13/2018 4:16 PM
10	My business has one employee at the shop at a time, if theres no one to open the shop and I can't be there, then we can't open. I would then have to pay someone's wage for the day, and also take a loss for the day	1/13/2018 1:58 PM
11	Yes and no. If it is planned "sickness" (diagnostic, prevention, stalking) presumably the person is able to assist in finding their replacement. If they are sick in bed with pneumonia, then they are probably too ill to do that. Maybe the employer could be allowed to require that the employee assist in finding a replacement when they use planned sick time, but not require that they find a replacement.	1/13/2018 10:38 AM
12	If someone is unable to make it into work, it is unlikely they are in a position to contact or find a replacement. Also, it would require that person to have contact information for co-workers and not all employees want their personal contact information disseminated to others - it would open a big can of privacy concerns, again exposing employers to liability.	1/12/2018 7:20 PM

13	I think it may vary enormously depending on the size and type of business. It is nearly impossible to generalize.	1/12/2018 4:48 PM
14	Requiring workers to find a replacement would create more barriers around actually using earned sick leave. The necessity for time off should be respected, regardless of staffing issues. Workers are also asked to make a good faith effort to find coverage. Provided that there is a healthy working environment, the vast majority of workers will do their best not to leave others high and dry.	1/12/2018 4:24 PM
15	This is not ideal for some industries (restaurants mostly).	1/12/2018 3:46 PM
16	No. There should be leeway for the Employer to determine if the employee is too sick to help find a replacement or not. For instance, they might use the sick leave to make a doctor's appointment, in which case they will have advance notice and can help find a replacement.	1/12/2018 2:39 PM
17	Although, I think it's fair for the employer to ask the employee to at least try for the sake of the team. But if they can't find a replacement, they shouldn't be penalized.	1/12/2018 1:04 PM
18	It is a perfectly fair provision. It's the employer's job to staff the business, not the employees'. It is easy to see that this provision is absolutely essential. Otherwise, employers could simply withhold it because the employee does not have the resources, or because there may be no replacement employee. Obviously, this provision prevents employers' from coercing sick employees not to use their earned sick time.	1/12/2018 12:58 PM
19	A mom is supposed to acquire a list of contact information for everyone who is not working that day and then negotiate with all of them until she finds someone who will go in on their day off at the same time as she is driving a kid with a broken arm to the emergency room? Seriously?	1/12/2018 12:38 PM
20	Because the business owner will ALWAYS end up having to cover for the sick employee. This is an unreasonable burden	1/12/2018 12:31 PM
21	leaves the owner High and Dry!!!	1/12/2018 12:15 PM
22	Depends on the job requirements	1/12/2018 12:05 PM
23	In a typical office setting, there isn't another employee to call on.	12/21/2017 12:32 PM

## Q8 Do you believe requiring Earned Sick Time will improve public health?

Answered: 99 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	54.55%	54
No	45.45%	45
TOTAL		99

#	WHY?	DATE
1	No. if the city is so concerned about improving public health, why doesn't the city set aside a fund to cover its costs? Many of these businesses are not profitable, particularly during the winter months when people tend to get sick the most. A lot of sickness is preventable....people go out side without a jacket in the winter...they don't get flu shots for personal reasons....they don't wash their hands when they leave the restroom.... you name it. so much is preventable why doesn't the city turn its efforts toward creating a health community, rather than allow its citizens to avoid best practices for staying healthy.	3/27/2018 12:20 PM
2	Possibly, but in our case we are more at health risk from sick customers coming into the shop. If our employees are sick, they are responsible enough not to come to work and spread the sickness.	3/15/2018 10:14 AM
3	People should always stay home if they are too sick to be around others, it absolutely helps public health. Many work sick because they have to. In my small business it is not an issue even though we do not offer PTO our employees current or past knew that it was OK to stay home when not well.	2/19/2018 2:25 PM
4	Not sure. It is up to individuals to use earned sick time appropriately	2/13/2018 9:44 PM
5	Why not mandate flu shots for everyone ? How about not smoking, drinking and eating poorly. Most employees including your best still never seem to take the needed steps to a healthier life. We have taught our society that they are not responsible for anything.	2/13/2018 5:42 PM
6	or better stated "I don't believe it is up to the small business owner to intrude on individuals' lives - society needs to encourage the individual to make better choices to put themselves in situations where they take better care of their own health!"	2/13/2018 1:07 PM
7	If people took better care of themselves in general public health care would improve. Giving more paid time off to party is only going to make it worse.	2/13/2018 12:26 PM
8	People still come to work/go out when they are sick even though they have sick time/pto. It's more their nature than the availability of paid time off.	2/13/2018 12:15 PM
9	Irresponsible employees are showing up for work sick and calling out hung-over.	2/13/2018 11:02 AM

10	People who can afford to be healthy and not affect others reduces long term costs and improves overall health	2/13/2018 10:32 AM
11	The current market place already doesn't allow employers to force employees to work. I know that the restaurant industry is a target of this ordinance, and I have seen first hand that if an employee is sick, the managers and/or owners go out of there way to accommodate the employees. Businesses in Portland are not in a position to force good employees to do anything, especially come in when sick. The employee can easy leave the business without notice and find a job at a new restaurant within the hour. Also, what gives Portland, ME the right to enforce an ordinance that will create issues within companies that have multiple locations within the state? Companies like Reny's, B.Good, Pat's Pizza, Mexicali Blues; they all have stores and hiring practices that will be altered and cost thousands of dollars if not tens of thousands of dollars. We live in a free market society, let the market and the employees decide who is deserving of their service and time. Allow the market to determine a fair wage for employees. If an owner wants to offer paid time, vacation time, a higher hourly wage, they will get the best employees and that will force others to follow the trend. The demand is there let it play out	2/13/2018 9:54 AM
12	People are not going to change, if they usually stay home they will continue to stay home sick or well. If they come to work regularly they will continue to do so, only staying home when they are truly sick.	2/13/2018 8:48 AM
13	Science. Germans were discovered in the 19th century.	1/26/2018 12:28 PM
14	I day or two off of work does not make people healthier, or cure a cold or flu.	1/17/2018 10:18 PM
15	Possibly by not spreading their germs to the other employees	1/17/2018 1:52 PM
16	People will be people. This won't change a thing except causing increased cost both for the paid sick time and the administrative effort to track it.	1/16/2018 3:26 PM
17	The city should not be regulating these issues. Leave it to the State and Federal governments.	1/13/2018 4:16 PM
18	There are way too many variables that amount to "public health." Just because this feels intuitively to be a benefit to public health doesn't necessarily mean that is the case.	1/13/2018 3:05 PM
19	Access to universal health care, healthy diet & lifestyle, exercise and good health habits to prevent the spread of germs will improve public health.	1/13/2018 1:58 PM
20	Because people come in as sick customers all the time, which makes our staff sick	1/13/2018 1:53 PM
21	I think employers that want to create abusive work environment (I don't care if you're sick, we're short handed today) will do so. I think that there are many office workers who come to work sick because "they have work to do" not because they don't have sick days. I just don't think you can legislate this.	1/13/2018 10:38 AM
22	All of my coworkers come in sick and I work in a school environment and I see the sickness spread to the whole school.	1/13/2018 12:06 AM
23	See #6, less spreading of germs	1/12/2018 7:20 PM
24	This is a leading question.	1/12/2018 4:48 PM
25	People can better able to afford to stay home when really sick.	1/12/2018 4:14 PM
26	Employees will use "sick" time for whatever they want and still come to work sick.	1/12/2018 3:04 PM
27	Probably won't improve public health but could improve morale. In my experience, good employees try to come in even when they are sick. Bad employees never come in when they are sick and sometimes call out sick when they just have other plans. So either way, I will have someone fighting through an illness showing up at work.	1/12/2018 2:39 PM
28	Whether sick time is earned or not, "sick" days will be abused.	1/12/2018 2:12 PM
29	no one will be going out to restaurants, no one will be working in them.	1/12/2018 1:35 PM
30	It is an axiom of public health that people with contagious diseases should not come to work. Furthermore, those suffering from non-contagious illnesses or injuries are much more liable to accident on the job. People generally come to work sick because they have to, not because they want to.	1/12/2018 12:58 PM
31	It's so obvious.	1/12/2018 12:38 PM

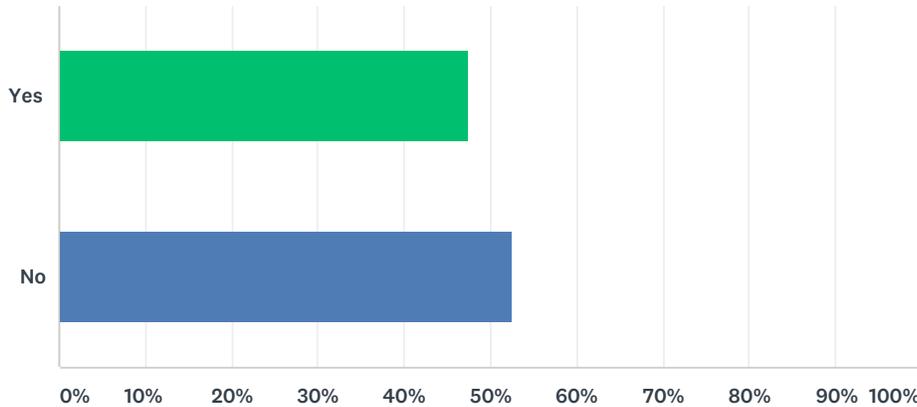
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32	no-entitlements will be abused. I'm not going to work-but I'm still going to coffee by design because I need my coffee or whole wallet because I need food...	1/12/2018 12:03 PM
33	I think there's issues with the homeless population downtown. I think them being sick spreads it moreso.	10/3/2017 7:00 PM

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### Q9 Do you believe Portland should pass an ordinance that ensures all workers in Portland receive paid sick time?

Answered: 99 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	47.47%	47
No	52.53%	52
TOTAL		99

#	WHY OR WHY NOT?	DATE
1	the easiest thing in the world to do is vote for a pay increase or employee benefit for yourself or your neighbor when the cost of that benefit comes out of someone else's pocket. Who's going to get credit for this...the politicians i.e. Mayor Strimling and the rest of the City Council. Just whose pockets do you think are being picked to make them look like wonderful people? That is what happened with Portland's minimum wage, which is among the highest in the nation. There is a huge conflict of interest when people vote to give themselves a raise and it's coming out of someone else's pocket. Same with paid sick leave. where does social welfare end...should employers be mandated to provide life insurance, guaranteed retirements, minimum paid vacations, dental insurance, health insurance???? the more employers are mandated to provide "free" benefits, the higher the cost of doing business here, the higher prices have to go, making the city less livable for the poor.	3/27/2018 12:20 PM
2	As mentioned above, we are a case where expense mandates will not be beneficial to staying in business. And, yes you can make the argument that some employees need PST but we provide an excellent employment atmosphere, continued 5-star customer reviews, a place for customers to gather and socialize once a week, and a truly local Portland business. So, I think there needs to be different classifications as to which businesses this mandate would apply to.	3/15/2018 10:14 AM
3	I think it is up to individual business owners to set policy and provide sick time. It is up to employees to use it responsibly.	2/13/2018 9:44 PM
4	Only if it is on a limited scale based on the size of business and there is a cap on the amount carried over.	2/13/2018 5:42 PM
5	This is NOT something to be put on the struggling small business owner that can barely afford already to conduct business in Portland ME!	2/13/2018 1:07 PM
6	People have choices if they want to work for someone or company that offers benefits. I see it all the time when we interview people and they turn us down because we don't have health care. If I could stay in business and offer it I would, but I can't. You should be working on achieving universal health care for all citizens instead of nickel and dimming us small businesses that do more for the local community than anyone else.	2/13/2018 12:26 PM

7	I don't think that is a concern of city government. Portland has too many license requirements, and fees that lean heavily on small business and frankly, it's becoming onerous. The fact that the proposed ordinance would require the employer to roll over unused days is unbelievable and a total over step	2/13/2018 12:15 PM
8	If an employee doesn't like and employer's policies, they have the freedom to work elsewhere. Portland shouldn't be weakening the labor force in Portland.	2/13/2018 11:02 AM
9	Again, sets up. A Pandora's box. People will take advantage.	2/13/2018 10:58 AM
10	For all of the above reasons	2/13/2018 10:32 AM
11	The current market place already doesn't allow employers to force employees to work. I know that the restaurant industry is a target of this ordinance, and I have seen first hand that if an employee is sick, the managers and/or owners go out of there way to accommodate the employees. Businesses in Portland are not in a position to force good employees to do anything, especially come in when sick. The employee can easy leave the business without notice and find a job at a new restaurant within the hour. Also, what gives Portland, ME the right to enforce an ordinance that will create issues within companies that have multiple locations within the state? Companies like Reny's, B.Good, Pat's Pizza, Mexicali Blues; they all have stores and hiring practices that will be altered and cost thousands of dollars if not tens of thousands of dollars. We live in a free market society, let the market and the employees decide who is deserving of their service and time. Allow the market to determine a fair wage for employees. If an owner wants to offer paid time, vacation time, a higher hourly wage, they will get the best employees and that will force others to follow the trend. The demand is there let it play out	2/13/2018 9:54 AM
12	All full time employees with health insurance	2/13/2018 9:11 AM
13	Making a unilateral ordinance is not going to address every type of business. Businesses do not need one more ordinance, law, rule or tax to conform to and/or deal with. We need to spend our time running our businesses not dealing with legislation.	2/13/2018 8:48 AM
14	Because it's not the job of the government	1/27/2018 1:42 PM
15	Wonderful in theory! Could improve public health and safety, but I feel that it is an unnecessary strain on small business. Many people will use their sick time regardless of how they are feeling because if they don't use it then it is lost. Additionally, they may use their paid sick time when they feel well because it's nice to have time off when you feel well! I'm all for employee rights, but it seems like there is a lot of room for abuse of this ordinance.	1/18/2018 12:24 PM
16	Portland has grown very nicely on its own, without the over reaching arm or the local government. This is just another decision that Portland is trying to make to stand out as a progressive city. If this was such a great idea, more cities all over the country would already be doing it. Portland continues to make it more difficult for small businesses to operate, which opens doors for more larger "chain" business, which is what it seems like it wants.	1/17/2018 10:18 PM
17	Only for full time employees	1/17/2018 1:52 PM
18	People will be people. This won't change a thing except causing increased cost both for the paid sick time and the administrative effort to track it.	1/16/2018 3:26 PM
19	Although, I am curious how is an "employee" is defined in the ordinance?	1/15/2018 12:46 PM
20	Fix the staffing problem in the city and state first.	1/15/2018 10:33 AM
21	I think that part-time workers, interns, seasonal workers and high school students should not receive the same benefits as year-round, full-time employees. I also believe, like it or not, that businesses, especially small businesses, need to have some autonomy in how they run their business. And employees need to look at these differences and decide where they want to work. With the labor market at less than 3% unemployment, the market is taking care of many of these issues. Even very small businesses are offering benefit packages and paid time off to attract employees. It seems that the competitive market is beginning to take care of this problem. Those who chose to continue to pay low wages and lack a benefit packages will lose out in the labor market. It seems unnecessary for the City of Portland to disrupt this by issuing mandatory ordinances.	1/14/2018 2:34 PM
22	The city should not be regulating these issues. Leave it to the State and Federal governments.	1/13/2018 4:16 PM
23	The majority of businesses in Portland are too small to bear an additional cost like this. How about we fight for medicare for everybody instead?	1/13/2018 3:05 PM

24	Like I said before, this should not be a mandated solution, if a business is in the position to offer this, they should be encouraged to do so. But for many small businesses this will be an economic hardship. I work alongside my employees and am flexible with their schedules if they can't come in to work, things get shifted around so they are still getting their weekly hours. If this passes, not only will I be paying sick pay, but I will also have to pay the wages for someone to cover their shift or we don't open. It most definitely does not create a business friendly environment. Quite honestly, it would make it very hard for me to do business in Portland. Add this to the ridiculous rents, lack of affordable parking for me and my employees and the homeless problem - I would be likely to move my business out of the city. I just don't make enough to pay employees for not coming in, maybe if Portland was working on issues to help my business thrive it would be a benefit I could provide my employees in the future.	1/13/2018 1:58 PM
25	Expensive and no commitment from staff to stay at a business.	1/13/2018 1:53 PM
26	I think it's a very interesting idea, but as a small business owner this creates yet another set of rules to be careful not to run afoul of. But...if you are going to do this, six days a year is a lot. We accrue the equivalent of 17 days per year if the person is full time, which was calculated as 10 days vacation plus 3 days sick time (plus paid holidays). Please allow Universal PTO to meet the requirements of "Earned Paid Sick Time". Consider changing the formula so that it includes ALL employees, not those who are scheduled 30 or more hours per week. If your aim is to keep sick employees at home, you need cover employees that work any hours of week. Otherwise that employee who needs that 15 hour a week a job is going to come in sick. Most people use a software program like QuickBooks to do their payroll, and these programs can do the math easily. You just tell the program what to accrue per hour worked.	1/13/2018 10:38 AM
27	Especially since the governor won't expand medicare/medicaid, it is expensive enough living in this city, having to pay high premiums/deductibles & copays, heaven forbid having to pay for medical care out of pocket! Earning low wages and then having to lose a day's pay on top of all of it? No one can afford that.	1/12/2018 7:20 PM
28	Yes I would like to see mandatory sick time but not as currently drafted.	1/12/2018 4:48 PM
29	Just like having a higher minimum wage, an additional higher cost requirement may make Portland less competitive for companies looking for help.	1/12/2018 4:14 PM
30	Should be a state function	1/12/2018 4:03 PM
31	Right now the 6 days per employee is too much and would cripple a small business!	1/12/2018 3:04 PM
32	I really feel ambivalent for all the reasons listed above. It is cumbersome, hard to track and I am not sure it will produce the intended benefits.	1/12/2018 2:39 PM
33	This is not a city issue - it's an employer responsibility.	1/12/2018 2:12 PM
34	Hopefully it will mean a healthier environment.	1/12/2018 1:30 PM
35	First, it's the right thing to do. Second, it will attract a better quality work force, and it will make it easier for workers to live in the city where they work. Third, it will improve the work environment, thus benefiting employers as well. Fourth, the public health benefits will be great, and when more people are healthier, the entire community benefits.	1/12/2018 12:58 PM
36	Portland is already making it nearly impossible to survive as a small business. No more park and shop. Garages control all of the parking in town. We are losing money, taxes are going up, and we continue to have to subsidize all of these efforts. Last year I as a business owner had to put 55% of my salary back into the business to cover all of the expenses (I make \$45K/year, less than some of my employees). How about just letting employers treat employees decently and try to stay in business? Otherwise it will be all chain stores here in a few years.	1/12/2018 12:31 PM
37	I believe this will be a hardship for small business owners and owners just starting off. Presently my firm provides 5 days of sick time in addition to 10 days vacation. Should the amount of sick time be increased above 5 days then I would conversely reduce the amount of vacation days. I believe my employees would rather have the flexibility that vacation time allows versus more sick time.	1/12/2018 12:25 PM
38	Why does Portland have to make an ordinance for everything? Employers and Employees together should be responsible for not coming to work when sick.	1/12/2018 12:10 PM
39	I think this should be an individual business option	1/12/2018 12:05 PM
40	Burden to smallest employers	1/12/2018 12:04 PM

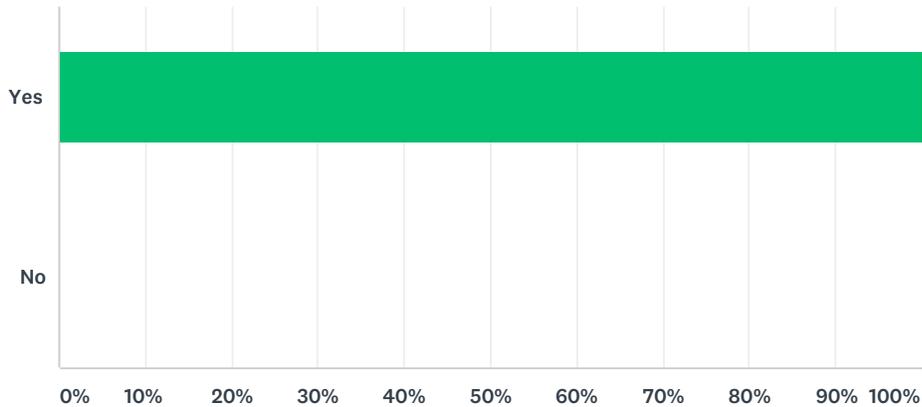
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41	Let capitalism be. You can't give entitlements to everyone or try to engineer social systems. Work ethic is undermined, by mandates...	1/12/2018 12:03 PM
42	I would still leave this as employer based - but encourage it.. But when companies are not based out of portland I wouldnt want to discourage them from relocating here due to public ordainances	1/12/2018 11:59 AM
43	This is for part time staff - if they were full time, yes.	10/3/2017 7:00 PM

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## Q10 Are you a Portland Buy Local member?

