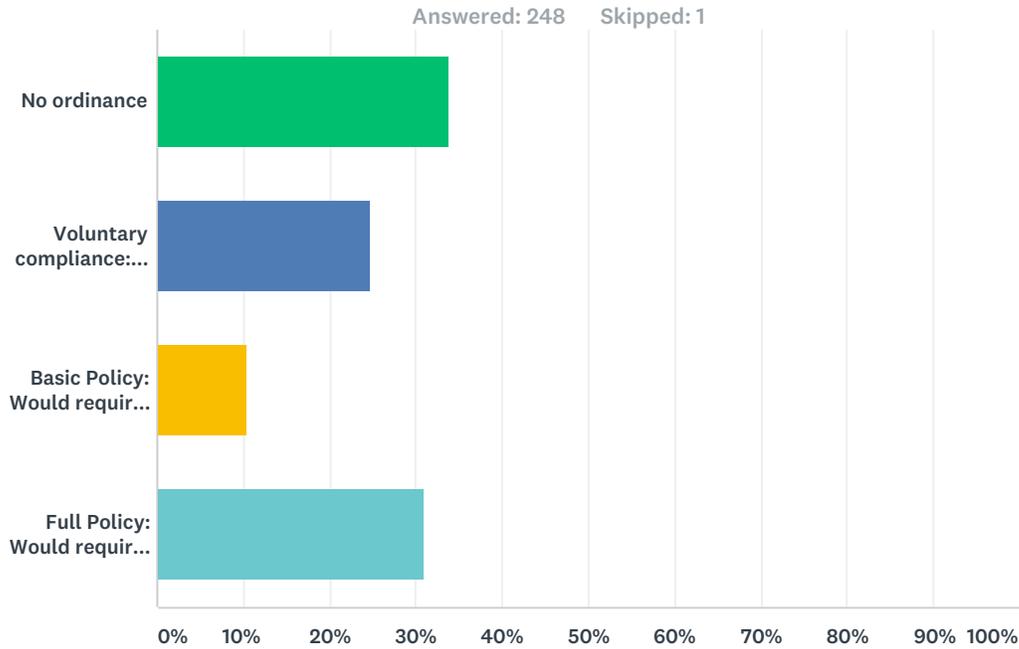
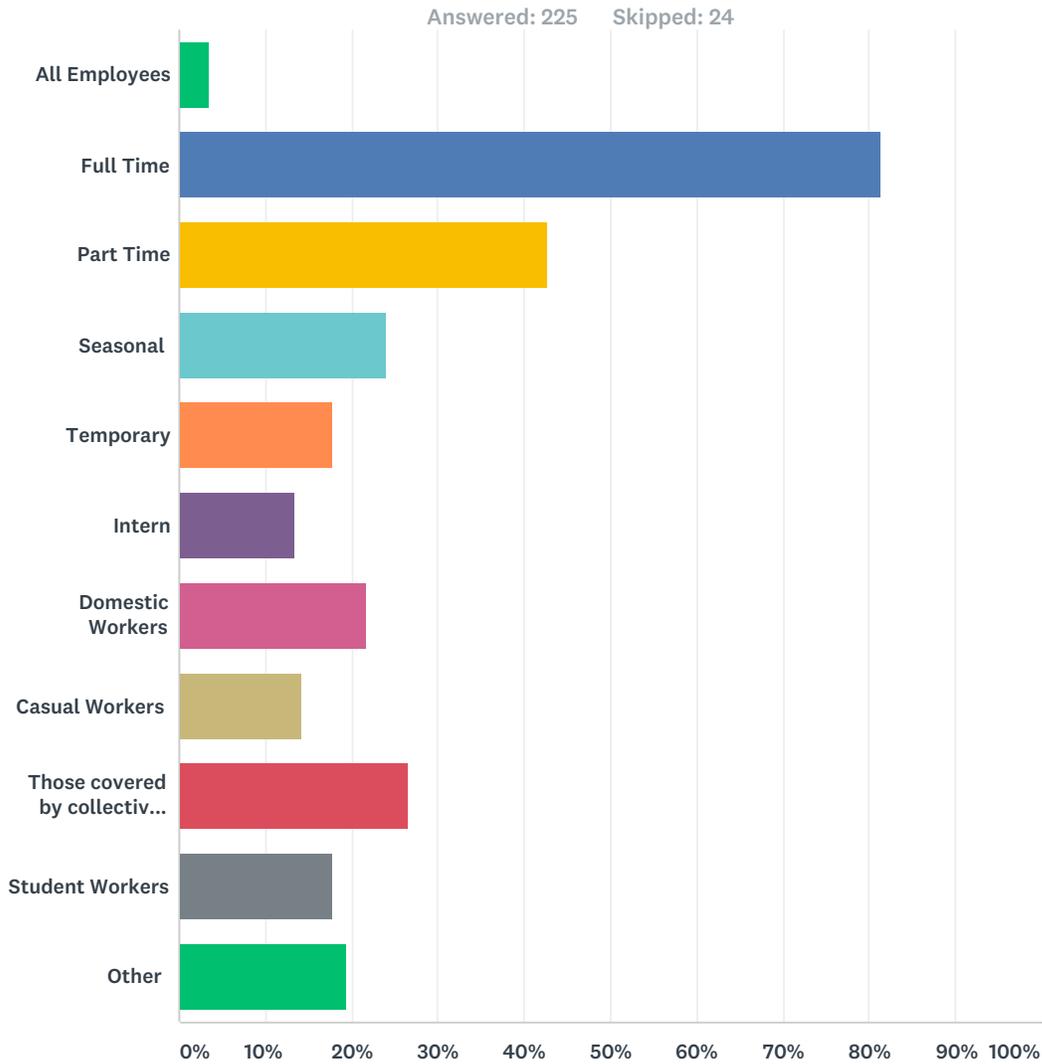


