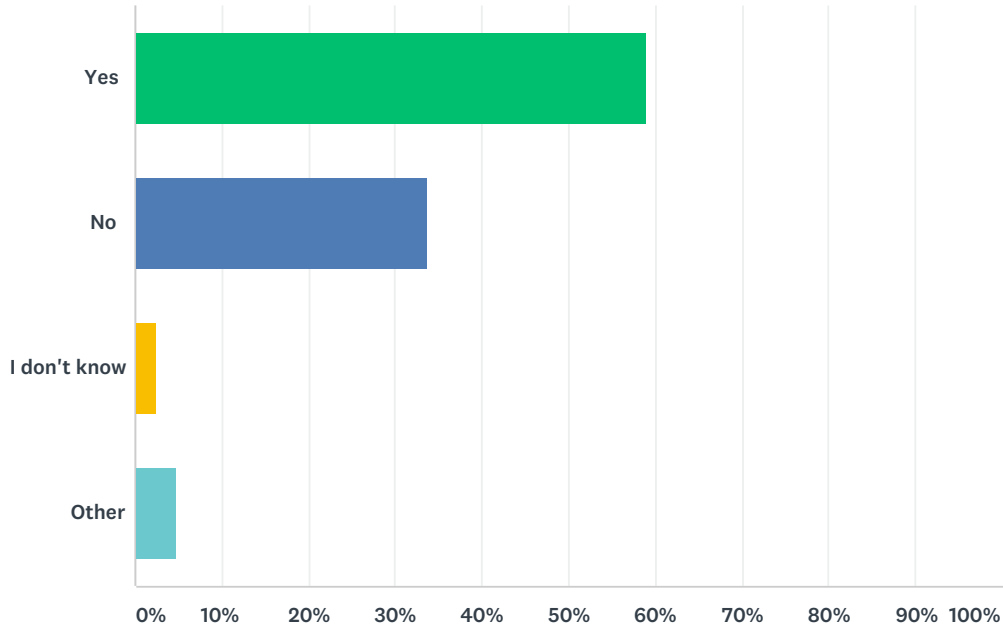


Q1 Do you have access to paid, earned sick time at work?

Answered: 449 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	59.02%	265
No	33.63%	151
I don't know	2.45%	11
Other	4.90%	22
TOTAL		449

#	COMMENT:	DATE
1	Stayed home to keep elder's non-affected by my ill health. Did not get paid to put forth this consideration	5/10/2017 3:53 PM
2	Americorps. My host site is very flexible	5/10/2017 3:39 PM
3	Stay at home mom	5/10/2017 3:32 PM
4	part-time	5/10/2017 3:28 PM
5	Not working full time yet	5/10/2017 3:25 PM
6	You have to be off 3 days before you get sick time by then your back at work without pay	5/10/2017 3:12 PM
7	Through PTO	5/10/2017 3:11 PM
8	Did when I worked (retired)	5/10/2017 3:07 PM
9	I'm a union member	5/10/2017 2:46 PM
10	Retired	5/10/2017 2:19 PM
11	Retired	5/10/2017 2:15 PM
12	We have a PTO program	5/10/2017 2:14 PM
13	Not working currently	5/10/2017 2:12 PM

Earned Sick and Safe Time Employee Survey

14	I'm very new still figuring out my job in this regard. I'm on call part time, so anything would be pro-rated	5/10/2017 2:03 PM
15	Retired	5/10/2017 1:52 PM
16	not working/never had a job with sick time	5/9/2017 10:51 PM
17	retired but am for paid sick leave	5/9/2017 10:39 PM
18	allotted so may PTO for the year to use how we want	5/9/2017 10:32 PM
19	after 1 yr	5/9/2017 10:12 PM
20	counted as PTO	5/9/2017 10:10 PM
21	unemployed	5/9/2017 10:07 PM
22	Retired	5/9/2017 9:42 PM
23	Not general sick leave. A "leave of absence" may cover extreme medical situations	5/9/2017 9:20 PM
24	only after 6 months	5/9/2017 9:06 PM
25	I am grateful	5/9/2017 8:42 PM
26	Accrued as PTO	4/17/2017 7:11 PM
27	I earn basic PTO which would be considered same?	4/11/2017 9:59 PM
28	Not eligible due to minimal hours worked serving	3/23/2017 11:01 AM
29	Worked part time. No benefits accrued.	3/20/2017 7:59 AM
30	No separate sick time, it's lumped in with vacation.	3/19/2017 9:44 PM
31	All humane employers realize sick time allows for better, more productive employees when they are at work and stops flue, etc. from spreading	3/4/2017 7:51 AM
32	I have two jobs; one has PTO, one doesn't.	3/2/2017 6:42 PM
33	We have a PTO program, not designated sick-leave time.	3/2/2017 2:01 PM
34	This provides me with security!	2/26/2017 1:09 PM
35	I work fast food, they don't let you be sick.	2/24/2017 1:36 PM
36	They only give paid sick time to managers and supervisors. The poor people (or less paid people don't get it). They have to use Vacation time to get paid if you take a sick day.	2/22/2017 11:48 PM
37	I have general PTO to use for vacation, sick, or any other personal time that I need	2/19/2017 9:09 PM
38	I wish I did.	2/17/2017 7:30 PM
39	At my employer (UnitedHealth Group), sick and vacation time are rolled into one paid time off (PTO) bank and can be used for any purpose.	2/16/2017 9:17 PM
40	Earned vacation time is the only paid time off benefit	2/16/2017 6:34 PM
41	never have	2/15/2017 8:22 PM
42	Sort of. The company I work for did. In the past they gave "Vaca time" and "Sick time." About three years ago they combined it to PTO. However, if we accrued 1.5 hrs/paycheck for Vaca and 1 hr/paycheck for sick, but it's 2.5hr/PTO per check. Therefore, no, but we're still being compensated for "sick" time.	2/14/2017 4:55 PM
43	combined sick and personal time	2/14/2017 4:22 PM
44	I have one bucket of 2 weeks of PTO per year for vacation, sick etc. I do not have designated sick time.	2/14/2017 2:16 PM
45	we just have general paid time off	2/14/2017 2:01 PM
46	Our company offers PTO. I can use it whether I'm sick, vacation, etc.	2/14/2017 1:52 PM
47	A wonderful benefit that I have not needed to use very much.	2/14/2017 1:01 PM
48	I have sick days accumulate, but I have no access to the money when I retire given my age and years of part time employment as a teacher	2/14/2017 9:01 AM

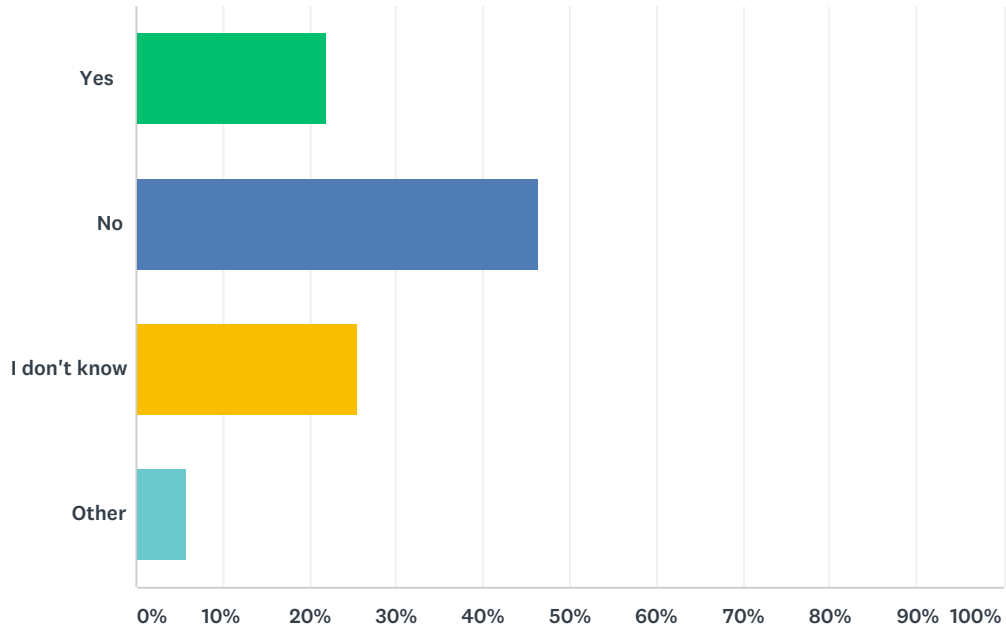
Earned Sick and Safe Time Employee Survey

49	I am salary and able to take sick days without penalty	2/13/2017 5:20 PM
50	PTO can use as I please	2/13/2017 3:44 PM
51	why would I be paid to be sick	2/13/2017 3:39 PM
52	only 2 days a year	2/13/2017 2:18 PM
53	As a salary employee, any sort of time away from work is all under the same category (whether it's sick, safe or vacation)	2/13/2017 2:17 PM
54	Vacation	2/13/2017 1:47 PM
55	what is nice about this is that it can also be used to take my mom to the doctor or other appointments.	2/13/2017 12:03 PM
56	My wages are lower because of this benefit.	2/13/2017 11:49 AM
57	we get PTO that if not used for sick turns into vacation	2/13/2017 11:47 AM
58	I'm so appreciative to be able to stay home with my children and not lose my job or be unable to pay my bills!!	2/13/2017 10:56 AM
59	We have a bucket of "PTO" that accrues, but we no longer have specified "sick time"	2/13/2017 9:19 AM
60	I have PTO, which can be used for any reason.	2/12/2017 3:18 AM
61	I have unlimited PTO. It is monitored but there is no set amount of days or reasons.	2/11/2017 11:58 PM
62	I have no health coverage offering at my employer. I earn 4 hours per month, can carry 40 hours maximum.	2/11/2017 1:49 PM
63	I get sick days, but never use them	2/10/2017 9:57 PM
64	I did in my pre-retirement employment.	2/10/2017 7:00 PM
65	Not at my current job.	2/10/2017 6:43 PM
66	Its actually PTO "Paid Time Off". When UHG went to PTO they increased the # of days to allow for some sick time, etc. Its your time off to use however you want - no questions asked.	2/10/2017 6:26 PM
67	General PTO	2/10/2017 5:32 PM
68	I have sick time due to a union contract. However, my employer closely scrutinized sick time use and many employees are afraid to use it and face investigation or discipline	2/10/2017 4:22 PM
69	I do have some paid time off per hours I work each year	2/10/2017 2:55 PM
70	I earn general paid time off to use as I see fit.	2/10/2017 2:11 PM
71	PTO	2/10/2017 1:00 PM
72	Retired	2/10/2017 12:58 PM
73	We have a PTO bank to be used for all time off, including personal ands sick, however we do have 2 days of bereavement leave separately.	2/10/2017 11:35 AM

Q2 Do you have access to paid, earned safe time at work?

Answered: 445 Skipped: 8

Earned Sick and Safe Time Employee Survey



ANSWER CHOICES	RESPONSES	
Yes	22.02%	98
No	46.52%	207
I don't know	25.62%	114
Other	5.84%	26
TOTAL		445

#	COMMENT	DATE
1	Get paid the same living stipend no matter what	5/10/2017 3:39 PM
2	soon as I'm working full time I will	5/10/2017 3:25 PM
3	This is important for the winter weather driving	5/10/2017 3:23 PM
4	Not sure what safe time means	5/10/2017 2:26 PM
5	Retired	5/10/2017 2:19 PM
6	Retired	5/10/2017 2:15 PM
7	Not working currently	5/10/2017 2:12 PM
8	If medical/dr. excuse 2 days	5/10/2017 2:06 PM
9	Retired	5/10/2017 1:52 PM
10	not working	5/9/2017 10:51 PM
11	retired see above	5/9/2017 10:39 PM
12	See #1	5/9/2017 10:32 PM
13	1 yr	5/9/2017 10:12 PM
14	unemployed	5/9/2017 10:07 PM
15	Retired	5/9/2017 9:42 PM
16	I think I could use sick time for this purpose, but I don't think it is a separate benefit where I work	4/19/2017 2:05 PM
17	What is safe time?	4/17/2017 7:11 PM
18	It's not a separate time bank, but part of my sick/vacation hours.	4/7/2017 2:35 PM

Earned Sick and Safe Time Employee Survey

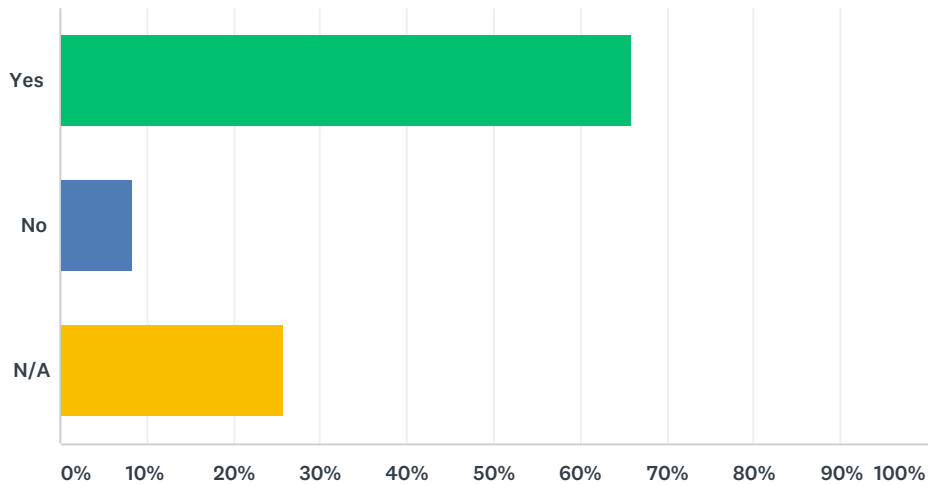
19	I would assume I would use my sick time in any event where safe time would be required.	4/3/2017 8:50 AM
20	one use sick leave for that. i could take time off without pay also	3/29/2017 6:20 AM
21	I would assume so, I get paid time off they can be used for anything	3/19/2017 7:38 PM
22	paid vacation time can be used for this.	3/17/2017 2:12 PM
23	I have two jobs; one has PTO, one doesn't.	3/2/2017 6:42 PM
24	define 'Safe Time'?	2/26/2017 1:09 PM
25	Only Management and Supervisors get paid sick time. The poor people or less paid people of the plant do not get it. They ha e to use vacation time if they want to get paid for a day they call in sick.	2/22/2017 11:48 PM
26	I do not need this as I have sufficient PTO time to cover anything	2/19/2017 9:09 PM
27	I wish I did.	2/17/2017 7:30 PM
28	See note for question #1	2/16/2017 9:17 PM
29	This is a poorly conceived concept. It will result in enormous abuse and will burden businesses unfairly. Would a business be saddled with "sick leave" for a parent suffering from alzheimer's or any other long term affliction?	2/16/2017 6:34 PM
30	It's called PTO. Personal time off.	2/15/2017 10:51 PM
31	I could take personal leave days for "safe time"	2/15/2017 9:56 PM
32	Not that I'm aware of, although I work at such an agency that handles these issues.	2/15/2017 10:07 AM
33	My employer is very understanding and helps us out.	2/14/2017 5:16 PM
34	also combined with personal to use as needed	2/14/2017 4:22 PM
35	through the use of personal days	2/14/2017 2:05 PM
36	we just have general paid time off	2/14/2017 2:01 PM
37	I can use my PTO for whatever I need it for. My company does not make me choose. We don't have separate vacation, sick, safe, mental. It's all rolled into one generous policy and we can use it how we need to.	2/14/2017 1:52 PM
38	WE are allowed personal days; am guessing that covers this.	2/14/2017 1:01 PM
39	We have some personal leave days which I am guessing could be used.	2/14/2017 12:07 PM
40	Not sure what Safe Time at work is, work Place is a safe place.	2/14/2017 12:05 PM
41	I am able to take time as needed.	2/13/2017 5:20 PM
42	Again PTO - same for VAC, SICK or Safe	2/13/2017 3:44 PM
43	why would I be paid to be safe should I be safe all the time	2/13/2017 3:39 PM
44	See above.	2/13/2017 2:17 PM
45	Vacation	2/13/2017 1:47 PM
46	Not needed. "safe time with coloring books?"	2/13/2017 1:03 PM
47	I have never needed safe time.	2/13/2017 11:49 AM
48	PTO - cn use for safe, sick and vacation.	2/13/2017 10:52 AM
49	This is covered under blanket PTO.	2/13/2017 9:17 AM
50	Personal leave	2/12/2017 8:10 AM
51	Reason are not communicated or tracked for PTO	2/11/2017 11:58 PM
52	It's not called that but I have personal days and vacation days as well as sick leave thst could be used for this purpose if needed.	2/11/2017 7:24 AM
53	Lumped in with other categories, but would be a valid reason to use it	2/10/2017 10:33 PM
54	I am sure if I had to go, I could go, maybe use a sick day.	2/10/2017 9:57 PM

Earned Sick and Safe Time Employee Survey

55	No, not in pre-retirement employment.	2/10/2017 7:00 PM
56	Again, its all one bucket. Its time off however u want to use it.	2/10/2017 6:26 PM
57	General PTO	2/10/2017 5:32 PM
58	Not a separate category. Would be sick time or vacation time.	2/10/2017 4:49 PM
59	I know I don't get it - I don't even know what that is.	2/10/2017 4:45 PM
60	This is ridiculous. Please worry about health insurance, not this policy.	2/10/2017 3:46 PM
61	I earn general paid time off to use how I see fit.	2/10/2017 2:11 PM
62	PTO can be used for this if needed	2/10/2017 1:00 PM
63	Retired	2/10/2017 12:58 PM
64	Sick leave can be used for funerals, illnesses and other family crises.	2/10/2017 10:53 AM

Q3 If you answered "Yes" to either 1 or 2, is earned sick or safe time easy to access?

Answered: 390 Skipped: 63



ANSWER CHOICES	RESPONSES	
Yes	65.90%	257
No	8.46%	33
N/A	25.64%	100
TOTAL		390

#	COMMENT:	DATE
1	We just notify a supervisor of the need to use time off	5/10/2017 3:11 PM
2	was easy as a phone call	5/10/2017 3:07 PM
3	earn 4 hours of paid leave every 2 weeks	5/10/2017 2:31 PM
4	Debateable. Fortunate to have sick time	5/10/2017 2:06 PM
5	Paid time off PTO	5/10/2017 1:54 PM
6	do not have safe time	5/10/2017 7:53 AM
7	it's a pain, lots of running around and communicating with people	5/10/2017 7:51 AM

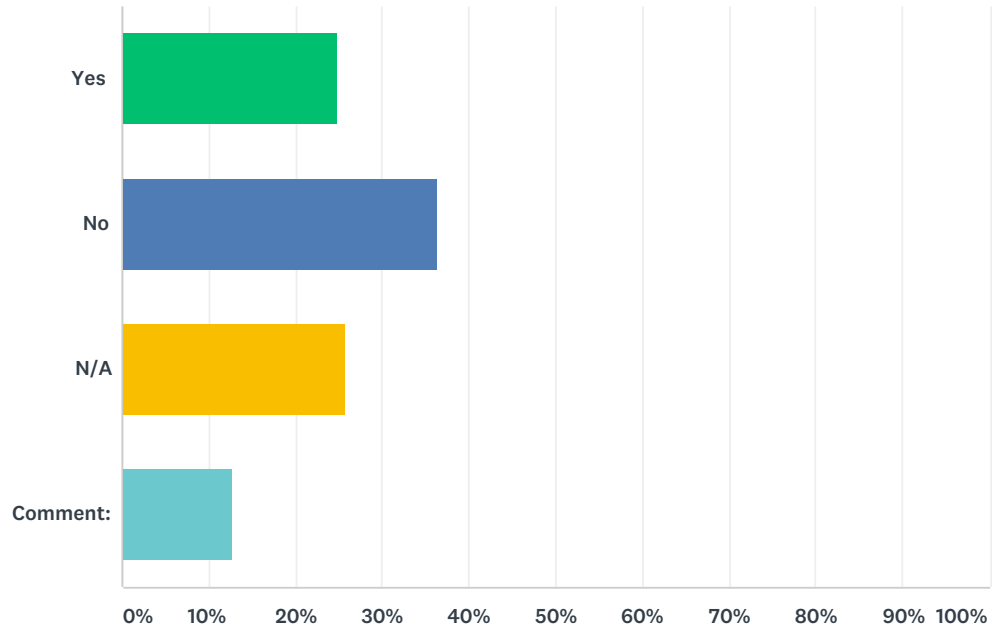
Earned Sick and Safe Time Employee Survey

8	Laid off due to epilepsy 2X since 2010. 5 years UHS. 3 months Villa Marine	5/9/2017 9:45 PM
9	Must work 6 months before I can use -- hard to find a sub	5/9/2017 9:06 PM
10	yes	5/9/2017 8:52 PM
11	If this question is specific to my place of employment, then yes.	3/27/2017 11:18 AM
12	I only have earned sick time but being an employee for 5 years and using very little of my accrued time over those years I saw all of it being dwindle down after I had an accident and had to be out of work for two and a half weeksu	3/23/2017 2:17 PM
13	Yes, but often forces others to work more hours for coverage.	3/23/2017 2:17 PM
14	I didn't know, and my supervisor either didn't know or didn't tell me that I had safe time.	3/23/2017 12:50 PM
15	Not enough people to cover for me.	3/19/2017 9:44 PM
16	you risk firing if you are gone at all	3/4/2017 7:51 AM
17	The company has posters posted in the plant that "they treat everyone fairly". But only the rich people, "Management and Supervisors" get paid sick leave time.	2/22/2017 11:48 PM
18	Yes-but there are strings attached. If sick/safe/PTO time is used without giving at least 24 hours' notice, one receives an "occurrence" and enough occurrences within a certain period of time lead to disciplinary action.	2/16/2017 9:17 PM
19	I know I have the ability to take an extended leave of absense due to illness - including mental illness. I've never used this option, so I do not know how easy it is to gain or if safe time is included as a valid reason for a leave of absence. I feel very comfortable asking if needed.	2/14/2017 12:20 PM
20	But Many people abuse the policy.	2/14/2017 12:05 PM
21	I need a doctor's note to use my sick time.	2/14/2017 11:58 AM
22	A lot of preparation has to be made before as a teacher I can miss work. Difficult to just go to a doctors appoint.	2/14/2017 9:01 AM
23	I'm not sure about Safety time	2/13/2017 11:50 AM
24	the log is locked out by employees & only management sees it. You have to ask them to know what you have left.	2/13/2017 11:47 AM
25	I treasure how flexible my work is on this point	2/13/2017 10:56 AM
26	See reponse to #1. I earn 4 hours per month, can carry 40 hours maximum.	2/11/2017 1:49 PM
27	Yes - its PTO, no categories.	2/10/2017 6:26 PM
28	See my comment from#1	2/10/2017 4:22 PM
29	Yes, but I have to take it in 8 hour increments.	2/10/2017 4:09 PM
30	Access via phone call. More than three days, verification required.	2/10/2017 10:53 AM

Q4 If you answered "Yes" to either 1 or 2, is there a wait time before you were eligible to earn the time?

Answered: 389 Skipped: 64

Earned Sick and Safe Time Employee Survey



ANSWER CHOICES	RESPONSES	
Yes	24.94%	97
No	36.50%	142
N/A	25.71%	100
Comment:	12.85%	50
TOTAL		389

#	COMMENT:	DATE
1	was not offered	5/10/2017 3:53 PM
2	1 year of employment, full or part time	5/10/2017 3:44 PM
3	Ours is earned march to march but can use after that	5/10/2017 3:35 PM
4	Start earning from 1st day of employment	5/10/2017 3:11 PM
5	i think 3 months	5/10/2017 3:07 PM
6	60 days	5/10/2017 2:58 PM
7	But had access to leave time if needed until wait time over	5/10/2017 2:46 PM
8	Must have the time in to earn the sick leave first	5/10/2017 2:40 PM
9	Had to be at eligible FTE (.60FTE) to earn PTO/sick time. No wait time once eligible	5/10/2017 2:33 PM
10	Not in my current situation	5/10/2017 2:06 PM
11	1 month	5/10/2017 1:54 PM
12	no safe time	5/10/2017 7:53 AM
13	not working	5/9/2017 10:51 PM
14	1 year	5/9/2017 10:32 PM
15	30 days -- health insurance, 1 year FMLA	5/9/2017 9:45 PM

Earned Sick and Safe Time Employee Survey

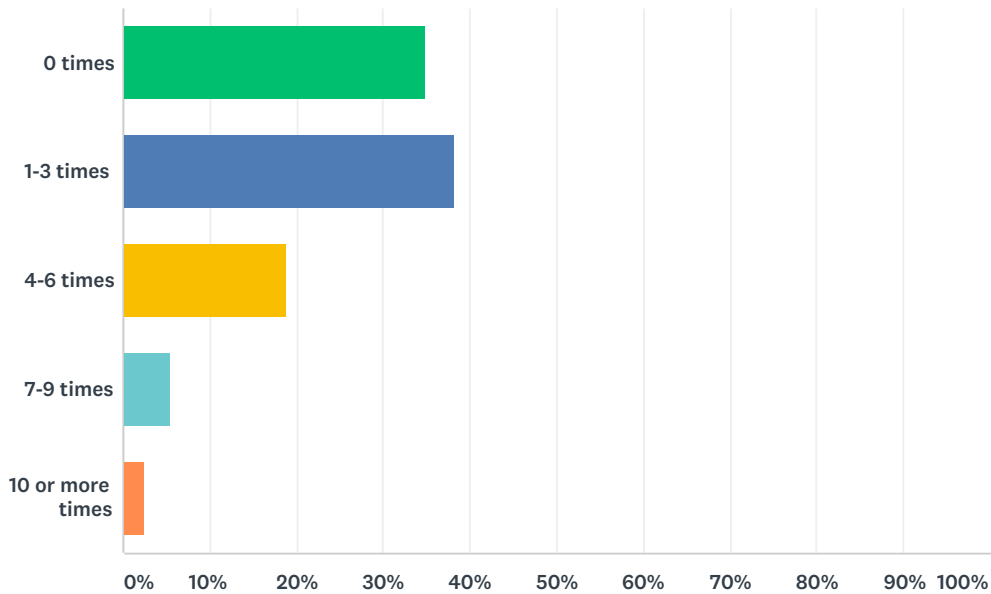
16	one has to work 3-4 months before a day or two builds up...it is based on hours you work -- a %. It builds in your account to access for whatever reason (sickness, child or loved one doctor appointment, vacation day) But time off requests are put on a calendar in the unit dept. Seniority rules and only 3 off requests are honored, say on a weekend...others may not get a specific day off (4, or 5)	5/9/2017 9:36 PM
17	Not Ure	5/9/2017 8:52 PM
18	It accumulates by the month so it wasn't available the first month and wasn't much sick time until a few months later. Surgery would have blown right through it for at least the first year or two.	4/19/2017 2:05 PM
19	I earn sick time based on how many hours I work in an 80 week period. So I had to work for at least two weeks before earning sick leave.	4/3/2017 8:50 AM
20	6 mths	3/29/2017 6:20 AM
21	Unsure	3/28/2017 11:31 PM
22	I'm not certain but I think as a new employee you don't start accruing any sick time until after your probationary period or for the first	3/23/2017 2:17 PM
23	It accrues over time.	3/19/2017 7:38 PM
24	After you have finished your probation period	3/9/2017 11:38 PM
25	I'm not sure, can't remember if there was a lag time before I could use it.	3/7/2017 5:10 PM
26	This time delay eliminated wasted cost!	2/26/2017 1:09 PM
27	Depends on the nature of the sick time	2/23/2017 10:19 AM
28	Yes, they want to make sure you're going to stay, or if you're worth keeping.	2/15/2017 10:51 PM
29	after probation, then earned according to hours worked each week	2/15/2017 9:56 PM
30	I am not sure, would have to find out.	2/15/2017 8:16 PM
31	We	2/15/2017 9:11 AM
32	Over a year for vacation	2/14/2017 5:16 PM
33	Don't remember	2/14/2017 4:43 PM
34	accrued monthly	2/14/2017 4:22 PM
35	But within the first 9 months of probabtion if you used an excessive amount it would likely impact your chances of passing the probationary period.	2/14/2017 1:01 PM
36	I accrue sick time each pay period, but can use up to 40 hours in advance at a time not to exceed my total available sick time for the year. My sick time is in the same Paid-Time Off bucket of available hours as my vacation time.	2/14/2017 12:20 PM
37	Not sure.	2/14/2017 11:59 AM
38	We have short term disability available and family leave.	2/13/2017 5:20 PM
39	it was implemented recently, fixed 2 days of sick leave/yr	2/13/2017 2:18 PM
40	90 days	2/13/2017 1:47 PM
41	I've been at my job where this is not an issue for me, but I do know new employees get it after 90 days if probation is passed	2/13/2017 11:47 AM
42	Yes. But not after 6 month probationary time after beginning of employment	2/12/2017 11:47 AM
43	We accrue the time over the year, but our annual sum is available on day one of employment. We also have a pool of paid time off available to employees who have had to use more time than they are entitled to, in cases of family and long term leave.	2/12/2017 3:18 AM
44	I think it was 6 months before I had access to my vacation time. I'm not sure if there was a wait for my sick time.	2/11/2017 7:24 AM
45	3 months (I think)....I've worked at UHG for 25 yrs now, hard to remember my first day.	2/10/2017 6:26 PM
46	30 Days	2/10/2017 5:32 PM

Earned Sick and Safe Time Employee Survey

47	Yes, but my employer is flexible. When I needed time of Day 2 on the job (hospital), she let me go in the hole on earned time since she knew I'd earn it in short order.	2/10/2017 3:06 PM
48	Time accrues from the first day for those who are eligible. Time is not available to use until one has been employed for more than 6 months.	2/10/2017 2:11 PM
49	6 mo wait, though we can fill out a form to request an advance.	2/10/2017 11:35 AM
50	6 months.	2/10/2017 10:53 AM

Q5 If you answered "No" to either 1 or 2, about how many times did you go to work sick or send your child to school sick in the last year?

Answered: 309 Skipped: 144



ANSWER CHOICES	RESPONSES	
0 times	34.95%	108
1-3 times	38.19%	118
4-6 times	18.77%	58
7-9 times	5.50%	17
10 or more times	2.59%	8
TOTAL		309

#	COMMENT	DATE
1	I chose not to go to work. Work with elders	5/10/2017 3:53 PM
2	It was not noticed that I was sick :(5/10/2017 3:25 PM
3	Missing work greatly reduces income	5/10/2017 3:17 PM
4	Feel guilty to call in sick even though I have it	5/10/2017 3:02 PM
5	I have sick time/not safe time tho	5/10/2017 2:40 PM
6	I haven't gotten sick often this year, but I always go to work sick because of money	5/10/2017 2:26 PM
7	Retired	5/10/2017 2:19 PM

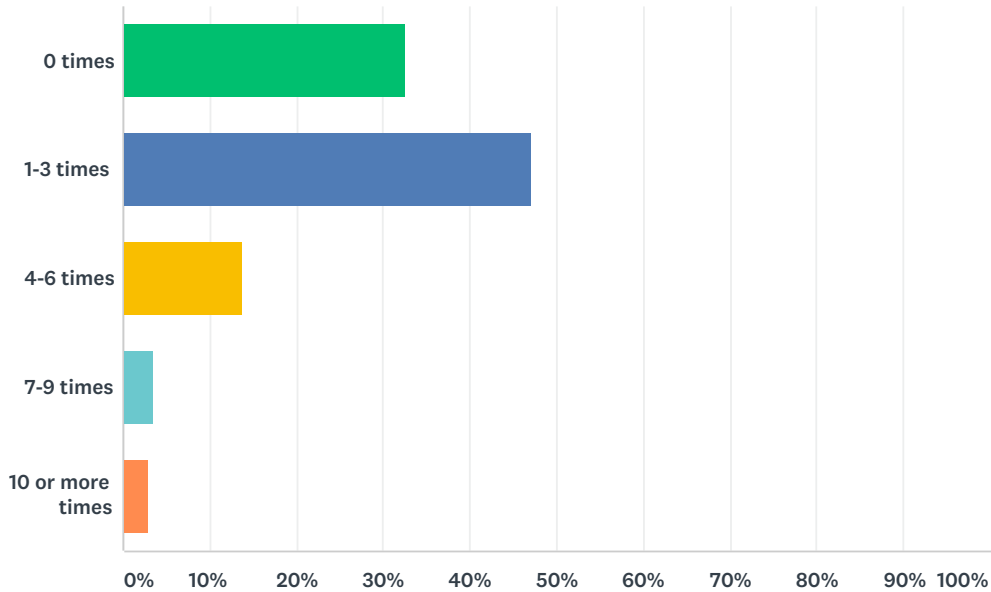
Earned Sick and Safe Time Employee Survey

8	I was a student with no job during the entirety of 2016. I went back to work in January of 2017.	5/10/2017 2:03 PM
9	I can work from home so when I'm sick, I have that option	5/10/2017 1:57 PM
10	Go to work sick anyways. Can't waste the 1 week sick time	5/10/2017 7:51 AM
11	NA	5/9/2017 10:07 PM
12	kids	5/9/2017 9:55 PM
13	I have epilepsy hooray!	5/9/2017 9:45 PM
14	Retired	5/9/2017 9:42 PM
15	No kids at home	5/9/2017 8:56 PM
16	N/A	3/20/2017 8:48 PM
17	I was self-employed and made my own schedule. Now I am an employee, but still make my own schedule.	3/5/2017 10:36 PM
18	I struggle a little with this question, as what is "sick"...did we go with a fever, no? Did we feel crummy with a bad cold, yes.	2/23/2017 3:46 PM
19	no children	2/21/2017 1:55 PM
20	Learn to adapt to life. Stop making others responsible for individual decisions.	2/16/2017 6:34 PM
21	Even though we have time we can use, people still come to work sick. They don't care that they have the ability to stay home.	2/14/2017 1:52 PM
22	I have sick time, but you can go to work/school with a common cold.	2/14/2017 1:15 PM
23	Although we have the time, there is a sense of guilt if you use it.	2/14/2017 12:00 PM
24	I am self employed so if I am sick I try not to be around others	2/14/2017 9:38 AM
25	I take my responsibilities seriously, deadlines need to be met	2/13/2017 3:44 PM
26	there is a stigma about taking off sick time even though it is available. it is seen as weak and not doing one's job	2/13/2017 12:06 PM
27	I do not have children	2/11/2017 11:58 PM
28	N/a	2/11/2017 1:41 PM
29	I answered yes, but I still go to work sick to reserve my time off for vacation time. I also go to work so that o don't fall behind in workload.	2/11/2017 10:47 AM
30	I went to work sick a couple of times because I had important things I needed to do and I wasn't contagious and' didn't want t use a sick day.	2/11/2017 7:24 AM
31	I didn't use the sick time I've earned due to employer pressure.	2/10/2017 4:22 PM
32	I can take time off as long as projects that only I can do is actually done. I am the only person in the office most days.	2/10/2017 2:55 PM
33	Due to the nature of my job I am not always able to take my sick time when I am sick.	2/10/2017 2:11 PM
34	I always go to work sick, since my time off back is also used for vacation.	2/10/2017 11:35 AM

Q6 If you answered "No" to either 1 or 2, about how many times in the last year did you stay home from work due to illness, or stay home to care for a sick child or family member?