Answered: 102 Skipped: 0

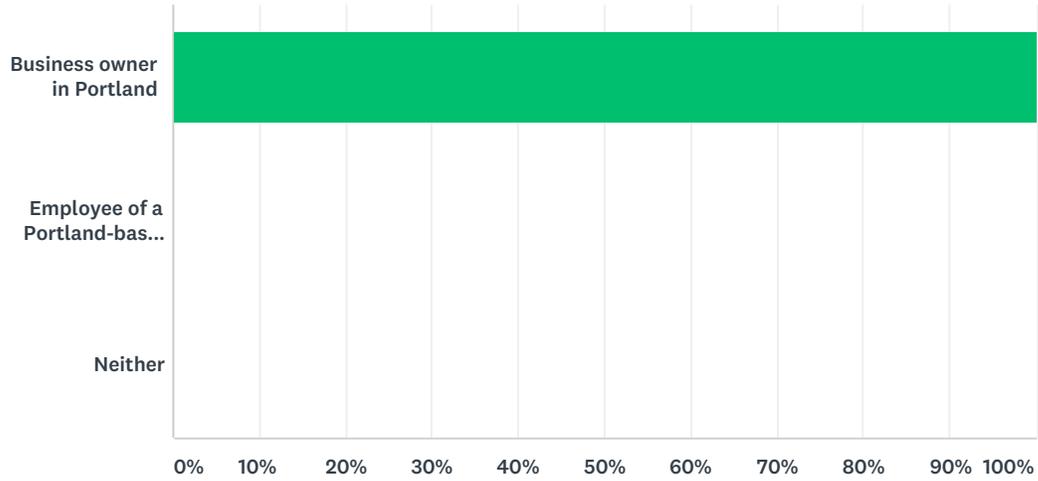


ANSWER CHOICES	RESPONSES	
Yes	100.00%	102
No	0.00%	0
TOTAL		102

#	PORTLAND BUY LOCAL IS AN ADVOCACY, MARKETING, AND EDUCATION ORGANIZATION HELPING CONSUMERS UNDERSTAND THE IMPORTANCE OF BUYING LOCAL AND FINDING PLACES TO SHOP LOCALLY. WE REACH 25,000+ CONSUMERS ON AN ANNUAL BASIS THROUGH OUR DIRECTORY, SOCIAL MEDIA, AND EVENTS. FOR MORE INFORMATION VISIT <a href="http://WWW.PORTLANDBUYLOCAL.ORG">WWW.PORTLANDBUYLOCAL.ORG</a> OR PROVIDE YOUR CONTACT INFO AND WE'D BE HAPPY TO CONNECT.	DATE
1	As a business owner and having been an employee, I feel I have some fair insight to this proposal. When we had a policy that allowed for two buckets (PTO and sick time) the sick time was incredibly abused. Once we moved over to a one bucket policy (PTO) with the same amount of time we found employees stopped calling out sick as often. Some employees would call out so they wouldn't lose their sick time. I don't think an Earned Paid Sick Time Proposal is a great idea. If it was a proposal for employees to earn PTO depending upon the amount of hours worked, I would view this differently.	2/22/2018 4:57 PM
2	Actually I'm not sure. I would like to be. I will look into it to see if I need to pay dues.	1/26/2018 12:28 PM
3	The city should not be regulating these issues. Leave it to the State and Federal governments.	1/13/2018 4:16 PM
4	I am a member-owner of the Portland Food Co-op, which is a member of Portland Buy Local.	1/12/2018 12:58 PM

### Q1 Which of the following best describes you?

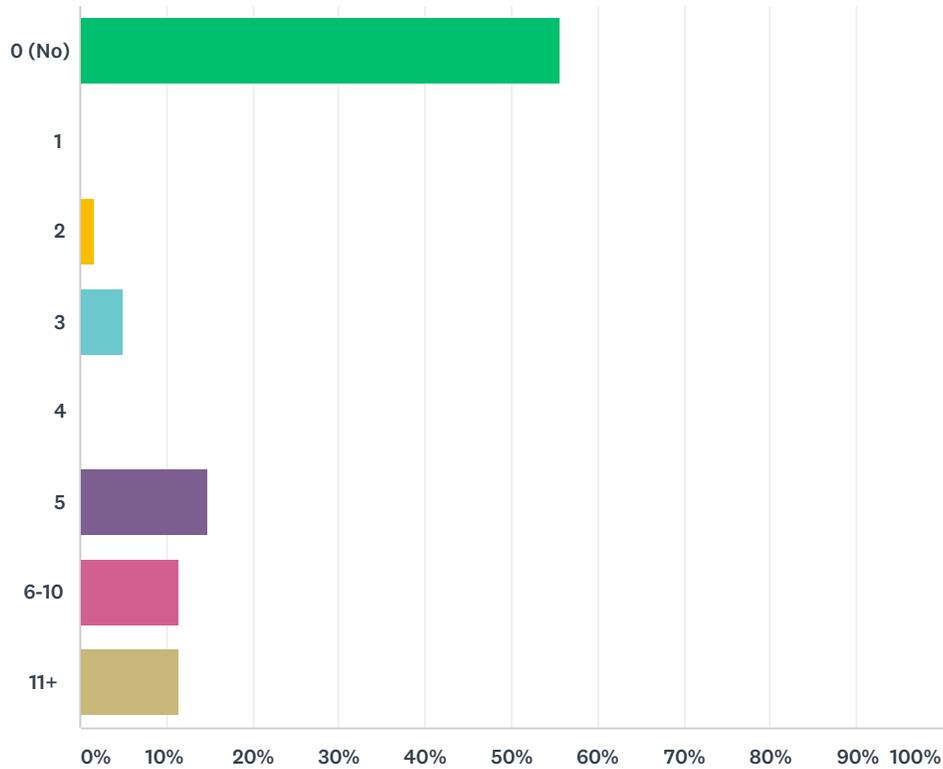
Answered: 64 Skipped: 0



ANSWER CHOICES	RESPONSES	
Business owner in Portland	100.00%	64
Employee of a Portland-based Business	0.00%	0
Neither	0.00%	0
<b>TOTAL</b>		<b>64</b>

## Q2 If you are an employer, do you provide Earned Paid Time off to your employees that they can use for sick time? If so, how many days?

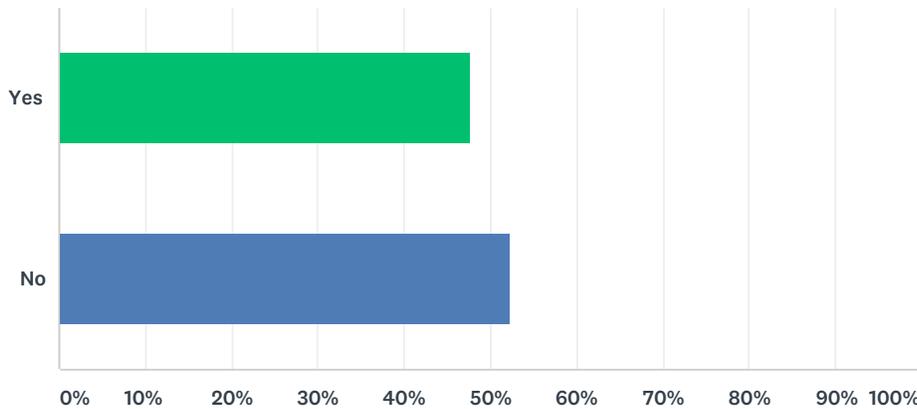
Answered: 61 Skipped: 3



ANSWER CHOICES	RESPONSES	
0 (No)	55.74%	34
1	0.00%	0
2	1.64%	1
3	4.92%	3
4	0.00%	0
5	14.75%	9
6-10	11.48%	7
11+	11.48%	7
<b>TOTAL</b>		<b>61</b>

### Q3 Do you think Portland employees not having earned sick time is a problem?

Answered: 63 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	47.62%	30
No	52.38%	33
TOTAL		63

#	IF YES, DO YOU THINK THIS ORDINANCE IS A GOOD ANSWER? IF THIS ORDINANCE IS NOT A GOOD ANSWER, WHAT WOULD YOU SUGGEST AS AN ALTERNATIVE?	DATE
1	NO. If the City feels so strongly, why is the City not providing this benefit to our employees rather than forcing its social agenda on the backs of the businesses that create jobs and help make this a vibrant community?	3/27/2018 12:20 PM
2	This may be a solution for some businesses but for ours which is a small retail shop with part-time employees it is not workable. In our case, if an employee is not feeling well or needs time off for personal reasons, there is no question about granting the time off and we'll re-arrange schedules to keep the shop open. Fortunately, in our case the part-time employees really like their job and the added income is a bonus but not something they depend on to make a living. If we were to implement this policy, it would amount to double the payroll expense on the day of the employees PTSD. Our business margins are small enough that this becomes one more mandate that eventually causes the business to become not feasible financially. Businesses must be profitable to stay afloat and increased expense mandates will drive out businesses. Employees have the option to seek employment conditions that are more favorable to them and this also gives businesses an opportunity to differentiate themselves from competitors by offering better employee benefits.	3/15/2018 10:14 AM
3	This required some thought. Ultimately I value the single employee my business has greatly but do not currently offer paid sick time. I think the proposed ordinance seems fair to both employer & employee. The difficulty for a business as small as mine is cash flow to pay an employee who isn't here producing or simply cash flow in general. If my employee needed to take all the accrued sick time at once that could pose an issue on some weeks. In the end though I strive to do the best I can for anyone that does or has ever worked for our business and as a business owner I think I can manage to work with this ordinance.	2/19/2018 2:25 PM
4	In my industry, everyone earns time off already	2/13/2018 9:44 PM

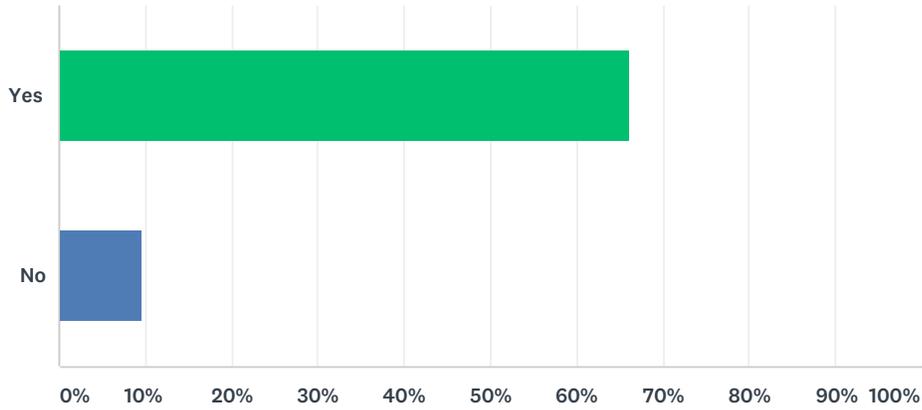
5	Not as proposed. Needs to have a sliding scale geared toward smaller business. We have a policy like the proposed and believe in offering sick time. I also understand the abuse that comes from having the policy and think it would harm small business. Those attempting to create policies need to understand better how business operates and the affect things like this have. They always assume there is little abuse with something like this and it's easy for business to adapt. In some cases a business will take something away from employees that they had before to offset the extra expense.	2/13/2018 5:42 PM
6	Whereas Portland's minimum wage already affords the most basic jobs a rich hourly rate, employees can structure their savings like the rest of us to provide for those times when time off is needed. They can live healthier lives replacing smoking, drinking and drugs with better alternatives taking personal responsibility for their well being. They can also spend time and effort to enrich their skills to be better positioned for higher wage, specialized skill jobs and better pay - some roles warranting health benefits as inducement for particular skill sets.	2/13/2018 1:07 PM
7	Yes, I think this ordinance is a very good solution for the problem. There will inevitably be some flaws that people will find, but no piece of legislation is ever perfect for every situation and every person. This is a very carefully crafted ordinance and it's the best shot we have at solving an urgent problem. I've thought about it a lot and studied the ordinance carefully, and I think that any sacrifice businesses have to make will be fair, reasonable and worth it.	2/13/2018 11:50 AM
8	I think this should be a Maine law, not local. Tough competing against Westbrook, South Portland,etc.	2/13/2018 11:08 AM
9	Benefits need to be earned. And all of us, are doing absolutely everything in our power to retain dependable employees. As a restaurant, we have been known to pay three weeks of sick time to an employee who has only worked for us for 6 months because he had demonstrated he was an outstanding, responsible cook. We do our absolute best to give people a chance. Often we take a high (very high) risk of hiring people with a history of addiction - alcohol, drugs, gambling - and most of the time that risk does not work out on our behalf. This ordinance, requiring us to begin offering benefits before an employee is even given time to demonstrate worth, is unfair - especially to our industry. The outcome will be that we will not be able to give unstable employees a second or third chance. Instead of penalizing us for hiring at-risk candidates, we would strongly prefer that the benefit is earned from day one, but that the employee is not vested enough to be able to use their earned benefit until they have worked for the establishment for a minimum of 90 days.	2/13/2018 11:02 AM
10	I would suggest EPST only be available to full time employees with health insurance.	2/13/2018 9:11 AM
11	This is a fair ordinance that will, in my opinion, create a better work place.	2/13/2018 8:59 AM
12	yes	2/13/2018 8:55 AM
13	We provide generous earned time yet I still have staff who come to work sick since they do not want to "waste" their time off on a sick day.	2/13/2018 8:48 AM
14	Yes I support the ordinance.	1/26/2018 12:28 PM
15	Honestly, I am not familiar with the ordinance. I imagine it includes a requirement for business' to pay sick time. I feel that employees should not be penalized for taking sick time, but I don't feel that it is necessary to require business' to pay employees for time when they are not working. Earned, paid vacation time is a benefit at a job and can be used for sick time or leisure time. Requiring anything beyond that seems like an unnecessary strain on the already challenging task of running a small business.	1/18/2018 12:24 PM
16	Yes; However, it should not be provided for part time employees and I believe that 5 days or 40 hours is ample enough time for employees for paid sick or personal leave.	1/17/2018 1:52 PM
17	Good employers will make every effort to accommodate the needs of a good employee. Especially in this labor market. This is trying to fix a NON-problem.	1/16/2018 3:26 PM
18	Good solution.	1/15/2018 6:33 PM
19	Yes, this is a good step to ensure all workers have earned paid sick time. One question, how is employee defined?	1/15/2018 12:46 PM

20	Earning PTO immediately upon hire is insane. I own a restaurant, and I frequently get abused by employees re: callouts without notice, especially from new employees. This ordinance says not only can they call out for being "sick" (hangover, beach day, boyfriend day), they don't have to give any notice - so they can call out for a 7 am shift at 6:50. THEN I have to scramble to find someone to cover them?! Good luck! This will make it impossible for me to run a business and make sure I have enough staff on to serve Portland the right way. It will ultimately result in me spending an extra 8-12k per year, and put me out of business. It should be my decision on a case by case basis to pay an employee for sick time or not. And they will have to earn that privilege, just as they would at any normal job after 90 days.	1/15/2018 10:36 AM
21	For small business this is a problem. We are light on staff to begin with and then having to pay sick time and find a replacement will drive us out of business. The issues is there aren't enough staff to go around. Fix this problem first, and then we can address sick time.	1/15/2018 10:33 AM
22	It is very difficult for a small business to manage when City regulations are different from State regulations. The City of Portland cannot keep enacting this type of legislation. It will drive small businesses out of the city.	1/15/2018 9:28 AM
23	As a business owner, I believe that having a reasonable number of sick days available to employees keeps everyone happy and healthy. However, this ordinance seems excessive - or any size business, but particularly for small businesses with less than 50 employees - in terms of the number of days proposed and the ability to carry over unused days. It is ripe for abuse which affects not only the effective running of a business, but the burden it causes to other employees who must pick up the shifts left open by call outs.	1/14/2018 2:34 PM
24	Each business has it's own way of dealing with this issue within the restraints of remaining competitive and profitable. In my business we provide our hourly workers with one hour of paid time off for every hour worked, regardless of full or part time status. For a full time employee that results in 12.5 paid 8 hour days off for every full year of service. This accrues forever and can be collected upon satisfactory separation. This is the only paid time off our hourly employees receive for holidays, vacations, and sick days. We encourage employees to save some days for sick time but it is entirely up to them how they manage the time accrued. Some of them take no vacations and save up all their time for years, so they are prepared for a prolonged illness or a long leave of absence, others take a paid day off as soon as they accrue 8 hours. Our employees appreciate the flexibility of this system, and as an employer I appreciate the flexibility to manage our employee benefits without another layer of regulation from the city. The city should absolutely not get into regulating this issue.	1/13/2018 4:16 PM
25	This is a nice idea that, if implemented, should be paid for by the government (and yes, I realize it needs to be paid for with taxes). Mandating expenses to businesses is not the best route.	1/13/2018 3:05 PM
26	This should not be a mandated solution, if a business is in the position to offer this, they should be encouraged and rewarded to do so with some form of incentive. My employees have a flexible schedule, if they can't come in to work, we shift things around so they are still getting their weekly hours. But many small business in portland are mom& pop shops - forcing our businesses to provide sick pay to all our employees will be an economic hardship to many of us. It most definitely does not create a business friendly environment.	1/13/2018 1:58 PM
27	They work less than 20 hours a week and don't take shifts when someone calls in sick. So their commitment to a business is minimal. Why should there be a benefit when it has been abused in the past?	1/13/2018 1:53 PM
28	I would like to know who it is that isn't getting earned sick time. And by who, I mean which employers and which types of employers. Are these cleaning companies? restaurants? In this time of low unemployment, employers can use sick time and PTO off as incentives for employees to work for them, and employees to stay with them. When you mandate sick time, you take away something that I am offering my employees that they appreciate. Instead, its just taken for granted. Don't get me wrong, I think employees should get PTO and should be able to take a day off. I am just not yet convinced that the city mandating this is a good idea. And if it is, then it needs to be market wide (Cumberland County) not just the City of Portland.	1/13/2018 10:38 AM
29	This ordinance should mandate sick time and stop at that. Having sick time carried over, specifying the terms and conditions for notice and documentation is overkill. See how the mandated sick time works and actually trust people. If a pattern of problems crops up, then revisit. If people want an ordinance that actually passes, it needs to focus on the most important issue and not get bogged down in secondary concerns that will likely generate more opposition.	1/12/2018 4:48 PM
30	Yes, I believe this ordinance is a good answer	1/12/2018 4:24 PM

31	Actually somewhere between yes and no. We're a small company, no full time employees, so when someone is sick can usually accommodate a schedule change. And they get paid for time worked, not for time off.	1/12/2018 4:14 PM
32	I am not sure what a good answer is, but your ordinance will be cumbersome to implement, because we would have to keep track of how many sick days have accrued for each employee and how many they have used, etc. Right now, I give sick time as a benefit for my full-time employees, but if I am reading your ordinance correctly, this would accrue to all employees whenever they have reached 30 hours. I have some employees who work full-time and some who work as few as 4 hours a week. That is a nightmare in terms of tracking everyone at their own pace.	1/12/2018 2:39 PM
33	I'm a sole proprietor not an employer, but I myself have no paid sick time and I understand how harmful the lack of paid time off can be to both my health and my ability to do business/serve effectively. Furthermore, when employees are forced to work while sick it's harmful to their coworkers and the public because they are unnecessarily exposing everyone to viruses and other illnesses. People get sick, it's never a surprise, so we should plan for it and allow people to care for themselves and not fear losing their jobs or the income they count on just by taking a sick day.	1/12/2018 1:25 PM
34	I think this ordinance is a good answer. I'm proud to live in a city that is looking out for working families	1/12/2018 12:45 PM
35	I feel it is an excuse just to get a day off, if your sick that is one thing but earned time is ridiculous.	1/12/2018 12:36 PM
36	There has been no mention if this applies to FT or PT employees - very different. Yes, full-time employees should have PTO, which I provide to FT employees.	1/12/2018 12:10 PM
37	however it should be labeled PTO (paid time off) and It should NOT be governed by local ordinance-each employer should assess what could work for their company. The employee can decide if the policy of the company works for them.	1/12/2018 12:05 PM
38	-We offer 10 days of PTO (used for sick and vacation) during the first year of employment. -For those very small businesses that do not offer any sick time going from 0 mandated hours to 48 seems like a big jump at one time -As the job market tightens job seekers will look for employers that offer benefits -There will always be some businesses that will exploit employees, but an education program and workshops on how to implement better benefits and retain employees (with speakers in the same industry that talk about their successes) might be helpful. Also public awareness campaign for job seekers to ask questions before they accept jobs.	1/12/2018 12:04 PM
39	The City should cease mandating what businesses do in town. It's a competitive market for employees and as "employees at will" they can choose their work place based on perks like sick time/paid holidays/health insurance and the like. Businesses that provide will get better employees: it's that simple. Mandating what companies are required to provide: hurts small businesses and in the end will result in either higher costs within their establishments or them closing their doors.	1/12/2018 12:03 PM
40	Yes! I think the ordinance is great progress.	1/12/2018 11:50 AM
41	I think this ordinance is a good answer. A better ordinance is probably possible, but it's clear that our city government won't take action without being pushed. We need action on this now, and since the city won't do it we have to accept the best efforts of these advocacy groups.	10/3/2017 8:11 PM
42	But I don't have staff to fill in should someone call in sick. There simply isn't enough people who need or want to work.	10/3/2017 7:00 PM

### Q4 This ordinance requires that an employee notify their employer in almost all instances prior to their being able to use Paid Sick Time. Do you believe this requirement is reasonable?