Q1 What type of ordinance should be adopted?



Answer Choices	Responses
No ordinance	33.87% 84
Voluntary compliance: Would encourage employers to have an ESST policy but not require it	24.60% 61
Basic Policy: Would require employers to create and maintain a written ESST policy	10.48% 26
Full Policy: Would require employers to create and maintain a written ESST policy as well as mandate the specifics of what an ESST policy must include	31.05% 77
Total	248

Q2 If an ordinance is adopted, which categories of employees should be covered by a paid ESST ordinance?



Answer Choices	Responses
All Employees	3.56% 8
Full Time	81.33% 183
Part Time	42.67% 96
Seasonal	24.00% 54
Temporary	17.78% 40
Intern	13.33% 30
Domestic Workers	21.78% 49
Casual Workers	14.22% 32
Those covered by collective bargaining agreements	26.67% 60
Student Workers	17.78% 40

Earned Sick and Safe Leave Options Survey

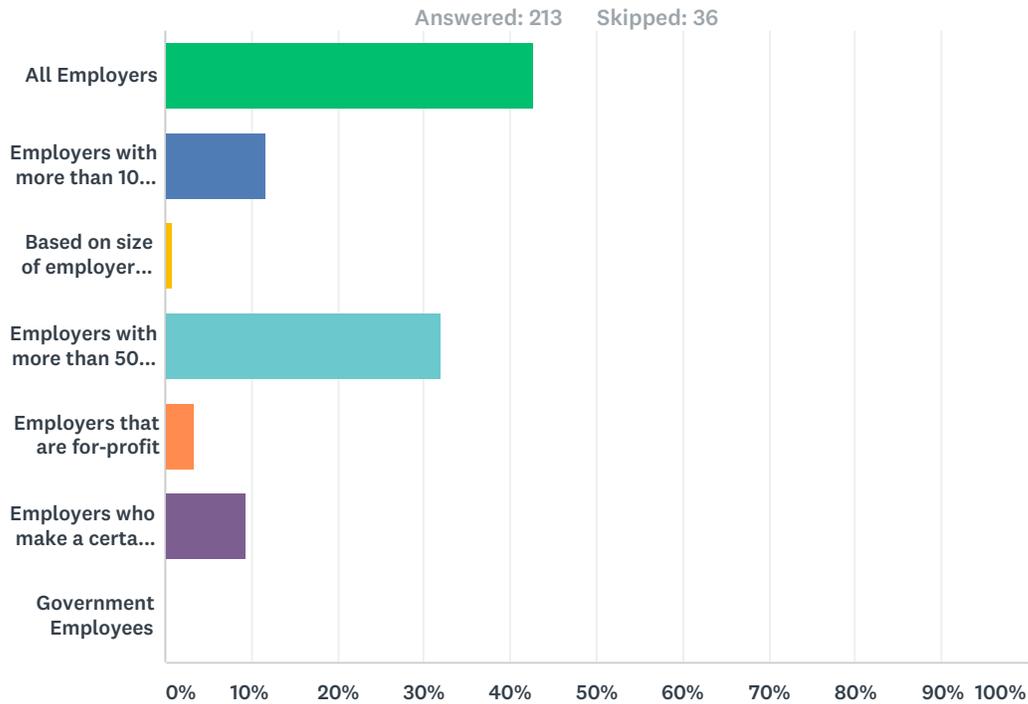
Other	19.56%	44
Total Respondents: 225		

#	Other	Date
1	Those defined by State or Federal Law	7/31/2017 3:52 PM
2	Those NOT part of a Collective Bargaining Agreement	7/28/2017 4:20 PM
3	those employees maintaining a minimum average hours per week (25) after a probationary period	7/28/2017 10:58 AM
4	None	7/27/2017 10:53 PM
5	All Workers	7/27/2017 4:19 PM
6	Those reaching a minimum yearly threshold of 1,000 hours worked in a calendar year	7/27/2017 4:15 PM
7	Permanent part time folks could receive partial benefits but certainly not full benefits.	7/27/2017 2:30 PM
8	Part time with a minimum FTE to be decided	7/27/2017 6:33 AM
9	Employer discretion	7/26/2017 4:21 PM