Answered: 282 Skipped: 171

Earned Sick and Safe Time Employee Survey



ANSWER CHOICES	RESPONSES	
0 times	32.62%	92
1-3 times	47.16%	133
4-6 times	13.83%	39
7-9 times	3.55%	10
10 or more times	2.84%	8
TOTAL		282

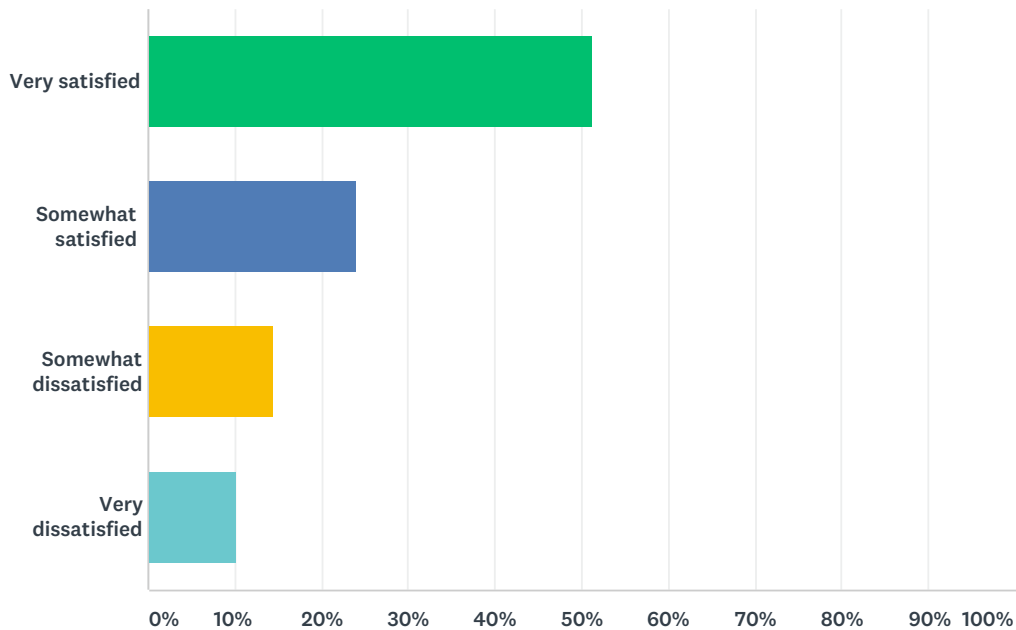
#	COMMENT	DATE
1	From an injury rather than illness, also from death in the family	5/10/2017 3:11 PM
2	See above. I did miss about 4 days of school	5/10/2017 2:03 PM
3	not working	5/9/2017 10:51 PM
4	NA	5/9/2017 10:07 PM
5	kids	5/9/2017 9:55 PM
6	again, seizures, increase with stress	5/9/2017 9:45 PM
7	Retired	5/9/2017 9:42 PM
8	lucky to have husband that did have paid sick time to stay with sick kids	5/9/2017 9:06 PM
9	Last year I had higher usage than I ever had because my daughter had two severe injuries that kept her home for long periods of time.	4/7/2017 2:44 PM
10	N/A	3/20/2017 8:48 PM
11	Left my job after my dad died.	3/20/2017 7:59 AM
12	Mostly for my children being sick. I rarely get sick.	2/14/2017 4:55 PM
13	Depending on how sick I am, I may still go to work....even though my employer pays me to stay home.	2/14/2017 1:52 PM
14	I had a chronic issue early last year, which made for an unusual amount of sick time used. I considered using extended leave time, and I knew it was available. I chose not to, because the amount of time off I needed was right at the limit of my normal available hours.	2/14/2017 12:20 PM
15	I don't have children by choice and feel those that do are given preferential treatment	2/14/2017 11:55 AM

Earned Sick and Safe Time Employee Survey

16	While I do not have earned sick time at work, my employer did pay me for the days I was home with a sick child. He understood I had a sick child and let me take the time that was needed.	2/13/2017 4:06 PM
17	N/a	2/11/2017 1:41 PM
18	Really, it's not applicable. I'm self-employed, so "staying home" for me would involve simply not working, which isn't an option when you own your own business.	2/11/2017 7:12 AM
19	I had surgery and recovery time	2/10/2017 8:38 PM
20	It doesn't matter how sick I am, I didn't call in even once last year. Mama gotta work.	2/10/2017 4:45 PM
21	There's too much to do, I work 60 hrs as it is, even if I wanted to I couldn't afford to take time off.	2/10/2017 11:35 AM

Q7 How do you feel your employer handles sick and safe leave situations?

Answered: 429 Skipped: 24



ANSWER CHOICES	RESPONSES
Very satisfied	51.28% 220
Somewhat satisfied	24.01% 103
Somewhat dissatisfied	14.45% 62
Very dissatisfied	10.26% 44
TOTAL	429

#	COMMENT:	DATE
1	Consideration for elders good. Lack of 1 days pay not so good.	5/10/2017 3:53 PM
2	They are small businesses that would let me have any time off but it would be unpaid	5/10/2017 3:31 PM
3	didn't use lost pay for maximum amount i accumulated	5/10/2017 3:07 PM
4	Give staff hard time if we use the benefit	5/10/2017 3:02 PM
5	Employer councils if attendance falls below 97%	5/10/2017 2:55 PM

Earned Sick and Safe Time Employee Survey

6	I think they would give me time off, but I feel guilty taking it and I cannot afford to lose hours	5/10/2017 2:26 PM
7	I'm fortunate. There is always room for growth	5/10/2017 2:06 PM
8	So new to job. I don't know but as an on-call employee, I can pick and choose shifts on short notice.	5/10/2017 2:03 PM
9	I'm self-employed and I'm much better to myself now	5/10/2017 1:57 PM
10	It is \$ or family, this is not physically or mentally healthy to have to choose	5/10/2017 1:50 PM
11	Guilt trip. Short staff	5/10/2017 7:51 AM
12	not working	5/9/2017 10:51 PM
13	retired	5/9/2017 10:39 PM
14	I wish we had more -- it goes fast	5/9/2017 10:32 PM
15	you can take time off without pay	5/9/2017 10:18 PM
16	NA	5/9/2017 10:07 PM
17	The expectation is that we have to work or make up the time. :(5/9/2017 10:04 PM
18	they aren't humans. they are never sick!	5/9/2017 9:55 PM
19	Retired	5/9/2017 9:42 PM
20	It's mostly the company understaffing, but my direct boss should let me call in even if it means being understaffed	5/9/2017 9:20 PM
21	work with kids -- lots of germs -- no sick time for 6 months	5/9/2017 9:06 PM
22	I am dissatisfied because thy don't really handle it at all. I go in sick or I don't get paid. As a single mom, that's a problem.	4/20/2017 7:25 AM
23	I understand being short staffed, but being in the restaurant business, I do not think this fits worth the Department of Agriculture or the Department of Health and Human Services expectations.	4/17/2017 6:46 PM
24	the boss says things to let me know she doesn't like it that I was out but she still honors the time	4/7/2017 3:18 PM
25	My supervisor is very supportive. I've never had a safe leave situation but I assume they would be equally supportive.	4/3/2017 8:50 AM
26	people still show up sick to work and get applauded for their dedication while they expose the rest of us to their illness.	3/24/2017 9:17 AM
27	It's available but we have productivity standards that make it hard to be gone without getting written up or falling behind. Without making productivity in the mental health field for ARMHS could mean I'm fired. How do you get well while being stressed.	3/23/2017 6:05 PM
28	People go to work and are serving or preparing food and they should not be but due to needing the staff they come in.	3/23/2017 11:01 AM
29	They do have a system where you get three strikes for unplanned leave.	3/19/2017 7:38 PM
30	We don't have safe and sick but are able to call in at a minimum of two hours before our shift. Plus we do have vacation available to us.	3/18/2017 10:45 PM
31	My current employer handles sick and safe time well, but that was not the case at previous positions. In previous positions, sick and safe time was not available.	3/14/2017 10:35 AM
32	I am the only one in my role so it's difficult to cover my responsibilities when I'm gone	3/8/2017 10:50 AM
33	I work for a small nonprofit and they are just getting their policy together now, so we'll see what it is soon.	3/5/2017 10:36 PM
34	(the one that doesn't have sick/safe leave - the one that does handles it very well)	3/2/2017 6:42 PM
35	No coverage	3/2/2017 2:01 PM
36	Only if you belong to the "rich people's group" at work (Management and Supervisors) you will not get paid sick days. You will get a day off (without pay) unless you take a vacation day to cover your sick day off. Otherwise you will not get paid.	2/22/2017 11:48 PM
37	I can stay home, I don't get paid	2/21/2017 1:55 PM

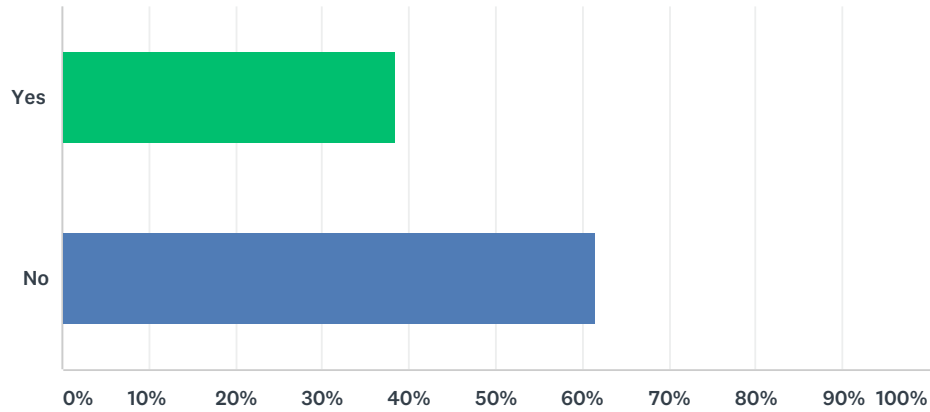
Earned Sick and Safe Time Employee Survey

38	I earn PTO but I do not believe my employer offers sick leave.	2/20/2017 3:20 PM
39	Have to use pto, or have unpaid time off.	2/17/2017 7:30 PM
40	Generally it is handled well, but most people do not like the occurrence policy. It is not always possible to plan things ahead.	2/16/2017 9:17 PM
41	Employers are not entitlement banks.	2/16/2017 6:34 PM
42	Need a day off ask for it.	2/15/2017 10:51 PM
43	N/A	2/15/2017 8:22 PM
44	Have never heard of sick time.	2/15/2017 10:44 AM
45	we get paid time off that we can use for whatever we need	2/14/2017 2:01 PM
46	I will say I've never heard of safe time until now.	2/14/2017 12:05 PM
47	they worked it out because I'm good at what I do	2/13/2017 5:03 PM
48	If we need time we can take it. Hard to work a small business with no employees showing up	2/13/2017 3:39 PM
49	Too lenient with sick leave. It is taken advantage of.	2/13/2017 12:44 PM
50	city of duluth does not promote an atmosphere where one can take it.	2/13/2017 12:06 PM
51	You feel obligated to tell them what you are sick with or they start a rumor mill that your faking or just taking the time off	2/13/2017 11:47 AM
52	Pressure to work and come to work sick	2/13/2017 10:52 AM
53	No provision for safe time. Would have to be included in contract.	2/12/2017 2:18 PM
54	Sick time is a "benefit", but it's expected that I will make up the time I missed later in the week.	2/11/2017 1:49 PM
55	They allow me to make up my time so I don't lose wages	2/11/2017 11:08 AM
56	I made my own choice to become a business owner, knowing that it would mean working even when I'm ill. However, we have arranged the business so that those who work for us can take time off whenever they need it. This time off is unpaid because they're independent contractors (so, for example, they are not paid hourly). For what it's worth, we have found that such a policy greatly increases morale and it's rarely abused. They know they can take time off whenever they need it, no questions asked and without penalty, but very few actually do. I sometimes find myself encouraging them to take some time off because they're obviously ill.	2/11/2017 7:12 AM
57	I wish I could use some, but not sick.	2/10/2017 9:57 PM
58	i should not have to worry about losing my job if I need rest or if someone who depends on me needs rest or assistance.	2/10/2017 8:47 PM
59	You need to provide proof of illness.	2/10/2017 8:38 PM
60	Especially dissatisfied with Woodland Hills	2/10/2017 5:16 PM
61	At least they're nice about it. When's someone calls in sick they at least don't get fired.	2/10/2017 4:45 PM
62	I can take time off when I notify the right people but I still have to make sure someone is in the office.	2/10/2017 2:55 PM
63	Employer places an arbitrary limit on the use of sick time, in violation of the union contract and workplace rules.	2/10/2017 12:21 PM
64	We don't have very generous time off policies, and the work mentality is noise to the grind stone with little balance. Though we aren't made to feel guilty if we can't work because we're sick, it's a struggle.	2/10/2017 11:35 AM

Q8 Have you ever feared repercussions for taking time off, earned or not?

Answered: 441 Skipped: 12

Earned Sick and Safe Time Employee Survey



ANSWER CHOICES	RESPONSES	
Yes	38.55%	170
No	61.45%	271
TOTAL		441

#	COMMENT:	DATE
1	too many times absent would lose job	5/10/2017 3:53 PM
2	Taking time off is hard, must go to doctor to prove illness	5/10/2017 3:27 PM
3	Losing money if sick too long	5/10/2017 3:24 PM
4	Team Player Coersion	5/10/2017 3:23 PM
5	PTO access is valuable work benefit at my place of employment	5/10/2017 3:11 PM
6	But not at current job	5/10/2017 2:58 PM
7	Not with this employer but I have with a previous employer	5/10/2017 2:52 PM
8	I lost a job in the Cities due to domestic abuse, no understanding from my prior boss/employer. I had an unpaid month to "figure things out" which wasn't sufficient, and was told I would have to re-interview for my job if I wanted to. I didn't and left employment.	5/10/2017 2:03 PM
9	At other jobs but not now	5/10/2017 8:15 AM
10	Guilt trip	5/10/2017 7:51 AM
11	Every job I had was a safe environment	5/9/2017 10:51 PM
12	possibly if i were ill often enough	5/9/2017 10:36 PM
13	In the past when working definitely!	5/9/2017 10:07 PM
14	Fired twice due to disability	5/9/2017 9:45 PM
15	Tehy wouldn't fire me, but even a half day off gets my boss and staff disappointed or angry with me for days	5/9/2017 9:20 PM
16	The repercussions were not from supervisors but because of the nature of the work. Clients would be angry in ways that would affect me.	4/19/2017 2:05 PM
17	I get scolded or lectured about being short staffed.	4/17/2017 6:46 PM
18	Very understanding and willing to accomodate	3/17/2017 1:43 PM
19	you are apt to be fired without notice	3/4/2017 7:51 AM
20	No coverage	3/2/2017 2:01 PM
21	Some employers watch this cost carefully!	2/26/2017 1:09 PM

Earned Sick and Safe Time Employee Survey

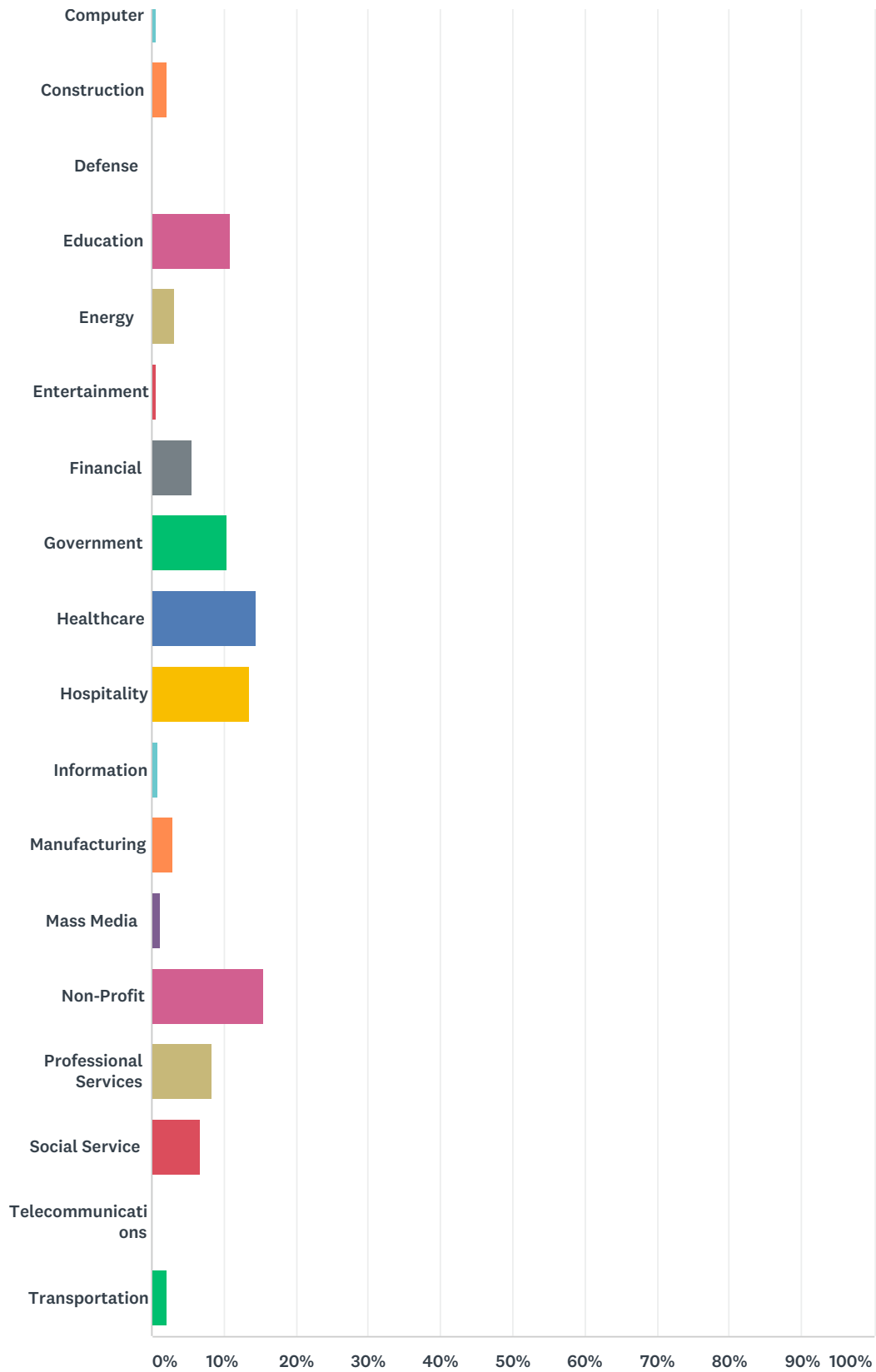
22	Of course. Staying home sick can feel like I'm abandoning my team, but that's more from my personality than as a result of my employer.	2/17/2017 5:45 PM
23	No because I don't get sick time	2/17/2017 11:26 AM
24	See the previously mentioned occurrence policy	2/16/2017 9:17 PM
25	Responsible behavior does not require "repercussions"	2/16/2017 6:34 PM
26	Not because of my employer but because I have a sales quota to meet.	2/14/2017 5:14 PM
27	Not at my current company, but others in the past yes.	2/14/2017 4:55 PM
28	In my previous employment.	2/14/2017 1:57 PM
29	I don't abuse the benefit and use it rarely.	2/14/2017 1:01 PM
30	Not strictly from my employers, but there are seasons of busyness in our business, and I worry about the consequences to other departments and customers more during some parts of the year than others. There are definitely convenient months to be sick, and luckily those are during the winter when sickness is more likely for me.	2/14/2017 12:20 PM
31	Other than the disruption of your students and team teachers	2/14/2017 9:01 AM
32	No repercussions from management, just a ton a work to come back to.	2/13/2017 9:46 PM
33	don't abuse it	2/13/2017 5:03 PM
34	I don't abuse my PTO	2/13/2017 3:44 PM
35	It is built into employer policy	2/13/2017 1:03 PM
36	Financial and social repercussions.	2/13/2017 1:02 PM
37	I answer this having worked in a small company - my current employer - a large university has a better mandated policy because it's large.	2/13/2017 11:50 AM
38	Someone could take my place and I would lose my job.	2/13/2017 11:49 AM
39	the rumors in the office and innuedoes	2/13/2017 11:47 AM
40	Even though the policy is earn 4 per month, carry 40 max, it is expected that I would never use it. My maternity leaves were unpaid, and I had previously asked if I could carry more than 40 to help with leave. I was hourly at the time in a professional organization. The "HR" staff asked me why I clocked the 72 hours of sick time. She said she never got sick time for her kids, and huffed at me.	2/11/2017 1:49 PM
41	Other than the work won't get done, but again I chose this. My concern would be for employees who don't have the choice.	2/11/2017 7:12 AM
42	Nurses are regularly investigated and disciplined for so-called patterns of use. We're exposed to some of the highest rates of infectious agents and workplace injuries AND we care for ill and vulnerable patients. Yet we're penalized for utilizing a benefit we've earned and it puts both nurses and patients at greater risk	2/10/2017 4:22 PM
43	I have plenty of earned paid time off and Management still feels comfortable in discouraging me from using it. I feel bad for the new employees.	2/10/2017 12:41 PM

Q9 In what industry are you employed?

Answered: 375 Skipped: 78



Earned Sick and Safe Time Employee Survey



ANSWER CHOICES	RESPONSES	
Aerospace	0.27%	1
Agriculture	0.00%	0

Earned Sick and Safe Time Employee Survey

Chemical/Pharmaceutical	0.27%	1
Computer	0.53%	2
Construction	2.13%	8
Defense	0.27%	1
Education	10.93%	41
Energy	3.20%	12
Entertainment	0.53%	2
Financial	5.60%	21
Government	10.40%	39
Healthcare	14.40%	54
Hospitality	13.60%	51
Information	0.80%	3
Manufacturing	2.93%	11
Mass Media	1.33%	5
Non-Profit	15.47%	58
Professional Services	8.27%	31
Social Service	6.67%	25
Telecommunications	0.27%	1
Transportation	2.13%	8
TOTAL		375

#	COMMENT	DATE
1	Fast Food	5/10/2017 3:49 PM
2	Production	5/10/2017 3:48 PM
3	Unemployed	5/10/2017 3:46 PM
4	Mental Health	5/10/2017 3:45 PM
5	Americorps	5/10/2017 3:39 PM
6	None	5/10/2017 3:32 PM
7	Retail	5/10/2017 3:28 PM
8	Self Employed/Art/Animation	5/10/2017 3:24 PM
9	Working with the Public	5/10/2017 3:19 PM
10	Customer Service	5/10/2017 3:16 PM
11	Labor	5/10/2017 3:05 PM
12	Union Rep	5/10/2017 2:59 PM
13	501(C)3	5/10/2017 2:58 PM
14	Retail	5/10/2017 2:47 PM
15	Business Development	5/10/2017 2:42 PM
16	USPS	5/10/2017 2:31 PM

Earned Sick and Safe Time Employee Survey

17	Retail	5/10/2017 2:29 PM
18	Economic Development	5/10/2017 2:26 PM
19	Smart Data Solutions	5/10/2017 2:23 PM
20	Trucking	5/10/2017 2:22 PM
21	True Blue/Labor Ready	5/10/2017 2:21 PM
22	Retired	5/10/2017 2:19 PM
23	Sales	5/10/2017 2:18 PM
24	Sales associate/Group Fitness Instructor	5/10/2017 2:16 PM
25	Retired	5/10/2017 2:15 PM
26	Nursing Home	5/10/2017 2:14 PM
27	Adult Foster Care	5/10/2017 2:03 PM
28	Lobby at State now	5/10/2017 1:57 PM
29	Social Work	5/10/2017 1:46 PM
30	Service	5/10/2017 1:44 PM
31	Customer Service	5/10/2017 1:43 PM
32	Pay Roll	5/10/2017 8:22 AM
33	Fire Department	5/10/2017 8:20 AM
34	Retail	5/10/2017 8:19 AM
35	SuperOne	5/10/2017 8:17 AM
36	Non-profit advocacy	5/10/2017 8:15 AM
37	McDonald's	5/10/2017 8:14 AM
38	Retail	5/10/2017 8:10 AM
39	Janitor	5/10/2017 8:09 AM
40	Customer Service	5/10/2017 8:07 AM
41	Housekeeping	5/10/2017 8:06 AM
42	Used to work at Cub	5/10/2017 8:03 AM
43	Janitorial	5/10/2017 8:01 AM
44	Assisted Living	5/10/2017 8:00 AM
45	Higher Education	5/10/2017 7:57 AM
46	Human Service	5/10/2017 7:53 AM
47	Higher Ed	5/9/2017 10:59 PM
48	Human Services	5/9/2017 10:56 PM
49	Service but I intern in social services	5/9/2017 10:54 PM
50	Auto Body	5/9/2017 10:52 PM
51	None at this moment	5/9/2017 10:51 PM
52	Several	5/9/2017 10:47 PM
53	Hampton Inn	5/9/2017 10:44 PM
54	Retired Carpenter	5/9/2017 10:39 PM
55	customer services/health care call center UHC	5/9/2017 10:36 PM
56	Miller Mall	5/9/2017 10:34 PM
57	Dental	5/9/2017 10:32 PM

Earned Sick and Safe Time Employee Survey

58	Mental Health	5/9/2017 10:30 PM
59	Mental Health	5/9/2017 10:16 PM
60	Job search/unemployed/MFIP	5/9/2017 10:14 PM
61	Human Services	5/9/2017 10:10 PM
62	unemployed RN	5/9/2017 10:07 PM
63	Manufacturing/restaurant/mental health/laid off (currently)	5/9/2017 10:04 PM
64	Childcare/Teaching	5/9/2017 9:55 PM
65	Customer Service	5/9/2017 9:52 PM
66	Health Insurance	5/9/2017 9:45 PM
67	Nursing	5/9/2017 9:36 PM
68	Teaching	5/9/2017 9:29 PM
69	City Employee	5/9/2017 9:22 PM
70	CVS Pharmacy	5/9/2017 9:20 PM
71	Library	5/9/2017 9:12 PM
72	Sales	5/9/2017 9:08 PM
73	Office	5/9/2017 9:00 PM
74	SEP	5/9/2017 8:56 PM
75	Health	5/9/2017 8:52 PM
76	Government -- Retired	5/9/2017 8:50 PM
77	Entertainment/Events	5/9/2017 8:42 PM
78	Retail	4/20/2017 7:25 AM
79	Sales and Marketing	4/19/2017 1:13 AM
80	Customer service in a restaurant	4/17/2017 6:46 PM
81	Retail?	4/14/2017 11:15 AM
82	Doubt anyone would give the biggest employer in town any bad publicity	4/7/2017 2:47 PM
83	Retail/Sales	4/7/2017 2:29 PM
84	Food Service	4/6/2017 9:36 AM
85	mental health	3/23/2017 2:17 PM
86	Labor	3/23/2017 1:24 PM
87	You did not include retail/sales.	3/20/2017 7:59 AM
88	Cleaning company	3/19/2017 11:19 PM
89	Sports bar	3/17/2017 1:43 PM
90	I also work in Education.	3/9/2017 6:01 PM
91	I don't dare say	3/4/2017 7:51 AM
92	My other job (the one with PTO) is at a non-profit.	3/2/2017 6:42 PM
93	I also work Construction and Architecture engineering	2/26/2017 1:09 PM
94	I am not sure what category fast food is under, so I guessed hospitality?	2/24/2017 1:36 PM
95	Food product producing facility.	2/22/2017 11:48 PM
96	landscaping	2/21/2017 1:55 PM
97	Specially food service, I have worked with food while sick and trying to hide it from customers.	2/20/2017 10:39 PM
98	UnitedHealth Group	2/16/2017 9:17 PM

Earned Sick and Safe Time Employee Survey

99	tv station	2/16/2017 8:21 PM
100	Stop experimenting in social justice. This is not the place of city administrations.	2/16/2017 6:34 PM
101	sales	2/15/2017 8:22 PM
102	Electric Utility	2/14/2017 8:19 PM
103	Retail	2/14/2017 12:57 PM
104	Business Retailer	2/14/2017 12:05 PM
105	Retail	2/13/2017 12:16 PM
106	Coffee Shop.	2/12/2017 12:58 PM
107	EducatiIn technology	2/11/2017 11:58 PM
108	Retail	2/11/2017 3:02 PM
109	I work for the Fond du Lac Band of Lake Superior Chippewa	2/10/2017 11:01 PM
110	Retail Grocery	2/10/2017 8:47 PM
111	Personal care assistant	2/10/2017 6:43 PM
112	Health Insurance - funny that's not a category.	2/10/2017 6:26 PM
113	I work in Community Residential Supports (Group Home)	2/10/2017 2:11 PM
114	Environmental	2/10/2017 1:00 PM
115	Real Estate	2/10/2017 12:53 PM
116	Retail	2/10/2017 12:14 PM
117	private school	2/10/2017 11:03 AM

Q10 How would a city-mandated "earned sick and safe time" ordinance impact you and your family?

Answered: 348 Skipped: 105

#	RESPONSES	DATE
1	Could be paid for reasonable time needed off and not penalized	5/10/2017 3:53 PM
2	I wouldn't go to work sick	5/10/2017 3:49 PM
3	Great, I guess	5/10/2017 3:46 PM
4	no significant impact	5/10/2017 3:44 PM
5	It would help relief the unpaid days	5/10/2017 3:40 PM
6	I would stress less during the time I have to miss work	5/10/2017 3:37 PM
7	It would be a nice things	5/10/2017 3:36 PM
8	I already get sick time as part of my job so just making sure it doesn't change the requirements	5/10/2017 3:35 PM
9	Would be good	5/10/2017 3:33 PM
10	It would be nice financial cushion if I had to miss work due to illness	5/10/2017 3:31 PM
11	Mae up for money lost due to illness/missing work	5/10/2017 3:27 PM
12	positively	5/10/2017 3:23 PM
13	same	5/10/2017 3:21 PM
14	Getting sick wouldn't become a stressful events, getting paid would allow me to focus on getting well	5/10/2017 3:17 PM

Earned Sick and Safe Time Employee Survey

15	It would be great	5/10/2017 3:16 PM
16	As a part time employee I am most grateful for sick and vacation leave from work. My employer is great about time off.	5/10/2017 3:14 PM
17	It would make me feel safer to know that people weren't going to work or sending children to school while ill. Healthier for all of us!	5/10/2017 3:11 PM
18	More comfortable for my children to have the ability to care for selves as opposed to worrying about sub status	5/10/2017 3:02 PM
19	Because I currently have the benefit I am able to take time off with no worries. Has helped me to be there for my sister and her DV situation	5/10/2017 2:58 PM
20	I think I'd be sick less often. Less sharing of germs if sick people can stay home	5/10/2017 2:55 PM
21	It wouldn't now, as we have generous PTO policies. Prior situations have impacted us severely financially and stresswise	5/10/2017 2:52 PM
22	It would be great for other families to have this work place benefit	5/10/2017 2:49 PM
23	It would greatly improve quality of life and would make it easier to call in sick w/o repercussions	5/10/2017 2:47 PM
24	my brother doesn't have access and cannot afford to take time off when ill. my cousin was experiencing domestic violence and fired from her job at a hotel because she had a black eye and worked at the front desk	5/10/2017 2:46 PM
25	It would negatively impact my business's ability to do its job, which would put my job at risk	5/10/2017 2:42 PM
26	Would help my adult son. He currently works in small shop (under 10 employees) but doesn't have sick time available. Would be able to stay home if needed due to illness without the worry of financial burden to himself	5/10/2017 2:40 PM
27	with both parents working, normally USPS worker will be the one calling in sick when the kids are sick	5/10/2017 2:31 PM
28	It would make us feel more comfortable in our respective work settings. There wouldn't be touch choices that would have to be made in regards to sick leave	5/10/2017 2:29 PM
29	It would help me afford to stay home when sick so I could get well	5/10/2017 2:26 PM
30	Make things easier	5/10/2017 2:23 PM
31	I think that it would help. Taking time off that's unpaid is hard on the budget	5/10/2017 2:14 PM
32	Probably good	5/10/2017 2:11 PM
33	I could rest assured knowing I'd be supported if I was on MFIP or no insurance as an employee at a job. It would help me feel safe and secure	5/10/2017 2:10 PM
34	It sends a message to our local employers and elected leaders. To be able to care for your family	5/10/2017 2:06 PM
35	I don't know. I work "on call"	5/10/2017 2:03 PM
36	Less sick people working where I shop and eat	5/10/2017 1:57 PM
37	Would be beneficial in my community where I live and work for my neighbors	5/10/2017 1:54 PM
38	I wouldn't have to choose between taking care of myself and my kids and paying bills	5/10/2017 1:49 PM
39	Allow to stay with my kids when they are sick	5/10/2017 1:46 PM
40	Provide money when I am unable to work	5/10/2017 1:43 PM
41	It would be great	5/10/2017 8:22 AM
42	Probably not at all	5/10/2017 8:20 AM
43	Not sure	5/10/2017 8:19 AM
44	Could have time to get well again	5/10/2017 8:17 AM
45	Not currently	5/10/2017 8:15 AM
46	It would be great	5/10/2017 8:12 AM
47	Don't know	5/10/2017 8:09 AM

Earned Sick and Safe Time Employee Survey

48	Unknown	5/10/2017 8:01 AM
49	Not at this time, we all currently have employees with these policies in place	5/10/2017 8:00 AM
50	NA but it would help so many not so lucky as I	5/10/2017 7:57 AM
51	The ability to no longer have to worry in regards to needing sick time	5/10/2017 7:53 AM
52	I'd probably stay home when I'm sick	5/10/2017 7:51 AM
53	My family would be able to take safe time off without repercussions	5/9/2017 10:59 PM
54	Already sick and personal	5/9/2017 10:56 PM
55	It would help my clients significantly which would translate to reduced stress for all at my internship	5/9/2017 10:54 PM
56	Make things easier	5/9/2017 10:52 PM
57	It would help a lot if I had a job but when I was working everything was safe and fine	5/9/2017 10:51 PM
58	positively	5/9/2017 10:47 PM
59	It would help a lot. I wouldn't be stressed out about still being able to pay my bills	5/9/2017 10:44 PM
60	positively	5/9/2017 10:41 PM
61	It would not impact me personally	5/9/2017 10:39 PM
62	positive	5/9/2017 10:36 PM
63	unknown	5/9/2017 10:18 PM
64	I wouldn't feel I had to go to work even if I was sick	5/9/2017 10:16 PM
65	Make it an option to recover at home rather than spread illness or be miserable at work	5/9/2017 10:14 PM
66	not fear time off	5/9/2017 10:12 PM
67	It would be wonderful I could take time off when sick vs going in and infecting others	5/9/2017 10:10 PM
68	This should be available to everyone regardless!	5/9/2017 10:07 PM
69	It would be a big help because it raises awareness about the challenges that workers face	5/9/2017 10:04 PM
70	Not lose wages for being sick or children being sick	5/9/2017 9:58 PM
71	Feels/seems fair our boss gets it why not employees	5/9/2017 9:55 PM
72	Unknown	5/9/2017 9:52 PM
73	Hopefully give PTO so I can take time off when necessary	5/9/2017 9:51 PM
74	A+ especially in both the twin ports	5/9/2017 9:45 PM
75	Would not work	5/9/2017 9:40 PM
76	Happier employees, less turn over, less training of new hires, more loyal employees	5/9/2017 9:36 PM
77	I wouldn't have to fear that calling in could cost me my job. I could get paid and not worry about how to pay my bills.	5/9/2017 9:29 PM
78	No impact	5/9/2017 9:22 PM
79	If paid it would be life changing although my employer still reserved the right to deny my sick leave unless I get dr's note	5/9/2017 9:20 PM
80	I need my part time minimum wage job to supplement my retirement funds. Losing the money for a day or two in a pay period is not small potatoes to me	5/9/2017 9:12 PM
81	No impact	5/9/2017 9:08 PM
82	I could take off when my kids are ill	5/9/2017 9:06 PM
83	Would be great	5/9/2017 8:56 PM
84	It would allow for adult children to stay with their children when sick so grandma can maintain work schedule	5/9/2017 8:42 PM
85	Very little	5/9/2017 8:35 PM