Answered: 62 Skipped: 2



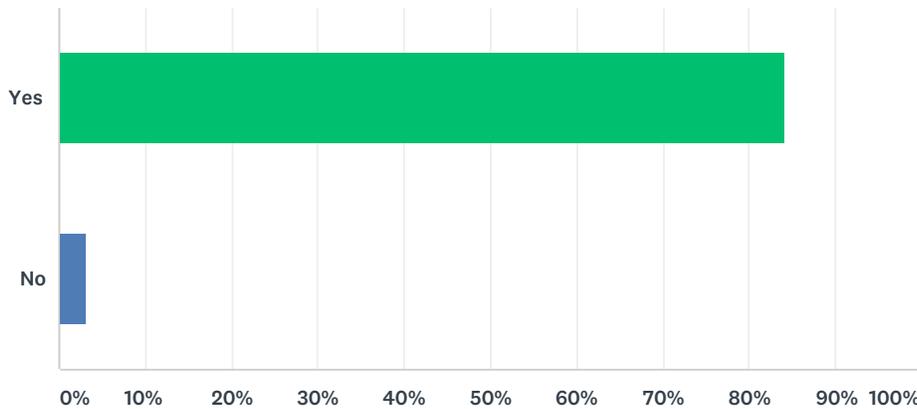
ANSWER CHOICES	RESPONSES	
Yes	66.13%	41
No	9.68%	6
TOTAL		62

#	WHY OR WHY NOT?	DATE
1	Yes. Employees should need to notify in advance. But, if you are getting paid for work that you aren't doing, the requirement should be far greater than notifying in advance...for example a note from a nurse or doctor, explaining why the sickness is sufficient to keep someone from working. This isn't just a nice social agenda idea. This is serious business when an employee has a RIGHT to call in sick for true sickness reasons. If, this awful proposal goes into effect on top of one of the highest minimum wages in AMERICA, let's make sure it's used legitimately and not abused!!!	3/27/2018 12:20 PM
2	The employer deserves the right to have time to adjust schedules so there is no business interruption.	2/13/2018 5:42 PM
3	Many small businesses have been required to reduce staff to the absolute minimum where one person missing their shift can cause the business to close for the time the employee is absent. Often the owner is already working to fill in whenever possible already.	2/13/2018 1:07 PM
4	Reasonable but unrealistic, there are some instances where people need time off in advance and a lot of those requests are covered under the FMLA. Most instances are last minute, an employee gets sick	2/13/2018 12:15 PM
5	It's reasonable. It's professional. It shows respect for the remaining staff that will need to cover for them.	2/13/2018 11:02 AM
6	This is reasonable since having notice is of course, helpful to employers in order to arrange to cover the missing staff person. BUT - as proposed, the definitions section does NOT include a definition for FORESEEABLE. It's crucial that a definition be added, to make clear that time off due to domestic violence issues is NOT considered to be "foreseeable". Foreseeable could be defined as including scheduled medical procedures, elective surgery, etc.. Most other times that someone would need PST would not be considered foreseeable.	2/13/2018 8:55 AM

7	Having an employee send a text or email saying they feel cruddy and are staying home does not help if you need to have someone else take their place. In a corporate environment it is a little easier to deal with, however in retail and/or small businesses every "body" is crucial. Requiring advance notice or perhaps requiring the employee to recruit a replacement should be an integral part of a comprehensive earned time policy. There are true emergencies that happen but that is not the normal course of events in my experience.	2/13/2018 8:48 AM
8	No. How can you require someone to know when they are going to be sick?	1/15/2018 12:46 PM
9	Decide ten minutes before your shift that you're "sick". Remember that you have PTO saved up. Call out, get paid. That's how this will go.	1/15/2018 10:36 AM
10	They must notify there employer. You can't take a sick day without notifying your employer. If we are possibly going to be required to pay sick time, then the least they can do is follow proper call out procedures.	1/15/2018 10:33 AM
11	The city should not be regulating these issues. Leave it to the State and Federal governments.	1/13/2018 4:16 PM
12	Are employees able to deny the use? If not, what's the point - courtesy?	1/13/2018 1:58 PM
13	I am not sure what that means. Call in the morning when you are sick? Call in the morning when your child is sick? In general, I think this is a good idea. In reality I am not sure how this would work.	1/13/2018 10:38 AM
14	Yes. Of course it is reasonable to expect staff to notify their workplace / employer if they will be unable to perform a scheduled shift, regardless of whether or not they can expect to be paid for this missed time.	1/12/2018 1:26 PM
15	Yes, it's fair to expect a phone call or other communication. But it shouldn't be a request it should be a notification.	1/12/2018 1:25 PM
16	If it's making a phone call or sending an e-mail if someone has an emergency, or comes down sick and needs to take off, I think that's sufficient in most cases.	1/12/2018 12:45 PM
17	This is ridiculous, it will just make employers cut more hours from employees	1/12/2018 12:15 PM
18	however, it has been my experience this time is and has been used for vacation days.	1/12/2018 12:05 PM

## Q5 This ordinance does not require that employers reimburse employees for unused sick time. Do you agree that this provision should remain?

Answered: 63 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	84.13%	53
No	3.17%	2
TOTAL		63

#	WHY OR WHY NOT?	DATE
1	You've just upped the minimum wage on small businesses again if everybody gets compensated for sick wages--sick or not.	3/27/2018 12:20 PM
2	it's insurance for employees in case of unexpected circumstances not a retirement plan that will again cost employees.	2/13/2018 5:42 PM
3	as noted above - an employee should have the personal responsibility to care for themselves putting their choices of how they conduct their lives on a simple business owner is ridiculous - the relationship between a biz owner and an employee when the cost of the ee's health is borne by the employer becomes unnecessarily complicated!	2/13/2018 1:07 PM
4	If this is adopted, we will have to reduce employees' hourly rate to accommodate.	2/13/2018 11:02 AM
5	This time should not carry over. That makes no sense.	2/13/2018 9:11 AM
6	If you are an earned time policy then you must compensate employees for their "earned time". If you are creating a sick time policy and do not compensate those who come to work all the time it creates an inequality. Let's face it some people are more sickly than others and if it is a parent taking sick time to care for a sick child how is it fair to penalize those who don't have sick kids. I do not want to alienate the good employees who come to work every day, put in a productive day and act appropriately by coddling those who stay home and then not compensating the "good" ones fairly.	2/13/2018 8:48 AM
7	NA - NO SICK TIME	1/15/2018 10:36 AM
8	The city should not be regulating these issues. Leave it to the State and Federal governments.	1/13/2018 4:16 PM
9	Paying employees for unused sick time becomes an employee bonus. Not reimbursing becomes an incentive to "call in sick". Either way employees will end up having to pay so the requirement or lack thereof is a mute point.	1/13/2018 1:58 PM
10	I'm not sure. I think it's good practice to reimburse for unused time, as it is a reward to those employees. But I also understand that can create undue financial burdens on the city/employers	1/12/2018 12:45 PM

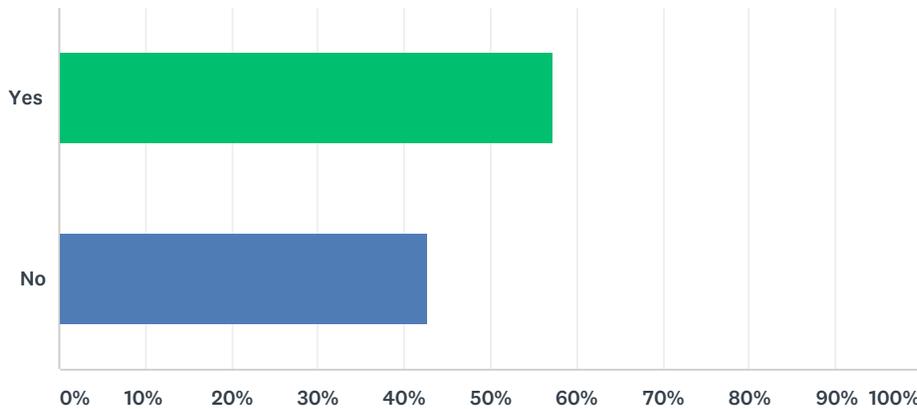
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11	unused and not carried over should not be paid, this is PTO Personal time off for unusual circumstances	1/12/2018 12:05 PM
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## Q6 Do you believe providing Earned Sick Time will reduce the number of employees who go to work sick?

Answered: 61 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	57.38%	35
No	42.62%	26
TOTAL		61

#	WHY OR WHY NOT?	DATE
1	NO. I think it's a government giveaway by politicians who want to assure that they are re-elected. I see it fraught with abuse and no way to protect employers from those employees who take a "better use it or I'll lose it" philosophy.	3/27/2018 12:20 PM
2	Obviously. But it will also result in some employees gaming the system to get paid time off.	3/15/2018 10:14 AM
3	Yes but it will leave the small business hurting to pay the employee they have to call in.	2/13/2018 10:15 PM
4	In most instances yes	2/13/2018 9:44 PM
5	Truly sick good employees will stay home so they don't make anyone else sick and when they just have a mild cold they will still come in. The abusers use there time like clockwork.	2/13/2018 5:42 PM
6	by definition this "sick" time is very broad! A great "mental health" day at the beach during a business's critical prime coverage might likely be taken advantage of, sleeping off a late night, concert binge or long weekend plan out of town is too easy to change into paid time. So many Portland businesses hemorrhage cash all winter only to be slaves to the spring and summer weather. The need to carefully plan just the right amount of staff for their benefit and the company's is already too hard and to err further on the 'overstaffed' side to cover for abuses would subject many small operators to risk of going out of business...imho	2/13/2018 1:07 PM
7	Sick time is almost always abused by many employees from when we offered it in the past. Being hung over and not going to work and still getting paid is not what was intended for the sick time. Too many small businesses like mine are constantly being targeted to offer higher pay, vacation time, sick time, health insurance and so on. What most people that don't own a business can't understand is how hard it is to make it all work. I have 25 employees making between \$12 and \$24 per hour and do get paid vacation time based on how long they have worked here. That being said as a owner that makes \$60,000 a year if I'm lucky please stop telling us what we are going to have to pay or do with our employees. Remember any of these employees can get a job in corporate America and get benefits but remember Idexx is paying Jon Ayers 7 million dollars a year. When I cam make 1000 times more than my lowest paid employee I will have great benefits also.	2/13/2018 12:26 PM

8	Workers won't feel quite as much pressure to go to work just to pay their bills. Plus, it will start to create a culture in which staying home sick is a normal, accepted practice rather than something that people feel embarrassed and even ashamed about. (Every time one of my employees calls in sick they apologize over and over and clearly feel very guilty, even though in most cases I know they are really in no shape to go to work).	2/13/2018 11:50 AM
9	Right now, responsible employees are already finding replacements for themselves when they're too under-the-weather to work. The irresponsible employees are showing up for work sick and calling out hung-over.	2/13/2018 11:02 AM
10	Employees will take advantage. Its hard enough as is with pay increase to manage cost let alone pay people who are not working.	2/13/2018 10:58 AM
11	If it is earned time they will use the days for fun stuff not to stay home sick. I see it all the time.	2/13/2018 8:48 AM
12	It's just common sense. Clearly if you're one of the majority of workers in Portland who basically live paycheck to paycheck then taking unpaid leave isn't an option.	1/26/2018 12:28 PM
13	This is not the issue. This ordinance is just another way to let people be lazy.	1/17/2018 10:18 PM
14	If they have the time available to them, this would provide incentive to stay home and not spread their sickness to the other employees	1/17/2018 1:52 PM
15	Good employees recognize the impact of their absence and will try to minimize it.	1/16/2018 3:26 PM
16	This might be the best reason for this ordinance. No fun going out to dinner to get sick from a server or cook. But it isn't the wokers' fault. They have to earn a living and employers don't provide sick time, or judge employees for daring to use it. It's a horrible system and this ordinance does a little to make it better.	1/15/2018 12:46 PM
17	In most professional industries, you have to earn it over the course of time - not DAY ONE. In hospitality, they'll still come in sick and save it for beach/hangover/boyfriend days.	1/15/2018 10:36 AM
18	Again, this is an issue for a small business. There isn't enough money in the budget to pay the sick employee and have to pay the person we have to call in to cover the call out. if this does pass, there should be a provision that you have to provide enough notice and attempt to find coverage in order to receive the sick pay, if the business is small enough.	1/15/2018 10:33 AM
19	I find that most employees do call out when they are sick regardless if they have sick time or not. For some businesses that do not offer any time off or benefits, it may reduce the number of employees who go to work sick, but I think it will me minimal. I find that, even when sick time is offered, it often comes down to the judgement of the employee.	1/14/2018 2:34 PM
20	The city should not be regulating these issues. Leave it to the State and Federal governments.	1/13/2018 4:16 PM
21	Unless they work for tips, or are working to a deadline, or have a strong work ethic . . .	1/13/2018 3:05 PM
22	Of course, why come to work if you can stay home and get paid just the same?	1/13/2018 1:58 PM
23	And it will be abused.	1/13/2018 1:53 PM
24	It might. Or it might not. Some people will use their sick days tactically, and that they will still come to work sick so that they have those sick days to use for some other reason. And in other cases, if an employer can tell an employee to go home who shows up to work sick, the employer could also misuse this power (did the employer over schedule the work force that day?) Maybe it would be a good idea to identify the industries / employers that are not paying sick time, and first legislate that it applies to these types of employers, and then see what lessons are learned from that.	1/13/2018 10:38 AM
25	Currently, many workers feel obliged to work while sick due to pressure from employers/coworkers and financial stress. This ordinance would ease that burden.	1/12/2018 4:24 PM
26	I agree with that premise. However, I have several employees who only work a few hours any one day, so if someone is sick, they usually just come in to work another day.	1/12/2018 4:14 PM
27	When my employees are sick, they call out now, even though they won't get paid. I also think it will increase the number of Employees who call in sick when they aren't.	1/12/2018 2:39 PM
28	Employees will likely use this "earned" sick time for for other reasons	1/12/2018 12:15 PM
29	But this also leads to unnecessary call-outs as well, leaving small businesses in a bind...	1/12/2018 12:10 PM
30	No. From many years of experience some employees come in no matter how sick they are others stay home if they have a hangnail.	1/12/2018 12:04 PM

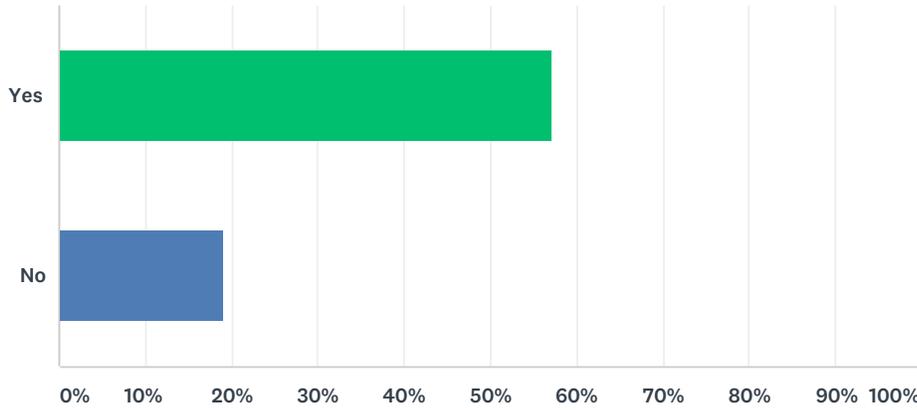
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31	if you need the hours-you need the hours & pay for the hours worked.	1/12/2018 12:03 PM
32	Because they need to be off from work for days and can't go without pay for that long.	10/3/2017 7:00 PM

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# Q7 This ordinance does not allow an employer to require an employee to find their replacement when they must use sick time. Do you think that is a fair provision?

Answered: 63 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	57.14%	36
No	19.05%	12
TOTAL		63

#	WHY OR WHY NOT?	DATE
1	What is that small business supposed to do--particularly with a new employee who abuses this.	3/27/2018 12:20 PM
2	That's really the employers call who fills in.	2/13/2018 5:42 PM
3	as noted previously	2/13/2018 1:07 PM
4	I believe this ordinance is silly.	2/13/2018 10:58 AM
5	I don't think it should be written in as a requirement as it is not always appropriate, depending on the business. I do think it should be an encouraged policy.	2/13/2018 8:48 AM
6	The business will suffer as the owner is likely very busy handling other aspects of the business.	1/17/2018 10:18 PM
7	Yes. It always falls on management to deal with problems.	1/16/2018 3:26 PM
8	How am I supposed to run a business this way?	1/15/2018 10:36 AM
9	The city should not be regulating these issues. Leave it to the State and Federal governments.	1/13/2018 4:16 PM
10	My business has one employee at the shop at a time, if theres no one to open the shop and I can't be there, then we can't open. I would then have to pay someone's wage for the day, and also take a loss for the day	1/13/2018 1:58 PM
11	Yes and no. If it is planned "sickness" (diagnostic, prevention, stalking) presumably the person is able to assist in finding their replacement. If they are sick in bed with pneumonia, then they are probably too ill to do that. Maybe the employer could be allowed to require that the employee assist in finding a replacement when they use planned sick time, but not require that they find a replacement.	1/13/2018 10:38 AM
12	I think it may vary enormously depending on the size and type of business. It is nearly impossible to generalize.	1/12/2018 4:48 PM

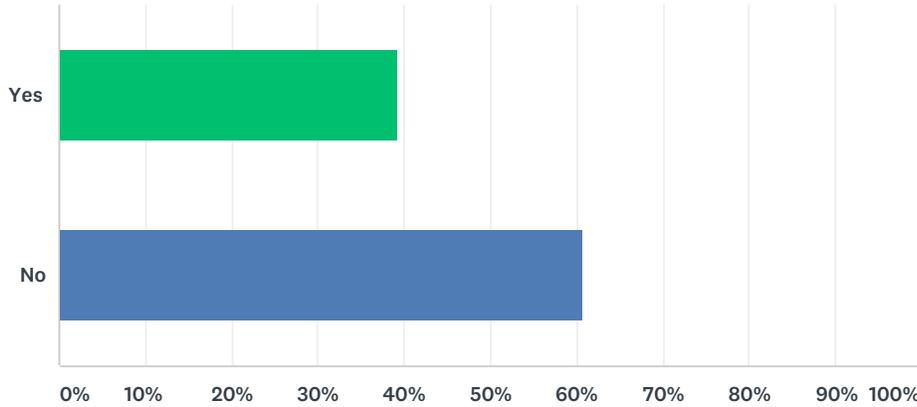
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13	Requiring workers to find a replacement would create more barriers around actually using earned sick leave. The necessity for time off should be respected, regardless of staffing issues. Workers are also asked to make a good faith effort to find coverage. Provided that there is a healthy working environment, the vast majority of workers will do their best not to leave others high and dry.	1/12/2018 4:24 PM
14	No. There should be leeway for the Employer to determine if the employee is too sick to help find a replacement or not. For instance, they might use the sick leave to make a doctor's appointment, in which case they will have advance notice and can help find a replacement.	1/12/2018 2:39 PM
15	Because the business owner will ALWAYS end up having to cover for the sick employee. This is an unreasonable burden	1/12/2018 12:31 PM
16	leaves the owner High and Dry!!!	1/12/2018 12:15 PM
17	Depends on the job requirements	1/12/2018 12:05 PM

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## Q8 Do you believe requiring Earned Sick Time will improve public health?