10	None of the above.	7/26/2017 10:43 AM
11	Only those employers who choose to have the ordinance apply to their businesses.	7/25/2017 8:05 AM
12	None	7/23/2017 2:57 PM
13	none of the above	7/20/2017 11:05 AM
14	all	7/19/2017 9:48 AM
15	No one it should be voluntary	7/16/2017 11:48 PM
16	At least 24 hours per week	7/13/2017 2:04 PM
17	What works best for the business to retain employees and customers	7/13/2017 10:27 AM
18	All should be protected from being fired. I believe pt, ft, and seasonal should get paid sick time.	7/13/2017 9:04 AM
19	Part time employees that have worked for two years. We have many who come and go merely over the summer.	7/12/2017 4:25 PM
20	All workers	7/11/2017 10:28 PM
21	No ordinance is our selection, employers can accommodate their staff, guests, and business as is best for all and based on meeting all needs on their basis.	7/11/2017 8:53 PM
22	Whatever works best for the business.	7/11/2017 3:29 PM
23	Whatever works best for that business to sustain its operations	7/11/2017 7:00 AM
24	Kids in high school should NOT be covered.	7/10/2017 3:53 PM
25	Employer determined	7/10/2017 2:51 PM
26	Whatever works for the individual business	7/10/2017 1:33 PM
27	All employees working at least 20 hours per week	7/10/2017 11:34 AM
28	All employees	7/10/2017 10:12 AM
29	No	7/10/2017 9:54 AM
30	ALL	7/10/2017 9:40 AM
31	No one	7/9/2017 8:35 PM
32	none	7/9/2017 2:53 PM
33	No ordinance...no workers covered	7/9/2017 12:02 PM
34	Private enterprise is private business and the city council should stay out of private business	7/9/2017 10:21 AM
35	None	7/9/2017 9:34 AM