Earned Sick and Safe Time Employee Survey

86	I could stop feeling like a bad mom and be able to be there for my kids when they are not feeling well, and I could take the time for self-care when I am not feeling well. Right now my kids are left alone when they are sick (they are in 8th grade and it's not for long), and I go to work regardless of how I am feeling because we barely make it paycheck to paycheck as it is.	4/20/2017 7:25 AM
87	I would be able to not use my vacation time. We have just one pool of leave and i prefer pto and sick were separated	4/20/2017 4:58 AM
88	It would not.	4/19/2017 10:11 PM
89	NA	4/19/2017 8:30 PM
90	We have decent coverage. But we get sick when hourly employees, especially in food service, have to come to work sick.	4/19/2017 2:05 PM
91	Wouldnt	4/19/2017 12:36 PM
92	It would be fantastic as I'd have designated sick leave. As someone with an immune disorder, I'm prone to illness but am worried about losing my job when I call in	4/19/2017 12:16 PM
93	Really helpful	4/19/2017 1:13 AM
94	Mandated time would be helpful to the wellbeing of self and family.	4/17/2017 7:11 PM
95	It would be beneficial to me so that I could stay home when my stomach is upset.	4/17/2017 6:46 PM
96	It would make it so I wouldn't have to go to work sick and worry about getting my clients sick or even more sick.	4/17/2017 1:24 PM
97	I'm not really sure, but I know my mom might actually get to stay home sick rather than going to work every day.	4/14/2017 11:15 AM
98	It would ensure that there is a time set aside in case of a situation.	4/13/2017 6:41 PM
99	It would allow me to take sick time without worrying about not getting paid.	4/12/2017 2:45 PM
100	employer wouldn't like political intervension and something negative may happen with other benefits to pay for this if extra requirements	4/10/2017 1:30 PM
101	raise prices	4/10/2017 8:01 AM
102	I have good time off policies in my job, but I want ALL workers to have what I have - so they can stay home when they're sick, and get better, and not spread germs themselves. It is the right thing to do.	4/9/2017 1:41 PM
103	I don't think it would make much of a difference to me and my family.	4/7/2017 3:18 PM
104	No	4/7/2017 2:44 PM
105	No impact.	4/7/2017 2:35 PM
106	Would not	4/7/2017 2:30 PM
107	Very beneficial	4/7/2017 2:29 PM
108	Concerned that it will hurt business in general which will impact our employment indirectly	4/7/2017 12:09 PM
109	It would allow less sickness to spread in high times. It would allow parents to stay home when their children aren't able to attend school do to illness. It would provide for a healthier workplace.	4/6/2017 9:36 AM
110	My finance would be able to take sick time without losing pay.	4/3/2017 10:52 PM
111	I think it would be a benefit for those who currently don't have access. I feel this ordinance would set the bar for other ordinances to pass such as more maternity/paternity leave. I think this ordinance is especially important for new parents, children get sick quite often, and it would relieve a burden to know that you can still get paid and take care of your sick child/family member.	4/3/2017 8:50 AM
112	I do not feel that this is something government should be requiring.	3/29/2017 10:57 AM
113	It would drive the cost of goods and services up	3/29/2017 6:20 AM
114	It most likely won't considering the employment situations that my wife and I are in BUT it may elevate the standards under which we currently receive such time.	3/27/2017 11:18 AM

Earned Sick and Safe Time Employee Survey

115	It will increase my taxes. Enforcement of labor law will require the creation of a city department, the employment of a department manager, increased administration support, and may even require new staff lawyers that specialize in labor law issues. These things do not come free.	3/27/2017 9:43 AM
116	We would live in a healthier community and a more empowered workforce.	3/24/2017 9:17 AM
117	I wouldn't have to be afraid of getting sick for non-physical consequences	3/24/2017 4:40 AM
118	Is that legally enforceable and are non profits exempt?	3/23/2017 6:05 PM
119	I feel it would greatly improve my confidence with taking care of myself so that when I am at work I am able to take care of others	3/23/2017 2:17 PM
120	Not likely to change	3/23/2017 1:24 PM
121	It would be helpful.	3/23/2017 12:50 PM
122	Not sure as this is a part time job for me and I do not know if I would qualify for this or not.	3/23/2017 11:01 AM
123	It would probably reduce the time being sick if we were able to take time off to rest	3/21/2017 7:05 PM
124	It would be a huge help, the fear of getting sick would be gone and I would probably be more healthy because I'm not worried about it.	3/21/2017 2:04 AM
125	Allow my family members to be able to take a day off get better and not have to worry about coming up short on expenses due to illness.	3/20/2017 8:48 PM
126	It would be very helpful to know that I don't have to go to work sick (especially in the restaurant business) to make the money that I need to pay my bills.	3/20/2017 8:42 PM
127	Benefits are always a positive, but nothing is free.	3/20/2017 7:59 AM
128	Very much, being a single mother	3/19/2017 11:19 PM
129	It would be very helpful and ease a lot of stress.	3/19/2017 9:44 PM
130	I don't know that it would impact me, but I think it's a good idea.	3/19/2017 7:38 PM
131	It would make time at work more difficult because I believe that people would call in more. I also think that it would affect my wage/ future earnings because my employer would have to pay for hours not worked. Also, I view work as one of the safe places for many of my coworkers. It's one of the few areas of structure in many of these lives.	3/18/2017 10:45 PM
132	Negatively, it would probably be abused in my industry.	3/18/2017 9:41 PM
133	It currently wouldn't.	3/18/2017 12:45 PM
134	It wouldn't.	3/17/2017 2:47 PM
135	concerned that businesses cannot afford an ordinance such as this, city should not be involved with employers policies and many employees I fear would take advantage of such a policy.	3/17/2017 2:13 PM
136	wouldn't affect me personally	3/17/2017 2:12 PM
137	Unsure	3/17/2017 1:43 PM
138	My family currently has access to earned sick and safe time and my hope is that other families in our community will have that same access as well. I believe being able to care for yourself or your family when someone is sick or needs safe time is a human right. It should not be something the lucky few in our community get.	3/14/2017 10:35 AM
139	At this time not at all	3/9/2017 11:38 PM
140	It would effect me and my family by not having to worry about bills or losing my job.	3/9/2017 6:01 PM
141	Negatively, more businesses would move out of Duluth resulting in further travel for shopping and dining and increased taxes due to loss of sales tax revenue	3/8/2017 12:04 PM
142	It would be nice to know I have the option to take the time I need to attend counseling or take care of other family issues that I need to attend to.	3/7/2017 5:10 PM
143	I would feel protected knowing that any job I were to hold in the future would be required to offer me earned leave, like the position I currently hold.	3/6/2017 4:03 AM
144	It could be helpful if I found myself in a job where I didn't have the flexibility to make my own schedule.	3/5/2017 10:36 PM

Earned Sick and Safe Time Employee Survey

145	It would be a God send	3/4/2017 7:51 AM
146	Not sure if employer would participate, it would certainly alleviate some stress.	3/2/2017 2:01 PM
147	My co-worker comes in sick often, and then the virus spreads to everyone. It cost me \$750.00+ in December as I had to go to the Dr. and then a week later, Urgent Care. If people could stay home when sick, we would not all get sick.	3/2/2017 11:26 AM
148	Would be a big burden off my shoulders	3/1/2017 11:58 PM
149	It may raise some costs to me, but I still support the additional value.	2/26/2017 1:09 PM
150	I would be allowed to be sick	2/24/2017 1:36 PM
151	If it would impact the great "unlimited plan" both my husband and I have (different employers), it would likely be a decrease in benefits. Therefore, would have a negative impact.	2/23/2017 3:46 PM
152	It would not impact my family as both myself and my SO have earned sick time.	2/23/2017 10:19 AM
153	Would love to see it. It would force my Company to help the poor people, "or less paid people at work". Instead of just Management and the Supervisors.	2/22/2017 11:48 PM
154	Not at all	2/22/2017 3:39 PM
155	I would feel safer knowing that less people were going to work sick or sending their child to school sick due to not being able to take care of them.	2/21/2017 6:10 PM
156	it would be nice	2/21/2017 1:55 PM
157	I'd feel more security in knowing I could stay home and still be paid when myself or my child is ill.	2/21/2017 9:52 AM
158	It would probably mean financial security for me when I do get sick provided my employer was actually able to cover my shift.	2/20/2017 10:39 PM
159	This would be nice as I have an infant. I wouldn't have to be so cautious using my PTO time if my son happens to get sick.	2/20/2017 5:00 PM
160	I think it would benefit my family. I have had to talk my fiance into calling out sick to work when she was feeling very ill. If she earned sick-leave instead of just PTO I think she would feel better about calling in sick to work if she really need to.	2/20/2017 3:20 PM
161	more time off!	2/20/2017 12:58 PM
162	Not at all, I have excellent coverage currently	2/19/2017 9:09 PM
163	It would help for not making income guidelines, due to taking unpaid time off. Not being able to all afford bills, because then I am not at 40 hours per week. If myself or child was sick, I would not be scared to not go because will not accrue PTO if not at 40 hours, wont miss out on full days pay.	2/17/2017 7:30 PM
164	It would negatively affect my wife, who works in HR in a private industry. This would add stress to her personally and to their agency to try to accommodate such a requirement, particularly on top of recent additional healthcare and wage requirements.	2/17/2017 5:45 PM
165	It would impact my pocket book by businesses needing to raise there prices to pay for it. This isn't an issue the city should be involved with.	2/17/2017 2:15 PM
166	The reality is that people get sick and if they come to work, they are less productive and they end up getting others sick and then they too come to work and are less productive. I simply don't understand the disconnect. I know a lot of employers will say it comes down to people taking advantage of things and I'd love for them to look at it like this: Yes, there are some people who will always take advantage of the system. But, those people are the minority and if you cater to the minority, you can't best serve the majority of us!	2/17/2017 11:26 AM
167	I have some concerns. If an ordinance is enacted and is planned carefully, hopefully it would not impact me at all. The one thing I want to see in it is to address employers such as UHG where sick/safe time is part of a broader PTO bank. I prefer the PTO bank because, if you don't need it for sickness, you basically end up with extra vacation time, and I seldom need it for illness. My concern is if the ordinance mandated separate sick time...would employers who have PTO go back to separate banks? If so I would basically end up losing vacation time for a sick bank I would seldom use. Draft the ordinance such that a PTO bank satisfies the requirements of the ordinance.	2/16/2017 9:17 PM
168	very little to none at all	2/16/2017 8:21 PM

Earned Sick and Safe Time Employee Survey

169	It would damage the economic future of the City of Duluth. The city needs to stop demonstrating to existing and potential future businesses that Duluth is NOT interested sound, lawful and sustainable business policy.	2/16/2017 6:34 PM
170	It wouldn't impact me, but I worry that business who can't afford to do it will let go of employees and people will lost jobs over it. I think it's a great idea and should be for larger business but the mom and pop shops like beaners central, might not be able to afford to do that and could directly impact their business	2/16/2017 4:39 PM
171	No direct impact	2/16/2017 3:50 PM
172	Wouldn't	2/16/2017 1:46 PM
173	Not be penalized for staying home with sick-children, able to get them to appointments without being penalized at work.	2/16/2017 11:26 AM
174	It would be a terrible thing for me. I think my business would eliminate employees.	2/16/2017 10:32 AM
175	I think this would impact wages and employment by putting a burden on employers	2/16/2017 12:27 AM
176	I'm not worried about me. It's the small businesses forced to pay for time not worked, some of which have a very small profit margin.	2/15/2017 10:51 PM
177	the increased cost to employers would cause the cost of goods and services to increase	2/15/2017 9:56 PM
178	unsure	2/15/2017 8:22 PM
179	At this time it would not effect me personally, but it is something I strongly believe all should have	2/15/2017 8:16 PM
180	I would feel job security if my child or myself were too sick to work or go to school.	2/15/2017 7:24 PM
181	I would gain safe time.	2/15/2017 10:44 AM
182	It would help assure me I'd be able to have the protected time for when I'm ill or other circumstances, were I to ever seek employment elsewhere in Duluth.	2/15/2017 10:07 AM
183	It wouldn't, unless it causes a shift within business to make products more expensive or relocate.	2/15/2017 9:44 AM
184	No effect	2/15/2017 9:11 AM
185	Less wages, pay raises by increasing costs to employer	2/15/2017 12:20 AM
186	Not much	2/14/2017 8:19 PM
187	There have been coworkers in the past who would have taken advantage	2/14/2017 5:16 PM
188	My family is lucky to already have access to earned sick and safe time at this moment. City-mandated earned sick and safe time wouldn't impact my family but would benefit the community as a whole.	2/14/2017 5:15 PM
189	I think it should be employer based and not a city mandate. I am covered by a good employer who is able to self-guide with great success. I think the employer needs to create a plan that works and is fair to the business model and staff.	2/14/2017 5:14 PM
190	Depending on how it's implemented, salaries could potentially be limited in the future (not as much of an annual raise. Since the company would have to take into consideration that added expense.)	2/14/2017 4:55 PM
191	no impact	2/14/2017 4:22 PM
192	My family all have access to sick time, so it would not benefit us. Other than being happy that all people have access.	2/14/2017 3:36 PM
193	It would not	2/14/2017 3:23 PM
194	I do not need it, I already receive it.	2/14/2017 2:53 PM
195	It wouldn't unless it was onerous to small businesses and cost a loss of businesses available to us.	2/14/2017 2:47 PM
196	That is hard to say. I don't think our corporate office would like having to have Duluth different from our other markets. By lumping it all into PTO, they have less outlay in expenses.	2/14/2017 2:16 PM
197	I don't feel it affect me but may be of help to some others	2/14/2017 2:01 PM
198	Would not impact me or my family	2/14/2017 1:57 PM
199	I don't think it would. I get time off from work and can use it as I need to.	2/14/2017 1:52 PM

Earned Sick and Safe Time Employee Survey

200	Positively	2/14/2017 1:33 PM
201	Healthier kids and healthier adults because less spread of illness.	2/14/2017 1:19 PM
202	My wife's employer would likely move to Superior. They have a paid time off policy that does not meet requirements of the city proposal. They are not going to modify their policy and they are already upset with some of the City Council actions, for example the Dakota Pipeline resolution.	2/14/2017 1:15 PM
203	Not sure	2/14/2017 1:11 PM
204	I am most fortunate to work for an employer that offers this benefit. My answers would have been very different if that was not the case. Everyone should have some form of supported coverage.	2/14/2017 1:01 PM
205	No impact	2/14/2017 12:57 PM
206	No impact. My employer provides paid time off. This just gives sick leave, vacation or personal days another label. It's ridiculous to ask my company to add s/s time on top of the paid time off already offered, if that's the intent of this.	2/14/2017 12:41 PM
207	Unsure. It would be nice to be compensated for staying home when sick since it happens relatively infrequently.	2/14/2017 12:38 PM
208	It may negatively affect the earned PTO and/or comp time policy where I work.	2/14/2017 12:24 PM
209	I would be able to stay home and get healthy faster without exposing my coworkers to the illness I have. This would mean being more productive at work after a short time off recovering.	2/14/2017 12:23 PM
210	I have no idea. I work at an international company that already provides quite a bit of personal and family care time. I don't know if a city mandate would impact me at all.	2/14/2017 12:20 PM
211	All it would do is raise my taxes Please stop this	2/14/2017 12:15 PM
212	We may see less illness at daycare. Employees can stay home with their children when necessary.	2/14/2017 12:15 PM
213	No impact	2/14/2017 12:10 PM
214	Probably not much personally.	2/14/2017 12:07 PM
215	No impact.	2/14/2017 12:05 PM
216	I hope it wouldn't reduce the amount of time my employer already provides.	2/14/2017 12:05 PM
217	Seems that would be the city interfering with private business and would have a negative impact on wages.	2/14/2017 12:05 PM
218	It would not impact me and my family.	2/14/2017 12:05 PM
219	It would not impact my personal employment. It would provide options for others in my community, which does affect me, my family, and everyone in our community positively.	2/14/2017 12:03 PM
220	It wouldn't.	2/14/2017 12:03 PM
221	I'm blessed with sick time at my place of employment. I personally do not feel it's up to the city to be involved in these sort of decisions. Some small businesses cannot absorb this sort of expense and still operate. This is an individual business decision.	2/14/2017 12:02 PM
222	Until using earned sick time is not frowned upon, it makes no difference. We do earn time, it just isn't appreciated when we use it.	2/14/2017 12:00 PM
223	Not at all, but I do know many families it would impact significantly.	2/14/2017 11:59 AM
224	I think it's ridiculous for a municipality to tell employers what they can and cannot do. Stick to bike trails. It seems to be what they do best.	2/14/2017 11:55 AM
225	I would not want a city mandated ordinance, I am not one that believes this is a good thing for our city	2/14/2017 9:38 AM
226	I don't know	2/14/2017 9:01 AM
227	It would help me feel secure at work, not like I'm in trouble every time I have to call in sick. Also, financially my family won't suffer for not getting paid my regular wages while being sick.	2/13/2017 10:44 PM
228	I would likely loose my job if this were passed as I work for a small business that cannot afford to provide that and I don't expect them to.	2/13/2017 10:03 PM

Earned Sick and Safe Time Employee Survey

229	Raise costs and hurt business in town.	2/13/2017 10:02 PM
230	I have good state benefits, but I think it could really help keep sick kids out of school and prevent their bugs from spreading to everyone else	2/13/2017 9:46 PM
231	It would be great! I could take care of my family when needed.	2/13/2017 9:46 PM
232	I assume it would mean a rise in TAXES. So it would take away money from my family.	2/13/2017 9:26 PM
233	It may cause me to lose my job as it would make it unaffordable for my employer to do business in the city of Duluth.	2/13/2017 5:20 PM
234	lay offs for co workers	2/13/2017 5:03 PM
235	It would be horrible. My company would make me use vacation time when I was sick or a child was sick. Every business is different and I really like the way my company handles sick time. An ordinance would make them be forced to change and I would not be the winner in the end. Any company that has vacation time will simply change it all to personal time. Then when a sickness occurred (obviously not planned) it takes away from planned time off. Not Fun!	2/13/2017 4:06 PM
236	none	2/13/2017 3:44 PM
237	probably might be laid off if employer forced to provide PAID sick or safe time	2/13/2017 3:39 PM
238	It would not.	2/13/2017 3:31 PM
239	It would make it easier for me to use the PTO i've earned if the city is backing my usage.	2/13/2017 3:20 PM
240	Its likely that I would be sick less often as I wouldn't be in contact with sickness when I go to fast-food,retail and other public places where people currently work when they are sick	2/13/2017 2:55 PM
241	Since I am a state employee, it would not. My husband works in Silver Bay, so it would not affect him either.	2/13/2017 2:42 PM
242	not too much, but we are all for it	2/13/2017 2:18 PM
243	I don't think that a city mandated ordinance would change much. I would still have access to the same amount of time away from work it would just be called something else.	2/13/2017 2:17 PM
244	No impact	2/13/2017 1:58 PM
245	Probably not much unless my employer was horribly effected.	2/13/2017 1:47 PM
246	It wouldn't.	2/13/2017 1:45 PM
247	It would not impact my family as both my spouse and I have earned sick and safe time.	2/13/2017 1:04 PM
248	It would irritate my employer; gov't interfering again.	2/13/2017 1:03 PM
249	Very positively.	2/13/2017 1:02 PM
250	My husband would be eligible to have sick and safe time in his part-time job	2/13/2017 12:59 PM
251	No direct impact.	2/13/2017 12:49 PM
252	Depends on how it reads.	2/13/2017 12:44 PM
253	It would protect my PTO from being discontinued.	2/13/2017 12:33 PM
254	The community as a whole may be healthier. If the young and elderly were less exposed to those with an illness but forced to work (especially in the food industry), we may even save lives.	2/13/2017 12:22 PM
255	Would benefit extended family members.	2/13/2017 12:18 PM
256	It would be great	2/13/2017 12:16 PM
257	Would not	2/13/2017 12:10 PM
258	it would probably help keep sick people at home and quit spreading things around.	2/13/2017 12:06 PM
259	it would not impact me or my family	2/13/2017 12:03 PM
260	It wouldn't really...my employer gives me good benefits.	2/13/2017 11:51 AM
261	I'm not sure if it would have any ramifications on us.	2/13/2017 11:50 AM
262	It would depress my wages and increase my workload to cover tasks when my co-workers took "safe time".	2/13/2017 11:49 AM

Earned Sick and Safe Time Employee Survey

263	making me more comfortable taking time off	2/13/2017 11:47 AM
264	Unsure	2/13/2017 11:41 AM
265	It could possibly raise prices in some stores/businesses so employers can cover this extra cost.	2/13/2017 11:32 AM
266	My husband does not have access to paid sick leave and he works in the food service field. He will stay home if very sick to avoid making others sick by handling their food but is penalized by being unpaid for that ethical choice	2/13/2017 10:56 AM
267	Don't think it would make a difference.	2/13/2017 10:52 AM
268	It would give me sick time that I can get along fine without.	2/13/2017 10:18 AM
269	It would allow me to specifically take time off for what we need as a family.	2/13/2017 9:19 AM
270	Not at all	2/13/2017 9:17 AM
271	Not at all	2/12/2017 11:52 PM
272	None	2/12/2017 9:06 PM
273	Not much	2/12/2017 7:44 PM
274	Help	2/12/2017 5:04 PM
275	Probably no impact.	2/12/2017 2:18 PM
276	It would be a blessing.	2/12/2017 12:58 PM
277	It would not. Whether I have sick/safe time or not I find myself going to work sick all the time. I don't take them unless I am physically unable to work.	2/12/2017 11:55 AM
278	Wouldnt affect me, but would positively affect many people around me tremendously.	2/12/2017 11:47 AM
279	Everyone in my family has access to earned sick and safe time in their jobs.	2/12/2017 3:18 AM
280	It would not change my current benefits	2/11/2017 10:57 PM
281	I no longer have children at home, but I believe strongly that when children are ill, parents should be able to stay at home with them.	2/11/2017 10:01 PM
282	City-mandated "earned sick and safe time" would indirectly impact my family by allaying fears of food-borne illnesses spread by sick food workers.	2/11/2017 9:10 PM
283	It would give me peace of mind	2/11/2017 8:40 PM
284	It would hurt business and hurt our community. It would hurt my family.	2/11/2017 5:34 PM
285	My kids have caught various maladies at daycare because parents send their kids in sick. If they could easily keep their kids home 1) my kids wouldn't get sick as often and 2) I wouldn't need to use my sick time staying home with my kids!	2/11/2017 4:46 PM
286	Wouldn't	2/11/2017 3:02 PM
287	I have little information on what a "city mandated earned sick and safe time" ordinance might look like. I think offering the benefit to full time or FTE employees IS and should be a goal. As for implementation, who carries the burden of paid wages? The employers? The employees Who carries the burden of enforcing the policy? Does the employee clock an hourly time to "safe time" and the employer must compensate them for that? How much is the ordinance going to cost every taxpayer, including those who currently work for an employee with coverage? If there are thresholds for compliance, are you still missing implementation for employees working for small employers? With the ACA regulations, how is the city going to comply with health insurance plans that also comply with ACA?	2/11/2017 1:49 PM
288	I am sure prices for small business would go up. Make it more likely I'll avoid those to go with larger, chain stores to save money.	2/11/2017 1:41 PM
289	It would make my employment options much more difficult and may risk my ability to work in the city of Duluth. I am an employer in Duluth and I would like to employ more people, but won't be able to employ more people with any changes to employment criteria unless it is a state or federal change.	2/11/2017 1:16 PM
290	I fear it would add financial burden to my employer and force them to cut my position.	2/11/2017 11:08 AM

Earned Sick and Safe Time Employee Survey

291	It will create additional financial burden through tax increases for enforcement and an increase in cost of products as companies will pass the cost of the mandate on to the customer.	2/11/2017 10:47 AM
292	I think it would benefit not only my family, but everyone. I think everyone should have this kind of time because then people won't go to work sick or worry about losing their job if they get sick or their kid gets sick. it would benefit our community which is good for everyone.	2/11/2017 7:24 AM
293	It would benefit my spouse, whose employer does not offer any paid time off for any reason. If they need time off, it's unpaid AND they have to find someone to cover for them, regardless of the reason for the absence. One of my spouse's co-worker's was unable to be at her father's deathbed because she couldn't find anyone to cover her shift and she'd have been fired if she had no-showed. In my mind, it's an abusive way to treat the people who make the money for your business.	2/11/2017 7:12 AM
294	It would probably increase the cost of goods and services slightly.	2/10/2017 11:46 PM
295	It would make us even much re proud of our city. But since I already have sick time there would not be a direct effect.	2/10/2017 11:01 PM
296	Personally, it would have zero effect. My immediate family and I all enjoy generous/understanding employers. Though might also give me time to educate more people that "impact" is not a verb.	2/10/2017 10:33 PM
297	It wouldn't because we have a good policy.	2/10/2017 10:00 PM
298	It would impact other citizens who don't currently have it. Making my city a more desirable place to live and be employed.	2/10/2017 9:59 PM
299	It would be jolly great.	2/10/2017 9:58 PM
300	No effect	2/10/2017 9:57 PM
301	Negatively at my job. People would abuse it to use up their sick time.	2/10/2017 8:47 PM
302	I would not have to feel stressed out if my kids were sick and I would not have to work extra hours to make up for missing a day. If I could stay home to care for my kid I wouldn't have to pay someone to care for my child while I worked. When I have to pay someone to watch my kid when I am at work, I have made zero dollars for that day, however I have made my boss/ owner of my work place money. I should not have to benefit them if I can't benefit myself, especially when getting sick isn't controllable.	2/10/2017 8:47 PM
303	It would significantly impact my family because we have three little kids and my partner does not have sick time so if the kids are sick I have to take off work I do have sick time but there are limits to what I can take. So I hope that when this passes my partner will actually get sick time and be able to take sick days with the kids so that I'm not stuck taking off for all of them	2/10/2017 8:19 PM
304	It would be fantastic for all.	2/10/2017 8:00 PM
305	We would be healthier physically and financially.	2/10/2017 7:56 PM
306	No impact for us personally.	2/10/2017 7:00 PM
307	It would mean less worry when sickness occurs. I wouldn't have to think about going to work sick or sending a child to school/day care sick.	2/10/2017 6:43 PM
308	It would be very helpful.	2/10/2017 6:37 PM
309	I would be better able to care for myself and my family	2/10/2017 6:32 PM
310	It would help the low income clients I work with become stable in jobs to stay working and taking care of their families.	2/10/2017 6:27 PM
311	All workers need Paid Time off. Humans need to be able to recharge themselves. I think its important for folks not to go to work when sick and spread the cold or flu. Any that adds to less stress is a very good thing for the community.	2/10/2017 6:26 PM
312	It would ensure husband could be home to care for our child if sick	2/10/2017 5:37 PM
313	It would allow me to use sick time instead of pto when not able to go to work due to illness	2/10/2017 5:37 PM
314	I would be able to care for my kids without worrying about work. Family first.	2/10/2017 5:34 PM
315	It really wouldn't effect me. I already earn general paid time off that I use for this purpose.	2/10/2017 5:32 PM

Earned Sick and Safe Time Employee Survey

316	It would be great, since my wife and I could stay home and recover from minor illnesses rather than go to work and get worse. Also, there would be less sick people in our workplaces, so we would get sick less.	2/10/2017 5:16 PM
317	would not impact	2/10/2017 5:10 PM
318	It would guarantee that this benefit would never be taken away.	2/10/2017 4:49 PM
319	Working while sick is so miserable but it does not compare to leaving your child when they are sick. It's heavy to bear. I can't imagine how different the world would look to my child if I was able to care for her better when she is sick - instead of coming home sick and having low energy to care for her. I'm always the last priority.	2/10/2017 4:45 PM
320	It would give me the peace of mind that I am able to get healthy and take care of my clients in the adult foster care home I work at.	2/10/2017 4:25 PM
321	It would be disastrous as local businesses would be forced to reduce their pay and hours to support yet another government mandate.	2/10/2017 3:54 PM
322	Would require us to cut staff to pay for it.	2/10/2017 3:46 PM
323	Help my neighbors in a positive way.	2/10/2017 3:38 PM
324	Minimally. I have a good time off situation.	2/10/2017 3:06 PM
325	it would be useful for employers that employ more than one or two people which is in my situation.	2/10/2017 2:55 PM
326	Unless it adds more to my already generous package, it wouldn't affect me or my family.	2/10/2017 2:11 PM
327	Our sick leave policy is unlimited. This could have detrimental effects on this benefit if a minimum benefit is required without taking the unlimited into consideration actually reducing our sick leave benefit. If anything I would rather have PTO to use as I choose.	2/10/2017 2:08 PM
328	Depending on what is passed, could provide guarantee of not having to be concerned about my employment status if a family member or I get sick.	2/10/2017 1:59 PM
329	Our community would be healthier, in the long run.	2/10/2017 1:59 PM
330	I already received sick leave, but I am unsure if I have "safe leave".	2/10/2017 1:43 PM
331	Being able to take that time off without fear of being fired, or even just lost wages would be hugely beneficial for me and mine.	2/10/2017 1:40 PM
332	It would not other than watching small businesses go bankrupt and watching city government overstep its bounds.	2/10/2017 1:05 PM
333	Most people have options but there is a limit through every employer. I support everyone having an opportunity for this. It would not impact my family.	2/10/2017 1:00 PM
334	It would elevate this benefit to the level it should be at - available for ALL working people in our community.	2/10/2017 12:56 PM
335	It wouldn't	2/10/2017 12:53 PM
336	Not very much.	2/10/2017 12:41 PM
337	As I already have coverage it would not specifically impact me, but I worry about my husbands small business that does work within the City of Duluth although it is based outside of Duluth.	2/10/2017 12:34 PM
338	Personally, not at all at present, though I may take a private sector job in retirement, and then it would matter quite a lot. I was able to take a sick day yesterday, because I felt the early symptoms of a cold. Today I am recovered and able to go back to work. If I had felt it necessary to go to work yesterday, I would be much sicker today.	2/10/2017 12:21 PM
339	No change	2/10/2017 12:19 PM
340	I don't think it would affect me, I work for a huge corporation and union. (Nurse at Essentia.)	2/10/2017 12:18 PM
341	Cut jobs and raise unemployment	2/10/2017 12:06 PM
342	No impact	2/10/2017 11:48 AM
343	Not at all	2/10/2017 11:37 AM

Earned Sick and Safe Time Employee Survey

344	It would benefit my coworkers more than myself, I don't think I'd see much of a change in behavior due to the nature of my work. But I know many coworkers who have had to completely deplete their PTO in order to care for sick children, and since they invariably get sick themselves, they have no choice but to come to work or go unpaid.	2/10/2017 11:35 AM
345	I don't think the city should mandate this.	2/10/2017 11:28 AM
346	My adult children work in restaurants where to not work results in no pay. Dangerous to their and the public' health.	2/10/2017 11:11 AM
347	it would be great	2/10/2017 11:03 AM
348	It would prevent the spread of disease from people forced to go to work sick or distracted because of a family or personal issue. I go to retail stores, restaurants and other events where the employees who do not have access to sick and safe leave.	2/10/2017 10:53 AM

Q11 How would a city-mandated "earned sick and safe time" ordinance impact the community of Duluth?