Answered: 61 Skipped: 3



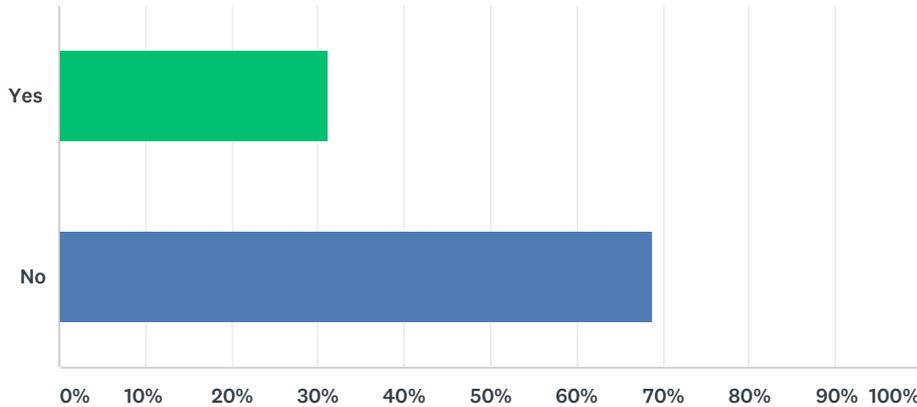
ANSWER CHOICES	RESPONSES	
Yes	39.34%	24
No	60.66%	37
TOTAL		61

#	WHY?	DATE
1	No. if the city is so concerned about improving public health, why doesn't the city set aside a fund to cover its costs? Many of these businesses are not profitable, particularly during the winter months when people tend to get sick the most. A lot of sickness is preventable....people go out side without a jacket in the winter...they don't get flu shots for personal reasons....they don't wash their hands when they leave the restroom.... you name it. so much is preventable why doesn't the city turn its efforts toward creating a health community, rather than allow its citizens to avoid best practices for staying healthy.	3/27/2018 12:20 PM
2	Possibly, but in our case we are more at health risk from sick customers coming into the shop. If our employees are sick, they are responsible enough not to come to work and spread the sickness.	3/15/2018 10:14 AM
3	People should always stay home if they are too sick to be around others, it absolutely helps public health. Many work sick because they have to. In my small business it is not an issue even though we do not offer PTO our employees current or past knew that it was OK to stay home when not well.	2/19/2018 2:25 PM
4	Not sure. It is up to individuals to use earned sick time appropriately	2/13/2018 9:44 PM
5	Why not mandate flu shots for everyone ? How about not smoking, drinking and eating poorly. Most employees including your best still never seem to take the needed steps to a healthier life. We have taught our society that they are not responsible for anything.	2/13/2018 5:42 PM
6	or better stated "I don't believe it is up to the small business owner to intrude on individuals' lives - society needs to encourage the individual to make better choices to put themselves in situations where they take better care of their own health!"	2/13/2018 1:07 PM
7	If people took better care of themselves in general public health care would improve. Giving more paid time off to party is only going to make it worse.	2/13/2018 12:26 PM
8	People still come to work/go out when they are sick even though they have sick time/pto. It's more their nature than the availability of paid time off.	2/13/2018 12:15 PM
9	Irresponsible employees are showing up for work sick and calling out hung-over.	2/13/2018 11:02 AM

10	People are not going to change, if they usually stay home they will continue to stay home sick or well. If they come to work regularly they will continue to do so, only staying home when they are truly sick.	2/13/2018 8:48 AM
11	Science. Germans were discovered in the 19th century.	1/26/2018 12:28 PM
12	I day or two off of work does not make people healthier, or cure a cold or flu.	1/17/2018 10:18 PM
13	Possibly by not spreading their germs to the other employees	1/17/2018 1:52 PM
14	People will be people. This won't change a thing except causing increased cost both for the paid sick time and the administrative effort to track it.	1/16/2018 3:26 PM
15	The city should not be regulating these issues. Leave it to the State and Federal governments.	1/13/2018 4:16 PM
16	There are way too many variables that amount to "public health." Just because this feels intuitively to be a benefit to public health doesn't necessarily mean that is the case.	1/13/2018 3:05 PM
17	Access to universal health care, healthy diet & lifestyle, exercise and good health habits to prevent the spread of germs will improve public health.	1/13/2018 1:58 PM
18	Because people come in as sick customers all the time, which makes our staff sick	1/13/2018 1:53 PM
19	I think employers that want to create abusive work environment (I don't care if you're sick, we're short handed today) will do so. I think that there are many office workers who come to work sick because "they have work to do" not because they don't have sick days. I just don't think you can legislate this.	1/13/2018 10:38 AM
20	This is a leading question.	1/12/2018 4:48 PM
21	People can better able to afford to stay home when really sick.	1/12/2018 4:14 PM
22	Probably won't improve public health but could improve morale. In my experience, good employees try to come in even when they are sick. Bad employees never come in when they are sick and sometimes call out sick when they just have other plans. So either way, I will have someone fighting through an illness showing up at work.	1/12/2018 2:39 PM
23	no-entitlements will be abused. I'm not going to work-but I'm still going to coffee by design because I need my coffee or whole wallet because I need food...	1/12/2018 12:03 PM
24	I think there's issues with the homeless population downtown. I think them being sick spreads it moreso.	10/3/2017 7:00 PM

## Q9 Do you believe Portland should pass an ordinance that ensures all workers in Portland receive paid sick time?

Answered: 61 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	31.15%	19
No	68.85%	42
TOTAL		61

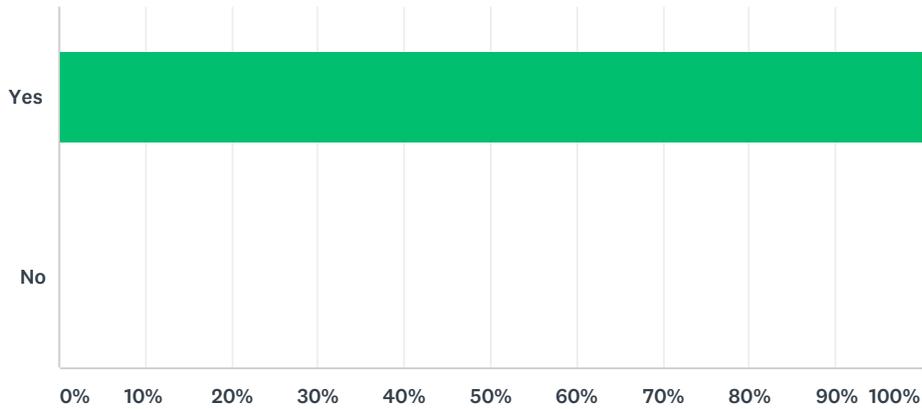
#	WHY OR WHY NOT?	DATE
1	the easiest thing in the world to do is vote for a pay increase or employee benefit for yourself or your neighbor when the cost of that benefit comes out of someone else's pocket. Who's going to get credit for this...the politicians i.e. Mayor Strimling and the rest of the City Council. Just whose pockets do you think are being picked to make them look like wonderful people? That is what happened with Portland's minimum wage, which is among the highest in the nation. There is a huge conflict of interest when people vote to give themselves a raise and it's coming out of someone else's pocket. Same with paid sick leave. where does social welfare end...should employers be mandated to provide life insurance, guaranteed retirements, minimum paid vacations, dental insurance, health insurance???? the more employers are mandated to provide "free" benefits, the higher the cost of doing business here, the higher prices have to go, making the city less livable for the poor.	3/27/2018 12:20 PM
2	As mentioned above, we are a case where expense mandates will not be beneficial to staying in business. And, yes you can make the argument that some employees need PST but we provide an excellent employment atmosphere, continued 5-star customer reviews, a place for customers to gather and socialize once a week, and a truly local Portland business. So, I think there needs to be different classifications as to which businesses this mandate would apply to.	3/15/2018 10:14 AM
3	I think it is up to individual business owners to set policy and provide sick time. It is up to employees to use it responsibly.	2/13/2018 9:44 PM
4	Only if it is on a limited scale based on the size of business and there is a cap on the amount carried over.	2/13/2018 5:42 PM
5	This is NOT something to be put on the struggling small business owner that can barely afford already to conduct business in Portland ME!	2/13/2018 1:07 PM
6	People have choices if they want to work for someone or company that offers benefits. I see it all the time when we interview people and they turn us down because we don't have health care. If I could stay in business and offer it I would, but I can't. You should be working on achieving universal health care for all citizens instead of nickel and dimming us small businesses that do more for the local community than anyone else.	2/13/2018 12:26 PM

7	I don't think that is a concern of city government. Portland has too many license requirements, and fees that lean heavily on small business and frankly, it's becoming onerous. The fact that the proposed ordinance would require the employer to roll over unused days is unbelievable and a total over step	2/13/2018 12:15 PM
8	If an employee doesn't like and employer's policies, they have the freedom to work elsewhere. Portland shouldn't be weakening the labor force in Portland.	2/13/2018 11:02 AM
9	Again, sets up. A Pandora's box. People will take advantage.	2/13/2018 10:58 AM
10	All full time employees with health insurance	2/13/2018 9:11 AM
11	Making a unilateral ordinance is not going to address every type of business. Businesses do not need one more ordinance, law, rule or tax to conform to and/or deal with. We need to spend our time running our businesses not dealing with legislation.	2/13/2018 8:48 AM
12	Wonderful in theory! Could improve public health and safety, but I feel that it is an unnecessary strain on small business. Many people will use their sick time regardless of how they are feeling because if they don't use it then it is lost. Additionally, they may use their paid sick time when they feel well because it's nice to have time off when you feel well! I'm all for employee rights, but it seems like there is a lot of room for abuse of this ordinance.	1/18/2018 12:24 PM
13	Portland has grown very nicely on its own, without the over reaching arm or the local government. This is just another decision that Portland is trying to make to stand out as a progressive city. If this was such a great idea, more cities all over the country would already be doing it. Portland continues to make it more difficult for small businesses to operate, which opens doors for more larger "chain" business, which is what it seems like it wants.	1/17/2018 10:18 PM
14	Only for full time employees	1/17/2018 1:52 PM
15	People will be people. This won't change a thing except causing increased cost both for the paid sick time and the administrative effort to track it.	1/16/2018 3:26 PM
16	Although, I am curious how is an "employee" is defined in the ordinance?	1/15/2018 12:46 PM
17	Fix the staffing problem in the city and state first.	1/15/2018 10:33 AM
18	I think that part-time workers, interns, seasonal workers and high school students should not receive the same benefits as year-round, full-time employees. I also believe, like it or not, that businesses, especially small businesses, need to have some autonomy in how they run their business. And employees need to look at these differences and decide where they want to work. With the labor market at less than 3% unemployment, the market is taking care of many of these issues. Even very small businesses are offering benefit packages and paid time off to attract employees. It seems that the competitive market is beginning to take care of this problem. Those who chose to continue to pay low wages and lack a benefit packages will lose out in the labor market. It seems unnecessary for the City of Portland to disrupt this by issuing mandatory ordinances.	1/14/2018 2:34 PM
19	The city should not be regulating these issues. Leave it to the State and Federal governments.	1/13/2018 4:16 PM
20	The majority of businesses in Portland are too small to bear an additional cost like this. How about we fight for medicare for everybody instead?	1/13/2018 3:05 PM
21	Like I said before, this should not be a mandated solution, if a business is in the position to offer this, they should be encouraged to do so. But for many small businesses this will be an economic hardship. I work alongside my employees an am flexible with their schedules if they can't come in to work, things get shifted around so they are still getting their weekly hours. If this passes, not only will I be paying sick pay, but I will also have to pay the wages for someone to cover their shift- or we don't open. It most definitely does not create a business friendly environment. Quite honestly, it would make it very hard for me to do business in Portland. Add this to the ridiculous rents, lack of affordable parking for me and my employees and the homeless problem - I would be likely to move my business out of the city. I just don't make enough to pay employees for not coming in, maybe if Portland was working on issues to help my business thrive it would be a benefit I could provide my employees in the future.	1/13/2018 1:58 PM
22	Expensive and no commitment from staff to stay at a business.	1/13/2018 1:53 PM

23	I think its a very interesting idea, but as a small business owner this creates yet another set of rules to be careful not to run afoul of. But...if you are going to do this, six days a year is a lot. We accrue the equivalent of 17 days per year if the person is full time, which was calculated as 10 days vacation plus 3 days sick time (plus paid holidays). Please allow Universal PTO to meet the requirements of "Earned Paid Sick Time". Consider changing the formula so that it includes ALL employees, not those who are scheduled 30 or more hours per week. If your aim is to keep sick employees at home, you need cover employees that work any hours of week. Otherwise that employee who needs that 15 hour a week a job is going to come in sick. Most people use a software program like QuickBooks to do their payroll, and these programs can do the math easily. You just tell the program what to accrue per hour worked.	1/13/2018 10:38 AM
24	Yes I would like to see mandatory sick time but not as currently drafted.	1/12/2018 4:48 PM
25	Just like having a higher minimum wage, an additional higher cost requirement may make Portland less competitive for companies looking for help.	1/12/2018 4:14 PM
26	I really feel ambivalent for all the reasons listed above. It is cumbersome, hard to track and I am not sure it will produce the intended benefits.	1/12/2018 2:39 PM
27	Portland is already making it nearly impossible to survive as a small business. No more park and shop. Garages control all of the parking in town. We are losing money, taxes are going up, and we continue to have to subsidize all of these efforts. Last year I as a business owner had to put 55% of my salary back into the business to cover all of the expenses (I make \$45K/year, less than some of my employees). How about just letting employers treat employees decently and try to stay in business? Otherwise it will be all chain stores here in a few years.	1/12/2018 12:31 PM
28	I believe this will be a hardship for small business owners and owners just starting off. Presently my firm provides 5 days of sick time in addition to 10 days vacation. Should the amount of sick time be increased above 5 days then I would conversely reduce the amount of vacation days. I believe my employees would rather have the flexibility that vacation time allows versus more sick time.	1/12/2018 12:25 PM
29	Why does Portland have to make an ordinance for everything? Employers and Employees together should be responsible for not coming to work when sick.	1/12/2018 12:10 PM
30	I think this should be an individual business option	1/12/2018 12:05 PM
31	Burden to smallest employers	1/12/2018 12:04 PM
32	Let capitalism be. You can't give entitlements to everyone or try to engineer social systems. Work ethic is undermined, by mandates...	1/12/2018 12:03 PM
33	This is for part time staff - if they were full time, yes.	10/3/2017 7:00 PM

## Q10 Are you a Portland Buy Local member?

Answered: 64 Skipped: 0

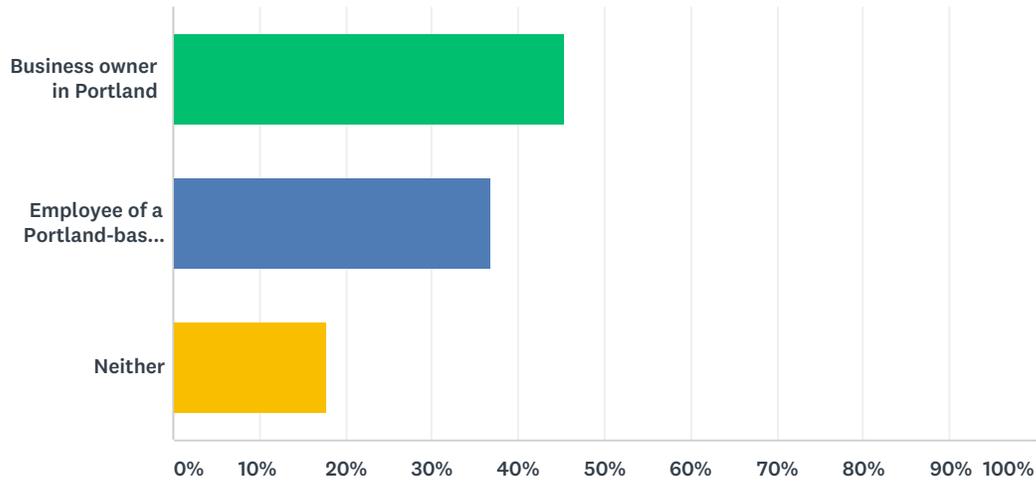


ANSWER CHOICES	RESPONSES	
Yes	100.00%	64
No	0.00%	0
TOTAL		64

#	PORTLAND BUY LOCAL IS AN ADVOCACY, MARKETING, AND EDUCATION ORGANIZATION HELPING CONSUMERS UNDERSTAND THE IMPORTANCE OF BUYING LOCAL AND FINDING PLACES TO SHOP LOCALLY. WE REACH 25,000+ CONSUMERS ON AN ANNUAL BASIS THROUGH OUR DIRECTORY, SOCIAL MEDIA, AND EVENTS. FOR MORE INFORMATION VISIT <a href="http://WWW.PORTLANDBUYLOCAL.ORG">WWW.PORTLANDBUYLOCAL.ORG</a> OR PROVIDE YOUR CONTACT INFO AND WE'D BE HAPPY TO CONNECT.	DATE
1	As a business owner and having been an employee, I feel I have some fair insight to this proposal. When we had a policy that allowed for two buckets (PTO and sick time) the sick time was incredibly abused. Once we moved over to a one bucket policy (PTO) with the same amount of time we found employees stopped calling out sick as often. Some employees would call out so they wouldn't lose their sick time. I don't think an Earned Paid Sick Time Proposal is a great idea. If it was a proposal for employees to earn PTO depending upon the amount of hours worked, I would view this differently.	2/22/2018 4:57 PM
2	Actually I'm not sure. I would like to be. I will look into it to see if I need to pay dues.	1/26/2018 12:28 PM
3	The city should not be regulating these issues. Leave it to the State and Federal governments.	1/13/2018 4:16 PM

### Q1 Which of the following best describes you?

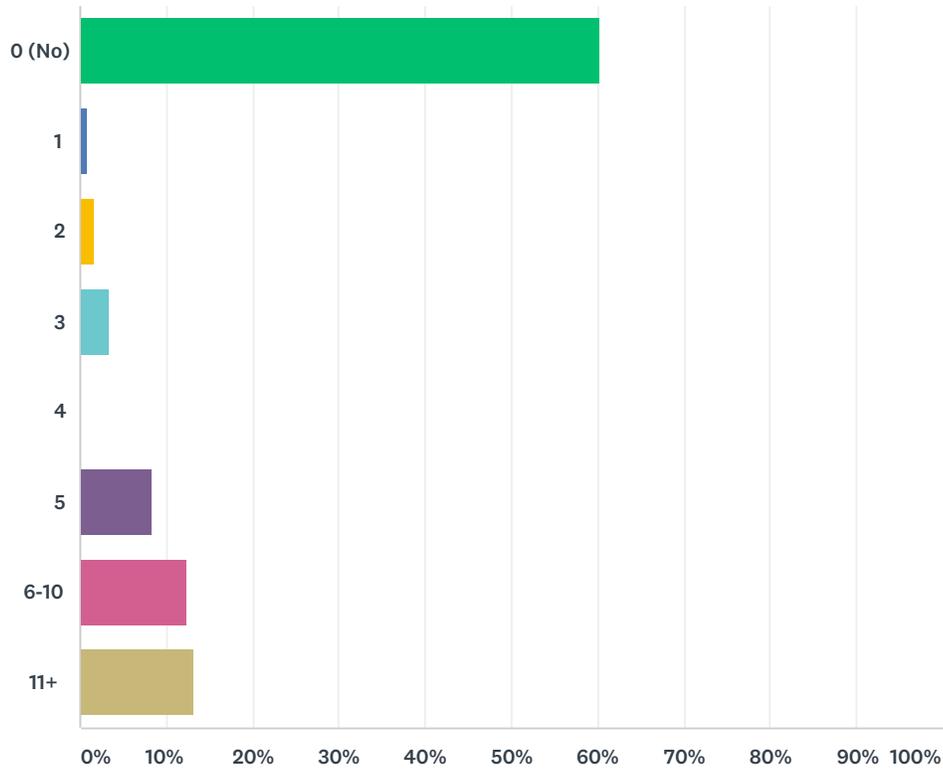
Answered: 174 Skipped: 0



ANSWER CHOICES	RESPONSES	
Business owner in Portland	45.40%	79
Employee of a Portland-based Business	36.78%	64
Neither	17.82%	31
TOTAL		174

## Q2 If you are an employer, do you provide Earned Paid Time off to your employees that they can use for sick time? If so, how many days?

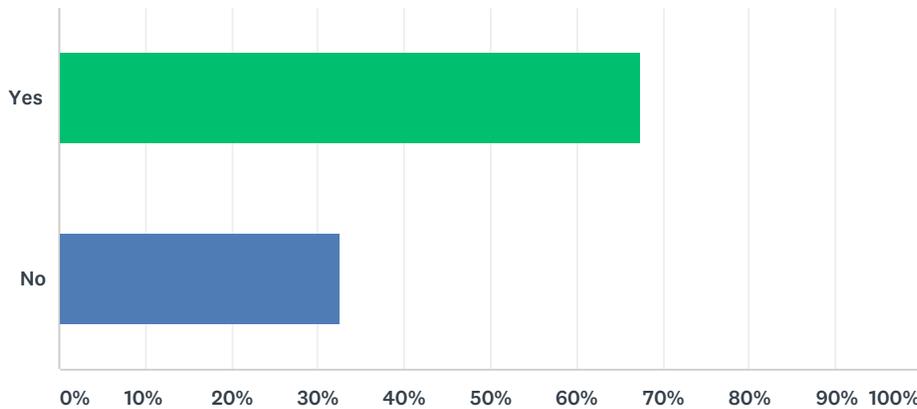
Answered: 121 Skipped: 53



ANSWER CHOICES	RESPONSES	
0 (No)	60.33%	73
1	0.83%	1
2	1.65%	2
3	3.31%	4
4	0.00%	0
5	8.26%	10
6-10	12.40%	15
11+	13.22%	16
<b>TOTAL</b>		<b>121</b>

### Q3 Do you think Portland employees not having earned sick time is a problem?

Answered: 172 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	67.44%	116
No	32.56%	56
TOTAL		172

#	IF YES, DO YOU THINK THIS ORDINANCE IS A GOOD ANSWER? IF THIS ORDINANCE IS NOT A GOOD ANSWER, WHAT WOULD YOU SUGGEST AS AN ALTERNATIVE?	DATE
1	NO. If the City feels so strongly, why is the City not providing this benefit to our employees rather than forcing its social agenda on the backs of the businesses that create jobs and help make this a vibrant community?	3/27/2018 12:20 PM
2	This may be a solution for some businesses but for ours which is a small retail shop with part-time employees it is not workable. In our case, if an employee is not feeling well or needs time off for personal reasons, there is no question about granting the time off and we'll re-arrange schedules to keep the shop open. Fortunately, in our case the part-time employees really like their job and the added income is a bonus but not something they depend on to make a living. If we were to implement this policy, it would amount to double the payroll expense on the day of the employees PTSD. Our business margins are small enough that this becomes one more mandate that eventually causes the business to become not feasible financially. Businesses must be profitable to stay afloat and increased expense mandates will drive out businesses. Employees have the option to seek employment conditions that are more favorable to them and this also gives businesses an opportunity to differentiate themselves from competitors by offering better employee benefits.	3/15/2018 10:14 AM
3	I need further details about the ordinance, but I do support the idea.	2/26/2018 7:42 PM
4	This required some thought. Ultimately I value the single employee my business has greatly but do not currently offer paid sick time. I think the proposed ordinance seems fair to both employer & employee. The difficulty for a business as small as mine is cash flow to pay an employee who isn't here producing or simply cash flow in general. If my employee needed to take all the accrued sick time at once that could pose an issue on some weeks. In the end though I strive to do the best I can for anyone that does or has ever worked for our business and as a business owner I think I can manage to work with this ordinance.	2/19/2018 2:25 PM
5	In my industry, everyone earns time off already	2/13/2018 9:44 PM

6	Not as proposed. Needs to have a sliding scale geared toward smaller business. We have a policy like the proposed and believe in offering sick time. I also understand the abuse that comes from having the policy and think it would harm small business. Those attempting to create policies need to understand better how business operates and the affect things like this have. They always assume there is little abuse with something like this and it's easy for business to adapt. In some cases a business will take something away from employees that they had before to offset the extra expense.	2/13/2018 5:42 PM
7	Whereas Portland's minimum wage already affords the most basic jobs a rich hourly rate, employees can structure their savings like the rest of us to provide for those times when time off is needed. They can live healthier lives replacing smoking, drinking and drugs with better alternatives taking personal responsibility for their well being. They can also spend time and effort to enrich their skills to be better positioned for higher wage, specialized skill jobs and better pay - some roles warranting health benefits as inducement for particular skill sets.	2/13/2018 1:07 PM
8	Yes, I think this ordinance is a very good solution for the problem. There will inevitably be some flaws that people will find, but no piece of legislation is ever perfect for every situation and every person. This is a very carefully crafted ordinance and it's the best shot we have at solving an urgent problem. I've thought about it a lot and studied the ordinance carefully, and I think that any sacrifice businesses have to make will be fair, reasonable and worth it.	2/13/2018 11:50 AM
9	I think this should be a Maine law, not local. Tough competing against Westbrook, South Portland,etc.	2/13/2018 11:08 AM
10	Benefits need to be earned. And all of us, are doing absolutely everything in our power to retain dependable employees. As a restaurant, we have been known to pay three weeks of sick time to an employee who has only worked for us for 6 months because he had demonstrated he was an outstanding, responsible cook. We do our absolute best to give people a chance. Often we take a high (very high) risk of hiring people with a history of addiction - alcohol, drugs, gambling - and most of the time that risk does not work out on our behalf. This ordinance, requiring us to begin offering benefits before an employee is even given time to demonstrate worth, is unfair - especially to our industry. The outcome will be that we will not be able to give unstable employees a second or third chance. Instead of penalizing us for hiring at-risk candidates, we would strongly prefer that the benefit is earned from day one, but that the employee is not vested enough to be able to use their earned benefit until they have worked for the establishment for a minimum of 90 days.	2/13/2018 11:02 AM
11	It depends on the exact wording and implementation. Have paid sick time is a necessity for low income workers and has demonstrated to be a benefit for employers in the long run in other countries where this has been a requirement for years	2/13/2018 10:32 AM
12	I would suggest EPST only be available to full time employees with health insurance.	2/13/2018 9:11 AM
13	This is a fair ordinance that will, in my opinion, create a better work place.	2/13/2018 8:59 AM
14	yes	2/13/2018 8:55 AM
15	We provide generous earned time yet I still have staff who come to work sick since they do not want to "waste" their time off on a sick day.	2/13/2018 8:48 AM
16	I do not think it is a good answer on the municipal level. We need to keep Portland competitive in the state, and to do that we need to ensure that this is an enacted on a statewide level. This will not only attract workers to Maine, it will create a level playing field for all of Maine's municipalities.	1/26/2018 11:20 PM
17	They work part time, less than 20 hrs per week.	1/26/2018 9:05 PM
18	A healthier workforce means a more productive workforce. People who can afford to miss a day to recover spread less illness, are more mentally focused on their job and less worried about the impact to their job or finances	1/26/2018 2:07 PM
19	Yes I support the ordinance.	1/26/2018 12:28 PM
20	Leave it up to the employers. This ordinance would add additional costs to small businesses. Most businesses want to do right by their employees. It is not the government's responsibility to make this happen.	1/26/2018 12:13 PM
21	Yes the ordinance is a good answer.	1/23/2018 8:23 PM
22	I think it is very important. It can make the difference between making rent or keeping the car running, affording groceries, medicine...	1/20/2018 9:00 PM

23	Honestly, I am not familiar with the ordinance. I imagine it includes a requirement for business' to pay sick time. I feel that employees should not be penalized for taking sick time, but I don't feel that it is necessary to require business' to pay employees for time when they are not working. Earned, paid vacation time is a benefit at a job and can be used for sick time or leisure time. Requiring anything beyond that seems like an unnecessary strain on the already challenging task of running a small business.	1/18/2018 12:24 PM
24	It is a "trick" situation. Employees earn personal time to use as they see fit. Time is accrued based on length of service but it is not separated between vacation personal time and sick personal time. They use as needed. The ordinance is also excessively unfair to small businesses in how quickly employees accrue time. The number of college and hs aged employees that suddenly would go from being let go because they do not show up for work on Saturday or Sunday mornings but now would just be able to call in paid sick is astounding. I cannot see any instance in how a part time, hourly employee working 10-15 hours a week can be entitled to 5 paid sick days annual is a fair practice in the real world of small business staffing.	1/17/2018 4:03 PM
25	Yes; However, it should not be provided for part time employees and I believe that 5 days or 40 hours is ample enough time for employees for paid sick or personal leave.	1/17/2018 1:52 PM
26	You don't specify that the ordinance would apply to part-time employees as well as full time. Have no problem with full-time, but extending the benefit to part-times is problematic.	1/16/2018 9:20 PM
27	Yes the ordinance is a good answer.	1/16/2018 5:49 PM
28	Good employers will make every effort to accommodate the needs of a good employee. Especially in this labor market. This is trying to fix a NON-problem.	1/16/2018 3:26 PM
29	Mandatory PTO reduce employer choices and will force small businesses out of Portland. Companies cannot fill positions now, and will compete to attract workers that actually want to work. Outside of the mentally challenged, I think workers are smart enough to make a good decision about where to work.	1/16/2018 7:33 AM
30	Good solution.	1/15/2018 6:33 PM
31	I think the ordinance is a good start. It would be better to have it be required on a state level, but I realize that may not be possible with our current political climate. At the same time, how does something like this affect small business's who are now facing less tax benefits? I think that may be the largest backlash, is a lack of explanation when it comes to cost for an employer.	1/15/2018 2:11 PM
32	It's the best answer I can think of.	1/15/2018 1:49 PM
33	Yes, this is a good step to ensure all workers have earned paid sick time. One question, how is employee defined?	1/15/2018 12:46 PM
34	Earning PTO immediately upon hire is insane. I own a restaurant, and I frequently get abused by employees re: callouts without notice, especially from new employees. This ordinance says not only can they call out for being "sick" (hungover, beach day, boyfriend day), they don't have to give any notice - so they can call out for a 7 am shift at 6:50. THEN I have to scramble to find someone to cover them?! Good luck! This will make it impossible for me to run a business and make sure I have enough staff on to serve Portland the right way. It will ultimately result in me spending an extra 8-12k per year, and put me out of business. It should be my decision on a case by case basis to pay an employee for sick time or not. And they will have to earn that privilege, just as they would at any normal job after 90 days.	1/15/2018 10:36 AM
35	For small business this is a problem. We are light on staff to begin with and then having to pay sick time and find a replacement will drive us out of business. The issues is there aren't enough staff to go around. Fix this problem first, and then we can address sick time.	1/15/2018 10:33 AM
36	It is very difficult for a small business to manage when City regulations are different from State regulations. The City of Portland cannot keep enacting this type of legislation. It will drive small businesses out of the city.	1/15/2018 9:28 AM
37	I don't think that the local ordinance is a good answer. I think there should be larger legislation at the national level mandating paid sick time.	1/15/2018 7:18 AM
38	Yes! I don't think we can rely on business owners to "do the right thing." Ordinances are necessary to ensure equality and fair labor practices.	1/14/2018 9:02 PM
39	Yes	1/14/2018 8:35 PM

40	As a business owner, I believe that having a reasonable number of sick days available to employees keeps everyone happy and healthy. However, this ordinance seems excessive - or any size business, but particularly for small businesses with less than 50 employees - in terms of the number of days proposed and the ability to carry over unused days. It is ripe for abuse which affects not only the effective running of a business, but the burden it causes to other employees who must pick up the shifts left open by call outs.	1/14/2018 2:34 PM
41	Yes I do, I think it's a good start to what should be a statewide ballot initiative eventually. If Portland can successfully lay the groundwork then I think it could be a model that can be used throughout the state.	1/14/2018 11:23 AM
42	I think it is a good start.	1/13/2018 5:56 PM
43	Each business has it's own way of dealing with this issue within the restraints of remaining competitive and profitable. In my business we provide our hourly workers with one hour of paid time off for every hour worked, regardless of full or part time status. For a full time employee that results in 12.5 paid 8 hour days off for every full year of service. This accrues forever and can be collected upon satisfactory separation. This is the only paid time off our hourly employees receive for holidays, vacations, and sick days. We encourage employees to save some days for sick time but it is entirely up to them how they manage the time accrued. Some of them take no vacations and save up all their time for years, so they are prepared for a prolonged illness or a long leave of absence, others take a paid day off as soon as they accrue 8 hours. Our employees appreciate the flexibility of this system, and as an employer I appreciate the flexibility to manage our employee benefits without another layer of regulation from the city. The city should absolutely not get into regulating this issue.	1/13/2018 4:16 PM
44	This is a nice idea that, if implemented, should be paid for by the government (and yes, I realize it needs to be paid for with taxes). Mandating expenses to businesses is not the best route.	1/13/2018 3:05 PM
45	This should not be a mandated solution, if a business is in the position to offer this, they should be encouraged and rewarded to do so with some form of incentive. My employees have a flexible schedule, if they can't come in to work, we shift things around so they are still getting their weekly hours. But many small business in portland are mom& pop shops - forcing our businesses to provide sick pay to all our employees will be an economic hardship to many of us. It most definitely does not create a business friendly environment.	1/13/2018 1:58 PM
46	They work less than 20 hours a week and don't take shifts when someone calls in sick. So their commitment to a business is minimal. Why should there be a benefit when it has been abused in the past?	1/13/2018 1:53 PM
47	Yes	1/13/2018 11:01 AM
48	i think that this ordinance is a good first step.	1/13/2018 10:50 AM
49	I would like to know who it is that isn't getting earned sick time. And by who, I mean which employers and which types of employers. Are these cleaning companies? restaurants? In this time of low unemployment, employers can use sick time and PTO off as incentives for employees to work for them, and employees to stay with them. When you mandate sick time, you take away something that I am offering my employees that they appreciate. Instead, its just taken for granted. Don't get me wrong, I think employees should get PTO and should be able to take a day off. I am just not yet convinced that the city mandating this is a good idea. And if it is, then it needs to be market wide (Cumberland County) not just the City of Portland.	1/13/2018 10:38 AM
50	Yes,	1/13/2018 10:23 AM
51	In the absence of a Federal Family Leave solution, this is a good first step and action we can take locally.	1/13/2018 10:16 AM
52	I think anyone that works should earn sick time... part time or full. They all are working hard as a team together and based on how many hours you should accrue sick time	1/13/2018 10:05 AM
53	It seems like a good answer.	1/13/2018 10:02 AM
54	I think an ordinance is a good answer. We do not want sick people in the work place making other people sick.	1/13/2018 10:01 AM
55	Yes, it is a good answer. It's a small amount for employers to pay that I think even small operations could afford it. I think better access to health care could help as well. Many of my co-workers don't have insurance.	1/13/2018 12:06 AM
56	I think the ordinance is good.	1/12/2018 9:55 PM

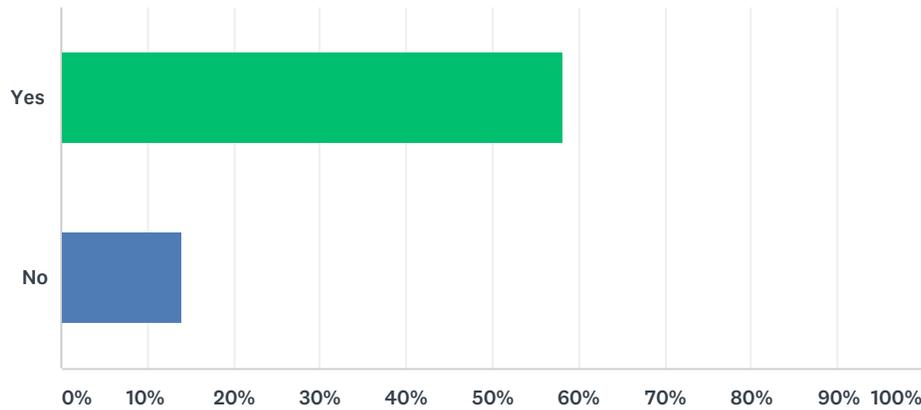
57	Let business decide what is the best for their business.	1/12/2018 9:10 PM
58	Yes it is a good idea I would suggest 10 days instead of 6 however	1/12/2018 8:45 PM
59	Yes, I think that it is a good start. I would recommend researching the laws recently implemented in New York State regarding paid sick time. I would recommend a provision that requires employers to inform their employees that they are eligible for this benefit. To be honest, I have no idea whether or not my employer currently offers this benefit or not.	1/12/2018 7:20 PM
60	This is good because everyone deserves PTO for time worked!	1/12/2018 6:48 PM
61	Yes, good answer.	1/12/2018 5:59 PM
62	It should not be required for part-time employees. They have the time off they need. Many business owners will not be able to afford this.	1/12/2018 5:40 PM
63	Yes, it is a fair solution. Sometimes employers have to be obligated by law to treat their employees with basic decency.	1/12/2018 5:18 PM
64	Yes	1/12/2018 5:06 PM
65	Yes, i think this ordinance is a fair and just answer	1/12/2018 4:51 PM
66	This ordinance should mandate sick time and stop at that. Having sick time carried over, specifying the terms and conditions for notice and documentation is overkill. See how the mandated sick time works and actually trust people. If a pattern of problems crops up, then revisit. If people want an ordinance that actually passes, it needs to focus on the most important issue and not get bogged down in secondary concerns that will likely generate more opposition.	1/12/2018 4:48 PM
67	Employees will accrue and bank hours and use as vacations of holidays. We already give our employees paid vacation and this amounts to another 'vacation week'. This is a very bad idea. Also, we have employees located in cities that do not have this ordinance. We would not be able to offer it only to Portland employees and not others - and this would be very costly.	1/12/2018 4:33 PM
68	yes	1/12/2018 4:29 PM
69	Yes, I believe this ordinance is a good answer	1/12/2018 4:24 PM
70	It's a good start	1/12/2018 4:22 PM
71	Actually somewhere between yes and no. We're a small company, no full time employees, so when someone is sick can usually accommodate a schedule change. And they get paid for time worked, not for time off.	1/12/2018 4:14 PM
72	No	1/12/2018 3:52 PM
73	Not sure	1/12/2018 3:50 PM
74	Yes, but I'm not an expert on the topic	1/12/2018 3:06 PM
75	6 days per year is too much!! Carrying over unused "sick" time to another year is wrong!!	1/12/2018 3:04 PM
76	Yes - a city-wide mandate for accrual of sick-time would incentivize business owners to invest in their employees' well-being.	1/12/2018 2:44 PM
77	I am not sure what a good answer is, but your ordinance will be cumbersome to implement, because we would have to keep track of how many sick days have accrued for each employee and how many they have used, etc. Right now, I give sick time as a benefit for my full-time employees, but if I am reading your ordinance correctly, this would accrue to all employees whenever they have reached 30 hours. I have some employees who work full-time and some who work as few as 4 hours a week. That is a nightmare in terms of tracking everyone at their own pace.	1/12/2018 2:39 PM
78	Employees should protect their health & that of their families. This is not the employer's responsibility. In my opinion people take too much "sick" time. Maternity/paternity leave should be honored.	1/12/2018 2:12 PM
79	Yes - this is a public health issue	1/12/2018 1:54 PM
80	i think it is unsafe for all. Not just for the customers but for the workers and the person themselves. any person should have the right to not worry about being ill.I think it should be mandatory to have sick days..	1/12/2018 1:35 PM

81	I'm a sole proprietor not an employer, but I myself have no paid sick time and I understand how harmful the lack of paid time off can be to both my health and my ability to do business/serve effectively. Furthermore, when employees are forced to work while sick it's harmful to their coworkers and the public because they are unnecessarily exposing everyone to viruses and other illnesses. People get sick, it's never a surprise, so we should plan for it and allow people to care for themselves and not fear losing their jobs or the income they count on just by taking a sick day.	1/12/2018 1:25 PM
82	This ordinance is fine as-is.	1/12/2018 1:20 PM
83	I think this ordinance is a great answer. I work 30 hours/week. Earning a day of sick time after 8 weeks of work, sounds very reasonable to me.	1/12/2018 1:04 PM
84	I think this is an excellent start. All workers should get some kind of paid sick leave.	1/12/2018 12:59 PM
85	It's a start. If it's passed, it will help pave the way for more nearly adequate alternatives.	1/12/2018 12:58 PM
86	An insurance or savings fund to pay for replacement employees during time off.	1/12/2018 12:53 PM
87	I think this ordinance is a good answer. I'm proud to live in a city that is looking out for working families	1/12/2018 12:45 PM
88	I feel it is an excuse just to get a day off, if your sick that is one thing but earned time is ridiculous.	1/12/2018 12:36 PM
89	Don't know an alternative but people coming to work sick is not good for ANYONE...	1/12/2018 12:27 PM
90	I believe that sick time should be separate from PTO and that is a company offers PTO it should not be used for sick time. They should be kept separate.	1/12/2018 12:22 PM
91	I do think this ordinance is a good answer. Many of the city's workers are employed in the service industry or are otherwise working non-traditional hours, and have very few safeguards in place to ensure against punishment if they become sick, and would disincentivize going to work while sick, which is important for an industry whose workers are predominately without health insurance. As someone who's worked in Portland restaurants for 7-8 years, this ordinance would help immensely. Additionally, the ordinance should include illnesses within a worker's family, which can be defined (perhaps at hire) however the worker chooses. Often, workers themselves are pushed into caretaker duty for others who are more vulnerable.	1/12/2018 12:17 PM
92	Yes I think this ordinance is a good answer	1/12/2018 12:13 PM
93	There has been no mention if this applies to FT or PT employees - very different. Yes, full-time employees should have PTO, which I provide to FT employees.	1/12/2018 12:10 PM
94	Yes	1/12/2018 12:10 PM
95	Yes	1/12/2018 12:08 PM
96	I think it's great that this issue is being addressed.	1/12/2018 12:07 PM
97	however it should be labeled PTO (paid time off) and It should NOT be governed by local ordinance-each employer should assess what could work for their company. The employee can decide if the policy of the company works for them.	1/12/2018 12:05 PM
98	-We offer 10 days of PTO (used for sick and vacation) during the first year of employment. -For those very small businesses that do not offer any sick time going from 0 mandated hours to 48 seems like a big jump at one time -As the job market tightens job seekers will look for employers that offer benefits -There will always be some businesses that will exploit employees, but an education program and workshops on how to implement better benefits and retain employees (with speakers in the same industry that talk about their successes) might be helpful. Also public awareness campaign for job seekers to ask questions before they accept jobs.	1/12/2018 12:04 PM
99	The City should cease mandating what businesses do in town. It's a competitive market for employees and as "employees at will" they can choose their work place based on perks like sick time/paid holidays/health insurance and the like. Businesses that provide will get better employees: it's that simple. Mandating what companies are required to provide: hurts small businesses and in the end will result in either higher costs within their establishments or them closing their doors.	1/12/2018 12:03 PM
100	Depends on what employers can afford. Reward employees for attendance.	1/12/2018 12:02 PM
101	I think not having separated SICK TIME from PTO is pretty asinine. If you're sick, you're sick. Even three days per year would help when you get the sniffles to not rob yourself of your other time off. Companies that offer PTO shouldn't be exempt from this.	1/12/2018 12:02 PM

102	We have 5 days a year - these do not role, but they are available at the beginning of the year. I think rolling them with a cap would make more sense..	1/12/2018 11:59 AM
103	Yes! If nothing else, this is a Public Health issue~	1/12/2018 11:53 AM
104	Yes, sounds good.	1/12/2018 11:51 AM
105	I think this ordinance is a good answer.	1/12/2018 11:51 AM
106	Yes! I think the ordinance is great progress.	1/12/2018 11:50 AM
107	Yes	12/21/2017 12:32 PM
108	People can choose to work for an organization or not based on the benefits that are provided. I do not think government should force businesses to provide benefits.	12/21/2017 11:35 AM
109	I think this ordinance is a good answer. A better ordinance is probably possible, but it's clear that our city government won't take action without being pushed. We need action on this now, and since the city won't do it we have to accept the best efforts of these advocacy groups.	10/3/2017 8:11 PM
110	But I don't have staff to fill in should someone call in sick. There simply isn't enough people who need or want to work.	10/3/2017 7:00 PM

### Q4 This ordinance requires that an employee notify their employer in almost all instances prior to their being able to use Paid Sick Time. Do you believe this requirement is reasonable?