Answered: 355 Skipped: 98

#	RESPONSES	DATE
1	Believe businesses would find their jobs more enticing to job seekers	5/10/2017 3:53 PM
2	It would help very much	5/10/2017 3:49 PM
3	Safe people from losing their jobs	5/10/2017 3:46 PM
4	may be beneficial	5/10/2017 3:44 PM
5	It would help people not hesitate to keep their kids home or themselves	5/10/2017 3:40 PM
6	Less germs spreading and happier people	5/10/2017 3:39 PM
7	People would take out less loans if it was more sick and safe time available	5/10/2017 3:37 PM
8	It would help lots of families	5/10/2017 3:36 PM
9	The ones who don't qualify would have access if it was put into place. Ex. If you work casual you don't qualify for sick or PTO	5/10/2017 3:35 PM
10	I think that it would be good	5/10/2017 3:33 PM
11	People might be more inclined to care for themselves if their jobs weren't at risk	5/10/2017 3:31 PM
12	Be expensive for business owners. Good for employees. Bad for bosses. Less people come to work sick.	5/10/2017 3:27 PM
13	positively	5/10/2017 3:23 PM
14	same	5/10/2017 3:21 PM
15	Healthier, less stressed families	5/10/2017 3:20 PM
16	Less sickness would filter through the workplace	5/10/2017 3:19 PM
17	Going to work sick spreads illness staying home allows persons to get well	5/10/2017 3:17 PM
18	It would be great	5/10/2017 3:16 PM
19	see above	5/10/2017 3:11 PM
20	I believe many abuse sick time. Using amount allowed on a regular basis	5/10/2017 3:07 PM
21	Postive environment. Shows city "cares" for its people	5/10/2017 3:02 PM
22	Positively. Especially for low income workers and women in the community	5/10/2017 2:58 PM
23	I think that it would lessen unemployment, less the burden of struggling to "make it"	5/10/2017 2:55 PM

Earned Sick and Safe Time Employee Survey

24	I have hope that people would be healthier and more productive if they can take the time they need to care for themselves	5/10/2017 2:52 PM
25	All community members would be equal	5/10/2017 2:49 PM
26	Ditto (See above)	5/10/2017 2:47 PM
27	Stronger community and healthier community and increased economy	5/10/2017 2:46 PM
28	It would negatively impact our city's ability to attract job-creating businesses	5/10/2017 2:42 PM
29	Would have citizens and neighboring communities recognize that the City of Duluth cares about its population enough to be the driving force to help those who need the help the most	5/10/2017 2:40 PM
30	This is supposed to be a benefit. Concerned it would turn into a belief. It is an entitlement and would be abused by those just to take paid time off	5/10/2017 2:33 PM
31	This would be a good incentive for employment reporting tool	5/10/2017 2:31 PM
32	It would dramatically improve the overall standard for living in the city of Duluth	5/10/2017 2:29 PM
33	Hopefully, it would be a healthier community but I know that it will have a negative effect on business owners	5/10/2017 2:26 PM
34	It could work great or not so good depends on how it will be addressed and monitored	5/10/2017 2:21 PM
35	Probably good	5/10/2017 2:11 PM
36	It would make businesses have to provide some level of safe time	5/10/2017 2:10 PM
37	Positively -- safe restaurant food; healthier community as a whole	5/10/2017 2:03 PM
38	It would improve our community, especially the populations that need it	5/10/2017 1:57 PM
39	It would positively impact us! We would be safe to take a day off	5/10/2017 1:54 PM
40	Improve productivity, health, safety and help to develop a sense of community	5/10/2017 1:52 PM
41	I think that community would be healthier	5/10/2017 1:49 PM
42	People would get healthier sooner!	5/10/2017 1:46 PM
43	Help reduce the spread of infection and illnesses	5/10/2017 1:43 PM
44	Raise taxes	5/10/2017 8:22 AM
45	Probably not necessary	5/10/2017 8:20 AM
46	Healthier community	5/10/2017 8:17 AM
47	A better community for sure	5/10/2017 8:15 AM
48	I think it would help a lot of families and people in Duluth	5/10/2017 8:12 AM
49	FT would help	5/10/2017 8:10 AM
50	Unknown	5/10/2017 8:01 AM
51	Less people going to work sick/unstable	5/10/2017 8:00 AM
52	Healthier, safer, and more socially active	5/10/2017 7:57 AM
53	More families and individuals would in the long run be healthier overall	5/10/2017 7:53 AM
54	less sick people at work	5/10/2017 7:51 AM
55	If just under half the people here don't earn sick and safe time this could really help them and their families	5/9/2017 10:59 PM
56	More people can be healthy and not worry about taking time off to watch children	5/9/2017 10:56 PM
57	It would allow people to get the help they need which builds a healthier community	5/9/2017 10:54 PM
58	I don't work at all I need a job of parttime and a desk job	5/9/2017 10:51 PM
59	positively	5/9/2017 10:47 PM
60	There won't be so many sick people floating around. They can stay home and get well.	5/9/2017 10:44 PM

Earned Sick and Safe Time Employee Survey

61	make the whole community, less stressed, and more empowered	5/9/2017 10:41 PM
62	I think that it would be a positive move toward better circumstances for workers	5/9/2017 10:39 PM
63	positive	5/9/2017 10:36 PM
64	beneficial for those that don't have it	5/9/2017 10:32 PM
65	I think that it would help people with small school age children	5/9/2017 10:18 PM
66	more sense of security	5/9/2017 10:16 PM
67	same as above. also healthier and cleaner	5/9/2017 10:14 PM
68	all long term beneficial	5/9/2017 10:12 PM
69	people would feel more comfortable taking sick time they need	5/9/2017 10:10 PM
70	Allow for an increase in physically and mental health in community and reduce transmission of illnesses	5/9/2017 10:07 PM
71	it would improve our health, well-being and quality of life	5/9/2017 10:04 PM
72	We care about our community people buying local because of how we do business	5/9/2017 9:58 PM
73	Fair equal I need \$ even if my kids are sick	5/9/2017 9:55 PM
74	Good way	5/9/2017 9:52 PM
75	Create a healthier environment in the workplace and in schools -- decrease illnesses	5/9/2017 9:51 PM
76	A++++	5/9/2017 9:45 PM
77	Too expensive	5/9/2017 9:40 PM
78	Much better	5/9/2017 9:36 PM
79	Healthier community -- body, mind and spirit. More respectful (hopefully) employers that don't treat you as the extension of a machine	5/9/2017 9:29 PM
80	Raise prices, may close small businesses	5/9/2017 9:22 PM
81	It think that it would still positively impact the community	5/9/2017 9:20 PM
82	It would certainly make us look good -- progressive and caring -- and a happy worker is going to stick around	5/9/2017 9:12 PM
83	Poorly. City should let free market run its course and not interfere	5/9/2017 9:08 PM
84	Make life safer, easier for many	5/9/2017 8:56 PM
85	Just have "leave". Don't specify a type. This allows fairness to everyone. Work toward providing this on a national basis rather than having this for Duluth or the state of MN only	5/9/2017 8:50 PM
86	Duluth residents and workers would be healthier -- physically, mentally, emotionally	5/9/2017 8:42 PM
87	Very positively	5/9/2017 8:35 PM
88	I think the community would be happier and healthier.	4/20/2017 7:25 AM
89	Sick people could stay home and keeping others in the community healthy	4/20/2017 4:58 AM
90	It's critical. Currently caring for a pt who requires isolation as they are influenza positive. We are concerned that it appears that he will not be excused from work which is ridiculous. Other employees should not be put at risk but he fears for his job. After offering to intervene he noted that his manager stated "it doesn't make a difference. You can get a physician to write a note for anything." If this is how employees are being treated when it comes to reportable highly infectious diseases I can't imagine the difficulty they have when a child is sick or they have a lesser illness. I find this appalling since this pt works for the same healthcare system I do but they are not a physician.	4/20/2017 3:05 AM
91	Hurt businesses with minimal assistance to employees.	4/19/2017 10:11 PM
92	Economic development would suffer for small businesses. The city shouldn't be making these decisions in a bubble	4/19/2017 8:30 PM

Earned Sick and Safe Time Employee Survey

93	For workers, great. Small businesses might have a hard to covering shifts during the cold-and flu season. The extra cost might bring hard for them to cover.	4/19/2017 2:05 PM
94	Negative impact on employers possibly	4/19/2017 12:36 PM
95	Help people not lose income because of illness and not expose the public to getting sick or perhaps food poisoning.	4/19/2017 1:13 AM
96	Improves the care given to other people as well, and community. Better working culture.	4/17/2017 7:11 PM
97	I think it would show that the city cares about its residents and employees. Because if we cannot take care of ourselves, how can we help the city or our employers? Citizens are the individuals who make the city great.	4/17/2017 6:46 PM
98	I think this would be good because it allows people to take a break now and then, lessening the stress on people.	4/17/2017 1:24 PM
99	It would probably have people more satisfied with their jobs because they wouldn't be forced to work sick, and it would probably make people feel safer in more ways than one.	4/14/2017 11:15 AM
100	I think it would help the stopping of sickness spreading and keep the community healthy.	4/13/2017 6:41 PM
101	It would make Duluth healthier, with less people at work when they're sick, less germs to pass around.	4/12/2017 2:45 PM
102	It would mean coworkers and family who don't even have the option of basic PTO at my job/any job would have something to be a bit of a safety net if sick.	4/11/2017 9:59 PM
103	It wouldn't bring new businesses in; simple to figure out	4/10/2017 1:30 PM
104	encourage abuse of the system	4/10/2017 8:01 AM
105	It would make us ethical!	4/9/2017 1:41 PM
106	I don't know.	4/7/2017 3:18 PM
107	I feel we'd see small businesses close or move out of Duluth that cannot afford to cover the costs involved.	4/7/2017 2:44 PM
108	Puts a mandated benefit burden on employers.	4/7/2017 2:35 PM
109	I don't know	4/7/2017 2:30 PM
110	Very beneficial	4/7/2017 2:29 PM
111	It's a great idea but needs to be don't very carefully	4/7/2017 12:09 PM
112	Higher self-esteem, moral and healthier work force. Greater sense of community and more mental stability when it comes to the day-to-day conundrums.	4/6/2017 9:36 AM
113	I worry for small businesses. Most small business can not afford to pay for someone not to work.	4/3/2017 10:52 PM
114	It would make Duluth more progressive and hopefully create a snowball effect for other cities. Hopefully this could turn into a nation wide policy.	4/3/2017 8:50 AM
115	It would make new it harder for new businesses to come to Duluth knowing they would be required to provide extra paid leave to employees. Why start here in Duluth when you could have access to the same customer base by building up in Hermantown without the added car of paid suck leave?	3/29/2017 10:57 AM
116	Rather than mandate a program many businesses cannot afford to run, encourage and promote those businesses that do and help/train thause that cannot afford it so they can send their employees to local support groups or funding sources to help those that need to miss work. We cannot expect employers to be able to do it all.	3/29/2017 6:20 AM
117	It would provide safety and security for all of its residents and those that come here to work. While it might cause some disruptions upon implementation it would eventually allow for a stronger, healthier workforce.	3/27/2017 11:18 AM

Earned Sick and Safe Time Employee Survey

118	It will increase taxes for the benefit of a small percentage of Duluthians. The City of Duluth states that approximately 25,000 people both live and work in Duluth. If studies are correct and 46% of Duluth labor force does not have access, than that's approximately 11,500 Duluth residents that would benefit from an ordinance. That then means 14% of the population of Duluth are benefiting from something ALL DULUTH TAX PAYERS are paying for. Let's look at public health. Even if access is given to those in healthcare or food, they will still go to work when contagious. Please see CDC's information on the flu: https://www.cdc.gov/flu/about/disease/spread.htm . It states - Most healthy adults may be able to infect other people beginning 1 day before symptoms develop and up to 5 to 7 days after becoming sick. Children may pass the virus for longer than 7 days. Symptoms start 1 to 4 days after the virus enters the body. That means that you may be able to pass on the flu to someone else before you know you are sick, as well as while you are sick. Some people can be infected with the flu virus but have no symptoms. During this time, those persons may still spread the virus to others. Pretty expensive policy for no real increase public health.	3/27/2017 9:43 AM
119	people need the space to take care of themselves and family members. There should never have to be a choice between losing a job and caring for your child.	3/24/2017 9:17 AM
120	Positively!	3/24/2017 4:40 AM
121	It'd be helpful	3/23/2017 6:05 PM
122	I think it would bring an overall sense of security for both employees and employers knowing both are at their Peak potential	3/23/2017 2:17 PM
123	Would make people in many industries feel valued. Would stop the spread of infection, like the nasty flu that spread rapidly this year.	3/23/2017 2:17 PM
124	Less workers coming in sick makes for a healthier society	3/23/2017 1:24 PM
125	We would be healthier, as people wouldn't be forced to work sick and therefore spread illness. This is especially important in food service and any job working with people.	3/23/2017 12:50 PM
126	Less sick people at work.	3/23/2017 11:01 AM
127	It would draw potential employees to look for work in Duluth	3/21/2017 7:05 PM
128	It would give a buffer to those that work in the hospitality industry who help the city and businesses make bank.	3/21/2017 2:04 AM
129	Our community members will be healthy and productive on the job, we will be viewed as a city that cares about its citizens. That our community addresses the issues we face head on.	3/20/2017 8:48 PM
130	I truly think everyone would be healthier, there would be less illness spread through schools and businesses, and we'd all feel a bit of a weight off of our shoulders	3/20/2017 8:42 PM
131	Who is going to pay for it? Someone has to.	3/20/2017 7:59 AM
132	Lower status people would be able to hold onto their jobs	3/19/2017 11:19 PM
133	It would lesson the passing on of illnesses. For safe time it would help with the safety of victims.	3/19/2017 9:44 PM
134	It would reward already poor behavior at the cost of the company.	3/18/2017 10:45 PM
135	Wish I had a crystal ball.	3/18/2017 9:41 PM
136	I feel that it would be abused in my industry.	3/18/2017 12:45 PM
137	I don't know.	3/17/2017 2:47 PM
138	May impact employers who have would now have to pay for it.	3/17/2017 2:12 PM
139	I think it could be helpful	3/17/2017 1:43 PM

Earned Sick and Safe Time Employee Survey

140	An ordinance in Duluth would show its residence that we all matter, no matter our income level, no matter our profession, no matter our job title. We are all residents in the same community and deserve the same level of access to rights such as earned sick and safe time. The ordinance would show that employers in our community are committed to keeping our employees (and consumers) healthy and have some flexibility to deal with what life tends to throw at us. I hope that those making these decisions whether that be City Council members, Task Force members, Employers who are speaking out against ESST, Employees who think others shouldn't deserve this right, to reflect on what their lives would look like if they didn't have access to ESST. What would you do if your child can't go to school or daycare because they are sick? Are you willing to take an unpaid day? What if you have a cold or the flu? Are you going to take an unpaid day to keep your coworkers and consumers healthy? Are you going to choose between paying your electric bill or getting the groceries you need because your paycheck was lower than expected? Are you going to show up for work the day after you are sexually assaulted? Or are you going to take an unpaid day? Those are the REAL choices you ask our community members to make each and every day.	3/14/2017 10:35 AM
141	Maybe employees would be able to stay home when sick	3/9/2017 11:38 PM
142	the city would not have a high turn over rate in the the job field.	3/9/2017 6:01 PM
143	Yes, Negatively you would run more business out of town and off accessible bus routes. With less sales tax property taxes and utility taxes will become a heavier burden on the community.	3/8/2017 12:04 PM
144	People in our community would not be penalized for having to take time to deal with family, safety,court/legal issues. I have to believe that would make for healthier, happier and more balanced employees.	3/7/2017 5:10 PM
145	I currently work with survivors of domestic violence and sexual assault. Many of my clients have needed time away from their job to secure new housing, visit a doctor, attend, court, etc. I believe that having an earned sick and safe time ordinance would give more protection and comfort to these individuals who are already dealing with a major crisis in their lives, and who should not have to be worrying about losing their job when seeking help for a crime committed towards them.	3/6/2017 4:03 AM
146	I think it would greatly improve the lives of folks who do not have the flexibility to make their own work schedules.	3/5/2017 10:36 PM
147	I realize the Mom and Pop level businesses may not be able to afford it, but we have big chains with stores here - many in the Mall area, so hope this covers Hermntown as well - who could afford it. I would exempt businesses with 5 or less employees.	3/4/2017 7:51 AM
148	We would be a happier Kumbaya city.	3/2/2017 2:01 PM
149	It would increase productivity and also reduce spread of illnesses. People shouldn't have to go to work when they are sick or their children are sick. This should be a right. People have right to work in a safe environment. Eliminate undue stress and people feel better and be more productive.	3/2/2017 5:59 AM
150	Would be a big burden off my shoulders	3/1/2017 11:58 PM
151	It leaves people with low income in jeopardy!	2/26/2017 1:09 PM
152	Honestly we would probably have healthier citizens	2/24/2017 1:36 PM
153	The answer 100% depends on how it is defined and the ability to monitor the ordinance. I think one additional area to watch is to ensure the ordinance wouldn't add on to negotiated union benefits. With all of the recent mandates placed on employers (ACA), I fear this could be an expense that would push some out of business or out of the city limits.	2/23/2017 3:46 PM
154	It would make it easier for people--especially in the lower income brackets--make choices that are better for the health and well-being (for themselves and their family)	2/23/2017 10:19 AM
155	Would make them look good. Minneapolis is already doing it there and other Cities have followed suit to.	2/22/2017 11:48 PM
156	It would help a lot of parents that need that time for snow days and sick days	2/22/2017 3:39 PM
157	It would create and healthier, safer and more financially stable community.	2/21/2017 6:10 PM
158	might be hard for small businesses	2/21/2017 1:55 PM
159	It could have a negative effect on small business operators but would hold owners accountable at the same time.	2/21/2017 9:52 AM

Earned Sick and Safe Time Employee Survey

160	It would certainly help a lot of people out, kids get sick all the time and parents work when they are sick as well. It would make everybody healthier and happier to have the reassurance that they can handle being sick and not view illness as a devastating event financially.	2/20/2017 10:39 PM
161	I think some people would take advantage of it.	2/20/2017 5:00 PM
162	I don't think it would make a noticeable difference. I think people already dip into their PTO or call out sick regardless of earning sick and safe time. I think community members would feel better having a security net of sick and safe time instead of having to use PTO (if they even earn PTO).	2/20/2017 3:20 PM
163	not sure	2/20/2017 12:58 PM
164	This is going to be harmful to businesses/employers if they are forced to pay out for this coverage. Some small businesses will have financial problems trying to pay for this which will in turn make their product or service more expensive. That affects me because I will be paying more for this. As a taxpayer in this community I feel I pay plenty already and this is ridiculous.	2/19/2017 9:09 PM
165	I think it should be allowed up to 3 days such and safe time off per year, many families would use it. Illness would not spread if stayed home.	2/17/2017 7:30 PM
166	I think it would cause even greater distrust of government from the business community and, subsequently, many citizens. Those under-employed residents who do not have access to sick time would of course appreciate it, and those of us who are blessed to already have access to sick time would not directly be impacted, but it could have tremendous unintended, indirect consequences.	2/17/2017 5:45 PM
167	It would continue to enforce the thought that we're a bunch of liberal slackies that can't fix our roads but try to shove our positions down others throats. It would add one more reason for me to move.	2/17/2017 2:15 PM
168	Well, it would make Duluth a better place to work! Since businesses can't seem to make the right decision on their own, someone should come in and make it for them. Let's start doing what is better for the majority of "people" rather than what is better for the bottom line of a few wealthy people. Workers are more productive and are better employees when they have good benefits. Wouldn't you rather have happy employees who are productive? PEOPLE GET SICK. It's time to start acknowledging it.	2/17/2017 11:26 AM
169	Again, I have concerns. I don't think it is the city's place to regulate this as a social issue. Duluth has a reputation already for having too many restrictions and regulations placed on businesses and this stifles our economy. I realize things aren't too bad here now...but how much better could they be if we were even more open for businesses? Also, do we lose businesses who would potentially locate here to Hermantown, Superior, Proctor, or other outlying areas without the regulation...in which case we don't get them on our local tax rolls. Let the free business market have its way and not regulate this.	2/16/2017 9:17 PM
170	I think it would impact it significantly and better the community as a whole	2/16/2017 8:21 PM
171	Why would a business chose to come to Duluth with policies such as this? How could a business feel confident that additional social justice policies would not be enacted in the future?	2/16/2017 6:34 PM
172	Lose of jobs, business developing in different towns like superior, Germantown, proctor instead of growing Duluth.	2/16/2017 4:39 PM
173	I believe we would be indirectly impacted by inflationary costs in some industries based on their need to abide by the mandate.	2/16/2017 3:50 PM
174	Bad for business	2/16/2017 1:46 PM
175	Allow peace of mind and heart, all need time off from time-to-time for in turn provide better work.	2/16/2017 11:26 AM
176	It would cause employers to move to Superior or Hermantown.	2/16/2017 10:32 AM
177	Not sure that it would have much impact on the community at all	2/16/2017 12:27 AM
178	How does the city expect new businesses,companies,or someone who wants to start a business want to be here if controlled by the city.	2/15/2017 10:51 PM
179	It sounds good, but the reality is there is a financial cost that the consumer will have to pay, or the employee with lower raises and perhaps less staff being hired. Encouraging and showcasing employers that can help in these situations may motivate others.	2/15/2017 9:56 PM
180	unsure	2/15/2017 8:22 PM

Earned Sick and Safe Time Employee Survey

181	I would think this would ensure a solid work force and provide yet another reason as to why Duluth is the place to live!	2/15/2017 8:16 PM
182	I think you would have much happy employees.	2/15/2017 7:24 PM
183	Make small businesses a more attractive employer, but I do not know how it could work for folks that don't have a backup, or other negative impacts this would put on a business.	2/15/2017 10:44 AM
184	I believe it would be for the best. It would help keep out community healthier and safer. In the majority of circumstances, going in to work while sick poses a risk to customers, clients, and/or co-workers. This creates an overall decrease in worker productivity and well-being.	2/15/2017 10:07 AM
185	I see it as a great cost to business. This could make products I purchase in Duluth more expensive. Or, since Duluth wants to make this decision in a bubble, it could send our businesses to neighboring communities. Superior or Hermantown would be happy to take businesses that don't require the location of Duluth and wouldn't force this policy down their throats.	2/15/2017 9:44 AM
186	No effect	2/15/2017 9:11 AM
187	Fewer opportunities for better wages cuts to services and staff levels	2/15/2017 12:20 AM
188	A bit I think in cost, but could be worth it if not abused. The teacher's system is abused because they hoard sick time for other things and don't use it when sick, this helps to make this issue feel negative to non teachers.	2/14/2017 8:19 PM
189	It is not in the cities best interest to pass ordinance or law dictating employment rules to private business. This should be a federal issue. Duluth is finally being recognized as a good place to do business and now you come up with this. Such an ordinance will not be viewed as welcoming to new business.	2/14/2017 5:51 PM
190	Not a good idea....a ' something for nothing' mentality that does not well serve anyone except the users of the system	2/14/2017 5:16 PM
191	It would support working community members and their families, allowing them to take time off of work to get better from an illness or help take care of a loved one who has an illness. I imagine it would also help the business community with retention and employee loyalty, decreasing over time the costs associated with high-turnover and training new employees. It would also help employers keep workplaces healthy and productive - when sick employees come to work they stay sick longer, risk getting others at work sick, and are less productive than when they are well. It would help our community strengthen our tourism and hospitality industry (employees of which don't typically have access to earned sick and safe time). Employees would be able to choose to work in the tourism and hospitality industry as a career, building expertise and skill over the duration of their job rather than having to move on to a "job" with better benefits as they look towards settling and building a family.	2/14/2017 5:15 PM
192	I think it would be a problematic issue for industries such as hotel, restaurant, retail etc. Mandated policies do not work with a broad application that may need to address nuances of various business models. A one size mandate will not fairly apply to all situations with the intended outcome. Some industries will be hurt be the mandate. In the end, we may see rising costs to the consumer and less jobs as a result. We may not help those we wish to support with a mandate. The employer should take care of its employees -- and quality staff retention is a baked in result of the employers benefit package.	2/14/2017 5:14 PM
193	I think the idea of this is to keep people from going to work sick, which would in turn potentially reduce the spread of illnesses, therefore making the community as a whole more healthy. In theory it works.	2/14/2017 4:55 PM
194	additional cost to small business owner could be a burden	2/14/2017 4:22 PM
195	Allow all people the right to healing and not being harmed economically if they are sick.	2/14/2017 3:36 PM
196	It would keep new employers from coming to Duluth and it would have other employers move out of the City of Duluth.	2/14/2017 3:23 PM
197	It would help people from coming in sick and spreading their illness.	2/14/2017 2:53 PM
198	It wouldn't unless it was onerous to small businesses and cost a loss of businesses available to us.	2/14/2017 2:47 PM
199	In many jobs, this would help low-moderate income families in the event of sickness or injury.	2/14/2017 2:16 PM
200	it may help some that don't have a PTO policy to be able to use whenever they need	2/14/2017 2:01 PM
201	Positive. Would create family friendly environment.	2/14/2017 1:57 PM

Earned Sick and Safe Time Employee Survey

202	I think it's a waste of the City's time.	2/14/2017 1:52 PM
203	Positively	2/14/2017 1:33 PM
204	Kids would get sick less because other sick kids would not go to school. When kids are sick less, adults are sick less. Healthier for everyone!	2/14/2017 1:19 PM
205	It is an overreach of government into private business. It would make Duluth less attractive to business.	2/14/2017 1:15 PM
206	Cost of doing business would rise so prices should rise.	2/14/2017 1:11 PM
207	It would elevate the city's reputation of a caring, community that supports its citizens and its workers; values improving the quality of life and health of its residents. Youngsters need to be at home when they are sick, cared for by their loving parents.	2/14/2017 1:01 PM
208	Positively. Everyone should have the right to paid sick time.	2/14/2017 12:57 PM
209	Make it appear less supportive of business by adding a mandated benefit. That said, I get the importance of supporting families in crisis, but it would make me look at Proctor/Hermantown/Cloquet/rural areas for my new business.	2/14/2017 12:41 PM
210	Unsure. I'd like to think it would make Duluth less sick but it seems a bit unrealistic.	2/14/2017 12:38 PM
211	It would cost citizens money because it would cost the employers money. I would expect to see a tax increase and/or higher prices for goods and services if the mandate is adopted.	2/14/2017 12:24 PM
212	It would provide Duluth with a happier, healthy, motivated, work community that feels valued by the city and our employer.	2/14/2017 12:23 PM
213	No idea. I like the idea of community encouraging a safe environment for families and especially those who may be trapped or damaged by a dangerous situation. If government funded positions throughout our community do not currently provide time for illness, injury or the traumas of life, they should as long as we employ human beings.	2/14/2017 12:20 PM
214	YYou will chase small employers away who cannot afford to offer this sort of thing.	2/14/2017 12:15 PM
215	Duluth residents could make their health a priority.	2/14/2017 12:15 PM
216	Some businesses would reduce peoples hours to keep from having to pay sick time.	2/14/2017 12:10 PM
217	It would make it very difficult for some businesses to do business here. It would also promote a message of our City's concern for employees' well-being.	2/14/2017 12:07 PM
218	It would make it even more unlikely that new businesses to come to Duluth. The city should not be involved in this at all.	2/14/2017 12:05 PM
219	I can see more people staying home when sick, therefore reducing the spread of illness.	2/14/2017 12:05 PM
220	This would be a big negative not only to the community but to recruiting other business to the area.	2/14/2017 12:05 PM
221	Businesses could choose to leave the City or Expand outside the City similar to the DAPL support ordinance.	2/14/2017 12:05 PM
222	It would allow citizens, especially those with less resources, to live healthier, safer lives. Especially children. It may place an encumbrance on small businesses, but ask Duluth Grill if that's impossible to surmount. They seem to take care of their employees AND do well.	2/14/2017 12:03 PM
223	Well, for starters, our city would be more healthy. Sick people not being forced to go into work will make a huge difference in the non-spreading of illnesses.	2/14/2017 12:03 PM
224	It would sure making small businesses think twice before opening up on Duluth. And I'm sure we'd lose businesses to Hermantown, Proctor, Superior or surrounding areas.	2/14/2017 12:02 PM
225	I would expect some individuals would greatly appreciate it and desperately need it.	2/14/2017 12:00 PM
226	I think it would impact employers who would have to allow safe and sick time. They may need to hire more part time people to cover days missed and their may be an increase in the cost of products or services they sell. BUT, I think the overall impact on the community would be positive. There are too many people who cannot afford to miss a day's work so they go in sick, as do their children. It is a health issue (physical and mental) to me and is important to support workers in this way.	2/14/2017 11:59 AM

Earned Sick and Safe Time Employee Survey

227	A definite burden on small businesses that may not be able to afford every aspect of a mandated program. Let them decide what's best for their business and their employees.	2/14/2017 11:55 AM
228	I think it makes Duluth less business friendly and the business will go to Hermantown proctor Superior etc. We are not a shinning city on a hill that attracts tons of great jobs and I believe this is a deterrent	2/14/2017 9:38 AM
229	I don't know	2/14/2017 9:01 AM
230	It would encourage people to stay, work, and contribute in their communities and not have to search elsewhere for cities that would offer more.	2/13/2017 10:44 PM
231	Negatively	2/13/2017 10:03 PM
232	It would discourage business expansion and increase costs.	2/13/2017 10:02 PM
233	We would be healthier and able to prioritize wellness.	2/13/2017 9:46 PM
234	Rise in TAXES. Rise in small business expenses which then leads to laying off workers to make up the difference... Potentially. Or drop in wages to make up the difference. Point being someone is paying for the ordinance and the enforcement of the ordinance through city employees.	2/13/2017 9:26 PM
235	Employers would switch to PTO and vacation and sick would be melded.	2/13/2017 9:18 PM
236	Businesses may need to leave the city. It would not encourage new businesses. Wages may be lowered.	2/13/2017 5:20 PM
237	loss of jobs and companies moving into Duluth limiting the tax base - not a well thought out idea remember for every action there is a reaction. common sense	2/13/2017 5:03 PM
238	I do not at all think this a good idea. Every business is different and blanket policies rarely work. My husband and I work in different fields and both handle sick time differently, but both work for their respective businesses, and in turn, our family.	2/13/2017 4:06 PM
239	Probably will reduce income to pay for PTO	2/13/2017 3:44 PM
240	City would have business thinking of coming here not come because of the city messing with employee benefits	2/13/2017 3:39 PM
241	It depends on how it's crafted. Does the City have the resources (both staff & financial) to enforce the ordinance?	2/13/2017 3:31 PM
242	See ten	2/13/2017 2:55 PM
243	It would positively impact the city/community by stopping the spread of illness and being more fair to employees.	2/13/2017 2:42 PM
244	it would progress Duluth forward	2/13/2017 2:18 PM
245	I think that employers would require doctor's notes (sick time) or some form of note from a police officer (safe time) more than they do now.	2/13/2017 2:17 PM
246	No impact	2/13/2017 1:58 PM
247	Probably good for employees and bad for employers.	2/13/2017 1:47 PM
248	It would make it better for the workplace, the employees, and their families.	2/13/2017 1:45 PM
249	I believe it is a great benefit for employees to have access to sick and safe leave time.	2/13/2017 1:04 PM
250	Negatively. Why open a business here if the city mandates non-competitive expenses?	2/13/2017 1:03 PM
251	Very positively.	2/13/2017 1:02 PM
252	It would make it a healthier, safer place. It would create a culture of respect for working class families.	2/13/2017 12:59 PM
253	It would benefit some individuals at the cost of employers possibly causing some employers to invest elsewhere rather than Duluth.	2/13/2017 12:49 PM
254	Same as above .	2/13/2017 12:44 PM
255	I would assume that the spread of illnesses would decline.	2/13/2017 12:33 PM
256	The community as a whole may be healthier. If the young and elderly were less exposed to those with an illness but forced to work (especially in the food industry), we may even save lives.	2/13/2017 12:22 PM

Earned Sick and Safe Time Employee Survey

257	I think it would be positive. Would not have to worry about eating out and someone working there while they were ill. Also would be able to care for ill family members.	2/13/2017 12:18 PM
258	It will help the people who get sick	2/13/2017 12:16 PM
259	Raise costs of everything	2/13/2017 12:10 PM
260	that would be a boon for the community - so many people can't take a day without losing pay. and many in our community can't afford even one day away.	2/13/2017 12:06 PM
261	I think it would be of great benefit especially for those that work with the public - city employees would be less likely to spread the illness to the rest of the community or other places of employment	2/13/2017 12:03 PM
262	Provide families with opportunity to care more for there loved ones.	2/13/2017 11:56 AM
263	It would affect current businesses and could end up being a deal breaker for a business deciding between Duluth and Superior. I'm against it, none of the City's business!!	2/13/2017 11:52 AM
264	Better place to work, more attractive to prospective Duluthians	2/13/2017 11:51 AM
265	I think it would be beneficial for employees. Hard to do for employers to be able to pay for that time. There needs to be some assistance for small businesses.	2/13/2017 11:50 AM
266	It would increase costs for consumers across the board.	2/13/2017 11:49 AM
267	having a healthier community (people not coming to work sick & spreading germs/illnesses) happier employees that don't have to stress over sick child/family	2/13/2017 11:47 AM
268	It may pose a burden to the employer as an additional employer expense, unless subsidized by the City of Duluth. However, it may make our community healthier and put the employees health and wellbeing first and foremost - ahead of employer profits.	2/13/2017 11:41 AM
269	It could possibly raise prices in some stores/businesses so employers can cover this extra cost.	2/13/2017 11:32 AM
270	I think it could level the playing field for those at the 'bottom' who have to make very hard choices when they aren't "allowed" to be sick (which is often totally out of their control).	2/13/2017 10:56 AM
271	Not sure, but would likely have negative repercussions.	2/13/2017 10:52 AM
272	It would create so much extra costs for companies that employers with lots of part time workers would be run out of business. This is a bad idea.	2/13/2017 10:18 AM
273	I believe it would bring a more "parent friendly" atmosphere to the workplace.	2/13/2017 9:19 AM
274	It can have a negative impact, particularly when adjacent communities do not have the ordinance	2/13/2017 9:17 AM
275	High financial impact for many businesses.	2/12/2017 11:52 PM
276	Increased costs/taxes	2/12/2017 9:06 PM
277	It would likely have a very positive impact on Duluth. It would attract good employees and improve retention. It would also be very helpful to families.	2/12/2017 7:44 PM
278	Help	2/12/2017 5:04 PM
279	Better for employees who do not have either available to them now.	2/12/2017 2:18 PM
280	It would make us all a little happier and healthier.	2/12/2017 12:58 PM
281	It would cost far too much money for something that is not the "city's" duty.	2/12/2017 11:55 AM
282	It would improve the lives of so many people i cant event comprehend.	2/12/2017 11:47 AM
283	Why does it need to be specified? Why not just have one pot of earned paid time off? I would not want to divulge personal info in order to request use of safety time off.	2/12/2017 8:10 AM
284	It'd be beneficial. Everyone gets sick, and if people knew they could stay home to get themselves well, I expect communicable illnesses not run so rampant in winter.	2/12/2017 3:18 AM
285	I think that a mandate would only add additional costs to the city to enforce it. If that is a benefit that employees find important to them, they can seek employment at a company that offers it.	2/11/2017 10:57 PM
286	I believe it would improve the lives of many of my community members.	2/11/2017 10:01 PM

Earned Sick and Safe Time Employee Survey

287	City-mandated "earned sick and safe time" would impact the community by lessening the spread of illnesses from sick co-workers and improving overall health, morale, and productivity of employees.	2/11/2017 9:10 PM
288	Improve it	2/11/2017 8:40 PM
289	See above.	2/11/2017 5:34 PM
290	Multiply my comment above times 10000 families. Healthier kids and adults who in the end are more productive. No brained!	2/11/2017 4:46 PM
291	Benefit	2/11/2017 3:02 PM
292	Prices would go up.	2/11/2017 1:41 PM
293	It would move many of the jobs outside of the city. Would make more arbitrary demands on employers without real benefit. Why not reward good practices?	2/11/2017 1:16 PM
294	It would involve us in areas of law that the city has no experience. That would require hiring people with the knowledge base creating an additional cost. How would we pay for that? We are already strapped and talking about laying police officers off...	2/11/2017 11:08 AM
295	It would open them to the potential for litigation. It would also create an increased cost through the need for additional staff for education on the mandate and the enforcement. This is the place of the state who has experience in labor law	2/11/2017 10:47 AM
296	see above	2/11/2017 7:24 AM
297	It depends entirely on how the ordinance is written and how it's enforced. I think we can assume it would benefit overall public health if people have the option to stay home when they're sick, but if the ordinance is poorly written or unenforced, it might not even do that. If well written and well enforced, my own experience suggests that it would greatly improve employee morale and probably cut down on absenteeism. Sure, some will undoubtedly abuse the policy, but, in my experience, not very many. (Granted, my business is able to be unusually flexible, but even when I've been an employee myself, when morale was high and we felt valued for our work, we weren't real inclined to try to abuse the employer's policies.)	2/11/2017 7:12 AM
298	It would improve the community by making residents less stressed and healthier	2/10/2017 11:46 PM
299	I think it would make the community healthier and more prosperous.	2/10/2017 11:01 PM
300	This seems like an odd question. How am I supposed to know the answer, other than by speculating? But, speculate I will. First off, I hope the committee is doing some serious comparative analysis to see how this has worked in other places. These comparisons should be to other mid-size cities at the heart of stand-alone urban areas, and preferably also with middling economies and little population growth. A comparison to a booming metropolitan area (or even a comparably sized city within one) would be rather useless. It seems particularly complicated for a large employer and/or one that has multiple locations. For example, I have colleagues who live and work elsewhere, but have so many meetings in Duluth that they would probably qualify based on the standard used for earning sick/safe leave. Also, I get this by merit of being a Duluthian, but my colleague with the same position in the Superior office doesn't? That's...uncomfortable. Another important question: does this apply to small businesses, too? I am very leery of unfunded mandates for businesses that already operate on a thin margin. This could get messy. And would employers cut back on paid vacation or other forms of paid time off in order to pay for this? That would suck. Perhaps instead of legislating things to death, we should instead simply hold each other to moral standards. Those who treat employees poorly deserve all the shame, opprobrium, and any boycotts they may incur, and we have labor laws for a reason. There are probably better ways to make sure we take care of the people who need this sort of support.	2/10/2017 10:33 PM
301	I think it would be really important for those that don't have access to it and should	2/10/2017 10:00 PM
302	I think it would strengthen this city and boost our population.	2/10/2017 9:59 PM
303	The Canal Park ICO would quit running out of DayQuil. But seriously, it's absolutely necessary in a hospitality town, where service industry jobs drive the economy, and industry working conditions influence working conditions more broadly.	2/10/2017 9:58 PM
304	Unsure,. although it would be good for some workers, others already get a far better deal, which could be at risk.	2/10/2017 9:57 PM
305	Some people might like it.	2/10/2017 8:47 PM