Answered: 170 Skipped: 4



ANSWER CHOICES	RESPONSES
Yes	58.24% 99
No	14.12% 24
TOTAL	170

#	WHY OR WHY NOT?	DATE
1	Yes. Employees should need to notify in advance. But, if you are getting paid for work that you aren't doing, the requirement should be far greater than notifying in advance...for example a note from a nurse or doctor, explaining why the sickness is sufficient to keep someone from working. This isn't just a nice social agenda idea. This is serious business when an employee has a RIGHT to call in sick for true sickness reasons. If, this awful proposal goes into effect on top of one of the highest minimum wages in AMERICA, let's make sure it's used legitimately and not abused!!!	3/27/2018 12:20 PM
2	Holds employees accountable and builds trust.	2/26/2018 7:42 PM
3	The employer deserves the right to have time to adjust schedules so there is no business interruption.	2/13/2018 5:42 PM
4	Many small businesses have been required to reduce staff to the absolute minimum where one person missing their shift can cause the business to close for the time the employee is absent. Often the owner is already working to fill in whenever possible already.	2/13/2018 1:07 PM
5	Reasonable but unrealistic, there are some instances where people need time off in advance and a lot of those requests are covered under the FMLA. Most instances are last minute, an employee gets sick	2/13/2018 12:15 PM
6	It's reasonable. It's professional. It shows respect for the remaining staff that will need to cover for them.	2/13/2018 11:02 AM
7	With every benefit comes responsibility. Not providing some reasonable notice hurts not only employers but coworkers whom may need to cover .	2/13/2018 10:32 AM
8	Business owners and Managers need time to fill in for employees that are sick. That is why businesses set up policies that outline what they expect for a reasonable notice time for an employee call out	2/13/2018 9:54 AM

9	This is reasonable since having notice is of course, helpful to employers in order to arrange to cover the missing staff person. BUT - as proposed, the definitions section does NOT include a definition for FORESEEABLE. It's crucial that a definition be added, to make clear that time off due to domestic violence issues is NOT considered to be "foreseeable". Foreseeable could be defined as including scheduled medical procedures, elective surgery, etc.. Most other times that someone would need PST would not be considered foreseeable.	2/13/2018 8:55 AM
10	Having an employee send a text or email saying they feel cruddy and are staying home does not help if you need to have someone else take their place. In a corporate environment it is a little easier to deal with, however in retail and/or small businesses every "body" is crucial. Requiring advance notice or perhaps requiring the employee to recruit a replacement should be an integral part of a comprehensive earned time policy. There are true emergencies that happen but that is not the normal course of events in my experience.	2/13/2018 8:48 AM
11	Yes but employees will not do it ahead of time like the ordinance states. Most folks don't call out until last minute making the use of "sick time" not valid, which will cause frustration on all sides.	2/5/2018 5:27 PM
12	They need to find replacement - we've had people call in sick when they are not sick.	1/26/2018 9:05 PM
13	Well one would hope employees call their employers to notify they are sick.	1/26/2018 12:13 PM
14	What is considered a fair amount of lead time? A day or an hour. What does a small business owner do when staff calls in 20 minutes prior to a shift with no hope for finding a replacement AND the get paid for it? There is another side to every coin and the City continues to only paint the picture that small business owners are bad and greedy and money hungry and the work force is being taken advantage of and that is just not the reality of this labor market.	1/17/2018 4:03 PM
15	No. How can you require someone to know when they are going to be sick?	1/15/2018 12:46 PM
16	Decide ten minutes before your shift that you're "sick". Remember that you have PTO saved up. Call out, get paid. That's how this will go.	1/15/2018 10:36 AM
17	They must notify there employer. You can't take a sick day without notifying your employer. If we are possibly going to be required to pay sick time, then the least they can do is follow proper call out procedures.	1/15/2018 10:33 AM
18	I do not believe in this program so the question can not be answered. The restaurant business does not work like most businesses. This ordinance does not work in the restaurant industry.	1/14/2018 10:22 PM
19	The city should not be regulating these issues. Leave it to the State and Federal governments.	1/13/2018 4:16 PM
20	Are employees able to deny the use? If not, what's the point - courtesy?	1/13/2018 1:58 PM
21	I am not sure what that means. Call in the morning when you are sick? Call in the morning when your child is sick? In general, I think this is a good idea. In reality I am not sure how this would work.	1/13/2018 10:38 AM
22	Many times one wakes up sick so does not know in advance. The person needs to notify the employer when they know they are sick.	1/13/2018 10:01 AM
23	No because you usually cannot predict when you will get sick.	1/12/2018 8:45 PM
24	Yes. A reasonable attempt should be made when possible. Not all circumstances allow for that though.	1/12/2018 7:20 PM
25	Yes, however, there are instances of employee sickness, child illness, or perhaps major personal circumstances that require immediate time off to address them. The sick time should not be limited to illness. Most large corporations see PTO as what it is ... "Paid Time OFF". It is not up to the employer to decide if one is sick or in need of time off to take care of other personal issues. Time off is what you earn and once you have depleted it, you are on your own. Most employees find out quickly not to squander it on frivolous uses.	1/12/2018 6:48 PM
26	If it's possible to know ahead of time, it's just good business manners to let your employer know that you'll be missing work. It should be kept in mind, however, that emergencies happen and sometimes it's just not possible to give advance notice.	1/12/2018 5:18 PM
27	I think that providing advance notice to employers (when the need is foreseeable) is an entirely reasonable. I also think that the need to use Paid Sick Time will often NOT be foreseeable (broken bone, sick child) and that employers must accept that in such circumstances. The ordinance seems pretty clear about this. I am somewhat confused by the wording of the question	1/12/2018 4:51 PM

28	This invites people to make up reasons to be away. Again, if we have to do this ordinance we will likely eliminate paid vacations. Unintended consequence?	1/12/2018 4:33 PM
29	I'm not sure. It would definitely make things easier for the employer. But you can't really schedule when you get sick. It seems like a tricky way to allow denial of the benefit	1/12/2018 4:22 PM
30	How do I know before hand that I'm going to be ill enough to use a sick day until I'm too ill to come in to work	1/12/2018 3:52 PM
31	Depends how far in advance. For paid sick time, sometimes a few hours in advance is all that is possible.	1/12/2018 3:50 PM
32	I think the wording of the ordinance is confusing (I read it in the PBL email). It makes it sound as though you have to know in advance when you're going to be ill so you can notify your employer, and if you wake up with a cold, migraine, or sick child, you can't call out sick that day.	1/12/2018 3:06 PM
33	Yes - so long as there isn't a time limit. It's reasonable for an employer to want to know why their employee hasn't come in that day. That could be communicated via phone or email. But a time requirement, e.g., 12 hours in advance, is unreasonable.	1/12/2018 2:44 PM
34	Yes. Of course it is reasonable to expect staff to notify their workplace / employer if they will be unable to perform a scheduled shift, regardless of whether or not they can expect to be paid for this missed time.	1/12/2018 1:26 PM
35	Yes, it's fair to expect a phone call or other communication. But it shouldn't be a request it should be a notification.	1/12/2018 1:25 PM
36	It's not always possible to know ahead of time when one will be sick or otherwise unable to attend work. Giving notice should be recommended but not required, and employers should provide a system for asking for time off.	1/12/2018 1:20 PM
37	I don't totally understand this question. Are you saying that employees have to let their employer know ahead of time that they are going to be sick? That doesn't make sense. But letting them know on the day that they are sick that they would like to use a paid sick day makes sense.	1/12/2018 1:04 PM
38	Many employers will need to reschedule or otherwise deal with an employee being absent.	1/12/2018 12:59 PM
39	It is obviously unreasonable. No one can predict an accident or sudden illness. Accidents and unforeseen illnesses are especially disruptive and difficult to address. It is foolish and cruel to single them out as ineligible for Paid Sick Time.	1/12/2018 12:58 PM
40	If it's making a phone call or sending an e-mail if someone has an emergency, or comes down sick and needs to take off, I think that's sufficient in most cases.	1/12/2018 12:45 PM
41	If you are sick, you ought to be able to call out that morning. Which it sounds like the ordinance allows. If you have a foreseeable medical issue, it makes sense to give your employer some notice.	1/12/2018 12:28 PM
42	Almost all implies that if the employee is unable to notify then they don't need to notify. If they are able to notify, they should.	1/12/2018 12:27 PM
43	In some cases, it's difficult to foresee, but I agree that some communication should be required.	1/12/2018 12:17 PM
44	This is ridiculous, it will just make employers cut more hours from employees	1/12/2018 12:15 PM
45	Yes. Unless it is a serious accident where they are incapable of getting in touch with their employer I think it is reasonable. I currently do have sick time through my employment and the policy is to just let your manager know in advance.	1/12/2018 12:13 PM
46	If there is an allowance for let's say half the sick days (3) in which one would just need to notify the employer two hours before they are due in to work that would be okay. Sometimes one does not know until they wake up in the morning that they or their child is ill.	1/12/2018 12:10 PM
47	however, it has been my experience this time is and has been used for vacation days.	1/12/2018 12:05 PM
48	Who knows when you might come down sick? what is the notice period?	1/12/2018 12:02 PM
49	assuming prior just means - call morning of that you are sick..	1/12/2018 11:59 AM
50	It's impossible to know when an illness will occur with oneself or a family member, especially with young kids.	12/21/2017 12:32 PM

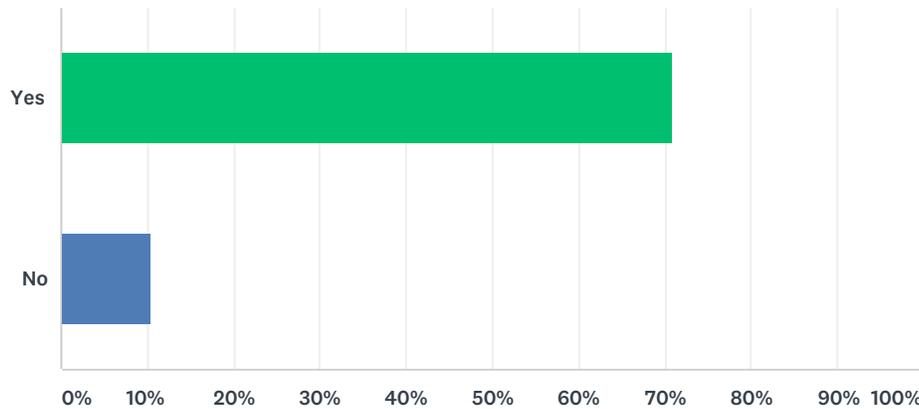
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51	This survey does not work properly. I think it is reasonable to require employees in most circumstances to explain their use of paid sick time. I offer three weeks (120 hours) of vacation/ personal time to start plus five paid sick days and I still have employees who will take a sick day when they are not sick. That is outrageous.	12/21/2017 11:35 AM
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### Q5 This ordinance does not require that employers reimburse employees for unused sick time. Do you agree that this provision should remain?

Answered: 172 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	70.93%	122
No	10.47%	18
TOTAL		172

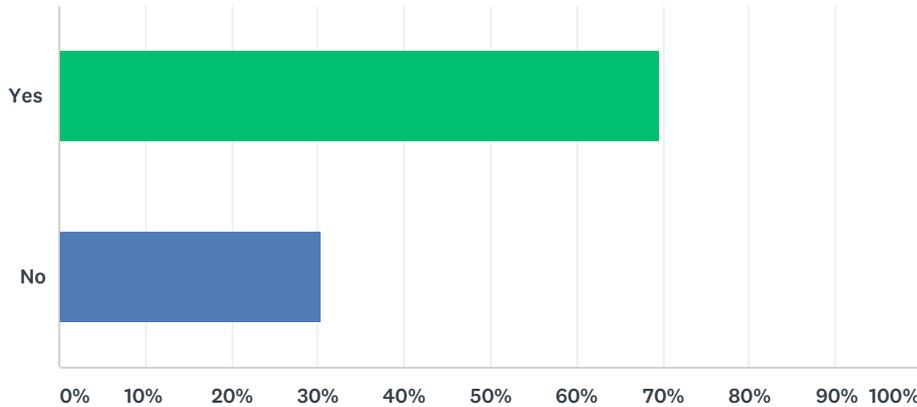
#	WHY OR WHY NOT?	DATE
1	You've just upped the minimum wage on small businesses again if everybody gets compensated for sick wages--sick or not.	3/27/2018 12:20 PM
2	it's insurance for employees in case of unexpected circumstances not a retirement plan that will again cost employees.	2/13/2018 5:42 PM
3	as noted above - an employee should have the personal responsibility to care for themselves putting their choices of how they conduct their lives on a simple business owner is ridiculous - the relationship between a biz owner and an employee when the cost of the ee's health is borne by the employer becomes unnecessarily complicated!	2/13/2018 1:07 PM
4	If this is adopted, we will have to reduce employees' hourly rate to accommodate.	2/13/2018 11:02 AM
5	Sick Time should be an earned benefit, like paid vacation time off. But the parameters for earning and being paid out based on what is earned should be agreed upon between the employee and employer.	2/13/2018 9:54 AM
6	This time should not carry over. That makes no sense.	2/13/2018 9:11 AM
7	If you are an earned time policy then you must compensate employees for their "earned time". If you are creating a sick time policy and do not compensate those who come to work all the time it creates an inequality. Let's face it some people are more sickly than others and if it is a parent taking sick time to care for a sick child how is it fair to penalize those who don't have sick kids. I do not want to alienate the good employees who come to work every day, put in a productive day and act appropriately by coddling those who stay home and then not compensating the "good" ones fairly.	2/13/2018 8:48 AM
8	This only incentivizes employees to use up any accrued time whether they are sick or not	1/26/2018 12:13 PM
9	This is something you accrue for sick time, not vacation time or PTO. Those make sense in terms of reimbursement. It's sick time, if you need it, use it. If you don't need it, then you will continue to build that time if it's needed.	1/15/2018 2:11 PM

10	This would obviously be even better for employees, but just having paid sick time is an important first step.	1/15/2018 1:49 PM
11	NA - NO SICK TIME	1/15/2018 10:36 AM
12	I think this provision provides some odd incentives to workers, and employers. I don't have a good solution. It certainly encourages employees to use it or lose it. Ultimately, sick time is for when you're sick. I don't think that it should be mandated that it be reimbursed if you're not sick. That being said, if I were an employer I would provide some reimbursement, although not necessarily for the full time. At full reimbursement I know that some employees would consider it additional pay, coming in sick to work in order to maintain their full "bonus".	1/15/2018 7:18 AM
13	It depends on how much advanced notice they have to give. For someone with small children, they may not have that opportunity. If they are EARNING the time they should be able to use the time when they need to. Employers would need to be prepared in the event that an employee needs to use their time.	1/14/2018 11:23 AM
14	The city should not be regulating these issues. Leave it to the State and Federal governments.	1/13/2018 4:16 PM
15	Paying employees for unused sick time becomes an employee bonus. Not reimbursing becomes an incentive to "call in sick". Either way employees will end up having to pay so the requirement or lack thereof is a mute point.	1/13/2018 1:58 PM
16	The employee earned this time- if they are not calling out why punish those people.	1/13/2018 10:05 AM
17	There are pros and cons to this. If it is unreimbursed, then people may tend to use the sick time for anything in order to get the days off. On the other hand, by not reimbursing, it makes sure that the employee definitely uses the time when they are sick. If it is reimbursed, employees may still come into work sick just to get the pay for the days they do not use.	1/13/2018 10:01 AM
18	If it is EARNED, than it is owed. While I like the idea of being able to carry it over, I think that the people who will have most need of the benefit (i.e. hourly, seasonal, part-time, etc, who don't otherwise have vacation time) would receive greater benefit from cash reimbursement after the end of the year. A previous employer reimbursed unused sick time the February following the end of the December calendar year.	1/12/2018 7:20 PM
19	If you have built up paid time off, this is earned benefits which accrue. If you leave the company, you are reimbursed for that time. I know this is true because I accrued a lot of time prior to leaving a job and I took that money with me.	1/12/2018 6:48 PM
20	Requiring employers to reimburse employees for unused sick time may create a financial hardship for small businesses. (Although I've seen first-hand that a non-reimbursement policy can cause a sudden "flu" epidemic at year's end!)	1/12/2018 5:18 PM
21	Not sure. Better, I think, to allow employees to accrue the time.	1/12/2018 4:22 PM
22	The provision should not remain. I think the provision is unsurprising, considering businesses had a hand in writing the policy, but I don't think the provision is fair to employees who don't take the sick days. Plus, if employees know they would be reimbursed for unused sick days, they might be less likely to use them when they're not actually sick. Reimbursing employees for unused sick days creates less burden on the employer because, if employees don't take sick days, employers don't need to scramble to fill that position for a day or two on short notice. I worked for a company that provided 5 days of paid sick time and reimbursed unused time at the end of every year, or prorated upon termination. They promoted the idea that the policy acted as sort-of a bonus if you didn't use all your sick time, and we all came to work unless we were truly ill. How can that not be seen as a benefit to both employees and employers?	1/12/2018 3:06 PM
23	Employees should not be paid for not being sick...	1/12/2018 3:04 PM
24	I think that's pretty standard. Plus, I think it will incentivize employers to comply.	1/12/2018 1:04 PM
25	It should not remain. If the ordinance is passed, then Paid Sick Time is part of the employee's compensation. It's called "earned sick time," not "donated-at-discretion sick tie."	1/12/2018 12:58 PM
26	I'm not sure. I think it's good practice to reimburse for unused time, as it is a reward to those employees. But I also understand that can create undue financial burdens on the city/employers	1/12/2018 12:45 PM
27	Scenario: 2 employees. One has an illness and is out for 6 days during the year, one does not. At the end of the year both were paid the same amount, but one worked 6 more days than the other. The person who did not get sick is effectively donating 6 days of labor to the company. A more effective system classifies the time as sick/flex.	1/12/2018 12:38 PM

28	don't think anyone gets reimbursed for unused sick time, plus it would encourage people to come in sick to save money.	1/12/2018 12:27 PM
29	Yes, for a few reasons. 1) it encourages people to use sick time for what it is intended to be used for (as opposed to trying to cash out extra days) and 2) it will make employers happier because they don't have to free up cash to pay out employees for extra time off.	1/12/2018 12:13 PM
30	Unsure	1/12/2018 12:10 PM
31	unused and not carried over should not be paid, this is PTO Personal time off for unusual circumstances	1/12/2018 12:05 PM
32	Seems like a reasonable compromise assuming there is some paid sick time. I assume this would only become an issue if an employee left?	1/12/2018 11:59 AM
33	yes- vacation time should be paid - not sick time. Sick time should be encouraged to keep sick employees from coming in, but should not have a monetary value to it (maybe a small "bonus" to encourage employees to not abuse it.. but not the value of a day)	1/12/2018 11:59 AM
34	It's tough for small businesses in Maine already. They shouldn't have to owe this since they employee didn't lose the time.	12/21/2017 12:32 PM
35	I agree this provision should remain. Being able to be reimbursed for or carry over unused sick and V/P time is an accounting nightmare and creates huge liabilities for businesses. Plus it eliminates one of the great motivators for people to actually take their time off. Again, I do not believe there should be an ordinance requiring businesses to provide sick leave even though my company provides it. I and the government does not know the unique circumstances of each business and a person can choose whether or not to work for an organization based on the benefits it offers.	12/21/2017 11:35 AM

## Q6 Do you believe providing Earned Sick Time will reduce the number of employees who go to work sick?

Answered: 171 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	69.59%	119
No	30.41%	52
TOTAL		171

#	WHY OR WHY NOT?	DATE
1	NO. I think it's a government giveaway by politicians who want to assure that they are re-elected. I see it fraught with abuse and no way to protect employers from those employees who take a "better use it or I'll lose it" philosophy.	3/27/2018 12:20 PM
2	Obviously. But it will also result in some employees gaming the system to get paid time off.	3/15/2018 10:14 AM
3	Yes but it will leave the small business hurting to pay the employee they have to call in.	2/13/2018 10:15 PM
4	In most instances yes	2/13/2018 9:44 PM
5	Truly sick good employees will stay home so they don't make anyone else sick and when they just have a mild cold they will still come in. The abusers use there time like clockwork.	2/13/2018 5:42 PM
6	by definition this "sick" time is very broad! A great "mental health" day at the beach during a business's critical prime coverage might likely be taken advantage of, sleeping off a late night, concert binge or long weekend plan out of town is too easy to change into paid time. So many Portland businesses hemorrhage cash all winter only to be slaves to the spring and summer weather. The need to carefully plan just the right amount of staff for their benefit and the company's is already too hard and to err further on the 'overstaffed' side to cover for abuses would subject many small operators to risk of going out of business...imho	2/13/2018 1:07 PM
7	Sick time is almost always abused by many employees from when we offered it in the past. Being hung over and not going to work and still getting paid is not what was intended for the sick time. Too many small businesses like mine are constantly being targeted to offer higher pay, vacation time, sick time, health insurance and so on. What most people that don't own a business can't understand is how hard it is to make it all work. I have 25 employees making between \$12 and \$24 per hour and do get paid vacation time based on how long they have worked here. That being said as a owner that makes \$60,000 a year if I'm lucky please stop telling us what we are going to have to pay or do with our employees. Remember any of these employees can get a job in corporate America and get benefits but remember Idexx is paying Jon Ayers 7 million dollars a year. When I cam make 1000 times more than my lowest paid employee I will have great benefits also.	2/13/2018 12:26 PM