Earned Sick and Safe Time Employee Survey

306	Make our community stronger, it would demonstrate empathy towards folks who work hard and deserve small benefits. Especially helping people who already work hard at crappy jobs that don't pay well. They are literally working to pay the bills and they may never get out of the low paying profession they are in.	2/10/2017 8:47 PM
307	As an educator I would not have to take care of sick children whose parents had to decide between keeping their child home or being able to feed them or keep a roof over their head	2/10/2017 8:38 PM
308	I think it would have a broad impact because there are many people that don't have adequate or any safe or sick time.	2/10/2017 8:19 PM
309	I would gladly support this measure.	2/10/2017 8:00 PM
310	Duluth work force would feel valued and be healthier. Community members would be healthier because germs would not be spread as much if people stayed gone when sick (think food industry)	2/10/2017 7:56 PM
311	It would be a positive for many low wage workers in our community. When I worked as an ER RN I witnessed low wage earners who were forced to seek ER visits to verify illness to employer. It was dehumanizing and a waist of medical resources.	2/10/2017 7:00 PM
312	It would help people who are low to poverish finance sidtuation. It gives them the opportunity to relax during the cold season. It would also help students who need work to pay for bills and can't afford to take work off due to being sick.	2/10/2017 6:43 PM
313	I'd worry about small businesses. They disproportionately bear costs. It's the right thing, for sure, but it might be hard.	2/10/2017 6:37 PM
314	Improve food safety in area of hospitality.	2/10/2017 6:32 PM
315	It would help individuals with low wages supporting their families so they don't hav e to make the choice between staying home with l'll children and not getting paid or missing work and getting terminated from their positions.	2/10/2017 6:27 PM
316	Healthier people - Less Stressed people - gives the opportunity for compassion and being a good neighbor. Helps everyone.	2/10/2017 6:26 PM
317	Affect businesses' finances	2/10/2017 5:37 PM
318	It would be a "family first" ordinance	2/10/2017 5:34 PM
319	I believe everyone should have access to paid time off in accordance with their regular work hours but I am concerned adding a requirement of this nature could negatively effect businesses in our community. Please be mindful of the feedback from businesses and if there is to be a policy, please make it as flexible as possible to accommodate the many different ways businesses work.	2/10/2017 5:32 PM
320	Seems like we'd all be healthier if their were ess sick people in the workplace.	2/10/2017 5:16 PM
321	hopefully allow parents and sick people to stay home and not spread germs	2/10/2017 5:10 PM
322	Healthier community because fewer people would be coming to work sick and spreading germs.	2/10/2017 4:49 PM
323	My boyfriend works in food service. I can't even imagine how many people in our community get sick because the ones caring for their children or handling their food are coming to work sick. I bet out whole community would feel better.	2/10/2017 4:45 PM
324	I have a friend who is struggling with rent and paying for winter clothing for her kids because she had to stay home with her son when he was too sick to go to school. I expect there are a lot of people who have the same issue.	2/10/2017 4:25 PM
325	It might change the overall environment of our community so that expecting people to work when ill is no longer the norm. Maybe the parents of the sick babies I care for in the newborn ICU wouldn't have to worry about losing their jobs or have to sell their possessions on Craigslist to make up for lost income due to their infant's hospitalization	2/10/2017 4:22 PM
326	Horribly. The community cannot sustain the continuous barrage of regulatory burdens being forced on it by the political class.	2/10/2017 3:54 PM
327	You will lose jobs for sure.	2/10/2017 3:46 PM
328	Make our community more secure and fair for all.	2/10/2017 3:38 PM

Earned Sick and Safe Time Employee Survey

329	I imagine there will be folks who will say that it will cost their business too much money, but I'd rebut that by saying that when folks come to work sick because they don't have time, they make others sick, and that is a loss to the employer. Likewise, if you have to quit to get time off (yes, I know people who have had to do this), you then have someone unemployed AND the old employer has to bear the cost of hiring and training someone new - a very high cost to any business.	2/10/2017 3:06 PM
330	I know in certain fields my customer service I am not having someone that is sick handling my food or passing around cash I touch. It is also essential for other industries dealing with the public.	2/10/2017 2:55 PM
331	members of our community would be assured that when they eat out that the servers, cooks and all employed would be healthy. duluth will be a community where families want to live. families will know they will have choices	2/10/2017 2:35 PM
332	People who are forced to go to work while sick spread illness to others. Who in turn may have to go to work sick. This perpetuates a nasty cycle in my experience. I do not have hard data to back this up, only anecdotal experience as a supervisor in my field over the last 10 years.	2/10/2017 2:11 PM
333	This seems as though it could be an administrative burden and cost to small businesses.	2/10/2017 2:08 PM
334	Would provide basic human rights to folks who struggle at the lower income levels.	2/10/2017 1:59 PM
335	Lots of people would be able to find and keep jobs.	2/10/2017 1:59 PM
336	I believe it would help, I was unaware some people do not have these options to them as social service workers. I believe we as social service workers should have mental health sick days for times where cases have taken a tole on hour wellness.	2/10/2017 1:43 PM
337	It would help reinforce that our community actually cares about its people.	2/10/2017 1:40 PM
338	VERY negatively. This will put extreme pressure on employers and result in fewer jobs and lower wages and less motivation to achieve better employment.	2/10/2017 1:05 PM
339	I would not support this if it increased citizens taxes. It will impact young or low wage and college age workers. Part time workers do not normally earn time off.	2/10/2017 1:00 PM
340	This ordinance would greatly improve the quality of life for those living in my community. If it is good for others, it is good for me.	2/10/2017 12:58 PM
341	Positively impact the quality of life for all working families. Level the playing field for businesses competing for workers.	2/10/2017 12:56 PM
342	I think it will be a burden for small businessd	2/10/2017 12:53 PM
343	I think an ordinance like this would be wonderful for many of the citizens here.	2/10/2017 12:41 PM
344	I am concerned about the impact to small businesses.	2/10/2017 12:34 PM
345	We would have a healthier, happier, and less-stressed workforce. It's all good.	2/10/2017 12:21 PM
346	Only for full time employment	2/10/2017 12:19 PM
347	Safe time is such a great idea!!	2/10/2017 12:18 PM
348	Annihilate its economy	2/10/2017 12:06 PM
349	Concerned it could lead to bad things for businesses	2/10/2017 11:48 AM
350	Not at all - back up employees would fill in.	2/10/2017 11:37 AM
351	A generally healthier community! And less stressed!	2/10/2017 11:35 AM
352	I think if it passed you would see increased prices on products and services. As businesses are forced to provide sick time pay seprave from pto or other such time off they may already provide.	2/10/2017 11:28 AM
353	Overall make it a better place to live. Hopefully our progressive employers will agree and not react negatively. Additionally I hope a state policy follows to lessen any negative local economic impact but I would still support it either way.	2/10/2017 11:11 AM
354	it would be great	2/10/2017 11:03 AM
355	We would be a healthier, more productive community.	2/10/2017 10:53 AM

Q12 What key elements would you like to see included in an "earned sick

Earned Sick and Safe Time Employee Survey
and safe time" policy for the city of Duluth?

Answered: 286 Skipped: 167

#	RESPONSES	DATE
1	That it not be the same as earned PTO	5/10/2017 3:48 PM
2	Time of employment, lesser amount of income could get bigger breaks	5/10/2017 3:46 PM
3	That it's available to anyone and you don't have to meet certain requirements like Full-time or so many hours	5/10/2017 3:35 PM
4	Must have dr's note for paid time off???	5/10/2017 3:27 PM
5	that winter weather diving be included as legitimate use of "safe time"	5/10/2017 3:23 PM
6	That it's ok to take off work once in a while	5/10/2017 3:21 PM
7	no repercussions	5/10/2017 3:19 PM
8	40 hours a year of paid sick leave	5/10/2017 3:17 PM
9	Both part-time and full-time workers should be eligible to earn this PTO w/ minimal waiting period, especially in food services	5/10/2017 3:11 PM
10	Ability to use it. Ability to "bank" the time so can stay with employee	5/10/2017 3:02 PM
11	All workers full and part time regardless of business size covered for 1 hour per 30 hours worked	5/10/2017 2:58 PM
12	Earned time off sick safe time	5/10/2017 2:55 PM
13	I'll leave that to the task force and the council to determine based on this listening session	5/10/2017 2:52 PM
14	For every 30-40 hours worked can earn hours off. Whatever if reasonable based on full time benefit	5/10/2017 2:49 PM
15	Safeguards where an request sick/safe time without disclosing DV if this was the person's choice. Part-time earn as well eg. 1 hour per 30 hours worked	5/10/2017 2:46 PM
16	Not a policy. Encourage a certification	5/10/2017 2:42 PM
17	Start small to not cause undue stress and financial burden to the employers and businesses. Where I work -- full time gets up to 12 days/year sick time paid -- maybe start with 5 or so. Of course, pro rate for part time employees	5/10/2017 2:40 PM
18	A clear and concise way of how it would be administered and who's responsible for enforcement, preventing belief and entitlement	5/10/2017 2:33 PM
19	I understand that time at work should be considered too. It need to be included for the most vulnerable people	5/10/2017 2:31 PM
20	Inclusion of part-time and seasonal workers	5/10/2017 2:29 PM
21	Not exactly sure. Instead of not having it, a compromise that benefits employers and employees would be nice	5/10/2017 2:26 PM
22	Legit doctor note saying that are sick?	5/10/2017 2:21 PM
23	Paid time off for being sick	5/10/2017 2:11 PM
24	Options for employers and options for businesses who have small budgets, maybe state kick backs for businesses to afford insurance, some may not make enough money to afford to have insurance plans	5/10/2017 2:10 PM
25	safe time. Care giving for loved ones (PD, FMLA leave). start coverage at date of hire	5/10/2017 2:06 PM
26	small business, less employees have less requirements	5/10/2017 1:57 PM
27	30-40 hours worked = time off	5/10/2017 1:54 PM
28	That no questions asked if you have earned the time and you need it off you can take it without repercussions	5/10/2017 1:49 PM

Earned Sick and Safe Time Employee Survey

29	Paid sick time for when kids are sick and when I'm sick!	5/10/2017 1:46 PM
30	Pay vacation	5/10/2017 8:14 AM
31	Everyone gets it regardless of hours	5/10/2017 8:10 AM
32	Don't know at this time	5/10/2017 8:09 AM
33	Just to have it	5/10/2017 8:07 AM
34	Unknown	5/10/2017 8:01 AM
35	Broad definitions for "sick" and "safe" and an "honor system". where employees don't have to "prove" they are sick	5/10/2017 8:00 AM
36	PAID sick, bereavement and safe time	5/10/2017 7:57 AM
37	no repercussions	5/10/2017 7:51 AM
38	Earn safe time at the same rate as sick time	5/9/2017 10:59 PM
39	Group homes -- don't need to find coverage	5/9/2017 10:56 PM
40	NA	5/9/2017 10:51 PM
41	If you can prove you were ill you shouldn't be lose your job	5/9/2017 10:47 PM
42	They should have a bring your child to work day, I think that they would love to see how and where you work.	5/9/2017 10:44 PM
43	fixed number of days that could be extended under reviewed circumstances	5/9/2017 10:39 PM
44	do not make it to hard to get or earned sick and safe time	5/9/2017 10:18 PM
45	applies to need to stay home due to children or elderly parents	5/9/2017 10:16 PM
46	domestic abuse. at least 1 week off	5/9/2017 10:12 PM
47	unsure, haven't had much time to think about it. part-time employees included.	5/9/2017 10:10 PM
48	I don't know	5/9/2017 10:07 PM
49	repercussions for anyone who uses it wrongfully -- somewhere to report if it isn't	5/9/2017 10:04 PM
50	safe time for victims of sexual/domestic assault. sick time pay out when person leaves job	5/9/2017 9:58 PM
51	Understanding	5/9/2017 9:55 PM
52	unknown	5/9/2017 9:52 PM
53	any and all	5/9/2017 9:45 PM
54	a general fund of money called PTO -- to be used by the employee for sickness, day off, and vacation	5/9/2017 9:36 PM
55	Paid for those days. No doctor's note req'd. We can't pay for doctor visits!	5/9/2017 9:29 PM
56	Need to work so many hours to qualify -- ways to prove person is really sick	5/9/2017 9:22 PM
57	at least 3 days requests or 2 sick day requests cannot be denied by the employer for ANY reason!	5/9/2017 9:20 PM
58	a minimum number of guaranteed sick/safe days	5/9/2017 9:12 PM
59	No policy should be made	5/9/2017 9:08 PM
60	not sure	5/9/2017 8:56 PM
61	minimum 2 weeks available -- less number of hours worked required before earning time	5/9/2017 8:42 PM
62	I would like to see a minimum earned sick and safe time for all who are employed	5/9/2017 8:35 PM
63	I don't have a comment on this at this time.	4/20/2017 7:25 AM
64	Minimum of 5 days	4/20/2017 4:58 AM

Earned Sick and Safe Time Employee Survey

65	Required minimum working time to earn should be reasonable. In other words , they shouldn't have to work a year to claim a day. Even 6 months seems long in a state where things like influenza hit hard. The days should not specify that it is the employee who is sick to claim unless they also have separate personal days so caregivers can be available to the vulnerable populations they care for... this means no policy should restrict that time to just children as there may be responsibilities to elder parents.	4/20/2017 3:05 AM
66	Wait time before employee can use the time.	4/19/2017 10:11 PM
67	No additional government staff to police the policy. It should be a recommendation, not a mandate.	4/19/2017 8:30 PM
68	Coverage for caring for elderly the same as caring for kids. Both are dependents.	4/19/2017 2:05 PM
69	None, don't think it's the city's job to mandate	4/19/2017 12:36 PM
70	That the Sick & Safe leave is separate from PTO so people can still get vacation and not be afraid of getting sick	4/19/2017 12:16 PM
71	a generous amount of sick leave for those with families	4/19/2017 1:13 AM
72	Don't have to wait a year to use time, accrued after probationary period? 3 months? And more than three days	4/17/2017 7:11 PM
73	Doctors note for being gone for extended amount of time. Calling in for feeling sick to your stomach. If your work deals with food as in restaurants, there should be no minimum of time.	4/17/2017 6:46 PM
74	There should be a timeline of how long you need to be working for the company and how it adds up.	4/17/2017 1:24 PM
75	n/a	4/14/2017 11:15 AM
76	Included for all jobs, part time and full time.	4/13/2017 6:41 PM
77	Job security/safety.	4/11/2017 9:59 PM
78	leave it alone	4/10/2017 8:01 AM
79	Some kind of mechanism for ensuring that even the most disadvantaged workers have TRUE access, not just nominal access, to ESST.	4/9/2017 1:41 PM
80	?	4/7/2017 3:18 PM
81	I'd like to see it left up to the individual business owner	4/7/2017 2:44 PM
82	I don't like government telling my employer what to offer in a benefits package.	4/7/2017 2:35 PM
83	Mandatory paid sick/safe time earned based off time worked	4/7/2017 2:29 PM
84	Should be done at a state level if done at all	4/7/2017 12:09 PM
85	Implement it in a way so it does not get abused or majorly affect small businesses	4/3/2017 10:52 PM
86	I think allotting X number of days of sick and safe time per year for an employee would be sufficient. Many employers provide a set number of days for vacation/sick time per year. Or there are some employers who simply provide unlimited sick time (I'm sure there are some stipulations) but the employees don't have to bank hours and then use them up.	4/3/2017 8:50 AM
87	I do not think we need a policy.	3/29/2017 10:57 AM
88	Not forcing or degrading or penalizing employers that cannot afford this program	3/29/2017 6:20 AM
89	Equitable and fair levels within the policy that benefit workers from the biggest companies on down to the smallest of shops. Employers should be worked with on this matter but it should be understood that earned safe and sick time should be given at all levels of employment.	3/27/2017 11:18 AM
90	I would like to see increased access, but without the need to create City Department or increased staffing. Get creative. Think about ways to increase access without an enforced mandate.	3/27/2017 9:43 AM
91	time off to address mental health needs, time for victims of violence to find safety and recover, time off to care for aging and/or ill family members.	3/24/2017 9:17 AM
92	No idea sorry	3/23/2017 6:05 PM
93	I know working in the mental health field I feel I should have access to mental health days or days of recovery after crises	3/23/2017 2:17 PM

Earned Sick and Safe Time Employee Survey

94	To be offered to everyone, even if part-time status so that employees may take time off for illness, injury, life events and have rights to return back to work. Also, for hospitality industry employers to offer insurance packages for part-time staff.	3/23/2017 2:17 PM
95	Transparency by employers so employees know what they are entitled to.	3/23/2017 12:50 PM
96	Maternity and paternity leave	3/21/2017 7:05 PM
97	You don't have to be a full time employee to receive earned sick and safe time.	3/20/2017 8:42 PM
98	Enforcement	3/19/2017 11:19 PM
99	have a certain amount of sick days separate from vacation time after 3 days a doctors note. Safe time I believe you would have to have proof you needed safe time.	3/19/2017 9:44 PM
100	I would not like to see earned sick and safe time in Duluth, the county, state, or nation.	3/18/2017 10:45 PM
101	I don't actually agree with adding a policy at this time.	3/18/2017 9:41 PM
102	I'm not in favor of Duluth having a earned sick and safe policy. It is an unnecessary regulation.	3/18/2017 12:45 PM
103	N/A	3/17/2017 2:47 PM
104	I don't understand why a "safe time" is being considered. If you're a victim of physical or sexual abuse, that's none of your employer's business unless you want them to know. I think "personal time off" is a better assessment. And that's what it is -- personal.	3/17/2017 2:12 PM
105	I would like to see some type of accrual system with a bump in earnings with so many years employed with the same employer.	3/14/2017 10:35 AM
106	Maybe some kind of incentive so people would use when needed but not abuse because you have them	3/9/2017 11:38 PM
107	paid sick time up to 1 year. I been at my job for 10 years and was made supervisor after 3 years and once my back went out and I was off work under doctor care for 4 months without pay and they took back my supervisor position and pay away when I return back to work.	3/9/2017 6:01 PM
108	None- the city should be looking at incentives for behaviors they wish to encourage not more unfriendly business policies! More Carrot less Stick!	3/8/2017 12:04 PM
109	Confidentiality. The ability to utilize the time for a variety of reasons/circumstances that relate to safety.	3/7/2017 5:10 PM
110	flexibility of when hours are worked if possible paid time off unpaid time off movement toward a culture where employers show compassion for their employees and their families	3/5/2017 10:36 PM
111	Pro-rate hours for temps and "independent contractors" and part time workers	3/4/2017 7:51 AM
112	It would have to flesh out exactly how to account for shifts that don't have a set end-time (like averaging the hours of the other workers on that shift, or taking the hours of the first-cut person).	3/2/2017 6:42 PM
113	n/a	3/2/2017 2:01 PM
114	Employees should be able to accrue certain number of hours on each paycheck. They should able to accrue sicktime and be able to use sick time to care for family members whether they live with them or not. Work spaces should all be safe. They should follow state and federal laws and there should be no bullying, discrimination, racism, or any other form of abuse.	3/2/2017 5:59 AM
115	Time off with pay and no Doctors note required.	3/1/2017 11:58 PM
116	A firm employer mandate to support it!	2/26/2017 1:09 PM
117	Honoring "like" policies, unpaid, or small business exemptions. Making it easy to implement - especially considering how business can operate in multiple locations (in-and-out-of state) while complying with this and other similar laws. And really looking at ways to appropriately align with PT and FT employees - which is likely a huge issue for the hospitals.	2/23/2017 3:46 PM
118	Fairness across the board. People of all pay and position levels of a company should get some paid sick leave. Not just the rich, or high paid or high position level people of a company.	2/22/2017 11:48 PM
119	That there be a limit but every one has some type of stay at home days.	2/22/2017 3:39 PM
120	it would apply to part-time or seasonal employees	2/21/2017 1:55 PM
121	I'm not too familiar with the policy to form an opinion yet.	2/21/2017 9:52 AM

Earned Sick and Safe Time Employee Survey

122	If earned sick leave is a requirement there needs to be a way for businesses to be instructed how to handle it. It's one thing to have sick leave but it's another to figure out how it is supposed to be implemented without feeling like there could be retaliation or inability to use it because businesses have no policy in place to cover someone's shift. I've been in the situation where someone had called in sick but they had to come in anyway because there was no one to cover the shift. How do we deal with that? Most businesses would need help structuring this policy.	2/20/2017 10:39 PM
123	I think there needs to be a maximum number of days you can take per year.	2/20/2017 5:00 PM
124	I would like the sick leave policy to have a broad enough definition to include mental health as well as physical health.	2/20/2017 3:20 PM
125	at least one day per week earned.	2/20/2017 12:58 PM
126	I don't think this should be something the City is involved in, it isn't a government issue to be mandating to employers how to handle this. We will be driving business out of Duluth.	2/19/2017 9:09 PM
127	Paid sick or safe time off.	2/17/2017 7:30 PM
128	Flexible parameters. For example, .5 FTE employees should receive less s/s time than 8 or 1.0 FTE employees. If it were mandated, the time earned should be linearly correlated to the time worked. Employees choosing to work less than .5 FTE (not those who are not allowed to work above 1/2 time) should not be entitled to s/s time as they have flexibility in their schedules to accommodate individual or family sickness. Concurrently, if s/s were mandated, employees, regardless of FTE, should be able to "call in" (within reason) due to sickness or family sickness without fear of retaliation. To avoid abuse of this policy, the amount of permissible call-ins should correlate with employee hours worked. For example, a full time employee could take up to 6 days of unpaid leave over two months due to illness while a half-time employee could take only 3 days over the same period.	2/17/2017 5:45 PM
129	No elements. It isn't a city issue.	2/17/2017 2:15 PM
130	Mandatory 3 days of paid sick time available for BOTH full and part time employees. Part time employees receive nothing usually and they get sick too!	2/17/2017 11:26 AM
131	While I prefer not to have one at all, if there is, the main thing for me is to make sure that businesses using a single PTO bank for any type of absence be considered as meeting the requirements of the ordinance. Do not force business to have separate sick/vacation time banks for employees.	2/16/2017 9:17 PM
132	shouldn't be a loss in pay	2/16/2017 8:21 PM
133	None. This is an irresponsible policy driven by a social justice agenda.	2/16/2017 6:34 PM
134	Incorporate it for larger business or corporations, except small business or start up business.	2/16/2017 4:39 PM
135	I would like to see this idea eliminated so that we don't have a patchwork of labor laws throughout the state.	2/16/2017 3:50 PM
136	None	2/16/2017 1:46 PM
137	no penalizations for sick family members or self	2/16/2017 11:26 AM
138	I think it should not be a city issue.	2/16/2017 10:32 AM
139	Do not think city has a right to require this	2/16/2017 12:27 AM
140	To get rid of the idea. I'm all for the time off, but it should be up to the business not the city.	2/15/2017 10:51 PM
141	No increase in goods or services cost or reduction in jobs.	2/15/2017 9:56 PM
142	should not be implemented	2/15/2017 8:22 PM
143	Ease of access, I have 10 days each year for sick time, 3 of which are personal leave days that I do not have to have a reason for. It would be nice if all members of our community had at least this. I also can bank days towards health care for retirement.	2/15/2017 8:16 PM
144	I think for employers the key is EARNED, employees accrue the time. They don't take advantage of their employer that's important. For employees I don't need to hang my head and feel guilty about let my boss down because my kid was up puking all night. I rightfully earned the time to stay home with her and mother her.	2/15/2017 7:24 PM
145	Need more information	2/15/2017 10:44 AM

Earned Sick and Safe Time Employee Survey

146	Flexibility for businesses to make decisions for themselves, creating internal policies that work for their business. No mandated minimums from the City.	2/15/2017 9:44 AM
147	None	2/15/2017 12:20 AM
148	That it be used soul for sick time and not be used for anything else like the teacher's system	2/14/2017 8:19 PM
149	None	2/14/2017 5:51 PM
150	Forget it....my boss is very generous	2/14/2017 5:16 PM
151	Anything would be an improvement over not having a policy at all.	2/14/2017 5:15 PM
152	There needs to be general guidelines for employers but they need to control some of the policy development. A mandate may make hiring difficult and reduce the number of jobs a company is able to offer within their allotted human resources budget.	2/14/2017 5:14 PM
153	I'm curious on the cost associated with this would be. What would it look like for the business, how much would it add to their bottom line? Because if it's not going to work for the little guy, and we're forcing them to incorporate an expensive new policy, how would that be healthy for small businesses to operate. Especially in industries where there's not a huge profit margin. More added costs could cut that down, and potentially forcing places to close..(?) So I guess I would say an option for small businesses that would help and not hurt those.	2/14/2017 4:55 PM
154	I wouldn't want a sick and safe time ordinance passed	2/14/2017 4:22 PM
155	Allow people to give to a sick "bank" for those who might need it.	2/14/2017 3:36 PM
156	The City of Duluth has no right to impose this kind of regulation on small business.	2/14/2017 3:23 PM
157	Unsure.	2/14/2017 2:53 PM
158	Recognition, similar to FMLA, that some businesses can be too small to withstand the financial costs.	2/14/2017 2:47 PM
159	Size of business, number of employees and annual revenue. This could be detrimental to very small business with not a lot of revenue/gross profit.	2/14/2017 2:16 PM
160	I think this is a statewide issue and local governments should not enact labor laws.	2/14/2017 2:05 PM
161	if it is separated from vacation that needs to be very clear.	2/14/2017 2:01 PM
162	None.	2/14/2017 1:52 PM
163	Unsure	2/14/2017 1:33 PM
164	There should be no policy requiring employers to do this. However, the city can do something where employers are recognized for providing this benefit.	2/14/2017 1:15 PM
165	Documentation is important to prevent abuse of the benefit, but within reason...not undue or overly aggressive info gathering,	2/14/2017 1:01 PM
166	Exempt employers under a certain # of employees, or specific annual revenue. Caps on # of paid hours/days based on hours worked per week and # of weeks employed.	2/14/2017 12:41 PM
167	No opinion.	2/14/2017 12:38 PM
168	I do not want to see such a policy at all. If employers and employees act responsibly, such a policy is not needed.	2/14/2017 12:24 PM
169	Equality. It should apply to all people employeeed in Duluth, including hourly and salary employees, all wage ranges, all benefit plans, all job types an skill levels, and all industries.	2/14/2017 12:23 PM
170	Flexibility for the diversity of situations and issues that people face in their day to day lives. There should be a set minimum standard for the year, but also extended leave options for the rare, hopefully once in a lifetime issues that may arise.	2/14/2017 12:20 PM
171	The city has no business getting involved in this. City council needs to stick to the business of running the city making work policies	2/14/2017 12:15 PM
172	Adequate sick time for all.	2/14/2017 12:15 PM
173	None. The City Council should focus on the core responsibilities of the city like sewer & water infrastructure, streets, and police and fire services.	2/14/2017 12:10 PM
174	Uniformity with other municipalities so that business can comply.	2/14/2017 12:07 PM

Earned Sick and Safe Time Employee Survey

175	I don't think the city should dictate beyond it's own employees.	2/14/2017 12:05 PM
176	Why is it the job of the City to tell private business how to operate their private business. It could be another reason to relocate businesses to Hermantown or outside the City Limits.	2/14/2017 12:05 PM
177	Minimal standards should be set; this should not represent micromanagement of business' leave policies.	2/14/2017 12:03 PM
178	n/a	2/14/2017 12:03 PM
179	I want to see it left up to each business.	2/14/2017 12:02 PM
180	If/When it is introduced a reminder to employees that you do not want your staff spreading contagious illnesses and we should promote not condone the use.	2/14/2017 12:00 PM
181	That people are allowed a specific amount of sick and safe time a year with out being penalized by their employer. I would also like to see something about how employers can extend that time if the person had a doctor's note with out penalty. I also think the death of a child or spouse should be addressed as well.	2/14/2017 11:59 AM
182	None. Mind your own business.	2/14/2017 11:55 AM
183	None of it	2/14/2017 9:38 AM
184	That regardless of years of service, your sick time could be banked in your Health Savings account.	2/14/2017 9:01 AM
185	A non disciplinary clause	2/13/2017 10:44 PM
186	I don't want the ordinance.	2/13/2017 10:03 PM
187	I do not support the policy.	2/13/2017 10:02 PM
188	I'm largely unfamiliar with such ordinances and don't know what is common or neccessary for one.	2/13/2017 9:46 PM
189	The option to donate time to colleagues directly or through a general fund.	2/13/2017 9:26 PM
190	Inclusion of language for foster and kinship care, not just your child.	2/13/2017 9:18 PM
191	If the employer already allows sick time, make it available for use if family is sick.	2/13/2017 5:20 PM
192	don't get into it	2/13/2017 5:03 PM
193	I think that it should be left up to each business to decide how to pay for sick and safe time. A company that doesn't have this benefit would have a more difficult time finding employees, so if they want the best, they will offer the policy that works best for them and their employees.	2/13/2017 4:06 PM
194	PTO, it incentivies employees to use their time off wisely	2/13/2017 3:44 PM
195	the councilors leave it alone -get out of being anti business and let the employer and employees work it out - if employer needs good employee he will provide	2/13/2017 3:39 PM
196	Flexibility, especially for small or non-profit organizations. I don't want to see jobs lost because companies can't afford to offer everyone ESST. There needs to be some kind of balance.	2/13/2017 3:31 PM
197	I'm not sure - aren't these city policies currently going through court proceedings? Or at least the one in St. Paul/Minneapolis? I'd like to see them set up as legal through precedent before I get too specific.	2/13/2017 2:42 PM
198	no repercussions for using your earned time. Ability to take un-earned time off too when earned time runs out for illness.	2/13/2017 2:18 PM
199	Don't cause employers to limit hours, move the business, or close the business.	2/13/2017 1:47 PM
200	A certain number of days allotted every year that can carryover to the following years. Any days unused should be paid out upon retirement.	2/13/2017 1:45 PM
201	I believe it should be easily understood and easily administrated by both employers and employees	2/13/2017 1:04 PM
202	Stay out of it. Fix streets and stuff cities should be involved with, police and fire protection	2/13/2017 1:03 PM
203	I would like to see that the City utilize contractors and non-profits that offer earned sick and safe time. If the City is offering public money to a non-profit, they should be good stewards of the money and make sure the non-profit offers this benefit.	2/13/2017 1:02 PM

Earned Sick and Safe Time Employee Survey

204	Mandatory for all employers (very limited exceptions) Help for organizations implementing this	2/13/2017 12:59 PM
205	An exception for small businesses so that they can remain competitive in Duluth and not move their businesses elsewhere.	2/13/2017 12:49 PM
206	Other than major medical, there should be a limited number is days allowed. People not using all days should be rewarded.	2/13/2017 12:44 PM
207	Not something that is a large burden on business, but we all know they could handle doing the right thing by giving employee's time off when they need it for health reasons. Way to many in the service and food industries go into work when they absolutely should not be.	2/13/2017 12:22 PM
208	Paid time off while sick and paid time off to care for ill family members.	2/13/2017 12:18 PM
209	Don't know	2/13/2017 12:16 PM
210	Should be employer mandate	2/13/2017 12:10 PM
211	there would have to be some sort of checks and balances to ensure that employees don't abuse it. something like up to three days and then a doctor's note, something like that.	2/13/2017 12:06 PM
212	Maternity leave for males.	2/13/2017 11:56 AM
213	Ability for every working person to not have to come to work sick or lose salary due to illness or injury.	2/13/2017 11:51 AM
214	Assistance with paying for the sick and safe time for the small employer.	2/13/2017 11:50 AM
215	Let the workers, unions, and employers negotiate this benefit. If wage concessions will be made workers and unions should have a say. Government shouldn't depress wages by imposing excessive regulations.	2/13/2017 11:49 AM
216	non discrimination for taking time off if you work half a day-possibly get the 2nd half off	2/13/2017 11:47 AM
217	City subsidizing for employers. Policy that prevents repercussions/retaliation by employers toward employees for using sick/safe time.	2/13/2017 11:41 AM
218	The ability for EVERYONE to earn sick time.	2/13/2017 10:56 AM
219	The issue I see is more mandatory excessive overtime for salaried employees. The ESST doesn't address that.	2/13/2017 10:52 AM
220	The most important key element is to not have it mandated.	2/13/2017 10:18 AM
221	have it separate from any "PTO" or vacation time.	2/13/2017 9:19 AM
222	There must be a reasonable "earned" period. You cannot allow employees to have two weeks of earned leave, or they'll abuse it. It must be earned and earning 40 hours per year is reasonable. You must also give small businesses a waiver.	2/13/2017 9:17 AM
223	We have sick time and it abused by many employees that have children.	2/12/2017 11:52 PM
224	Mental health day	2/12/2017 5:04 PM
225	Applicable across the board for all employees of any business. No repercussions from employer.	2/12/2017 2:18 PM
226	Everybody is included.	2/12/2017 12:58 PM
227	Don't have the policy.	2/12/2017 11:55 AM
228	I don't think it needs to be mandated. If a company chooses to offer a paid time off policy that can be used for any personal situations they should promote that benefit.	2/11/2017 10:57 PM
229	Make it clearly defined where it would benefit those who need it and punish those who abuse/fake sick	2/11/2017 8:40 PM
230	None	2/11/2017 5:34 PM
231	Universality	2/11/2017 4:46 PM
232	I think a mandated sick leave is a great idea, particularly in the food service industry. I honestly don't understand the safe leave. Why would both types of leave just be rolled into one?	2/11/2017 1:41 PM
233	Incentive based sick and safe time policies for current employers.	2/11/2017 1:16 PM
234	Create a way to expand coverage for employees without adding cost to employers and the coty	2/11/2017 11:08 AM

Earned Sick and Safe Time Employee Survey

235	No policy	2/11/2017 10:47 AM
236	not sure	2/11/2017 7:24 AM
237	The application of the ordinance needs to consider whether workers are appropriately classified. Misclassification of employees as independent contractors is absolutely rampant. Independent contractors generally (though not always) make their own hours, so the question of paid sick time is moot (generally, someone who is paid by the hour is not a legitimate independent contractor). An ordinance like this will probably cause an increase in misclassification in order to get around the law. I think that needs to be addressed for such an ordinance to be successful.	2/11/2017 7:12 AM
238	I would like to see a maximum of 3 or 4 days a year of sick leave	2/10/2017 11:46 PM
239	If this does go through, it must be in concern with and apply to neighboring communities as well. While I think the sentiment is noble, applying this to Duluth only opens up a large can of worms. It creates incentives to locate beyond Duluth in, say, Hermantown to avoid red tape while still enjoying the benefits of locating near Duluth. This is bad for the city's tax base, bad from an urban planning perspective (encouraging suburbanization), and will only enhance a divide between Duluth and its outlying areas. We need to think as a regional economy, not as a bunch of individual actors. A hodgepodge of policies, some of which send very clear signals, makes things a lot more complicated than they need to be.	2/10/2017 10:33 PM
240	sick leave for themselves or caring for dependents/family members	2/10/2017 10:00 PM
241	I think all employees should have the ability to accrue pto. Employees should be able to use accrued leave without fear of job loss. We are all working to support ourselves or families. It is completely unreasonable to not be able to take time off of work.	2/10/2017 9:59 PM
242	Toothsome protections from retaliation for exercising one's rights.	2/10/2017 9:58 PM
243	A detailed explanation of who would actually do the work of the "sick" employee.	2/10/2017 8:47 PM
244	Jobs where minorities are employed. We have racial disparities here and minorities deserve extra attention to what they need, we need to prop up our black folks more than ever.	2/10/2017 8:47 PM
245	Access for all employees to earned safe and sick time.	2/10/2017 8:38 PM
246	I think people need ample time off to care for themselves and their families when they're sick without fear of economic or employment repercussions.	2/10/2017 8:19 PM
247	At least two days paid sick leave	2/10/2017 7:56 PM
248	Mandated for everyone who works. Even people under the age of 18.	2/10/2017 6:43 PM
249	Make it required and easy to use.	2/10/2017 6:32 PM
250	Flexibility for employers to accommodate a plan that works for their employees and them	2/10/2017 6:27 PM
251	No categories - simple one bucket of Time Off. This is more streamlined and less complicated. Also a privacy thing. Someone might not want to use Safe Time, if theres a safety issue. I just don't see a need for labels. One bucket works.	2/10/2017 6:26 PM
252	How to address employees that abuse it	2/10/2017 5:37 PM
253	No repercussions for caring for sick family members.	2/10/2017 5:34 PM
254	Allow general paid time off to cover "earned sick and safe time." Have the policy dependent on current hours (40 hours/week should receive more time than 20 hours/week). Take accommodations into account for seasonal and temporary positions. Allow a "probationary" period where "earned sick and safe time" is not awarded. Recognize challenges of small businesses.	2/10/2017 5:32 PM
255	Existence	2/10/2017 5:16 PM
256	paid leave, not just time off	2/10/2017 5:10 PM
257	Is there a way to protect against abuse of time off? Make sure it's not a heavy burden on employers.	2/10/2017 4:49 PM
258	What's worst is that when someone calls in everyone else suffers. Employers need to hire enough staff to cover sick ones.	2/10/2017 4:45 PM
259	That there's no repercussions for utilizing the earned benefit.	2/10/2017 4:25 PM
260	Protecting workers' right to USE their ESST.	2/10/2017 4:22 PM

Earned Sick and Safe Time Employee Survey

261	None whatsoever.	2/10/2017 3:54 PM
262	Let employers decide.	2/10/2017 3:46 PM
263	- Available to part-time employees - Not part of someone's "vacation" time - keep it separate to protect both the employer and employee - Encourage the use of this time when people are contagious or have sick kids (I'm tired of getting everything my co-workers bring in from their kids' day care/schools) - Abuse measures in place. For example, if someone is out "sick" for more than 3 days, perhaps a doctor's note or prescription receipt?	2/10/2017 3:06 PM
264	how much money it saves each year. how it would impact very small employers.	2/10/2017 2:55 PM
265	workers will not have to fear for their family's safety or physical or emotional health	2/10/2017 2:35 PM
266	Accrual based on average hours worked and regular increases based on years of service with the employer. Protections against discrimination or repercussions based on how employees use this earned time.	2/10/2017 2:11 PM
267	- Ability to maintain unlimited sick leave. - Ability to allow employer discretion, there is no one size fits all.	2/10/2017 2:08 PM
268	A minimum level of paid sick leave for every employee.	2/10/2017 1:59 PM
269	Mandatory safe and sick time for ALL positions.	2/10/2017 1:59 PM
270	Every pay period earning 2-3 hours of this time.	2/10/2017 1:43 PM
271	It needs to be worded in such a way that it can't be taken advantage of. I've worked for businesses that actively seek out loopholes in labor laws and I'm sure they'd do the same for this.	2/10/2017 1:40 PM
272	Absolutely none.	2/10/2017 1:05 PM
273	Mandatory earned time for part time workers.	2/10/2017 1:00 PM
274	Paid sick time and paid sick time to care for children and family members should be available to everyone.	2/10/2017 12:58 PM
275	Accrual opportunities that vary depending on number of employees; systematic language for businesses regarding implementation; a clear process for complaints/violations on permitted use of ESST	2/10/2017 12:56 PM
276	I am against the city regulating an employment benefit.	2/10/2017 12:53 PM
277	No "waiting" period. Paid time off should start accruing right away.	2/10/2017 12:41 PM
278	Flexibility in scheduling could be a compromise or accommodation to help small businesses acheive com-pliance,	2/10/2017 12:34 PM
279	An adequate amount of earned sick time. A requirement that the employer, not the employee, arrange coverage for the missed shift. And that needs to be strongly enforced. Many employers in this city require their employees to arrange coverage when they must miss a scheduled shift, and that is a great way to deter employees from using their earned leave. Protection for employees using their sick leave, so they can use it without fear of being fired.	2/10/2017 12:21 PM
280	This is a bigger issue and the city will lose businesses to hermantown if they do it	2/10/2017 12:19 PM
281	An opt-out clause for businesses.	2/10/2017 12:06 PM
282	Don't think Duluth should have this	2/10/2017 11:48 AM
283	Same as County	2/10/2017 11:37 AM
284	Time frame allowing union contracts to catch up	2/10/2017 11:11 AM
285	no limits on when you can be sick--we're often told "no one can be sick on such and such a day because we can't find substitutes."	2/10/2017 11:03 AM
286	Allowance for caring for sick children, death of family member or domestic partner, if unmarried, allowance for leave due to family crises such as domestic violence.	2/10/2017 10:53 AM

Q13 If your place of employment already has such a policy in place, how does the company educate employees about the policy?

Earned Sick and Safe Time Employee Survey

Answered: 277 Skipped: 176

#	RESPONSES	DATE
1	If they do I don't know about it	5/10/2017 3:49 PM
2	employee handbook, quarterly meetings	5/10/2017 3:44 PM
3	it doesn't	5/10/2017 3:40 PM
4	I don't know if they tell you, you have to look at what you have	5/10/2017 3:35 PM
5	you need to give 2 weeks notice	5/10/2017 3:21 PM
6	they do not	5/10/2017 3:19 PM
7	Handbook	5/10/2017 3:16 PM
8	During onboarding process	5/10/2017 3:14 PM
9	General new employee on-boarding procedure	5/10/2017 3:11 PM
10	Employment package	5/10/2017 3:05 PM
11	Word of mouht/union helps staff to understand	5/10/2017 3:02 PM
12	Orientation	5/10/2017 2:59 PM
13	During orientation to the job	5/10/2017 2:58 PM
14	In orientation, new hires, if any changes through memos	5/10/2017 2:55 PM
15	Through onboarding education and paycheck statement	5/10/2017 2:52 PM
16	Handbook	5/10/2017 2:49 PM
17	New employee orientation	5/10/2017 2:46 PM
18	15 days vacation and sick time combined	5/10/2017 2:42 PM
19	during orientation	5/10/2017 2:40 PM
20	Employee hand book and published policy	5/10/2017 2:33 PM
21	It doesn't. It's provided by the union	5/10/2017 2:31 PM
22	We learn more about onboarding, staff meetings, emails, letters from Admin, open door policy HR, ED, etc	5/10/2017 2:10 PM
23	Through the HR Dept	5/10/2017 2:06 PM
24	I think we do have it on a pro-rated basis	5/10/2017 2:03 PM
25	Part of the work benefit package	5/10/2017 1:54 PM
26	No sick time for part-time employees	5/10/2017 8:22 AM
27	NA	5/10/2017 8:17 AM
28	At staff meetings/policy manuals/trainings etc	5/10/2017 8:15 AM
29	They don't	5/10/2017 8:14 AM
30	I don't think they have one	5/10/2017 8:12 AM
31	No	5/10/2017 8:07 AM
32	Doesn't	5/10/2017 8:01 AM
33	During orientation. It is discussed	5/10/2017 8:00 AM
34	HR, handbook	5/10/2017 7:57 AM
35	Not well documented, not upon hiring!	5/10/2017 7:53 AM
36	they don't we figured it out when we need it	5/9/2017 10:59 PM
37	Yes	5/9/2017 10:56 PM

Earned Sick and Safe Time Employee Survey

38	NA because I don't work at this moment	5/9/2017 10:51 PM
39	NA	5/9/2017 10:47 PM
40	NA	5/9/2017 10:44 PM
41	during the hiring process	5/9/2017 10:41 PM
42	NA	5/9/2017 10:39 PM
43	i never heard of my job having this policy	5/9/2017 10:36 PM
44	Orientation Day	5/9/2017 10:30 PM
45	NA	5/9/2017 10:18 PM
46	very educational	5/9/2017 10:12 PM
47	Employer informs employee they have PTO after 3/6 months	5/9/2017 10:10 PM
48	NA	5/9/2017 10:07 PM
49	First day of training	5/9/2017 9:55 PM
50	not at all	5/9/2017 9:52 PM
51	no education, pt blank, period	5/9/2017 9:45 PM
52	Its in the employee manual	5/9/2017 9:36 PM
53	NA	5/9/2017 9:29 PM
54	Part of orientation in contract	5/9/2017 9:22 PM
55	when we are first hired they glossed over it	5/9/2017 9:20 PM
56	No idea. The full time people are unionized and pt folks have no benefits and are not included in most (some?) of the meetings with staff, etc. as we have no benefits. Not to say I do not love my job and the people I work with and my supervisors!	5/9/2017 9:12 PM
57	Standard training	5/9/2017 9:08 PM
58	NA	5/9/2017 8:56 PM
59	NA	5/9/2017 8:50 PM
60	Needs improvement -- I believe only in employee handbook	5/9/2017 8:42 PM
61	Through HR dept	5/9/2017 8:35 PM
62	N/A	4/20/2017 7:25 AM
63	Online	4/20/2017 3:05 AM
64	Na	4/19/2017 8:30 PM
65	Only when we're hired and by making information available online	4/19/2017 2:05 PM
66	Policy handbook, annual meetings	4/19/2017 12:36 PM
67	Individually, policy manual	4/17/2017 7:11 PM
68	N/A	4/17/2017 1:24 PM
69	n/a	4/14/2017 11:15 AM
70	We are told from the beginning that if you are full time (30 hours) you get PTO, sick time, and if need be mental health day.	4/13/2017 6:41 PM
71	I don't know, I'd have to ask about it.	4/12/2017 2:45 PM
72	They don't really. A lot I had to seek out individually.	4/11/2017 9:59 PM
73	Annual meetings and active HR	4/10/2017 1:30 PM
74	it is in the handbook	4/10/2017 8:01 AM
75	orientation, can talk to HR	4/7/2017 3:18 PM
76	Orientation	4/7/2017 2:44 PM

Earned Sick and Safe Time Employee Survey

77	During orientation and in an employee handbook.	4/7/2017 2:35 PM
78	employee handbook	4/7/2017 2:30 PM
79	Handbook	4/7/2017 12:09 PM
80	They are told about it during the first month of training. They are asked in their TERF if they need to use some of their sick time. When one calls in sick, employer asks if you'd like to occupy your accumulated sick time.	4/6/2017 9:36 AM
81	Policy handbook and first day of work	4/3/2017 10:52 PM
82	They don't really educate, it's on the employee to do it. Read the policy manual, which is so difficult to navigate and not cut and dry....	4/3/2017 8:50 AM
83	N/A	3/29/2017 10:57 AM
84	If we take time off we can. Anything over 2 days needs a doctors note.	3/29/2017 6:20 AM
85	My employer describes the policy during my training.	3/27/2017 11:18 AM
86	New employee orientation. Yearly training.	3/27/2017 9:43 AM
87	part of new employee orientation.	3/24/2017 9:17 AM
88	New hire training done by Human Resources.	3/23/2017 6:05 PM
89	This policy is only available to full time staff. Has an annual meeting with an insurance representative.	3/23/2017 2:17 PM
90	It's in our Bargaining Agreement (find out for yourself)	3/23/2017 1:24 PM
91	They don't.	3/23/2017 12:50 PM
92	New hire orientation, our employee handbook, human resources.	3/20/2017 8:48 PM
93	Employee handbook	3/20/2017 8:42 PM
94	Yes	3/19/2017 7:38 PM
95	We have an employee handbook that is handed out at the time of employment. There is also a downloadable online options. Lastly the corporate office staff is available for over the phone questions about any company policy.	3/18/2017 9:41 PM
96	Employee handbook.	3/17/2017 2:47 PM
97	vacation policy in our handbook.	3/17/2017 2:12 PM
98	We have a personnel policy and an explanation of benefits at the time we are hired.	3/14/2017 10:35 AM
99	we get ten dollars for each day not used	3/9/2017 11:38 PM
100	No	3/9/2017 6:01 PM
101	New Employee orientation, policy manual, HR	3/8/2017 12:04 PM
102	n/a	3/7/2017 5:10 PM
103	When we get our policies approved by the Board of Directors, we'll share it with the staff during a staff meeting where each employee will receive a copy.	3/5/2017 10:36 PM
104	places I have worked in the past that had it did not want it abused but did want it used if sick - no one wants everyone to be too ill to be effective at work.	3/4/2017 7:51 AM
105	We're told about it in our first week, and even temporary and seasonal employees (who don't have access to the other benefits) have access to it.	3/2/2017 6:42 PM
106	Employee handbook of benefits for benefit eligible employees.	3/2/2017 2:01 PM
107	Yes	3/2/2017 5:59 AM
108	na	3/1/2017 11:58 PM
109	Education - Union does a good job of information.	2/26/2017 1:09 PM
110	Company handbook. On-line materials. Trained supervisors. Knowledgeable HR staff.	2/23/2017 3:46 PM
111	Handbook and once a year webinar	2/22/2017 3:39 PM

Earned Sick and Safe Time Employee Survey

112	It is listed in our contract and gone over in person with HR upon hire.	2/21/2017 6:10 PM
113	N/A	2/21/2017 9:52 AM
114	Human Resources touches on the PTO policy a little bit when initially hired.	2/20/2017 5:00 PM
115	they tell us during orientation	2/20/2017 12:58 PM
116	N/A	2/19/2017 9:09 PM
117	Giving them a copy of the policy. What's there to educate? If you have a question, ask.	2/17/2017 2:15 PM
118	This is done initially as part of new hire training and then department-specific rules are addressed by one's supervisor as the need arises.	2/16/2017 9:17 PM
119	through our accountant	2/16/2017 8:21 PM
120	N/A	2/16/2017 6:34 PM
121	Policy handbook. Orientation	2/16/2017 4:39 PM
122	We use PTO.	2/16/2017 3:50 PM
123	It's mentioned	2/16/2017 1:46 PM
124	We learn about it in orientation.	2/16/2017 10:32 AM
125	NA	2/16/2017 12:27 AM
126	They tell you how many days a year you get.	2/15/2017 10:51 PM
127	All are told when they are hired	2/15/2017 9:56 PM
128	N/A	2/15/2017 8:22 PM
129	We find out about it as we are hired.	2/15/2017 8:16 PM
130	I work for a non-profit that is working on implementing this soon:-)	2/15/2017 7:24 PM
131	We learn about sick time from our HR department during onboarding.	2/15/2017 10:44 AM
132	Employee handbook, discussed at staff meetings if need be	2/15/2017 10:07 AM
133	Employee handbook	2/15/2017 9:44 AM
134	New hire intro	2/15/2017 9:11 AM
135	Employee handbook and when yo need it	2/14/2017 8:19 PM
136	Employee manual	2/14/2017 5:51 PM
137	Talk with manager	2/14/2017 5:16 PM
138	At the point of hiring, in the employee handbook, the policy is described as well as the process for using the earned sick and safe time.	2/14/2017 5:15 PM
139	It is not really discussed and very little abuse exists. Everyone is on their honor.	2/14/2017 5:14 PM
140	When we hire, I know that it's gone over, and then after it's up to your direct manager to inform when you are sick, and how it all works.	2/14/2017 4:55 PM
141	covered in orientation and available in policy manual	2/14/2017 4:22 PM
142	Through handbooks and procedure manuals.	2/14/2017 3:36 PM
143	The employee handbook. Supervisors are very flexible with sick time and personal time. Has not been an issue for my family in 20 years of working for this small business.	2/14/2017 3:23 PM
144	Have meetings once a week.	2/14/2017 2:53 PM
145	Orientation, website, occasional emails.	2/14/2017 2:47 PM
146	The policy would be written in our employee handbook.	2/14/2017 2:16 PM
147	Supervisor and human resources	2/14/2017 2:05 PM
148	we have a general paid time off policy to use with in the allotted time we have to use however we need to	2/14/2017 2:01 PM

Earned Sick and Safe Time Employee Survey

149	Through the Human Resource Department.	2/14/2017 1:57 PM
150	It is in our handbook.	2/14/2017 1:52 PM
151	A handbook is provided to all new employees but is not explained. The employee has to ask if they want information on it.	2/14/2017 1:33 PM
152	In employee handbook. Employee is responsible for educating themselves. No training.	2/14/2017 1:19 PM
153	Sick leave and sick and family leave is part of a collective bargaining agreement (CBA).	2/14/2017 1:15 PM
154	Mentioned when hired.	2/14/2017 1:11 PM
155	It is printed in our contract and it is the responsibility of each employee to read the contract. In addition, HR will review it with employees and answer any questions.	2/14/2017 1:01 PM
156	During on-boarding and through online references	2/14/2017 12:57 PM
157	It's not a sick/safe "policy;" it's sick time and paid vacation/personal time off. My company doesn't make me tell them why I'm using my hours.	2/14/2017 12:41 PM
158	Not applicable. No sick time at my current employer.	2/14/2017 12:38 PM
159	We do not get sick time.	2/14/2017 12:23 PM
160	We have policy documentation everywhere. I've never looked it up, but I'm confident I could search our HR page for a policy concerning extended leave options or contact my area HR Representative. I, personally, have a good working relationship with my manager, and whenever I have questions about policies, I try asking him first. He usually either knows, or can direct me to the best person to ask.	2/14/2017 12:20 PM
161	It's outlined in our contract.	2/14/2017 12:15 PM
162	Verbally at hire, and written employee handbook.	2/14/2017 12:10 PM
163	We have paid time off (PTO) that can be used for vacation, sick time, safe time, etc.	2/14/2017 12:05 PM
164	Email, printed copy, and optional information sessions.	2/14/2017 12:05 PM
165	Hand book.	2/14/2017 12:05 PM
166	During the Interview process & online publications.	2/14/2017 12:05 PM
167	Employees are advised at hiring and reminded periodically. Our organization makes significant accommodations to make sure our employees are well taken care of, because they value us. At least that's how it feels, because they treat us as their greatest asset.	2/14/2017 12:03 PM
168	Once upon hire, and yearly.	2/14/2017 12:03 PM
169	During Orientation and it's clearly stated in our handbook	2/14/2017 12:02 PM
170	There is not education.	2/14/2017 12:00 PM
171	Through the Employee Manual.	2/14/2017 11:59 AM
172	I believe they have an orientation for new employees. They did not have this in place when I started working here in 2002.	2/14/2017 11:58 AM
173	We have personal one-on-one conversations like adults and address every situation individually.	2/14/2017 11:55 AM
174	N/A	2/14/2017 9:38 AM
175	I don't know	2/14/2017 9:01 AM
176	N/A	2/13/2017 10:03 PM
177	Labor contract	2/13/2017 10:02 PM
178	We have a consult with HR when we are hired.	2/13/2017 9:46 PM
179	Open access to the human resources department. Hiring packet.	2/13/2017 9:26 PM
180	Union contract	2/13/2017 9:18 PM
181	During benefit enrollment.	2/13/2017 5:20 PM
182	meetings	2/13/2017 5:03 PM

Earned Sick and Safe Time Employee Survey

183	Written policy	2/13/2017 3:44 PM
184	informs them on employment and works with us if we have a problem	2/13/2017 3:39 PM
185	It's in the employee handbook; plus employees can talk to HR.	2/13/2017 3:31 PM
186	Yes	2/13/2017 2:55 PM
187	In our orientation.	2/13/2017 2:42 PM
188	mention it at company meetings when there are concerns	2/13/2017 2:18 PM
189	We have an employee handbook that everyone has access to. Policies are reviewed when employees are hired.	2/13/2017 2:17 PM
190	Part of their on-boarding training	2/13/2017 1:58 PM
191	It is a part of training and employee handbook.	2/13/2017 1:47 PM
192	Human Resources meets with new employees at the beginning of their employment.	2/13/2017 1:45 PM
193	yes	2/13/2017 1:03 PM
194	N/A	2/13/2017 1:02 PM
195	Our HR person educates employees	2/13/2017 12:59 PM
196	We have paid time off that we are able to use at any time for any reason and are told about it during new employee training.	2/13/2017 12:49 PM
197	Through union.	2/13/2017 12:44 PM
198	They send a letter with our pay stubs.	2/13/2017 12:33 PM
199	Employee handbook. A good business will highlight this as a perk of the job - in turn being a more desired job - attracting better employees.	2/13/2017 12:22 PM
200	Not sure. Maybe when first start at orientation meeting.	2/13/2017 12:18 PM
201	It doesn't educate employees of the policy	2/13/2017 12:16 PM
202	Orientation	2/13/2017 12:10 PM
203	it is in the union handbook.	2/13/2017 12:06 PM
204	during an orientation process	2/13/2017 12:03 PM
205	Though superiors and employee handbook.	2/13/2017 11:56 AM
206	Orientation	2/13/2017 11:51 AM
207	Emails, newsletters, events	2/13/2017 11:50 AM
208	It is explained when people are hired.	2/13/2017 11:49 AM
209	they don't. they announce at a staff meeting that they were taking away previous sick time and cutting it down. they expect us to catch it in the employee handbook or learn from experiences when one tries to take it off & gets denied	2/13/2017 11:47 AM
210	Limited education.	2/13/2017 11:41 AM
211	It is part of the union contract and also guidance from human resources.	2/13/2017 11:32 AM
212	Upon hire and through handbook and other communications.	2/13/2017 10:52 AM
213	It is in their personnel file and is explained in orientation.	2/13/2017 10:18 AM
214	N/A	2/13/2017 9:19 AM
215	New hire process.	2/13/2017 9:17 AM
216	Annual education after initial hire.	2/12/2017 11:52 PM
217	In contract.	2/12/2017 2:18 PM
218	Ha ha.	2/12/2017 12:58 PM
219	Explained in a written policy, explained at hire and in my letter when hired.	2/12/2017 11:55 AM

Earned Sick and Safe Time Employee Survey

220	They have onl resources and an occasional seminar on health programs.	2/12/2017 11:47 AM
221	Company handbook, memos.	2/12/2017 3:18 AM
222	We know the criteria for earning paid time off and are notified annually how much paid time off we have earned for the next year.	2/11/2017 10:57 PM
223	All employees received training on policies when they are hired.	2/11/2017 10:01 PM
224	N/A	2/11/2017 8:40 PM
225	Orientation	2/11/2017 5:34 PM
226	New workers get a few days of training.	2/11/2017 4:46 PM
227	We just call it PTO (paid time off) and you use it as needed. This is gone over at hiring, and policy is easily accessed from any computer at work or home.	2/11/2017 3:02 PM
228	With orientation.	2/11/2017 1:41 PM
229	I simply let any employee know that they are free to take any time that they need off, off, provided they get their work done and our overall productivity isn't impacted.	2/11/2017 1:16 PM
230	We are informed about our ability to make up work or we can discuss the need for paid time off as the situation demands. We just don't 'earn' it.	2/11/2017 11:08 AM
231	New employee orientation, I can ask my manager, policy books are available	2/11/2017 10:47 AM
232	it's in the policy handbook and supervisors make sure employees understand the policy and are good about answering questions folks might have	2/11/2017 7:24 AM
233	Our policy is included in the forms they sign when they start working for us.	2/11/2017 7:12 AM
234	Through employee orientation	2/10/2017 11:46 PM
235	Through the employee handbook and employee orientation, mostly.	2/10/2017 11:01 PM
236	Through its orientation process. The option also appears on every timesheet we submit.	2/10/2017 10:33 PM
237	Yes.	2/10/2017 10:00 PM
238	HR and new employees training.	2/10/2017 9:59 PM
239	It is in the manual	2/10/2017 9:57 PM
240	My employer doesn't. They have told me to get AFLAC.	2/10/2017 8:47 PM
241	In a policy meeting after being first hired.	2/10/2017 8:38 PM
242	Agency I work for does not have a formal education plan but sick and safe time is pretty entrenched in our agency culture.	2/10/2017 8:19 PM
243	No policy in place	2/10/2017 7:56 PM
244	Handbook.	2/10/2017 6:37 PM
245	Managers tell us - sometimes	2/10/2017 6:32 PM
246	Supervisor addresses upon hire as a benefit and is in employee manual and available to answer questions.	2/10/2017 6:27 PM
247	One bucket of Paid Tlme off....if you don't use it all in the year you can roll over 40 hrs PTO to the next yr. United is very good about encouraging folks to use their PTO. If you don't use it, its your own fault and looked down on.	2/10/2017 6:26 PM
248	Union contract	2/10/2017 5:37 PM
249	N/A	2/10/2017 5:34 PM
250	Employee handbook or HR	2/10/2017 5:32 PM
251	It doesn't educate, people are expected to figure it out for themselves	2/10/2017 5:16 PM
252	HR website, email, on-boarding procedures	2/10/2017 5:10 PM
253	Part of our new employee orientation.	2/10/2017 4:49 PM
254	N/A	2/10/2017 4:25 PM

Earned Sick and Safe Time Employee Survey

255	Written policy, culture of discouraging use.	2/10/2017 4:22 PM
256	My employer is very generous and forthcoming about the benefits they choose to freely offer. New employees are guided through these offerings on their first day of employment. No intervention by government is necessary.	2/10/2017 3:54 PM
257	personal policies	2/10/2017 3:38 PM
258	It is part of our overall time off package, which is why I think sick & safe time should be calculated separately. When it is part of overall time off, people will often forego taking a sick day to save time for vacation, or not take vacation (also good for health) if they use up all of their time because of illness.	2/10/2017 3:06 PM
259	explain what instances this would work especially safe leave, what is covered with it and what is not.	2/10/2017 2:55 PM
260	it is part of my collective bargaining agreement	2/10/2017 2:35 PM
261	Information is given verbally and in written form at orientation. Supervisors receive regular training on the policies so that they are aware of what they can do and what those who report to them can do. Policies are also reviewed quarterly during staff meetings with general employees.	2/10/2017 2:11 PM
262	New Employee Orientation, benefit guides, employee website, employee handbook.	2/10/2017 2:08 PM
263	In HR upon hire...the "benefits package ".	2/10/2017 1:59 PM
264	New employees complete an orientation where all policies are explained.	2/10/2017 1:59 PM
265	HR training.	2/10/2017 1:05 PM
266	Company handbook	2/10/2017 1:00 PM
267	Employee handbook	2/10/2017 12:56 PM
268	Not well. How much accrues and when are unclear.	2/10/2017 12:41 PM
269	New employee orientations.	2/10/2017 12:34 PM
270	Doesn't really. Employees educate each other.	2/10/2017 12:21 PM
271	Training	2/10/2017 12:19 PM
272	They dont, you have to ask. Union is involved though so they try to help.	2/10/2017 12:18 PM
273	Corporate policy handbook	2/10/2017 12:14 PM
274	Handbooks, orientation, mail, etc. Company makes an effort to make it easy to understand.	2/10/2017 11:48 AM
275	New employee orientation and union contract books	2/10/2017 11:37 AM
276	employee handbook, meetings, emails	2/10/2017 11:03 AM
277	Information provided at time of hire - employee orientation.	2/10/2017 10:53 AM

Q14 How does your policy at work, or lack of policy affect you or your family?

Answered: 293 Skipped: 160

#	RESPONSES	DATE
1	Right now it doesn't but I don't know our policy	5/10/2017 3:49 PM
2	Doesn't too much really	5/10/2017 3:48 PM
3	I'm not eligible for any of it	5/10/2017 3:46 PM
4	it doesn't	5/10/2017 3:40 PM
5	If I call in I loose those hours, I missed	5/10/2017 3:37 PM
6	I never call in so I don't use my sick time up it goes to waste	5/10/2017 3:35 PM

Earned Sick and Safe Time Employee Survey

7	The lack of policy doesn't affect me because my hours are flexible. It would hurt me financially if I had to miss lots of work.	5/10/2017 3:31 PM
8	Lose money or go to work sick	5/10/2017 3:27 PM
9	doesn't	5/10/2017 3:21 PM
10	Everyone in family ends up sick	5/10/2017 3:19 PM
11	Missing work means losing money	5/10/2017 3:17 PM
12	Postively	5/10/2017 3:11 PM
13	Able to breathe easy knowing have time available to use	5/10/2017 3:02 PM
14	The lack of a policy affects my parents and siblings. of 9 of us only 2 of us have currently paid sick time	5/10/2017 2:58 PM
15	Good to know we can	5/10/2017 2:55 PM
16	I feel supported by my policy as does my family. I feel little worry about taking time to care for myself or my family	5/10/2017 2:52 PM
17	I am grateful to have paid time off as I did not have it previously	5/10/2017 2:49 PM
18	I am able to take sick time to care for myself and son. Reduces anxiety, stress and keeps me healthy	5/10/2017 2:46 PM
19	The security of knowing its available. I have an extensive "bank" of sick time accrued already. If I got ill or needed surgery knowing I can recuperate for several weeks/months without worry of no income is very satisfying and one less thing to worry about.	5/10/2017 2:40 PM
20	No impact to me. It's not something I abuse its a safety net in the event its needed. Not an entitlement which is a concern I feel this could become	5/10/2017 2:33 PM
21	It's always there if needed	5/10/2017 2:31 PM
22	The lack of policy. It makes me uncomfortable when I need to take time off from work and fear what might happen when I get back to work	5/10/2017 2:29 PM
23	If I were to call in sick, I would lose the money	5/10/2017 2:26 PM
24	We have a PTO program. We can earn PTO by working sometimes it can be hard to get time off depending on staffing, etc	5/10/2017 2:14 PM
25	I have to use personal time when sick allowing no enjoyable vacation time	5/10/2017 2:11 PM
26	I feel safe, I feel like I am valued. I feel like I or my gals (kids) can be sick and I won't loose out on rent. I feel like I'm not just surviving but thriving. It's an amazing feeling!	5/10/2017 2:10 PM
27	From caregiving for a loved one. Students not in school so parents could work	5/10/2017 2:06 PM
28	I'm in a fortunate position myself. My significant other helps me but I'm very concerned about others who do not have a "safety net"	5/10/2017 2:03 PM
29	Used to not have it! Glad I do now	5/10/2017 1:54 PM
30	It was always a "safety net"	5/10/2017 1:52 PM
31	I feel nervous if I'm sick that if I call in I could possibly lose my job so I go in anyway.	5/10/2017 1:49 PM
32	Adds stress to the family -- sick family and smaller paychecks :(5/10/2017 1:46 PM
33	It doesn't	5/10/2017 8:22 AM
34	Works great	5/10/2017 8:20 AM
35	I work so little I'm not affected. I'm disabled	5/10/2017 8:19 AM
36	Don't have time to feel better	5/10/2017 8:17 AM
37	Not good	5/10/2017 8:14 AM
38	I can't buy enough food or pay bills than I fall behind	5/10/2017 8:12 AM
39	Doesn't	5/10/2017 8:01 AM
40	Very beneficial for regaining health	5/10/2017 8:00 AM

Earned Sick and Safe Time Employee Survey

41	Very supportive, I feel secure	5/10/2017 7:57 AM
42	Allows me to take sick time	5/9/2017 10:56 PM
43	NA because I don't have a job	5/9/2017 10:51 PM
44	NA	5/9/2017 10:47 PM
45	Hard to get well when sick if you keep going out. You don't have time to get well, so you keep getting sick	5/9/2017 10:44 PM
46	NA	5/9/2017 10:39 PM
47	go to work sick sometimes	5/9/2017 10:36 PM
48	death in family cause me to use a lot of PTO. I skipped lunches often to make up for missed work when PTO ran out	5/9/2017 10:32 PM
49	Allows me to take time if needed	5/9/2017 10:30 PM
50	NA	5/9/2017 10:18 PM
51	Punished for having to take time off with pay, etc	5/9/2017 10:14 PM
52	great employer	5/9/2017 10:12 PM
53	NA	5/9/2017 10:07 PM
54	I'n always affected financially because my wages have been traditionally low in the past	5/9/2017 10:04 PM
55	cannot stay home when sick strained for resources if child is sick	5/9/2017 9:58 PM
56	I don't work bills fall behind always putting out money never getting ahead	5/9/2017 9:55 PM
57	unknown	5/9/2017 9:52 PM
58	Hesitate to call in sick and miss out on the needed income	5/9/2017 9:51 PM
59	Um....Duh, more seizures, less \$, lower quality of life	5/9/2017 9:45 PM
60	Perk. My PTO is a hard work employee union contract	5/9/2017 9:36 PM
61	I fear calling in could cost me my job so I rarely ever do	5/9/2017 9:29 PM
62	It hurts me and my family that they can make me come in if my son is sick -- but they can find no replacement for me at work	5/9/2017 9:20 PM
63	But! I want a union too! a few paid sick days would be lovely	5/9/2017 9:12 PM
64	No impact	5/9/2017 9:08 PM
65	I have sent my kids to school with a fever	5/9/2017 9:06 PM
66	less \$ money	5/9/2017 8:56 PM
67	NA	5/9/2017 8:50 PM
68	It is irreplaceable -- I don't have to worry about taking time off and when I don't use it it accumulates so that in the future if I or my family has a health crisis, it is available.	5/9/2017 8:35 PM
69	This has already been stated. It affects my family because I feel I don't have an option but to work when either my children or myself are sick. I can't afford to not get paid for work.	4/20/2017 7:25 AM
70	If kids or I am sick I have to take pto. I can't even choose to go unpaid	4/20/2017 4:58 AM
71	We don't have an issue but clearly as noted above my support staff have issues. I am adamant that I fo not want my other patients nor my other staff nor me put at risk. It is completely irresponsible.	4/20/2017 3:05 AM
72	Not much. I go to work sick because of client reactions and policy wondering impact that very much.	4/19/2017 2:05 PM
73	Good, works great	4/19/2017 12:36 PM
74	I have come to work sick	4/19/2017 1:13 AM
75	Increase anxieties	4/17/2017 7:11 PM