8	Workers won't feel quite as much pressure to go to work just to pay their bills. Plus, it will start to create a culture in which staying home sick is a normal, accepted practice rather than something that people feel embarrassed and even ashamed about. (Every time one of my employees calls in sick they apologize over and over and clearly feel very guilty, even though in most cases I know they are really in no shape to go to work).	2/13/2018 11:50 AM
9	Right now, responsible employees are already finding replacements for themselves when they're too under-the-weather to work. The irresponsible employees are showing up for work sick and calling out hung-over.	2/13/2018 11:02 AM
10	Employees will take advantage. Its hard enough as is with pay increase to manage cost let alone pay people who are not working.	2/13/2018 10:58 AM
11	C9ming to work when sick is an economic necessity for many low income workers. I know of some who if they are out sick for one day in a pay period must decide which Bill they will not be able to pay.	2/13/2018 10:32 AM
12	If it is earned time they will use the days for fun stuff not to stay home sick. I see it all the time.	2/13/2018 8:48 AM
13	People will come to work sick so they can save the time if something really bad happens usually. Employees who want to abuse the system will just use all the time and still call out even if they don't have time.	2/5/2018 5:27 PM
14	If give people permission and pay to be sick and keep sick at home it lessens the spread of illness.	1/26/2018 2:07 PM
15	It's just common sense. Clearly if you're one of the majority of workers in Portland who basically live paycheck to paycheck then taking unpaid leave isn't an option.	1/26/2018 12:28 PM
16	I would not force myself to go to work sick if I could afford not to. That would stop it from spreading to other employees, customers etc.	1/20/2018 9:00 PM
17	This is not the issue. This ordinance is just another way to let people be lazy.	1/17/2018 10:18 PM
18	If they have the time available to them, this would provide incentive to stay home and not spread their sickness to the other employees	1/17/2018 1:52 PM
19	Good employees recognize the impact of their absence and will try to minimize it.	1/16/2018 3:26 PM
20	I work at a spa. Everything I do is commission based. I have to work to make money. I get paid vacation time, but I could easily use all my vacation time to compensate for missing work. If I am sick, I don't make any money. If my children are sick, I don't make any money. I end up working when I shouldn't, which in turn causes more problems for my employer. Other employees get sick, clients get sick and cancel appointments. It's a loss for them on a larger scale. With this ordinance in place, I can take few extra days to get better and come back to work without taking the chance of getting my coworkers or clients sick.	1/15/2018 2:11 PM
21	If people are living paycheck to paycheck, they are usually not going to choose to lose money unless they are completely incapacitated.	1/15/2018 1:49 PM
22	This might be the best reason for this ordinance. No fun going out to dinner to get sick from a server or cook. But it isn't the wokers' fault. They have to earn a living and employers don't provide sick time, or judge employees for daring to use it. It's a horrible system and this ordinance does a little to make it better.	1/15/2018 12:46 PM
23	In most professional industries, you have to earn it over the course of time - not DAY ONE. In hospitality, they'll still come in sick and save it for beach/hangover/boyfriend days.	1/15/2018 10:36 AM
24	Again, this is an issue for a small business. There isn't enough money in the budget to pay the sick employee and have to pay the person we have to call in to cover the call out. if this does pass, there should be a provision that you have to provide enough notice and attempt to find coverage in order to receive the sick pay, if the business is small enough.	1/15/2018 10:33 AM
25	I find that most employees do call out when they are sick regardless if they have sick time or not. For some businesses that do not offer any time off or benefits, it may reduce the number of employees who go to work sick, but I think it will me minimal. I find that, even when sick time is offered, it often comes down to the judgement of the employee.	1/14/2018 2:34 PM
26	They won feel like they have to choose between getting better or taking care of their children and putting food on the table or paying rent.	1/14/2018 11:23 AM
27	The city should not be regulating these issues. Leave it to the State and Federal governments.	1/13/2018 4:16 PM
28	Unless they work for tips, or are working to a deadline, or have a strong work ethic . . .	1/13/2018 3:05 PM

29	Of course, why come to work if you can stay home and get paid just the same?	1/13/2018 1:58 PM
30	And it will be abused.	1/13/2018 1:53 PM
31	It might. Or it might not. Some people will use their sick days tactically, and that they will still come to work sick so that they have those sick days to use for some other reason. And in other cases, if an employer can tell an employee to go home who shows up to work sick, the employer could also misuse this power (did the employer ever schedule the work force that day?) Maybe it would be a good idea to identify the industries / employers that are not paying sick time, and first legislate that it applies to these types of employers, and then see what lessons are learned from that.	1/13/2018 10:38 AM
32	Employees who have no paid sick days must go to work even when we are ill since we cannot afford to take a day off unpaid.	1/13/2018 3:15 AM
33	Yes, but there will still be people that need to work when sick if the PTO is less than their normal earnings.	1/13/2018 12:06 AM
34	Because they won't lose a day's pay by staying home.	1/12/2018 9:55 PM
35	It will offer a reasonable alternative. Fewer sick people at work = fewer sick workers/customers = lower cost of health insurance & greater productivity & lower risk of incidents	1/12/2018 7:20 PM
36	This should be a Yes/No answer. Some will use it for illness, while others will take advantage of it and use it under pretense of sickness.	1/12/2018 6:48 PM
37	When I worked for a man who refused to give his employees paid sick days, I dragged my sick self to work because I couldn't afford to miss a day's pay. Other employees did the same and as a result, we often contaminated the workplace (a medical office!) and passed our illness to each other.	1/12/2018 5:18 PM
38	Currently, many workers feel obliged to work while sick due to pressure from employers/coworkers and financial stress. This ordinance would ease that burden.	1/12/2018 4:24 PM
39	I agree with that premise. However, I have several employees who only work a few hours any one day, so if someone is sick, they usually just come in to work another day.	1/12/2018 4:14 PM
40	It may alleviate some stress, but those sick days will be hoarded and used only upon next to deathly ill	1/12/2018 3:52 PM
41	No, it will not reduce the incidence of sick employees: Employees will take the days off to do what they want, and still come to work sick.	1/12/2018 3:04 PM
42	When my employees are sick, they call out now, even though they won't get paid. I also think it will increase the number of Employees who call in sick when they aren't.	1/12/2018 2:39 PM
43	I think more people will call in sick when they really have a hangover.	1/12/2018 2:12 PM
44	As long as people are not getting in trouble for actually utilizing the sick days	1/12/2018 1:35 PM
45	There will still be pressure to be at work. Plus people usually want the money (reimbursed for not using sick time) over staying at home.	1/12/2018 1:30 PM
46	I know plenty of people who work when they are sick because they simply need the money. This should help curb that.	1/12/2018 1:04 PM
47	Because they will be in the hospital or at home recuperating. Is this a serious question?	1/12/2018 12:58 PM
48	I think many people go to work sick because they can't pay their bills if they dont.	1/12/2018 12:27 PM
49	Employees will likely use this "earned" sick time for for other reasons	1/12/2018 12:15 PM
50	But this also leads to unnecessary call-outs as well, leaving small businesses in a bind...	1/12/2018 12:10 PM
51	No. From many years of experience some employees come in no matter how sick they are others stay home if they have a hangnail.	1/12/2018 12:04 PM
52	if you need the hours-you need the hours & pay for the hours worked.	1/12/2018 12:03 PM
53	Yes but to what degree are they sick. Sick of work does not constitute sick.	1/12/2018 12:02 PM
54	Totally depends on situation - for most people, the tiny amount of sick time they will accrue from this program will not come close to covering all the time they need when they or a family member is sick. I have a decent amount of sick time but I rarely use it unless I'm really ill because there is simply work to be kept up with.	1/12/2018 11:59 AM

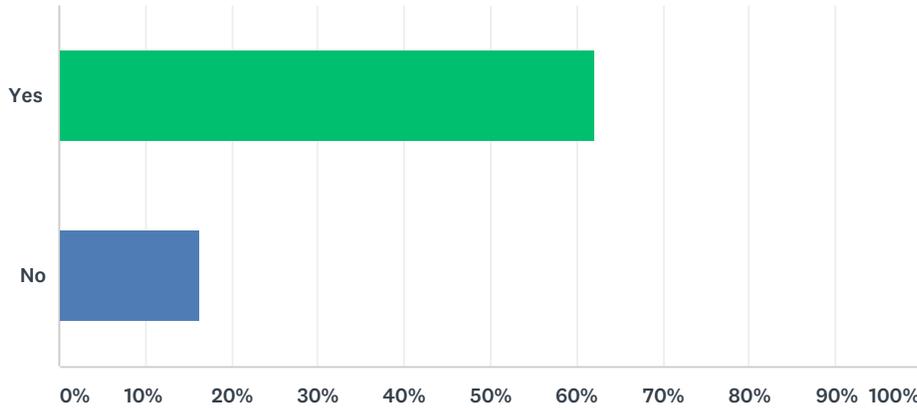
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55	Many employees have to go to work sick if they want to make enough money each week. For instance, if I miss a day of work in a week (I work part-time), then I wouldn't have enough to pay the full daycare bill each week for my two children in daycare.	12/21/2017 12:32 PM
56	I really do not know because it is dictated by the culture of the organization. I think it is worse when employees use a sick day when they are not really sick.	12/21/2017 11:35 AM
57	Because they need to be off from work for days and can't go without pay for that long.	10/3/2017 7:00 PM

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# Q7 This ordinance does not allow an employer to require an employee to find their replacement when they must use sick time. Do you think that is a fair provision?

Answered: 172 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	62.21%	107
No	16.28%	28
TOTAL		172

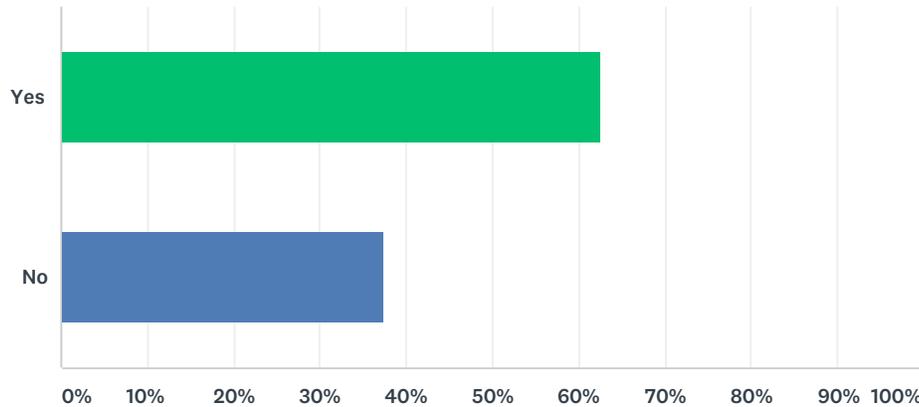
#	WHY OR WHY NOT?	DATE
1	What is that small business supposed to do--particularly with a new employee who abuses this.	3/27/2018 12:20 PM
2	That's really the employers call who fills in.	2/13/2018 5:42 PM
3	as noted previously	2/13/2018 1:07 PM
4	I believe this ordinance is silly.	2/13/2018 10:58 AM
5	I don't think it should be written in as a requirement as it is not always appropriate, depending on the business. I do think it should be an encouraged policy.	2/13/2018 8:48 AM
6	It's going to depend on the job and the workplace. A blanket rule isn't going to work for all businesses.	1/26/2018 12:13 PM
7	The business will suffer as the owner is likely very busy handling other aspects of the business.	1/17/2018 10:18 PM
8	It places all of the burden on the employer with no recourse.	1/17/2018 4:03 PM
9	Because it does not reflect how employees and employers work together when someone calls out regardless whether they are PT or FT. Employees frequently swap shifts without problem. This is a solution looking for a problem.	1/16/2018 9:20 PM
10	Yes. It always falls on management to deal with problems.	1/16/2018 3:26 PM
11	Depends on the situation. If you're on a snow plow crew, you probably need to find a replacement.	1/16/2018 7:33 AM
12	I think they have a better idea of who would be willing and able to cover my appointments. And I think that works in most business's. I also do not have access to the daily schedule, so I don't know who is already working and who could cover for me. I also don't know if covering would put someone into overtime. Especially with my type of work, we can only so many hours a day without overworking ourselves.	1/15/2018 2:11 PM
13	How am I supposed to run a business this way?	1/15/2018 10:36 AM

14	That should not be up to the employee in any circumstance.	1/14/2018 11:23 AM
15	The city should not be regulating these issues. Leave it to the State and Federal governments.	1/13/2018 4:16 PM
16	My business has one employee at the shop at a time, if theres no one to open the shop and I can't be there, then we can't open. I would then have to pay someone's wage for the day, and also take a loss for the day	1/13/2018 1:58 PM
17	Yes and no. If it is planned "sickness" (diagnostic, prevention, stalking) presumably the person is able to assist in finding their replacement. If they are sick in bed with pneumonia, then they are probably too ill to do that. Maybe the employer could be allowed to require that the employee assist in finding a replacement when they use planned sick time, but not require that they find a replacement.	1/13/2018 10:38 AM
18	This is fair. The employer is the manager of the business and should manage personnel. On the other hand, under this provision the employer could ask the employee to find someone but not require that they do.	1/13/2018 10:01 AM
19	This is fair because we shouldn't have to find our own replacement since sick days are not planned days off and usually are unexpected. We shouldn't be expected to work if we are sick because we can't find a replacement.	1/13/2018 3:15 AM
20	If someone is unable to make it into work, it is unlikely they are in a position to contact or find a replacement. Also, it would require that person to have contact information for co-workers and not all employees want their personal contact information disseminated to others - it would open a big can of privacy concerns, again exposing employers to liability.	1/12/2018 7:20 PM
21	Really?? Someone who's been up all night vomiting, with a 102-degree fever, should crawl to the phone and make calls until they reach someone who can cover for them?? NO.	1/12/2018 5:18 PM
22	I think it may vary enormously depending on the size and type of business. It is nearly impossible to generalize.	1/12/2018 4:48 PM
23	Requiring workers to find a replacement would create more barriers around actually using earned sick leave. The necessity for time off should be respected, regardless of staffing issues. Workers are also asked to make a good faith effort to find coverage. Provided that there is a healthy working environment, the vast majority of workers will do their best not to leave others high and dry.	1/12/2018 4:24 PM
24	This is not ideal for some industries (restaurants mostly).	1/12/2018 3:46 PM
25	Yes, because it's inherently an employer's responsibility to manage their business and ensure they have enough staff at any given time.	1/12/2018 3:06 PM
26	No. There should be leeway for the Employer to determine if the employee is too sick to help find a replacement or not. For instance, they might use the sick leave to make a doctor's appointment, in which case they will have advance notice and can help find a replacement.	1/12/2018 2:39 PM
27	Although, I think it's fair for the employer to ask the employee to at least try for the sake of the team. But if they can't find a replacement, they shouldn't be penalized.	1/12/2018 1:04 PM
28	It is a perfectly fair provision. It's the employer's job to staff the business, not the employees'. It is easy to see that this provision is absolutely essential. Otherwise, employers could simply withhold it because the employee does not have the resources, or because there may be no replacement employee. Obviously, this provision prevents employers' from coercing sick employees not to use their earned sick time.	1/12/2018 12:58 PM
29	A mom is supposed to acquire a list of contact information for everyone who is not working that day and then negotiate with all of them until she finds someone who will go in on their day off at the same time as she is driving a kid with a broken arm to the emergency room? Seriously?	1/12/2018 12:38 PM
30	Because the business owner will ALWAYS end up having to cover for the sick employee. This is an unreasonable burden	1/12/2018 12:31 PM
31	For most office jobs, this is moot. But I do think that employees should make a reasonable effort to find a replacement if need be.	1/12/2018 12:28 PM
32	The person would possibly feel obligated to come in sick and/or maybe they are too sick to find someone.	1/12/2018 12:27 PM
33	It should not be up to the worker. A worker's ability to work is not conditional on there being a replacement.	1/12/2018 12:17 PM

34	leaves the owner High and Dry!!!	1/12/2018 12:15 PM
35	Depends on the job requirements	1/12/2018 12:05 PM
36	Seems unfair given that illness comes up with short notice. Requiring that an attempt be made seems reasonable.	1/12/2018 11:59 AM
37	Being forced to find one's own replacement would discourage folks from using this benefit. If you cannot find a replacement, then what? Go to work sick?	1/12/2018 11:53 AM
38	In a typical office setting, there isn't another employee to call on.	12/21/2017 12:32 PM
39	First of all, I do not support the ordinance. Furthermore, the last thing I want is for an employee to spend time finding a replacement. Inevitably, they will do this on company time and become less productive.	12/21/2017 11:35 AM

## Q8 Do you believe requiring Earned Sick Time will improve public health?

Answered: 171 Skipped: 3



ANSWER CHOICES	RESPONSES
Yes	62.57% 107
No	37.43% 64
TOTAL	171

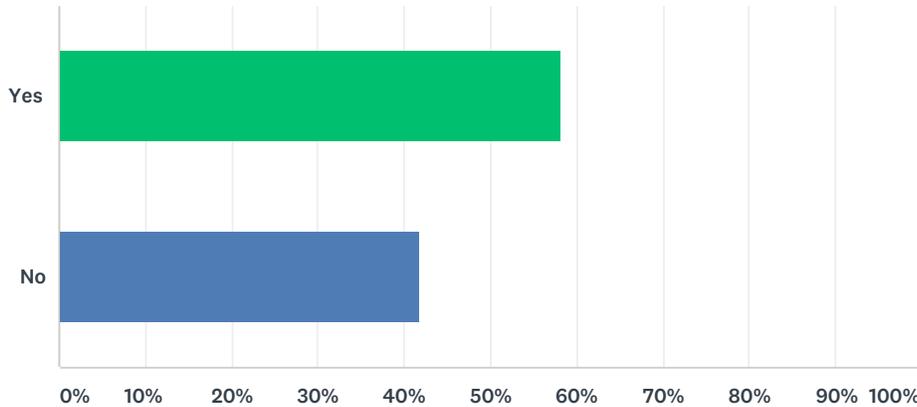
#	WHY?	DATE
1	No. if the city is so concerned about improving public health, why doesn't the city set aside a fund to cover its costs? Many of these businesses are not profitable, particularly during the winter months when people tend to get sick the most. A lot of sickness is preventable....people go out side without a jacket in the winter...they don't get flu shots for personal reasons....they don't wash their hands when they leave the restroom.... you name it. so much is preventable why doesn't the city turn its efforts toward creating a health community, rather than allow its citizens to avoid best practices for staying healthy.	3/27/2018 12:20 PM
2	Possibly, but in our case we are more at health risk from sick customers coming into the shop. If our employees are sick, they are responsible enough not to come to work and spread the sickness.	3/15/2018 10:14 AM
3	People should always stay home if they are too sick to be around others, it absolutely helps public health. Many work sick because they have to. In my small business it is not an issue even though we do not offer PTO our employees current or past knew that it was OK to stay home when not well.	2/19/2018 2:25 PM
4	Not sure. It is up to individuals to use earned sick time appropriately	2/13/2018 9:44 PM
5	Why not mandate flu shots for everyone ? How about not smoking, drinking and eating poorly. Most employees including your best still never seem to take the needed steps to a healthier life. We have taught our society that they are not responsible for anything.	2/13/2018 5:42 PM
6	or better stated "I don't believe it is up to the small business owner to intrude on individuals' lives - society needs to encourage the individual to make better choices to put themselves in situations where they take better care of their own health!"	2/13/2018 1:07 PM
7	If people took better care of themselves in general public health care would improve. Giving more paid time off to party is only going to make it worse.	2/13/2018 12:26 PM
8	People still come to work/go out when they are sick even though they have sick time/pto. It's more their nature than the availability of paid time off.	2/13/2018 12:15 PM
9	Irresponsible employees are showing up for work sick and calling out hung-over.	2/13/2018 11:02 AM

10	People who can afford to be healthy and not affect others reduces long term costs and improves overall health	2/13/2018 10:32 AM
11	The current market place already doesn't allow employers to force employees to work. I know that the restaurant industry is a target of this ordinance, and I have seen first hand that if an employee is sick, the managers and/or owners go out of there way to accommodate the employees. Businesses in Portland are not in a position to force good employees to do anything, especially come in when sick. The employee can easy leave the business without notice and find a job at a new restaurant within the hour. Also, what gives Portland, ME the right to enforce an ordinance that will create issues within companies that have multiple locations within the state? Companies like Reny's, B.Good, Pat's Pizza, Mexicali Blues; they all have stores and hiring practices that will be altered and cost thousands of dollars if not tens of thousands of dollars. We live in a free market society, let the market and the employees decide who is deserving of their service and time. Allow the market to determine a fair wage for employees. If an owner wants to offer paid time, vacation time, a higher hourly wage, they will get the best employees and that will force others to follow the trend. The demand is there let it play out	2/13/2018 9:54 AM
12	People are not going to change, if they usually stay home they will continue to stay home sick or well. If they come to work regularly they will continue to do so, only staying home when they are truly sick.	2/13/2018 8:48 AM
13	Science. Germans were discovered in the 19th century.	1/26/2018 12:28 PM
14	People are still going to go out and spread germs...	1/26/2018 12:13 PM
15	Less spreading of the sickness.	1/20/2018 9:00 PM
16	I day or two off of work does not make people healthier, or cure a cold or flu.	1/17/2018 10:18 PM
17	Possibly by not spreading their germs to the other employees	1/17/2018 1:52 PM
18	There is no way to measure this statement.	1/16/2018 9:20 PM
19	People will be people. This won't change a thing except causing increased cost both for the paid sick time and the administrative effort to track it.	1/16/2018 3:26 PM
20	People feel obligated to be at work no matter how they feel. Part of that is pressure from their employer, but the other side is money. Living in Portland is very expensive now, losing 2-3 days pay means someone might not be able to pay their rent. People end up overworking themselves and infecting the public with the cold that they just can't shake.	1/15/2018 2:11 PM
21	Especially in healthcare and restaurant sectors, it's pretty clear that sick employees increase the chance of spreading disease.	1/15/2018 1:49 PM
22	There would be fewer sick people out in public spreading their germs around.	1/15/2018 7:18 AM
23	The city should not be regulating these issues. Leave it to the State and Federal governments.	1/13/2018 4:16 PM
24	There are way too many variables that amount to "public health." Just because this feels intuitively to be a benefit to public health doesn't necessarily mean that is the case.	1/13/2018 3:05 PM
25	Access to universal health care, healthy diet & lifestyle, exercise and good health habits to prevent the spread of germs will improve public health.	1/13/2018 1:58 PM
26	Because people come in as sick customers all the time, which makes our staff sick	1/13/2018 1:53 PM
27	I think employers that want to create abusive work environment (I don't care if you're sick, we're short handed today) will do so. I think that there are many office workers who come to work sick because "they have work to do" not because they don't have sick days. I just don't think you can legislate this.	1/13/2018 10:38 AM
28	Because people who are contagious will stay at home one would hope.	1/13/2018 10:01 AM
29	Employees would be able to take care of themselves when they start to feel sick and hence they will heal quicker.	1/13/2018 3:15 AM
30	All of my coworkers come in sick and I work in a school environment and I see the sickness spread to the whole school.	1/13/2018 12:06 AM
31	Employees need to practice proper hygiene at all times.	1/12/2018 9:10 PM
32	See #6, less spreading of germs	1/12/2018 7:20 PM