Earned Sick and Safe Time Employee Survey

76	I have been dealing with stomach issues and often went to work feeling like I was going to puke. I have been scolded for not going to work when the weather was really bad.	4/17/2017 6:46 PM
77	It affects me because if I am sick and I call into work, it gets put in my file.	4/17/2017 1:24 PM
78	n/a	4/14/2017 11:15 AM
79	NA	4/13/2017 6:41 PM
80	I have had to take two days off because I was too sick to work, that caused financial problems.	4/12/2017 2:45 PM
81	It feels daunting to ask for leave from work when ill.	4/11/2017 9:59 PM
82	helps a lot	4/10/2017 1:30 PM
83	I can stay home most times I need to.	4/9/2017 1:41 PM
84	It helps to have sick days.	4/7/2017 3:18 PM
85	Essentia health threatens employees with termination if they do not achieve a 97% attendance.	4/7/2017 2:47 PM
86	It is a valued benefit and as a single parent it helps so I don't lose wages if my child or myself are sick.	4/7/2017 2:44 PM
87	I use existing sick time to care for family members when needed.	4/7/2017 2:35 PM
88	Greatly. No pay for sick/safe time leaves no option to stay home while sick, leaving opportunities for the germs to spread and unsatisfied and unhappy employees bc they have to work while not feeling well.	4/7/2017 2:29 PM
89	It's very helpful with young children	4/7/2017 12:09 PM
90	Better mental health.	4/6/2017 9:36 AM
91	I am able to stay home when I'm sick and not lose pay.	4/3/2017 10:52 PM
92	I'm very fortunate for sick time at my place of work. It allows me to take time off to recover from an illness without feeling guilty for doing so. However, I would love to change the policy of maternity/paternity leave because we are required to use our sick and vacation time on maternity leave if we wish to be paid. That isn't fair.	4/3/2017 8:50 AM
93	It does not	3/29/2017 10:57 AM
94	It allows us to not worry should either of us become sick or need to take care of the other. The policy provides peace of mind.	3/27/2017 11:18 AM
95	It allows me to take vacation and to stay home when necessary. Even with time off, I still go to work sick.	3/27/2017 9:43 AM
96	I mostly feel supported at work.	3/24/2017 9:17 AM
97	Stress tension agitation	3/23/2017 6:05 PM
98	Often feel over-worked and unable to get a break.	3/23/2017 2:17 PM
99	So far so good	3/23/2017 1:24 PM
100	I had unpaid time off that should have been paid time off after a traumatic incident in my life.	3/23/2017 12:50 PM
101	I go in if I am sick, I worry about if I am going to be reprimanded if I do not feel I should be there and choose to call in -I lose both my hourly wage and any tips which is why I will go even when feeling like crap.	3/23/2017 11:01 AM
102	I end up going to work sick often, and working in a restaurant that puts others at risk	3/21/2017 7:05 PM
103	I broke my ankle 8 weeks ago and have been out of work since then. I wait tables and do not receive any benefits or paid time off so I'm making \$0 right now :-/	3/21/2017 2:04 AM
104	I am able to take time of work when I am not feeling well without worrying about facing repercussions from my administrator.	3/20/2017 8:48 PM
105	I work over 40 hours a week, but not at the same place, so I don't get paid sick time at all.	3/20/2017 8:42 PM

Earned Sick and Safe Time Employee Survey

106	No one wants to feel like they have to fight when they need to care for those they love, but hours still need to be covered, and at additional cost if any leave is paid for. The time I took off was without pay, and it was still hard to get. Basically, I took it the week I knew my dad was dying in a town that it took me 1 1/2 hours to get to. Bottom line, this all comes at a cost that SOMEONE has to pay for.	3/20/2017 7:59 AM
107	I'm always scared to lose my job if I call in	3/19/2017 11:19 PM
108	Causes a lot of stress. When working sick you are apt to make errors in which you can be reprimanded or let go with no consideration that they made you work while ill.	3/19/2017 9:44 PM
109	The current policy doesn't affect me or my family.	3/18/2017 9:41 PM
110	It doesn't. If I needed to use it I'm sure it would positively affect my family so I could be home.	3/17/2017 2:47 PM
111	It's quite adequate for me, personally.	3/17/2017 2:12 PM
112	The policy I have at my work is great. I earn hours on each paycheck and they accrue over time. They are never taken away, except when used. It allows me to take the time off when I need it and not have to make choices about whether I will get paid for that day or not. It allows me to focus on my health and the health of my family rather than trying to get work done sick. It allows me to take time in the afternoon to take my family to dentist, dr, therapy appointments. It allows me to take the day off when my partner is going to have surgery because lets be real, I wouldn't get any work done if I was at work anyways.	3/14/2017 10:35 AM
113	No affect	3/9/2017 11:38 PM
114	Yes I explain earlier.	3/9/2017 6:01 PM
115	Having these policies be the option of my employer provides me with a job in my community rather than having to commute.	3/8/2017 12:04 PM
116	n/a	3/7/2017 5:10 PM
117	Because I have the flexibility to make my own schedule, this issue does not currently affect me.	3/5/2017 10:36 PM
118	makes it a hardship to work	3/4/2017 7:51 AM
119	At my job that has earned sick and safe time, it has been a godsend. I can actually stay home when I'm sick, which I've never experienced before.	3/2/2017 6:42 PM
120	n/a	3/2/2017 2:01 PM
121	This week I took off a half day of work because my co-worker has again come in sick. I felt it would cost me less to take a half day off than get sick and end up at the dr. again. We also have a high deductible insurance so my cost is out-of-pocket until I spend \$4500.00.	3/2/2017 11:26 AM
122	We have sick time and this is guaranteed because we are union. I am able to take my 81 year old dad to medical appointments using sick time.	3/2/2017 5:59 AM
123	No pay for any sick time puts us in a tight spot when needed.	3/1/2017 11:58 PM
124	Adds job security and support the family.	2/26/2017 1:09 PM
125	My policy allows me to take of time when needed, which works well for my family.	2/23/2017 3:46 PM
126	Only giving paid sick leave to the rich people or high level positions of people at my workplace makes the poorer people or lesser paid people of the plant disgruntled. And makes them feel (Second Class).	2/22/2017 11:48 PM
127	able to stay home for sick time and if i just need time i can	2/22/2017 3:39 PM
128	if I'm sick, I don't get paid.	2/21/2017 1:55 PM
129	Loss of wages when staying home sick would affect us financially.	2/21/2017 9:52 AM
130	It means I know I have to work when I'm sick, even if I could find someone to cover for me if it was an emergency I would lose at least an 1/8 of my paycheck for one lost day.	2/20/2017 10:39 PM
131	I only use PTO when I absolutely have to.	2/20/2017 5:00 PM
132	I don't think my work offers sick leave so I have had to use my PTO which I feel bad about using because I could have used that time to go toward an actual vacation.	2/20/2017 3:20 PM
133	I can take time off when I want to either for vacation or sick time	2/20/2017 12:58 PM

Earned Sick and Safe Time Employee Survey

134	My work gives a generous amount of PTO days to be used as I see fit.	2/19/2017 9:09 PM
135	Cannot take time off when sick.	2/17/2017 7:30 PM
136	Helps me save my vacation for relaxation.	2/17/2017 2:15 PM
137	Other than the obvious frustration that occurs, we just end up going in to work because what else are we able to do?	2/17/2017 11:26 AM
138	Overall, despite some limitations, the PTO grant I get is in my opinion one of the best features of my benefit package at UHG. It would be even better if we were able to make short notice requests without repercussions and if a few restrictions regarding its use around holidays were removed. It is a strong incentive for me to remain employed with my employer.	2/16/2017 9:17 PM
139	if affects it greatly because if i get sick or need to take care of a loved one I am able to do so	2/16/2017 8:21 PM
140	It does not. I conduct myself in a responsible manner.	2/16/2017 6:34 PM
141	it's a benefit, but even before when I worked at places that didn't have it I never felt like I would lose my job or that I couldn't call in sick	2/16/2017 4:39 PM
142	It rarely comes into play, but when members of my family are sick, I take PTO to stay home with them.	2/16/2017 3:50 PM
143	Doesn't	2/16/2017 1:46 PM
144	Unable to see extended family	2/16/2017 11:26 AM
145	It is nice to have sick time off, but employers let good employees have it. It is the bad employees this impacts.	2/16/2017 10:32 AM
146	Very little impact	2/16/2017 12:27 AM
147	I believe we all need to work and earn these kind of benefits. Larger companies should be able to have them. Sick leave banks where other employees may donate their sick days is a an answer. I have so many I cannot ever use them, I wish I could donate.	2/15/2017 9:56 PM
148	we handle it	2/15/2017 8:22 PM
149	Works for me	2/15/2017 8:16 PM
150	Right now I just have unpaid call in, which is hard because I'm a single mom and have to choose when I'm sick between money and my health. More often then none I go in sick anyway so I don't miss hours. Unless I know I'm contagious.	2/15/2017 7:24 PM
151	I feel comfortable staying home from work when I'm ill.	2/15/2017 10:44 AM
152	N/A	2/15/2017 10:07 AM
153	Although the sick time is there, it doesn't seem to motivate me to stay home. I still end up going to work most days that I am sick. I don't think a sick or safe time policy will effectively change behavior.	2/15/2017 9:44 AM
154	It doesn't	2/15/2017 12:20 AM
155	Not much, no kids at all, I'm fortunate!	2/14/2017 8:19 PM
156	Does not	2/14/2017 5:51 PM
157	Having access to earned sick time enables me to be a productive employee and actively contribute to the overall success of the organization.	2/14/2017 5:15 PM
158	I have a great benefit package. I take very little sick time and am honorable and honest when I use the time. I respect that I am fortunate to have options and coverage when I or my family needs care.	2/14/2017 5:14 PM
159	It would be nice to accrue more time off for things like sick kids. But currently I have adequate time to still have vaca time, and extra time to take off if my kids are sick. There have been times where I have been coming back from time off, then not having any PTO, and one of my kids gets sick. But in that case, my wife was able to work from home. However(!) I understand that this is not normal for the rest of the city, and we are very lucky to be able to. If she weren't able to work from home, we would have either sent the sick kid to school, or I think I could "go in the hole" for PTO. If not a day off with no pay. Or work much longer hours the rest of the week.	2/14/2017 4:55 PM
160	I have earned ample paid time off to use as I need. It is an earned benefit that has been valuable.	2/14/2017 4:22 PM

Earned Sick and Safe Time Employee Survey

161	Comfort knowing that if I'm sick, I'll be taken care of	2/14/2017 3:36 PM
162	It has always been very positive.	2/14/2017 3:23 PM
163	Does not.	2/14/2017 2:53 PM
164	It has made it possible to take care of myself, my children and spouse when needed.	2/14/2017 2:47 PM
165	we have a very good policy we get PTO based on years of service given to us every month to use however we need.	2/14/2017 2:01 PM
166	Take a huge burden off the care-giver not worrying about being reprimanded at work. Also makes for a more productive, happier employee that in turn makes for a more happier home environment.	2/14/2017 1:57 PM
167	We have a policy. Even with a policy, though, people still come to work sick.	2/14/2017 1:52 PM
168	It's pretty good. My employer is flexible and understanding.	2/14/2017 1:33 PM
169	Able to get health care (i.e. doctor, dentist, minute clinic, urgent care) appointments when needed.	2/14/2017 1:19 PM
170	Very little. I rarely use sick leave.	2/14/2017 1:15 PM
171	This year I have had to use sick time and am most grateful to my employer for the time off to recover and not infect my fellow staff members.	2/14/2017 1:01 PM
172	No impact. I have a sick bank and a time off bank, plus short-term disability/long-term disability coverage that I pay for through my employer. It works well.	2/14/2017 12:41 PM
173	Relies on staff to complete work at home at some point during the week,	2/14/2017 12:38 PM
174	The PTO and comp time policies where I work allow me to accrue PTO with every hour that I work. For every hour I work that is more than my base hours, I earn comp time. I also control whether PTO and/or comp time gets saved up or paid out to me. This gives me autonomy and puts me in control of how I manage my time. It gives me the freedom to use it as I wish, and I am also responsible for using it appropriately.	2/14/2017 12:24 PM
175	I go to work when I'm sick. It takes me much longer to recover and I usually end up getting coworkers and family sick.	2/14/2017 12:23 PM
176	It allows me a certain peace of mind knowing I have options available if needed. Having regular flexible hours of time off that I can manage and plan for each year has been a great relief. I worked for a number of years without sick time available, and I know what it's like to not be able to pay rent because of the flu.	2/14/2017 12:20 PM
177	my policy is fine. WE have PTO Use it the way you want/or need to. We get 4 weeks a year. It's more than generous.	2/14/2017 12:15 PM
178	I'm able to care for myself and my family without the stress of missing a paycheck.	2/14/2017 12:15 PM
179	I am able to take days off when needed, for any personal reason.	2/14/2017 12:05 PM
180	I have plenty of time to take when I need, at my discretion.	2/14/2017 12:05 PM
181	It's an advantage but with any benefit package it comes with lower wages to achieve that benefit.	2/14/2017 12:05 PM
182	Nope	2/14/2017 12:05 PM
183	It has made all the difference in being able to be there for my children as-needed, and deal with my own health issues, when I need to do so, without fear of negative repercussions. It contributes profoundly to my sense of work-life balance, and I feel appreciated.	2/14/2017 12:03 PM
184	I'm able to take my children to appointments and stay home with them when they're sick.	2/14/2017 12:03 PM
185	It works very well. I know there are some employees who take advantage of it for reasons it's not meant for. Some see these days as extra vacation days and that's unfortunate.	2/14/2017 12:02 PM
186	I often lean on my spouse to take time off because I have an overwhelming feeling of guilt and stress.	2/14/2017 12:00 PM
187	It covers my needs very well.	2/14/2017 11:59 AM
188	Having to provide a note from my doctor in order to use sick time is absurd. Sometimes a person is sick enough to stay home but isn't sick enough to see a doctor. It also costs money (co-pay) to see a doctor.	2/14/2017 11:58 AM
189	N/A	2/14/2017 11:55 AM

Earned Sick and Safe Time Employee Survey

190	N/A	2/14/2017 9:38 AM
191	Retirement issues	2/14/2017 9:01 AM
192	We have contingency plans in place for illness, etc . If there is a loss of some income we rearrange the allocation of our funds to deal with it.	2/13/2017 10:03 PM
193	Helps me stay productive at work	2/13/2017 10:02 PM
194	Having good benefits is one of the best parts of my job. Being able to take time off when I'm sick is really helpful.	2/13/2017 9:46 PM
195	I have to use PTO when sick.	2/13/2017 9:46 PM
196	It helps when someone gets sick. But a good budget and financial planning can help alleviate any missing income as well.	2/13/2017 9:26 PM
197	Benefits are incentive to stay with employer.	2/13/2017 9:18 PM
198	It doesn't now. When I was on daycare assistance, I would have to pay for daycare if my child was sick and I would not get paid unless I lied and said that I was sick (not my child)	2/13/2017 5:20 PM
199	not at all	2/13/2017 5:03 PM
200	It works perfectly for my family. I have my earned vacation time which I can plan on and if a child is sick or I am sick I can take that as needed.	2/13/2017 4:06 PM
201	none	2/13/2017 3:44 PM
202	It is great to have an employer that appreciates the employee if the employee is doing their job when the times call for it.	2/13/2017 3:39 PM
203	Our policy works well for me.	2/13/2017 3:31 PM
204	I am less likely to pick up sickness while at work	2/13/2017 2:55 PM
205	It positively affects us by allowing for recovery time to shorten illness and stopping the spread of disease.	2/13/2017 2:42 PM
206	not much yet	2/13/2017 2:18 PM
207	It has been beneficial	2/13/2017 1:58 PM
208	Works very well.	2/13/2017 1:47 PM
209	It is a big benefit.	2/13/2017 1:45 PM
210	It helps us in time of need	2/13/2017 1:03 PM
211	My partner and I do not have kids, but we would like to start a family soon. Having no access to earned sick and safe time is stopping us from having kids at this moment because of the financial burden.	2/13/2017 1:02 PM
212	My husband has not had this and has had to go to work sick instead of taking time to recover. It adds day-to-day stress.	2/13/2017 12:59 PM
213	It gives me nice flexibility.	2/13/2017 12:49 PM
214	With it taken advantage of, makes it harder of co workers.	2/13/2017 12:44 PM
215	I feel relieved that they care enough about their clients that they do not want us spreading illnesses to them.	2/13/2017 12:33 PM
216	My employer offers time off. This keeps me from getting my co-workers sick (keeping them productive) and maybe even my neighbors on the bus from catching my illness.	2/13/2017 12:22 PM
217	It works good.	2/13/2017 12:18 PM
218	Have took look up information on it and takes to much time	2/13/2017 12:16 PM
219	Does not	2/13/2017 12:10 PM
220	i know that it is there, but i don't feel i can access it. it is also abused by some folks.	2/13/2017 12:06 PM
221	This currently affects my family due to the fact that my mother has moved in with me and is less and less able to get to appointments. This policy affords me to be able to take the time I need to help her without the guilt of missing work.	2/13/2017 12:03 PM

Earned Sick and Safe Time Employee Survey

222	It doesn't.	2/13/2017 11:56 AM
223	We are more financially secure (because I have ample paid time off).	2/13/2017 11:51 AM
224	It's wonderful because we have one. When I didn't have one it was horrible. I had one employer tell me to put my child in the hospital when she had chicken pox. Because I had to come to work.	2/13/2017 11:50 AM
225	Sick leave is available if someone at work is sick or not feeling well.	2/13/2017 11:49 AM
226	it makes is hard to decide to whether stay home or save it for vacation. I am lucky to have a parent who is retired to is willing to take them when they are sick or meet at the doctors offices for appointments	2/13/2017 11:47 AM
227	With children, the time is typically not enough and falls short of what can be expected with a working family. Family should be first and not taken for granted by the employer. More sick/safe time does not mean it will be used, but is there for when needed.	2/13/2017 11:41 AM
228	I have a very good policy. Currently, I have a parent who needs additional medical care and am able to take the time to take care of my mother.	2/13/2017 11:32 AM
229	It's one of the reasons that I'm so satisfied with my job. The flexibility to be a good mom and a good employee at the same time. Without this policy, I'd have to chose and my employer would be the one to lose out!!	2/13/2017 10:56 AM
230	The excessive overtime is more impactful than time off.	2/13/2017 10:52 AM
231	N/A	2/13/2017 10:18 AM
232	I have a pretty flexible work environment, and I can not risk infecting many people if I have to go to work sick, and I also have personal space for myself at work, and if I need to I can work from home, but it would be nice to be able to just take the day off if one of my kids were sick, or if I were sick with out having to take my already planned for vacation time that accrues on a monthly basis. Also the safe time really is important as I have a child with some special circumstances that I am sure I will need "safe time" for eventually.	2/13/2017 9:19 AM
233	No impact	2/13/2017 9:17 AM
234	Sick pay is a great benefit when not abused.	2/12/2017 11:52 PM
235	N/A.	2/12/2017 2:18 PM
236	Terrible stress and worry.	2/12/2017 12:58 PM
237	It does not. As stated above, I go to work sick and I have sick time. I don't use it unless absolutely necessary.	2/12/2017 11:55 AM
238	It gives me comfort that i can get sick and not lose pay.	2/12/2017 11:47 AM
239	We benefit from it greatly.	2/12/2017 3:18 AM
240	Our paid time off policy allows me the option to use the PTO for when my kids are sick or I am sick.	2/11/2017 10:57 PM
241	The policy allows me to take care of myself. When I am ill, I can stay home and take care of my health and also not go in to work and expose others.	2/11/2017 10:01 PM
242	We are given general PTO and have no paid holidays, sick days..	2/11/2017 8:40 PM
243	My job is really cool about having to take time if you need it.	2/11/2017 4:46 PM
244	I have an autoimmune disease, so it's nice to know it's available if I need it. I also broke my arm this winter and was able to take a week off to begin healing and take time off every week for physical therapy without having to worry about my paycheck.	2/11/2017 3:02 PM
245	It doesn't, and so far my employees have been more then satisfied.	2/11/2017 1:16 PM
246	It gives me the flexibility we need to handle our life situations, and the lack of a 'written policy' allows my employer the flexibility they need to stay in business.	2/11/2017 11:08 AM
247	I don't worry as much if I get sick or if I have to stay home with a sick child. I don't worry about losing my job or other repercussions.	2/11/2017 7:24 AM

Earned Sick and Safe Time Employee Survey

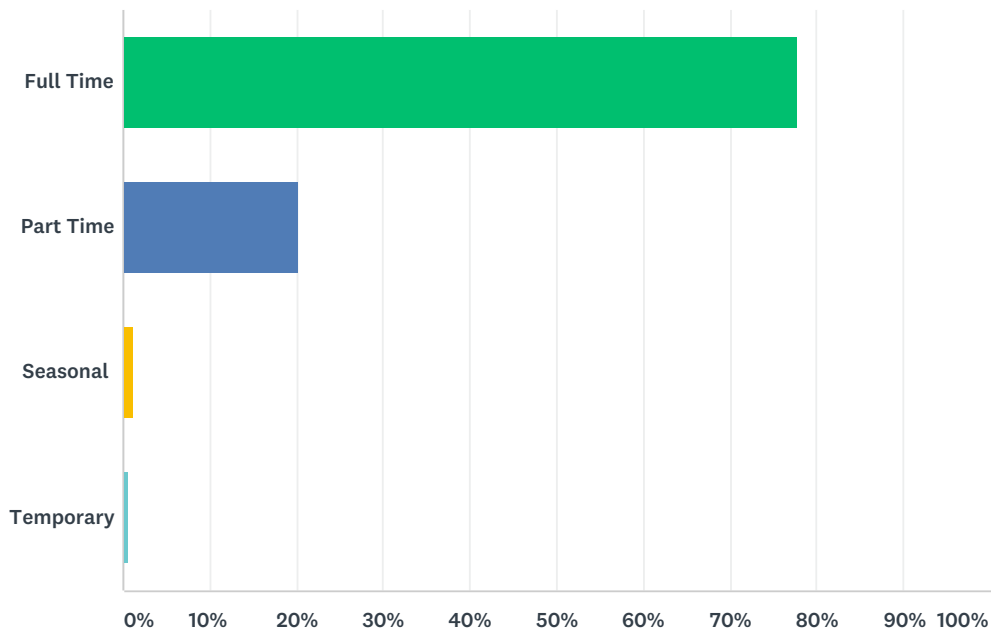
248	My spouse's situation has been a hardship for our family at times, requiring employees go to work even when they should rightly be in the emergency room. My own situation can also be a hardship, not to be able to take time off, but again, I chose it. I knew what I was signing on for when I opted for self-employment. Those who don't own the business don't have that choice.	2/11/2017 7:12 AM
249	Sick leave provides a cushion and insurance police for our family	2/10/2017 11:46 PM
250	Makes it much easier to stay healthy and to find balance and to parent appropriately.	2/10/2017 11:01 PM
251	I notice little difference between the current policy and the policies of past employers (who just used PTO, with no distinctions).	2/10/2017 10:33 PM
252	My current policy is very supportive and I never have to worry about taking the time if I need it.	2/10/2017 10:00 PM
253	It's very beneficial to my family. My wife earns very little sick time so I have the ability to stay home and take care of my children when they are sick. I work in emergency response and I can stay home sick when I'm ill this not causing a safety problem for the public.	2/10/2017 9:59 PM
254	It's fucking miserable. When hours are cut and there's coverage available, nobody can afford to call off and lose a shift. When short staffed, there's no coverage so we're pressured into working through it anyway.	2/10/2017 9:58 PM
255	Doesn't, I don't take sick time. If I need to take a day off, I can take a day off, ie, I have jury duty next week.	2/10/2017 9:57 PM
256	I don't feel valued by my boss who makes 2/3rds more than i do off my work.	2/10/2017 8:47 PM
257	I am able to take care of myself and my family when needed without the fear of repercussion.	2/10/2017 8:38 PM
258	It's critical because I didn't have paid sick time, I would be able to deal with any health issues that happen and our kids would always have to go to school when ill.	2/10/2017 8:19 PM
259	We struggle when sick because we have to work. If we don't work due to extreme illness then we don't get paid so we struggle with finances	2/10/2017 7:56 PM
260	It helped when I had the flu, but hard to use because I had to see Dr to get diagnosis confirmed and reported.	2/10/2017 6:32 PM
261	It allows me to be able to take time to take care of my son when he's too sick to attend daycare or when I'm too sick to work. My workplace is very small and if one person comes to work with a serious spreadable illness everyone else gets sick as well. I am incredibly grateful for sick time.	2/10/2017 6:27 PM
262	Love it love it love it. Gives me flexibility and control.	2/10/2017 6:26 PM
263	It allows me to care for myself or child if sick. Doesnt get the work done though!	2/10/2017 5:37 PM
264	I have to use my pto or go unpaid if I am sick	2/10/2017 5:37 PM
265	I'm forced to send my kids to school if they are sick because I am unable to afford to take a day off of work.	2/10/2017 5:34 PM
266	It allows me to responsibly take time off when I need to while allowing the business to continue.	2/10/2017 5:32 PM
267	It forces my wife and I to go to work rather than recover, and forces us to interact with sick people.	2/10/2017 5:16 PM
268	allows me to take care of myself and family	2/10/2017 5:10 PM
269	See above.	2/10/2017 4:49 PM
270	We're just sick and tired, always wishing I could just quit but that's a dream.	2/10/2017 4:45 PM
271	I'm nervous about getting sick and being left unable to pay my bills. This has happened to me almost every year since I started working in the group home industry 10 years ago.	2/10/2017 4:25 PM
272	The policy my employer freely offers is more than generous in regards to time off, paid or otherwise, for any purpose.	2/10/2017 3:54 PM
273	yes, I have the time I need to take care of myself.	2/10/2017 3:38 PM
274	I have a very flexible employer, so this is not a problem.	2/10/2017 3:06 PM
275	healthier environment	2/10/2017 2:55 PM
276	i have esst at my work. we are healthy and able to be productive at work	2/10/2017 2:35 PM
277	I always have time off when I need it for either myself or my family.	2/10/2017 2:11 PM

Earned Sick and Safe Time Employee Survey

278	My employers policy works great for me.	2/10/2017 2:08 PM
279	For the most part it is helpful, provides income when I or a family member becomes sick. Not sure how the bills would get paid if sickness were to happen without my having sick leave.	2/10/2017 1:59 PM
280	It's very helpful to have safe and sick time.	2/10/2017 1:59 PM
281	I always worry about getting a lot of people sick. I handle food.	2/10/2017 1:40 PM
282	We don't have to worry about kids being sick.	2/10/2017 1:05 PM
283	It is predictable, and gives us planning opportunitirs.	2/10/2017 1:00 PM
284	Very positively - I know that if I am sick, I can stay home and not worry about losing pay or being in trouble with my boss. When my son is sick, I can send him to school and prevent other kids from coming into contact with him.	2/10/2017 12:56 PM
285	It's quite impactful. I was able to take time off to visit my out of town son and get paid. I was still able to pay my bills and my job was still mine when I got back.	2/10/2017 12:41 PM
286	It allowed me to deal with a debilitating, though not dangerous medical condition which took several years to resolve, without the additional stress of worry about being disciplined or losing my job.	2/10/2017 12:21 PM
287	Not at all	2/10/2017 12:19 PM
288	We have very little sick time available, with 3 kids and myself everyone always gets sick at thr same time. It gets used up in 1 week so the rest of the year you go unpaid.	2/10/2017 12:18 PM
289	Not at all!	2/10/2017 12:06 PM
290	Not sure I understand the question	2/10/2017 11:48 AM
291	It is helpful for taking care of illness with out losing payj	2/10/2017 11:37 AM
292	Forces you to come to work sick and spread germs, or work from home instead of rest.	2/10/2017 11:35 AM
293	It's all very positive. No down side.	2/10/2017 10:53 AM

Q15 (Optional) What is your level of employment?

Answered: 418 Skipped: 35



ANSWER CHOICES

RESPONSES

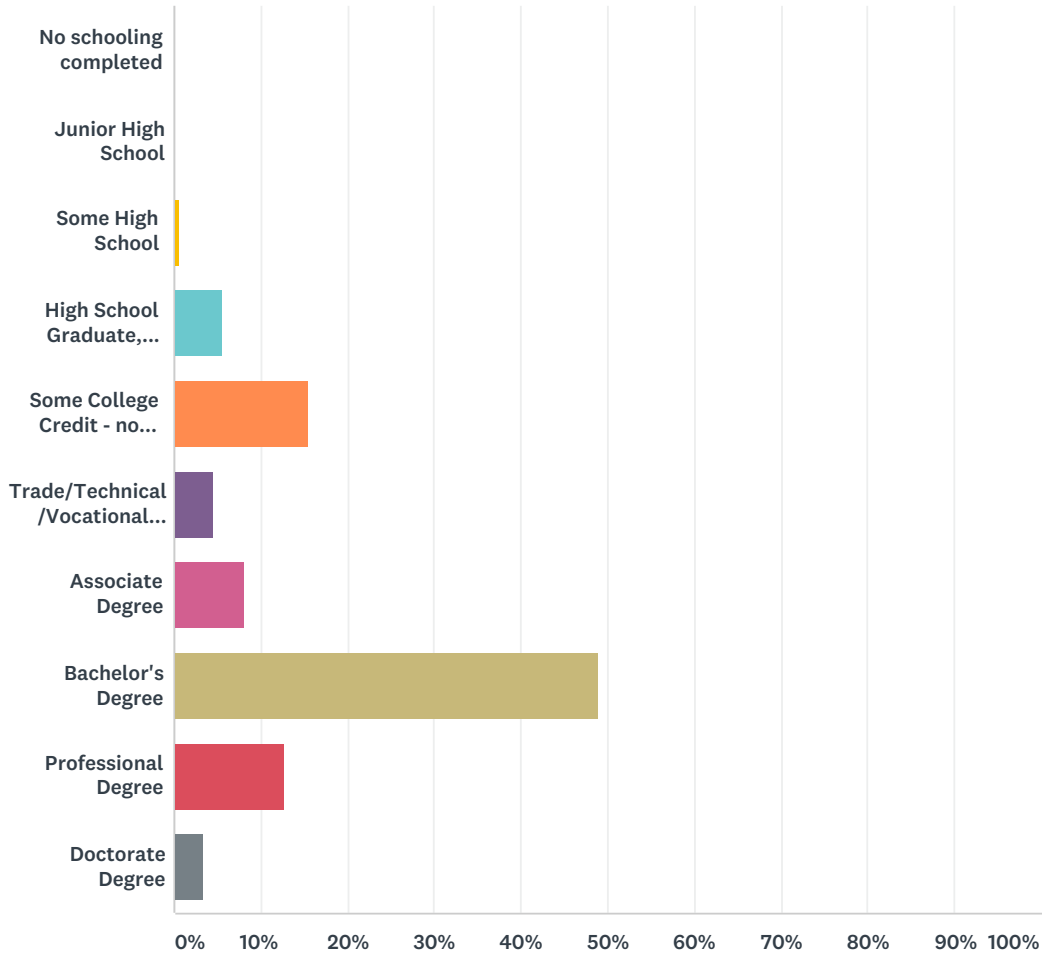
Earned Sick and Safe Time Employee Survey

Full Time	77.75%	325
Part Time	20.33%	85
Seasonal	1.20%	5
Temporary	0.72%	3
TOTAL		418

#	COMMENT:	DATE
1	Unemployed	5/10/2017 3:46 PM
2	Currently not employed	5/10/2017 3:36 PM
3	Unemployed	5/10/2017 3:32 PM
4	Free lance	5/10/2017 3:23 PM
5	Worked both full and part time when I worked	5/10/2017 3:07 PM
6	15 hours a week	5/10/2017 3:05 PM
7	Work a .6 (24 hour week) to receive benefits	5/10/2017 2:40 PM
8	30 hours, intern	5/10/2017 2:26 PM
9	On and off depends on the week	5/10/2017 2:21 PM
10	On call -- only know	5/10/2017 2:03 PM
11	Retired	5/10/2017 1:52 PM
12	Very P/T	5/10/2017 8:19 AM
13	Close to full	5/10/2017 8:17 AM
14	Full time when I'm not in school	5/9/2017 10:54 PM
15	not working but if i can it will be part-time	5/9/2017 10:51 PM
16	Retired	5/9/2017 10:39 PM
17	unemployed	5/9/2017 10:07 PM
18	Laid off	5/9/2017 10:04 PM
19	two jobs -- one offers PTO and one does not	5/9/2017 9:51 PM
20	Unemployed due to epilepsy	5/9/2017 9:45 PM
21	Retired	5/9/2017 9:42 PM
22	I consider school seasonal. I work for a private school that does not go year -round.	5/9/2017 9:29 PM
23	NA	5/9/2017 8:50 PM
24	I am employed full time as well and get full benefits there. I answered this survey in response to my part time job with Grandma's	3/23/2017 11:01 AM
25	Full time for me is considered between 20-30 hours a week.	3/21/2017 2:04 AM
26	But part time now i'm in school.	3/9/2017 6:01 PM
27	don't dare get too specific	3/4/2017 7:51 AM
28	Self employment and Sub contractor	2/16/2017 12:27 AM
29	85% FTE	2/14/2017 1:01 PM
30	Mostly.	2/10/2017 9:58 PM
31	I think all levels should have PTO. Even Seasonal, accrue 2 days every 2 weeks. Need to use one day every month and put a cap on it.	2/10/2017 6:26 PM
32	2 part time jobs because neither will give enough hours.	2/10/2017 4:45 PM

Q16 (Optional) What is the highest level of education you have completed?