33	If they have the time, I am sure most would prefer to use it when ill. For those who do not, it becomes a managerial moment to speak with the individual regarding their health responsibilities. It also depends if they have greater contact with people and/or patients, food, children or elderly. My mother became very ill in her nursing home when an aide was sick with a viral illness and had contact with her throughout the day. Mom died within 2 days of catching her illness. Not one manager/nurse asked that CNA to leave the premises when she arrived to work. Had she left, I might have had more time with Mom before she died so quickly.	1/12/2018 6:48 PM
34	People can keep their germs at home instead of spreading them around everyone they come into contact with on the way to work, all day at work, and on the way home. It makes me cringe when, for example, a store clerk is coughing and sneezing as they hand me my change. I bet they'd be home in bed if their employer offered sick days!	1/12/2018 5:18 PM
35	This is a leading question.	1/12/2018 4:48 PM
36	But the financial burden is now on the back of the business.	1/12/2018 4:33 PM
37	People can better able to afford to stay home when really sick.	1/12/2018 4:14 PM
38	Because sick employees won't be in public spreading germs. This is especially crucial in food service positions. It will also improve public health because employees won't risk losing health insurance if they lose a job due to an illness.	1/12/2018 3:06 PM
39	Employees will use "sick" time for whatever they want and still come to work sick.	1/12/2018 3:04 PM
40	Probably won't improve public health but could improve morale. In my experience, good employees try to come in even when they are sick. Bad employees never come in when they are sick and sometimes call out sick when they just have other plans. So either way, I will have someone fighting through an illness showing up at work.	1/12/2018 2:39 PM
41	Whether sick time is earned or not, "sick" days will be abused.	1/12/2018 2:12 PM
42	no one will be going out to restaurants, no one will be working in them.	1/12/2018 1:35 PM
43	Fewer employees coming to work sick means less spreading of illness throughout the workforce.	1/12/2018 12:59 PM
44	It is an axiom of public health that people with contagious diseases should not come to work. Furthermore, those suffering from non-contagious illnesses or injuries are much more liable to accident on the job. People generally come to work sick because they have to, not because they want to.	1/12/2018 12:58 PM
45	It's so obvious.	1/12/2018 12:38 PM
46	Germs spread so fast in the workplace! And I sometimes avoid eating out or buying prepared food when I know there is a lot of sickness going around town. I am pretty sure I have gotten sick before from food prepared by sick people, so it would be great if they were supported in staying home when they are sick.	1/12/2018 12:28 PM
47	think of eating at an establishment where someone is sick and coughing.. imagine having your groceries, every single one of them, touched by someone who has the flu and did not appropriately wash their hands. Are you going to go home and scrub every package? Do you have time for that.. gees	1/12/2018 12:27 PM
48	no-entitlements will be abused. I'm not going to work-but I'm still going to coffee by design because I need my coffee or whole wallet because I need food...	1/12/2018 12:03 PM
49	Germs are everywhere.	1/12/2018 12:02 PM
50	Too slow a rate of accrual to make a difference.	1/12/2018 11:59 AM
51	This is an area the city government should not get involved in. People will take advantage of it and it will be yet another burden on businesses like the building moratorium on Munjoy Hill. Without businesses, people are not employed and none of this matters.	12/21/2017 11:35 AM
52	I think there's issues with the homeless population downtown. I think them being sick spreads it moreso.	10/3/2017 7:00 PM

## Q9 Do you believe Portland should pass an ordinance that ensures all workers in Portland receive paid sick time?

Answered: 170 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	58.24%	99
No	41.76%	71
TOTAL		170

#	WHY OR WHY NOT?	DATE
1	the easiest thing in the world to do is vote for a pay increase or employee benefit for yourself or your neighbor when the cost of that benefit comes out of someone else's pocket. Who's going to get credit for this...the politicians i.e. Mayor Strimling and the rest of the City Council. Just whose pockets do you think are being picked to make them look like wonderful people? That is what happened with Portland's minimum wage, which is among the highest in the nation. There is a huge conflict of interest when people vote to give themselves a raise and it's coming out of someone else's pocket. Same with paid sick leave. where does social welfare end...should employers be mandated to provide life insurance, guaranteed retirements, minimum paid vacations, dental insurance, health insurance???? the more employers are mandated to provide "free" benefits, the higher the cost of doing business here, the higher prices have to go, making the city less livable for the poor.	3/27/2018 12:20 PM
2	As mentioned above, we are a case where expense mandates will not be beneficial to staying in business. And, yes you can make the argument that some employees need PST but we provide an excellent employment atmosphere, continued 5-star customer reviews, a place for customers to gather and socialize once a week, and a truly local Portland business. So, I think there needs to be different classifications as to which businesses this mandate would apply to.	3/15/2018 10:14 AM
3	I think it is up to individual business owners to set policy and provide sick time. It is up to employees to use it responsibly.	2/13/2018 9:44 PM
4	Only if it is on a limited scale based on the size of business and there is a cap on the amount carried over.	2/13/2018 5:42 PM
5	This is NOT something to be put on the struggling small business owner that can barely afford already to conduct business in Portland ME!	2/13/2018 1:07 PM
6	People have choices if they want to work for someone or company that offers benefits. I see it all the time when we interview people and they turn us down because we don't have health care. If I could stay in business and offer it I would, but I can't. You should be working on achieving universal health care for all citizens instead of nickel and dimming us small businesses that do more for the local community than anyone else.	2/13/2018 12:26 PM

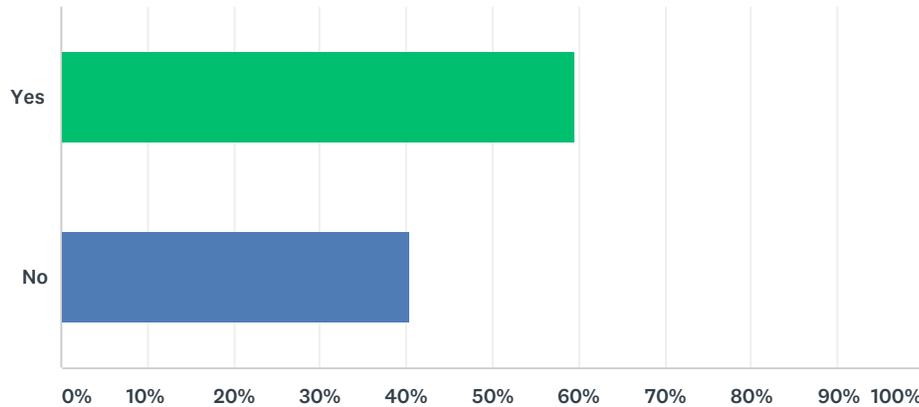
7	I don't think that is a concern of city government. Portland has too many license requirements, and fees that lean heavily on small business and frankly, it's becoming onerous. The fact that the proposed ordinance would require the employer to roll over unused days is unbelievable and a total over step	2/13/2018 12:15 PM
8	If an employee doesn't like and employer's policies, they have the freedom to work elsewhere. Portland shouldn't be weakening the labor force in Portland.	2/13/2018 11:02 AM
9	Again, sets up. A Pandora's box. People will take advantage.	2/13/2018 10:58 AM
10	For all of the above reasons	2/13/2018 10:32 AM
11	The current market place already doesn't allow employers to force employees to work. I know that the restaurant industry is a target of this ordinance, and I have seen first hand that if an employee is sick, the managers and/or owners go out of there way to accommodate the employees. Businesses in Portland are not in a position to force good employees to do anything, especially come in when sick. The employee can easy leave the business without notice and find a job at a new restaurant within the hour. Also, what gives Portland, ME the right to enforce an ordinance that will create issues within companies that have multiple locations within the state? Companies like Reny's, B.Good, Pat's Pizza, Mexicali Blues; they all have stores and hiring practices that will be altered and cost thousands of dollars if not tens of thousands of dollars. We live in a free market society, let the market and the employees decide who is deserving of their service and time. Allow the market to determine a fair wage for employees. If an owner wants to offer paid time, vacation time, a higher hourly wage, they will get the best employees and that will force others to follow the trend. The demand is there let it play out	2/13/2018 9:54 AM
12	All full time employees with health insurance	2/13/2018 9:11 AM
13	Making a unilateral ordinance is not going to address every type of business. Businesses do not need one more ordinance, law, rule or tax to conform to and/or deal with. We need to spend our time running our businesses not dealing with legislation.	2/13/2018 8:48 AM
14	Because it's not the job of the government	1/27/2018 1:42 PM
15	Part time workers???	1/26/2018 9:05 PM
16	Workers and families are healthier when they can focus on wellness and take time needed to be well and not worry about their job or money.	1/26/2018 2:07 PM
17	Helps stop the spread of the sickness.	1/20/2018 9:00 PM
18	Wonderful in theory! Could improve public health and safety, but I feel that it is an unnecessary strain on small business. Many people will use their sick time regardless of how they are feeling because if they don't use it then it is lost. Additionally, they may use their paid sick time when they feel well because it's nice to have time off when you feel well! I'm all for employee rights, but it seems like there is a lot of room for abuse of this ordinance.	1/18/2018 12:24 PM
19	It is not up to the City do so, this is up to the Federal or State government to do and for employers to do. There is already laws out there that cover this. This is what labor laws are for, not municipalities.	1/18/2018 10:47 AM
20	Portland has grown very nicely on its own, without the over reaching arm or the local government. This is just another decision that Portland is trying to make to stand out as a progressive city. If this was such a great idea, more cities all over the country would already be doing it. Portland continues to make it more difficult for small businesses to operate, which opens doors for more larger "chain" business, which is what it seems like it wants.	1/17/2018 10:18 PM
21	Only for full time employees	1/17/2018 1:52 PM
22	Issues like this should be decided at the state level, not the local level.	1/16/2018 9:20 PM
23	People will be people. This won't change a thing except causing increased cost both for the paid sick time and the administrative effort to track it.	1/16/2018 3:26 PM
24	Mandatory PTO reduce employer choices and will force small businesses out of Portland. Companies cannot fill positions now, and will compete to attract workers that actually want to work. Outside of the mentally challenged, I think workers are smart enough to make a good decision about where to work.	1/16/2018 7:33 AM
25	It's great working for a small business, but at the same time the benefits are minimal. I believe this ordinance won't affect their bottom line too much, not when in the long run they will have healthier employees.	1/15/2018 2:11 PM

26	I am a teacher working for PPS who doesn't receive any paid sick time, so I have a personal stake in this. But watching lower-income residents struggle to pay rent or buy food because of illness, or the idea of people working in restaurants or healthcare spreading illness because they don't feel like they can take time off, just seems wrong. It's unfair that this disproportionately affects poorer residents.	1/15/2018 1:49 PM
27	Although, I am curious how is an "employee" is defined in the ordinance?	1/15/2018 12:46 PM
28	Fix the staffing problem in the city and state first.	1/15/2018 10:33 AM
29	I think that part-time workers, interns, seasonal workers and high school students should not receive the same benefits as year-round, full-time employees. I also believe, like it or not, that businesses, especially small businesses, need to have some autonomy in how they run their business. And employees need to look at these differences and decide where they want to work. With the labor market at less than 3% unemployment, the market is taking care of many of these issues. Even very small businesses are offering benefit packages and paid time off to attract employees. It seems that the competitive market is beginning to take care of this problem. Those who chose to continue to pay low wages and lack a benefit packages will lose out in the labor market. It seems unnecessary for the City of Portland to disrupt this by issuing mandatory ordinances.	1/14/2018 2:34 PM
30	The city should not be regulating these issues. Leave it to the State and Federal governments.	1/13/2018 4:16 PM
31	The majority of businesses in Portland are too small to bear an additional cost like this. How about we fight for medicare for everybody instead?	1/13/2018 3:05 PM
32	Like I said before, this should not be a mandated solution, if a business is in the position to offer this, they should be encouraged to do so. But for many small businesses this will be an economic hardship. I work alongside my employees and am flexible with their schedules if they can't come in to work, things get shifted around so they are still getting their weekly hours. If this passes, not only will I be paying sick pay, but I will also have to pay the wages for someone to cover their shift or we don't open. It most definitely does not create a business friendly environment. Quite honestly, it would make it very hard for me to do business in Portland. Add this to the ridiculous rents, lack of affordable parking for me and my employees and the homeless problem - I would be likely to move my business out of the city. I just don't make enough to pay employees for not coming in, maybe if Portland was working on issues to help my business thrive it would be a benefit I could provide my employees in the future.	1/13/2018 1:58 PM
33	Expensive and no commitment from staff to stay at a business.	1/13/2018 1:53 PM
34	I think its a very interesting idea, but as a small business owner this creates yet another set of rules to be careful not to run afoul of. But...if you are going to do this, six days a year is a lot. We accrue the equivalent of 17 days per year if the person is full time, which was calculated as 10 days vacation plus 3 days sick time (plus paid holidays). Please allow Universal PTO to meet the requirements of "Earned Paid Sick Time". Consider changing the formula so that it includes ALL employees, not those who are scheduled 30 or more hours per week. If your aim is to keep sick employees at home, you need cover employees that work any hours of week. Otherwise that employee who needs that 15 hour a week a job is going to come in sick. Most people use a software program like QuickBooks to do their payroll, and these programs can do the math easily. You just tell the program what to accrue per hour worked.	1/13/2018 10:38 AM
35	For to improve public health.	1/13/2018 10:01 AM
36	This would improve the quality of my life immensely. My employer does not give me any paid sick days so I have not called in sick ever during the 3 years I have worked there.	1/13/2018 3:15 AM
37	Adds to over head and gives businesses outside of Portland an advantage.	1/12/2018 9:10 PM
38	Especially since the governor won't expand medicare/medicaid, it is expensive enough living in this city, having to pay high premiums/deductibles & copays, heaven forbid having to pay for medical care out of pocket! Earning low wages and then having to lose a day's pay on top of all of it? No one can afford that.	1/12/2018 7:20 PM
39	Seems like a no-brainer to me. Do employers really want their employees infecting staff and customers/clients?	1/12/2018 5:18 PM
40	Yes I would like to see mandatory sick time but not as currently drafted.	1/12/2018 4:48 PM
41	This is a mandated benefit that unfairly punishes business that provide great salaries, health care and other benefits. We can't afford this ordinance!	1/12/2018 4:33 PM

42	Just like having a higher minimum wage, an additional higher cost requirement may make Portland less competitive for companies looking for help.	1/12/2018 4:14 PM
43	Should be a state function	1/12/2018 4:03 PM
44	It's up to the individual employer to do so; it's a benefit not a right	1/12/2018 3:52 PM
45	Yes, it's hard enough to make ends meet these days, even without losing a day's pay or your job due to an illness. This will help stabilize the economy because employees with a steady, reliable income will be able to pay their bills.	1/12/2018 3:06 PM
46	Right now the 6 days per employee is too much and would cripple a small business!	1/12/2018 3:04 PM
47	I really feel ambivalent for all the reasons listed above. It is cumbersome, hard to track and I am not sure it will produce the intended benefits.	1/12/2018 2:39 PM
48	This is not a city issue - it's an employer responsibility.	1/12/2018 2:12 PM
49	Hopefully it will mean a healthier environment.	1/12/2018 1:30 PM
50	First, it's the right thing to do. Second, it will attract a better quality work force, and it will make it easier for workers to live in the city where they work. Third, it will improve the work environment, thus benefiting employers as well. Fourth, the public health benefits will be great, and when more people are healthier, the entire community benefits.	1/12/2018 12:58 PM
51	You are adding expenses to an already overtaxed business base.	1/12/2018 12:53 PM
52	Portland is already making it nearly impossible to survive as a small business. No more park and shop. Garages control all of the parking in town. We are losing money, taxes are going up, and we continue to have to subsidize all of these efforts. Last year I as a business owner had to put 55% of my salary back into the business to cover all of the expenses (I make \$45K/year, less than some of my employees). How about just letting employers treat employees decently and try to stay in business? Otherwise it will be all chain stores here in a few years.	1/12/2018 12:31 PM
53	It seems like it should be a human right to take a day off when you are sick.	1/12/2018 12:28 PM
54	cause everyplace should have this and why not let Portland lead. I only hope employers are not disadvantaged.	1/12/2018 12:27 PM
55	I believe this will be a hardship for small business owners and owners just starting off. Presently my firm provides 5 days of sick time in addition to 10 days vacation. Should the amount of sick time be increased above 5 days then I would conversely reduce the amount of vacation days. I believe my employees would rather have the flexibility that vacation time allows versus more sick time.	1/12/2018 12:25 PM
56	Why does Portland have to make an ordinance for everything? Employers and Employees together should be responsible for not coming to work when sick.	1/12/2018 12:10 PM
57	I think this should be an individual business option	1/12/2018 12:05 PM
58	Burden to smallest employers	1/12/2018 12:04 PM
59	Let capitalism be. You can't give entitlements to everyone or try to engineer social systems. Work ethic is undermined, by mandates...	1/12/2018 12:03 PM
60	Don't like big brother dictating policy.	1/12/2018 12:02 PM
61	I would still leave this as employer based - but encourage it.. But when companies are not based out of portland I wouldnt want to discourage them from relocating here due to public ordinances	1/12/2018 11:59 AM
62	The Portland government does not know the unique circumstances of how businesses are operated. Each business is different. My business offers plenty of time off and I still get employees cheating on sick leave. People can choose not to work for an organization if it does not offer paid sick leave. As it is, the labor force is so slim it is inhibiting economic growth. The last thing needed is a pool of unproductive employees.	12/21/2017 11:35 AM
63	This is for part time staff - if they were full time, yes.	10/3/2017 7:00 PM

## Q10 Are you a Portland Buy Local member?

Answered: 171 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	59.65%	102
No	40.35%	69
TOTAL		171

#	PORTLAND BUY LOCAL IS AN ADVOCACY, MARKETING, AND EDUCATION ORGANIZATION HELPING CONSUMERS UNDERSTAND THE IMPORTANCE OF BUYING LOCAL AND FINDING PLACES TO SHOP LOCALLY. WE REACH 25,000+ CONSUMERS ON AN ANNUAL BASIS THROUGH OUR DIRECTORY, SOCIAL MEDIA, AND EVENTS. FOR MORE INFORMATION VISIT <a href="http://WWW.PORTLANDBUYLOCAL.ORG">WWW.PORTLANDBUYLOCAL.ORG</a> OR PROVIDE YOUR CONTACT INFO AND WE'D BE HAPPY TO CONNECT.	DATE
1	As a business owner and having been an employee, I feel I have some fair insight to this proposal. When we had a policy that allowed for two buckets (PTO and sick time) the sick time was incredibly abused. Once we moved over to a one bucket policy (PTO) with the same amount of time we found employees stopped calling out sick as often. Some employees would call out so they wouldn't lose their sick time. I don't think an Earned Paid Sick Time Proposal is a great idea. If it was a proposal for employees to earn PTO depending upon the amount of hours worked, I would view this differently.	2/22/2018 4:57 PM
2	Actually I'm not sure. I would like to be. I will look into it to see if I need to pay dues.	1/26/2018 12:28 PM
3	But I believe in it and buy local whenever possible.	1/14/2018 10:22 PM
4	The city should not be regulating these issues. Leave it to the State and Federal governments.	1/13/2018 4:16 PM
5	I'm a former individual member. I proudly display my sticker and carry my BL bag, but have chosen not to continue my membership in an organization composed primarily (if not completely) of business owners. I am very pleased with the work you do.	1/12/2018 1:20 PM
6	I am a member-owner of the Portland Food Co-op, which is a member of Portland Buy Local.	1/12/2018 12:58 PM
7	My business doesn't offer things for sale.	1/12/2018 12:28 PM
8	But I'm an individual.	1/12/2018 12:10 PM