Answered: 414 Skipped: 39



ANSWER CHOICES	RESPONSES	
No schooling completed	0.24%	1
Junior High School	0.00%	0
Some High School	0.72%	3
High School Graduate, diploma or equivalent	5.56%	23
Some College Credit - no degree	15.46%	64
Trade/Technical/Vocational Training	4.59%	19
Associate Degree	8.21%	34
Bachelor's Degree	49.03%	203
Professional Degree	12.80%	53

Earned Sick and Safe Time Employee Survey

Doctorate Degree	3.38%	14
TOTAL		414

#	COMMENT:	DATE
1	Master's Degree	5/10/2017 3:14 PM
2	Master's Degree	5/10/2017 3:11 PM
3	Master's Degree	5/10/2017 2:46 PM
4	Attending for Bachelor's	5/10/2017 2:26 PM
5	GED	5/10/2017 2:21 PM
6	Master's Degree	5/10/2017 2:06 PM
7	Completed a one-year certificate in corrections	5/10/2017 2:03 PM
8	Master's Degree	5/10/2017 1:57 PM
9	Master's Degree	5/10/2017 1:52 PM
10	Stopped going to school in the 9th or 10th	5/10/2017 8:09 AM
11	Master's Degree	5/10/2017 8:07 AM
12	Master's Degree	5/9/2017 10:56 PM
13	I love school I need to go back	5/9/2017 10:51 PM
14	Master's Degree	5/9/2017 10:04 PM
15	Master's Degree	5/9/2017 9:40 PM
16	1 Master's Degree - working on another	5/9/2017 9:29 PM
17	Master's Degree	5/9/2017 9:22 PM
18	A certificate in my field	5/9/2017 9:20 PM
19	Master's Degree	5/9/2017 8:53 PM
20	NA	5/9/2017 8:50 PM
21	Master's Degree	5/9/2017 8:35 PM
22	1 more year for a Masters.	4/17/2017 6:46 PM
23	PSEO during high school but no degree	4/12/2017 2:45 PM
24	some graduate level credits	4/7/2017 3:18 PM
25	strange - master's degree is not a choice here.	2/14/2017 2:05 PM
26	Master's of Science Degree	2/14/2017 12:38 PM
27	2 undergraduate degrees and 2 masters degrees	2/14/2017 9:01 AM
28	Is a professional degree the same as a Masters? I have an MEd.	2/13/2017 9:46 PM
29	Master's Degree also	2/13/2017 2:42 PM
30	Masters in Psychology	2/11/2017 8:40 PM
31	Working on masters degree	2/10/2017 8:38 PM
32	I'll graduate this spring semester	2/10/2017 6:43 PM
33	Well that degree is useless to me...	2/10/2017 4:45 PM
34	I fully support a city ordinance requiring employers to provide paid sick and safety leave.	2/10/2017 12:21 PM

Q17 (Optional) To which gender do you most identify?

Answered: 338 Skipped: 115

Earned Sick and Safe Time Employee Survey

#	RESPONSES	DATE
1	Female	5/10/2017 3:53 PM
2	Male	5/10/2017 3:50 PM
3	Male	5/10/2017 3:49 PM
4	Female	5/10/2017 3:48 PM
5	Male	5/10/2017 3:46 PM
6	Female	5/10/2017 3:45 PM
7	Female	5/10/2017 3:44 PM
8	Female	5/10/2017 3:40 PM
9	Female	5/10/2017 3:37 PM
10	Female	5/10/2017 3:36 PM
11	Female	5/10/2017 3:35 PM
12	Female	5/10/2017 3:33 PM
13	Female	5/10/2017 3:32 PM
14	Female	5/10/2017 3:31 PM
15	Female	5/10/2017 3:28 PM
16	Female	5/10/2017 3:27 PM
17	Male	5/10/2017 3:24 PM
18	Male	5/10/2017 3:23 PM
19	Male	5/10/2017 3:21 PM
20	Female	5/10/2017 3:19 PM
21	Female	5/10/2017 3:17 PM
22	Female	5/10/2017 3:16 PM
23	Female	5/10/2017 3:14 PM
24	Female	5/10/2017 3:12 PM
25	Female	5/10/2017 3:11 PM
26	Female	5/10/2017 3:07 PM
27	Female	5/10/2017 3:05 PM
28	Male	5/10/2017 3:02 PM
29	Male	5/10/2017 2:59 PM
30	Female	5/10/2017 2:58 PM
31	Female	5/10/2017 2:55 PM
32	Female	5/10/2017 2:52 PM
33	Female	5/10/2017 2:49 PM
34	Female	5/10/2017 2:46 PM
35	Female	5/10/2017 2:40 PM
36	Male	5/10/2017 2:33 PM
37	Male	5/10/2017 2:29 PM
38	Female	5/10/2017 2:26 PM

Earned Sick and Safe Time Employee Survey

39	Female	5/10/2017 2:23 PM
40	Male	5/10/2017 2:22 PM
41	Male	5/10/2017 2:19 PM
42	Female	5/10/2017 2:16 PM
43	Female	5/10/2017 2:14 PM
44	Female	5/10/2017 2:12 PM
45	Male	5/10/2017 2:11 PM
46	Female	5/10/2017 2:10 PM
47	Female	5/10/2017 2:06 PM
48	Female	5/10/2017 2:03 PM
49	Male	5/10/2017 1:57 PM
50	Female	5/10/2017 1:54 PM
51	Male	5/10/2017 1:52 PM
52	Female	5/10/2017 1:49 PM
53	Female	5/10/2017 1:46 PM
54	Female	5/10/2017 1:44 PM
55	Female	5/10/2017 1:43 PM
56	Female	5/10/2017 8:22 AM
57	Male	5/10/2017 8:20 AM
58	Female	5/10/2017 8:19 AM
59	Female	5/10/2017 8:17 AM
60	Female	5/10/2017 8:15 AM
61	Male	5/10/2017 8:09 AM
62	Female	5/10/2017 8:07 AM
63	Female	5/10/2017 8:06 AM
64	Female	5/10/2017 8:03 AM
65	Male	5/10/2017 8:01 AM
66	Male	5/10/2017 8:00 AM
67	Female	5/10/2017 7:57 AM
68	Female	5/10/2017 7:53 AM
69	Male	5/10/2017 7:51 AM
70	Female	5/9/2017 10:59 PM
71	Female	5/9/2017 10:56 PM
72	Female	5/9/2017 10:54 PM
73	Male	5/9/2017 10:52 PM
74	Male	5/9/2017 10:47 PM
75	Female	5/9/2017 10:45 PM
76	Female	5/9/2017 10:44 PM
77	Male	5/9/2017 10:41 PM
78	Human	5/9/2017 10:39 PM
79	male	5/9/2017 10:36 PM

Earned Sick and Safe Time Employee Survey

80	Female	5/9/2017 10:32 PM
81	Male	5/9/2017 10:30 PM
82	Male	5/9/2017 10:18 PM
83	Female	5/9/2017 10:16 PM
84	Female	5/9/2017 10:14 PM
85	Female	5/9/2017 10:12 PM
86	Female	5/9/2017 10:07 PM
87	Female	5/9/2017 10:04 PM
88	Male	5/9/2017 9:58 PM
89	Female	5/9/2017 9:55 PM
90	Male	5/9/2017 9:52 PM
91	Female	5/9/2017 9:51 PM
92	Female	5/9/2017 9:45 PM
93	Male -- there are only two genders	5/9/2017 9:40 PM
94	NA - why does this matter other than women get the burnt of most of it. Especially single parent women	5/9/2017 9:29 PM
95	Female	5/9/2017 9:22 PM
96	Female	5/9/2017 9:20 PM
97	F	5/9/2017 9:12 PM
98	Female	5/9/2017 9:06 PM
99	F	5/9/2017 9:00 PM
100	Gimme a break	5/9/2017 8:57 PM
101	F	5/9/2017 8:56 PM
102	Male	5/9/2017 8:50 PM
103	Female	5/9/2017 8:42 PM
104	Female	5/9/2017 8:35 PM
105	Female	4/20/2017 7:25 AM
106	Female	4/20/2017 6:31 AM
107	Female	4/20/2017 4:58 AM
108	Female	4/19/2017 2:05 PM
109	Male	4/19/2017 12:36 PM
110	Female	4/19/2017 12:16 PM
111	Female	4/19/2017 1:13 AM
112	Female	4/18/2017 9:37 AM
113	Female	4/17/2017 6:46 PM
114	Female.	4/17/2017 1:24 PM
115	Female	4/14/2017 11:15 AM
116	Female	4/13/2017 6:41 PM
117	Female	4/12/2017 2:45 PM
118	Female	4/11/2017 9:59 PM
119	male	4/10/2017 1:30 PM

Earned Sick and Safe Time Employee Survey

120	female	4/9/2017 1:41 PM
121	female	4/7/2017 3:18 PM
122	Female	4/7/2017 2:44 PM
123	Female	4/7/2017 12:09 PM
124	Female	4/3/2017 10:52 PM
125	Female	4/3/2017 8:50 AM
126	human	3/29/2017 6:20 AM
127	Female	3/28/2017 11:31 PM
128	Male	3/27/2017 11:33 AM
129	Male	3/27/2017 11:18 AM
130	Does this matter?	3/27/2017 9:43 AM
131	woman	3/24/2017 9:17 AM
132	female	3/24/2017 4:40 AM
133	Female	3/23/2017 6:05 PM
134	female	3/23/2017 2:17 PM
135	F	3/23/2017 2:17 PM
136	Male	3/23/2017 1:24 PM
137	Female	3/23/2017 12:50 PM
138	Female	3/23/2017 11:01 AM
139	Female	3/21/2017 2:04 AM
140	Male	3/20/2017 8:48 PM
141	Female	3/20/2017 8:42 PM
142	Female	3/20/2017 7:59 AM
143	Female	3/19/2017 11:17 PM
144	female	3/19/2017 9:44 PM
145	Female	3/19/2017 7:38 PM
146	I am a male	3/18/2017 10:45 PM
147	Female	3/18/2017 9:41 PM
148	Male	3/18/2017 12:45 PM
149	Female	3/17/2017 2:47 PM
150	Female	3/17/2017 2:13 PM
151	female	3/17/2017 2:12 PM
152	Male....	3/17/2017 1:43 PM
153	Female	3/9/2017 11:38 PM
154	Female	3/9/2017 6:01 PM
155	female	3/7/2017 5:10 PM
156	Female	3/6/2017 4:03 AM
157	Female	3/5/2017 10:36 PM
158	female entirely!	3/4/2017 7:51 AM
159	Female	3/2/2017 6:42 PM
160	M	3/2/2017 6:32 PM

Earned Sick and Safe Time Employee Survey

161	optional for sure	3/2/2017 2:01 PM
162	Female	3/2/2017 5:59 AM
163	Female	2/24/2017 1:36 PM
164	Female	2/23/2017 3:46 PM
165	Female	2/23/2017 10:19 AM
166	Male	2/22/2017 3:39 PM
167	Female	2/21/2017 6:10 PM
168	female	2/21/2017 1:55 PM
169	Male	2/21/2017 9:52 AM
170	Female	2/20/2017 10:39 PM
171	Female	2/20/2017 5:00 PM
172	male	2/20/2017 3:20 PM
173	Female	2/19/2017 9:09 PM
174	Female	2/17/2017 7:30 PM
175	Male	2/17/2017 5:45 PM
176	I have a Penis, hence I'm a male.	2/17/2017 2:15 PM
177	Female	2/17/2017 11:26 AM
178	I am a male, just as God created me.	2/16/2017 9:17 PM
179	male	2/16/2017 8:21 PM
180	Female	2/16/2017 6:34 PM
181	Female	2/16/2017 4:39 PM
182	Male	2/16/2017 3:50 PM
183	Male	2/16/2017 1:46 PM
184	female	2/16/2017 11:26 AM
185	ci	2/16/2017 10:32 AM
186	Male	2/16/2017 12:27 AM
187	Wow!! What does this have to do with forcing businesses to give sick time?	2/15/2017 10:51 PM
188	really---you could just leave this typable space and folks wishing to ID can do so.	2/15/2017 9:56 PM
189	Female	2/15/2017 8:16 PM
190	Female	2/15/2017 7:24 PM
191	Female	2/15/2017 10:44 AM
192	Female	2/15/2017 10:07 AM
193	Female	2/15/2017 9:44 AM
194	Lumberjack	2/15/2017 9:11 AM
195	Male	2/15/2017 12:20 AM
196	male	2/14/2017 8:19 PM
197	Male	2/14/2017 5:51 PM
198	Female	2/14/2017 5:15 PM
199	female	2/14/2017 5:14 PM
200	Male	2/14/2017 4:55 PM
201	Female	2/14/2017 4:43 PM

Earned Sick and Safe Time Employee Survey

202	male	2/14/2017 4:22 PM
203	female	2/14/2017 3:36 PM
204	Female	2/14/2017 2:53 PM
205	female	2/14/2017 2:47 PM
206	Female	2/14/2017 2:16 PM
207	Female	2/14/2017 2:01 PM
208	Female	2/14/2017 1:57 PM
209	Female	2/14/2017 1:52 PM
210	Female	2/14/2017 1:33 PM
211	Male	2/14/2017 1:15 PM
212	Female	2/14/2017 1:01 PM
213	Male	2/14/2017 12:57 PM
214	Male	2/14/2017 12:38 PM
215	Male	2/14/2017 12:38 PM
216	female	2/14/2017 12:24 PM
217	Female	2/14/2017 12:23 PM
218	female	2/14/2017 12:15 PM
219	Female	2/14/2017 12:15 PM
220	Male	2/14/2017 12:07 PM
221	Male	2/14/2017 12:05 PM
222	Male	2/14/2017 12:05 PM
223	female	2/14/2017 12:03 PM
224	Female	2/14/2017 12:03 PM
225	Female	2/14/2017 12:02 PM
226	Female	2/14/2017 12:00 PM
227	female	2/14/2017 11:59 AM
228	Female	2/14/2017 11:58 AM
229	female	2/14/2017 9:01 AM
230	F	2/13/2017 10:44 PM
231	Male	2/13/2017 10:02 PM
232	female	2/13/2017 9:46 PM
233	Female	2/13/2017 9:46 PM
234	I am a woman since birth.	2/13/2017 5:20 PM
235	male	2/13/2017 5:03 PM
236	Female	2/13/2017 4:06 PM
237	male	2/13/2017 3:39 PM
238	Female	2/13/2017 3:31 PM
239	Male	2/13/2017 3:20 PM
240	Female	2/13/2017 2:55 PM
241	Female	2/13/2017 2:42 PM
242	Male	2/13/2017 2:18 PM

Earned Sick and Safe Time Employee Survey

243	Female	2/13/2017 2:17 PM
244	Male	2/13/2017 1:47 PM
245	Female	2/13/2017 1:45 PM
246	Female	2/13/2017 1:04 PM
247	Female	2/13/2017 12:59 PM
248	Male	2/13/2017 12:49 PM
249	Female	2/13/2017 12:44 PM
250	Female	2/13/2017 12:36 PM
251	F	2/13/2017 12:33 PM
252	Male	2/13/2017 12:22 PM
253	female	2/13/2017 12:18 PM
254	Male	2/13/2017 12:16 PM
255	Female	2/13/2017 12:10 PM
256	both. it's complicated.	2/13/2017 12:06 PM
257	Female	2/13/2017 12:03 PM
258	Male	2/13/2017 11:56 AM
259	Female	2/13/2017 11:51 AM
260	Female	2/13/2017 11:50 AM
261	female	2/13/2017 11:47 AM
262	female	2/13/2017 11:47 AM
263	Male	2/13/2017 11:41 AM
264	Female	2/13/2017 11:32 AM
265	Female	2/13/2017 10:56 AM
266	Male	2/13/2017 10:18 AM
267	female	2/13/2017 9:19 AM
268	Female	2/12/2017 11:52 PM
269	Male	2/12/2017 9:06 PM
270	F	2/12/2017 7:44 PM
271	Female	2/12/2017 5:04 PM
272	F	2/12/2017 12:58 PM
273	Female	2/12/2017 11:55 AM
274	Male	2/12/2017 11:47 AM
275	Female	2/12/2017 3:18 AM
276	Female	2/11/2017 11:58 PM
277	Female	2/11/2017 10:57 PM
278	female	2/11/2017 10:01 PM
279	Male	2/11/2017 9:10 PM
280	Male	2/11/2017 8:40 PM
281	Female	2/11/2017 5:01 PM
282	Make	2/11/2017 4:46 PM
283	Female	2/11/2017 3:02 PM

Earned Sick and Safe Time Employee Survey

284	I'm a woman.	2/11/2017 1:16 PM
285	Make	2/11/2017 10:47 AM
286	nonbinary female	2/11/2017 7:24 AM
287	Female	2/10/2017 11:46 PM
288	Female	2/10/2017 11:01 PM
289	The one that my body parts would suggest I am	2/10/2017 10:33 PM
290	M	2/10/2017 9:59 PM
291	Female	2/10/2017 9:58 PM
292	male	2/10/2017 9:57 PM
293	Male	2/10/2017 8:47 PM
294	female	2/10/2017 8:47 PM
295	Female	2/10/2017 8:38 PM
296	Female	2/10/2017 8:19 PM
297	Female	2/10/2017 8:00 PM
298	Male	2/10/2017 7:56 PM
299	Female	2/10/2017 7:00 PM
300	Female	2/10/2017 6:43 PM
301	F	2/10/2017 6:37 PM
302	Female	2/10/2017 6:32 PM
303	Female	2/10/2017 6:26 PM
304	Female	2/10/2017 5:37 PM
305	Female	2/10/2017 5:37 PM
306	Woman	2/10/2017 5:34 PM
307	Female	2/10/2017 5:32 PM
308	Male	2/10/2017 5:16 PM
309	female	2/10/2017 5:10 PM
310	Female	2/10/2017 4:49 PM
311	Mama	2/10/2017 4:45 PM
312	Male	2/10/2017 4:25 PM
313	Male (this should be a multiple choice questions with 2 options; male and female)	2/10/2017 3:54 PM
314	F	2/10/2017 3:38 PM
315	female	2/10/2017 2:55 PM
316	female	2/10/2017 2:35 PM
317	Female	2/10/2017 2:11 PM
318	Female	2/10/2017 2:08 PM
319	Male	2/10/2017 1:59 PM
320	Male	2/10/2017 1:59 PM
321	female	2/10/2017 1:43 PM
322	Male	2/10/2017 1:05 PM
323	Female	2/10/2017 1:00 PM
324	Female	2/10/2017 12:58 PM

Earned Sick and Safe Time Employee Survey

325	Female	2/10/2017 12:56 PM
326	Female	2/10/2017 12:53 PM
327	male	2/10/2017 12:52 PM
328	Female	2/10/2017 12:41 PM
329	female	2/10/2017 12:34 PM
330	Male	2/10/2017 12:19 PM
331	Female	2/10/2017 12:18 PM
332	Female	2/10/2017 12:14 PM
333	Female	2/10/2017 12:06 PM
334	Male	2/10/2017 11:48 AM
335	Male	2/10/2017 11:37 AM
336	Female	2/10/2017 11:35 AM
337	Male	2/10/2017 11:11 AM
338	female	2/10/2017 11:03 AM

Q18 Additional Comments:

Answered: 106 Skipped: 347

#	RESPONSES	DATE
1	Curious about funding from employer = % of pay	5/10/2017 3:27 PM
2	Thanks for giving me something new to think about.	5/10/2017 3:14 PM
3	I support this policy and access to this benefit for all workers.	5/10/2017 3:11 PM
4	Thanks. We need this for all!	5/10/2017 3:02 PM
5	Lucky to be an AFSCME member	5/10/2017 2:59 PM
6	Would benefit the community and employers alike. Overall huge benefit to the community	5/10/2017 2:58 PM
7	If a non profit can afford me this PTO policy so can mid and large businesses.	5/10/2017 2:52 PM
8	Pass an ordinance in 2017 please	5/10/2017 2:49 PM
9	Thank you for your work	5/10/2017 2:46 PM
10	Thank you for addressing this important issues. An example: my son got influenza last year. He finally listened to me and call in sick (he could barely walk!) He stayed home four days til not contagious. Had he gone to work, could have infected everyone else and with such a small shop, the owner would have to close the doors. That would have cost the owner more in profits than paying an employee sick time for a couple of days.	5/10/2017 2:40 PM
11	Thank you for the work on this important work!	5/10/2017 2:10 PM
12	Thank you for your time	5/10/2017 2:06 PM
13	It just occurred to me that I was sick for about 5 weeks in December and January. I'm thankful I wasn't trying to work at that time. I would have really struggled to do so -- very bad Bronchitis. Continuous coughing, feeling awful. I often thought of those having to work even though they were likely as sick as I was. Thank you.	5/10/2017 2:03 PM
14	Going toward a socialized nation is better for most of us	5/10/2017 1:57 PM
15	Pass an ordinance for ESST right away!	5/10/2017 1:54 PM
16	Human dignity breeds dignity	5/10/2017 1:52 PM

Earned Sick and Safe Time Employee Survey

17	I believe that this will make work places happier.	5/10/2017 1:49 PM
18	I would love to go back to school soon.	5/9/2017 10:51 PM
19	29 yr old black male father of 7	5/9/2017 10:47 PM
20	I got one paid off when my dad died and I had to go to Chicago and I'm his only child.	5/9/2017 10:44 PM
21	I think that paid sick leave is a step forward	5/9/2017 10:39 PM
22	low paid workers and their families need support when they are sick or when caring for loved ones	5/9/2017 10:04 PM
23	Thanks for doing this!	5/9/2017 9:58 PM
24	White 28 year old superior WI	5/9/2017 9:45 PM
25	We should not separate sick leave from other types of leave. We should just have leave for any purpose for program administration mgmt.	5/9/2017 9:42 PM
26	I had a part time minimum job with no benefits or vacation time -- it was miserable. I could never take a vacation or time off in the summer. It is an advantage to the business and not the employee.	5/9/2017 9:36 PM
27	While you're at it -- please lower rent costs in Duluth!!! this contributes significantly to becoming homeless when 2 beds in decent areas cost \$1000/mo	5/9/2017 9:29 PM
28	This is a benefit, should be part of salary and taxed	5/9/2017 9:22 PM
29	The new mandatory lunch for salary employees is being grossly ignored by CVS! Corporate will deny but it's happening.	5/9/2017 9:20 PM
30	Please can you repair things at the library?	5/9/2017 9:12 PM
31	I'm more interested in affordable, accessible healthy housing	5/9/2017 9:00 PM
32	Thanks for doing this!	5/9/2017 8:56 PM
33	Everyone deserves time to achieve wellness	5/9/2017 8:42 PM
34	It is particularly hard to find a workplace that provides paid sick time and paid vacation time. Northern Waters Smokehaus continues to be an establishment that treats their employees with great respect, dignity and opportunities for career development. Service (food) industry is a career job and our employer provides a safe work environment.	4/6/2017 9:36 AM
35	I feel looking for new businesses that can come to Duluth and helping our greatly underfunded Social Services in DULuth would be a better way to help get safe times. I work with deeply hurting kids that stay in bad home situations as it is still considered "best" to keep families together-even when kids are suffering. Recruiting more mental health professionals to Duluth (another huge hole in our local system-a friend had to move to another city so she could get psychological help that was not available here) that can help families before they get to the end of their rope. I feel this is where the City should be looking to help its citizens.	3/29/2017 6:20 AM
36	Trust the people on the ground working jobs with no ESST. They have everything to lose by telling their truth. What do employers have to lose? They have the most motive to lie or not tell the whole truth. When was the last time they went a day without pay? When was the last time you went a day without pay? Think about those living in poverty or close to it making \$10/hour. A day without pay has real consequences. Consequences that leave kids hungry, rent unpaid, electricity shut off, bills in collection, student loan debt defaulted. It is not because people are hungover and don't want to go to work for the day. If you think that is the issue, then do more research. Talk to people in poverty. They fight like hell and can barely make it. The system is stacked against them. Don't be another part of the system marginalizing those in our community that are already marginalized. Thank you.	3/14/2017 10:35 AM
37	I hope this passes! There are many people who have to utilize their vacation time to attend court/legal proceedings related to OFPs, etc. Would be so great if they could have Safe and Sick time instead of having to utilize their vacation time.	3/7/2017 5:10 PM
38	This is an important issue affecting many of the children and families that I serve. Thank-you for your work on this!	3/5/2017 10:36 PM
39	High time something was done - you can use this to attract quality jobs and businesses, instead of the too numerous fast food chains that we have!	3/4/2017 7:51 AM

Earned Sick and Safe Time Employee Survey

40	Question #17 steers directly toward demographic/statistic gathering and although important, I really think it should be omitted from this survey.	3/2/2017 2:01 PM
41	I feel even a week of sicktime (one payroll) would save money for all because in the end if the sick one stays home, you're not having to fill in for so many sick people and it would save the employees money as well.	3/2/2017 11:26 AM
42	This is a need for all businesses in the US.	2/26/2017 1:09 PM
43	I feel that Duluth introducing these policies will help to support minorities and people in need of a more robust safety net.	2/23/2017 10:19 AM
44	Please work on this. This is something that is way overdue. My company would give paid sick leave for everyone, but they wouldn't do it out of the goodness of their heart. They will be have to be forced to do it. Such as the City of Duluth making it become a city law.	2/22/2017 11:48 PM
45	This is also a public safety issue. I work in the restaurant industry and constantly see employees working sick and posing a risk to the public by spreading disease.	2/21/2017 9:52 AM
46	I am all for this policy, I'd really like to see it implemented. All people in Duluth but especially people at risk of losing their jobs if a simple cold comes up really need this.	2/20/2017 10:39 PM
47	I cannot believe this is what the city is choosing to make a priority right now. What about our local industry and creating more jobs other than in the hospitality industry? There are so many other issues that should be a priority to the city.	2/19/2017 9:09 PM
48	I think the City of Duluth should be cautious about mandating sick and safe time. There is already general resentment and a negative perception of government right now, and Duluth's business community is not thrilled with the current activist-approach of City government. It may be more advantageous to focus on how we can help the under-employed reach full employment versus making small business owners offer their part-time staff sick and safe time. How do you regulate it? Can HR question and employee who is claiming "safe" time, or is that an invasion of privacy. This is a serious change in how we view the responsibilities of businesses and what we think people are entitled to. In 2015, over 13,500 Duluth jobs were in retail and hospitality. Most, not all, but most of these jobs are part time. Requiring these employers to offer sick and safe time by itself may not cause too much concern, but that on top of talks of increasing the minimum wage, health insurance requirements and new FLSA overtime requirements may push some smaller businesses over the edge.	2/17/2017 5:45 PM
49	Fix our infrastructure and do something about getting actual businesses in this city. You're constantly willing to spend more and more of our money but you're not doing anything to increase the tax base. Quite blabbering about this, DAPL, illegal immigration policies.... Do your job.	2/17/2017 2:15 PM
50	Don't mess up a good thing for me and others whose employers currently offer PTO programs!	2/16/2017 9:17 PM
51	The City of Duluth needs to remove itself from the social justice arena. First it's the ill advised Duluth City Council's resolution on the DAPL. This decision was mind numbingly stupid and in direct conflict with many businesses in the Duluth/Superior area. Now it's the City of Duluth digging their hands into the pocketbooks of businesses without due process. Focus on the City of Duluth's business and economic future and stop this incessant pursuit of "policy by emotion" which overwhelmingly results in failed economics and unintended negative consequences.	2/16/2017 6:34 PM
52	I think the city should focus on other issues than this.	2/16/2017 4:39 PM
53	The City of Duluth should keep out of local business decisions.	2/16/2017 1:46 PM
54	Where is this city heading? I'm open to ideas but this....does No one see the long run repercussions.	2/15/2017 10:51 PM
55	Thanks for doing this!	2/15/2017 8:16 PM
56	Humans need basic health care and this is a step in the right direction!	2/14/2017 8:19 PM
57	If you pass this ordinance employers will look at perspective employees through a very different lens. Single mom?, single dad? Overweight?, fit?disability? Handicapped?Especially at the job level that this will impact. Lower wage, unskilled, part time. You pass this and watch how the people you most wish to help find it even harder to find work. Please, Do not pass this ordinance You will not be helping.	2/14/2017 5:51 PM

Earned Sick and Safe Time Employee Survey

58	I am pleased to see dialogue on the topic. We need to hear the impacts before we mandate policy. Many jobs will be automated if it is too costly to employ real people. It really requires honesty and trust between the employer and staff. The employee must be fair and reasonable as should the business providing benefit packages.	2/14/2017 5:14 PM
59	Sorry for the long winded answers!	2/14/2017 4:55 PM
60	I am not in favor of an additional ordinance that places a financial burden on business and does not account for free market balance.	2/14/2017 4:22 PM
61	I feel this mandate is very un-friendly to business. 90% of small business in the City of Duluth work with their employees with regard to sick time and paid days off. If there are more than 15 employees then Federal regulation does determine what an employer can and cannot do. I feel that a minority of employees are making an issue out of something that is not a large issue for political gain.	2/14/2017 3:23 PM
62	People have a choice where to work. If you want to have paid time off, seek an employer that provides that. We all have choices in life to make.	2/14/2017 1:52 PM
63	I support the City of Duluth in passing city-wide Safe and Sick Time policies.	2/14/2017 1:19 PM
64	The employers that don't offer a sick leave benefit are generally smaller employers that don't have CBA's or they are an industry that employs people in lower level, high turnover positions. The employer would not only have to pay the employee to be off, but also pay someone to come in and fill the shift. This can be an overwhelming financial burden to the employer. There would also likely be a great deal of abuse by lower level employees, for example taking sick time for a hangover or because they just don't feel like coming in that day.	2/14/2017 1:15 PM
65	None	2/14/2017 12:38 PM
66	Thank you for pursuing feedback from the community on important issues.	2/14/2017 12:20 PM
67	I do not think it is the City's place to set benefits for private business. Mandates of this type will drive business out and keep new from coming in. Stick to taking care of city services please.	2/14/2017 12:05 PM
68	Please think about this, this is not a good thing for the city. There are already law suits over it in the cities. Can the city afford law suits .	2/14/2017 9:38 AM
69	I believe this is not an issue for city government. It would harm small businesses and make it more difficult if not impossible for them to operate.	2/13/2017 10:03 PM
70	Please do not support MANDATORY benefits in the City of Duluth. We will lose business expansion and start ups	2/13/2017 10:02 PM
71	Please work to get the word out about how this ordinance would work- I have a lot of questions but haven't read or seen much of the details. Maybe a speaker from another community with a successful ordinance?	2/13/2017 9:46 PM
72	I don't think the city of Duluth should get involved in this. If I start a business it will not be within the city limits.	2/13/2017 5:20 PM
73	this city is bad enough as is don't make it worse	2/13/2017 5:03 PM
74	I really think that the city should not mandate a specific policy. If they want to make sure that everyone has some type of policy, that is fine, but to mandate a universal rule will not benefit all employees.	2/13/2017 4:06 PM
75	GET OUT OF SCREWING UP THE MARKET AND THE CITY	2/13/2017 3:39 PM
76	I hope the Task Force is able to find options for the City Council that enables people to take time when they need it, without crippling companies that currently don't offer it.	2/13/2017 3:31 PM
77	this should happen!	2/13/2017 2:18 PM
78	Don't screw up my job.	2/13/2017 1:47 PM
79	I believe the city/state should focus on paid maternity/paternity leave for employees!	2/13/2017 1:04 PM
80	The city and city council needs to take a refresher on what their job duties and description is; fix streets, fire and police protection yes. interfering with businesses and making political statements no.	2/13/2017 1:03 PM

Earned Sick and Safe Time Employee Survey

81	I want the task force to have significant representation from people who do not have coverage, and if that is not the case, for them to really discuss this with people who don't. Business should not be directing this, but should be advocates for getting it done right and doing right by their employees.	2/13/2017 12:59 PM
82	Paid sick time is a great benefit to employees but it comes at a cost to employers. Some jobs require a replacement when an employee is missing work and others do not. Not every situation is the same so please account for that when making any rules.	2/13/2017 12:49 PM
83	I think we would all be better off if people who were ill were able to take care of themselves and not spread their illness or feel worried about their status/stability at their place of employment. Even time for mental health or to attend a loved one's funeral is good for everyone.	2/13/2017 12:22 PM
84	I am very fortunate to have the benefits that I have.	2/13/2017 12:18 PM
85	I am currently not working so didn't complete the full survey and skew the results. I have a concern that the survey defines 'sick' and 'safe' time but does not address the common benefit of 'pto' or 'personal time off'. Many people could complete the survey and say they have not sick or safe time but do have pto time which would allow the person to take time off for vacation, sick or safe time. So your results could not be accurate and look like there are more people not covered, when in reality they have pto, which includes sick and safe. For an accurate and unbiased survey this should have been addressed in the explanation at the beginning.	2/13/2017 12:02 PM
86	Thanks for considering this policy, and for working hard to gather public input from residents, workers and employers.	2/13/2017 11:51 AM
87	thank you for bringing this topic to the city/community level. If our merchants/offices have healthy people-it reflects back on the company.	2/13/2017 11:47 AM
88	Thank you for the work you're doing. Please put yourself in the place of someone who doesn't have this option. Remember that it's very expensive to be poor and lack of sick/safe time is a huge expense to the employees who will miss bills, perhaps miss rent or car payments, have insurance lapse, etc. if they miss pay because they have to stay home due to illness or to take care of a child.	2/13/2017 10:56 AM
89	The city of duluth cannot afford to implement a law such as this and this mandate would deter new businesses from coming to this area which is the opposite of what this economy needs.	2/13/2017 10:18 AM
90	Not pertaining to earned sick and safe, but how you phrased and made it a fill in on question 17 made my day. Thank you for recognizing that sex and gender aren't the same thing and giving more than just the binary options.	2/13/2017 9:19 AM
91	This is a no-brainer. I want to see this ordinance passed.	2/12/2017 3:18 AM
92	I believe Earned Sick and Safe Time is a good idea for Duluth and all communities as it would improve health, morale, and productivity.	2/11/2017 9:10 PM
93	I don't think the City should implement an ordinance. This should happen at the State or Federal level. How would the city manage it.	2/11/2017 5:26 PM
94	I've included my questions regarding the policy in #10. I want to know 1) Who is going to be covered that isn't covered now. 2) Who ultimately pays for this and or/3) Who is getting taxed on this and/or where are the funds coming from? 4) How are you going to force compliance? 5) What options might an employer have to opt in/out?	2/11/2017 1:49 PM
95	This is another example of government sticking their nose into other people's business.	2/10/2017 8:47 PM
96	I work for a cleaning company, I went to school for something that doesn't pay well so I am trapped doing the things that my resume reflects. I would like better for myself and my family.	2/10/2017 8:47 PM
97	This is incredibly important!	2/10/2017 8:19 PM
98	Thank you!!	2/10/2017 8:00 PM
99	I am privileged to have sick time and if employers are willing to work with employers to make a workable sick and safe plan those with low wages have a better opportunity for longer longevity to their jobs and loyalty to their workplace.	2/10/2017 6:27 PM
100	So glad that my chosen city is looking to take this on! I work closely with vulnerable adults and I feel terrible everytime I have to go to work sick because I can't afford to miss a days worth of pay.	2/10/2017 4:25 PM
101	I urge the city not to pursue this badly misguided policy. The employers that sustain Duluth's economy will not hesitate to relocate to surrounding areas to escape the burdens of unnecessary and costly regulation.	2/10/2017 3:54 PM

Earned Sick and Safe Time Employee Survey

102	You need to focus on providing core city services and stop piling on mandates.	2/10/2017 3:46 PM
103	I think a liveable minimum wage is a more important issue. It shouldn't have to be an either/or in terms of policy, but if I had to choose, I would choose living wage.	2/10/2017 3:06 PM
104	I don't think it is a duty of the city government to impose this on businesses without significant harm to them.	2/10/2017 1:05 PM
105	I would not support this again if it raised taxes for citizens of Duluth. I believe most people have the opportunity to stay home if they need to, and would rather use the extra cash if this is the case.	2/10/2017 1:00 PM
106	I understand the need. My concerns are that this will get derailed by the influence of organizations like APEX or big business, when those companies/large employers likely would not see any real impact. This is mostly going to impact small businesses and low impact folks. I think flexibility in the development is key.	2/10/2017 12:34 PM