Earned Sick and Safe Leave Options Survey

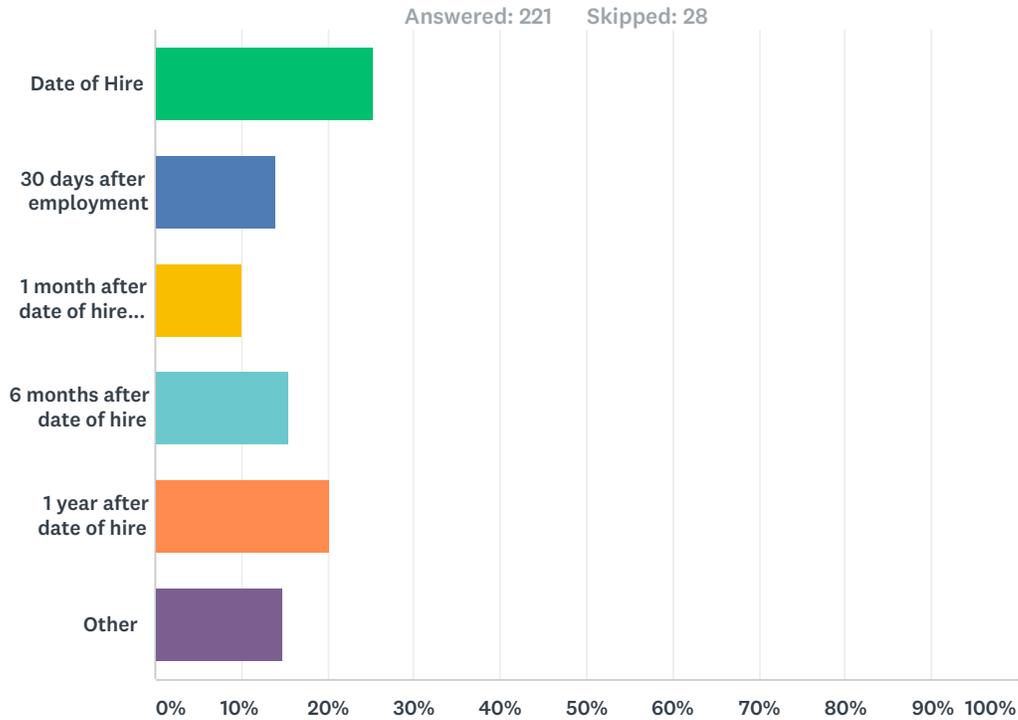
36	This will be an administrative nightmare. Most employees don't abuse sick time but those that do cause extra work for everyone. This will drive business out of Duluth due to admin costs. If employers want to attract good employees they will provide good benefits such as sick leave.	7/9/2017 9:04 AM
37	NONE	7/9/2017 8:45 AM
38	Koo	7/9/2017 8:07 AM
39	The city should not dictate what is done in the private sector.	7/9/2017 6:45 AM
40	None	7/8/2017 11:36 PM
41	None	7/8/2017 10:13 PM
42	The city has no business in private business!	7/8/2017 9:36 PM
43	Only students working for college credit exempt	7/6/2017 12:13 PM
44	It depends on the business.	6/30/2017 10:39 AM

Q3 If an ordinance is adopted, which types of employers with a physical location in Duluth city limits should be required to provide paid ESST to their employees?



Answer Choices	Responses
All Employers	42.72% 91
Employers with more than 10 employees	11.74% 25
Based on size of employer (Fewer than 50)	0.94% 2
Employers with more than 50 employees	31.92% 68
Employers that are for-profit	3.29% 7
Employers who make a certain amount of revenue per employee	9.39% 20
Government Employees	0.00% 0
Total	213

Q4 When does, an employee begin to earn sick and safe leave?



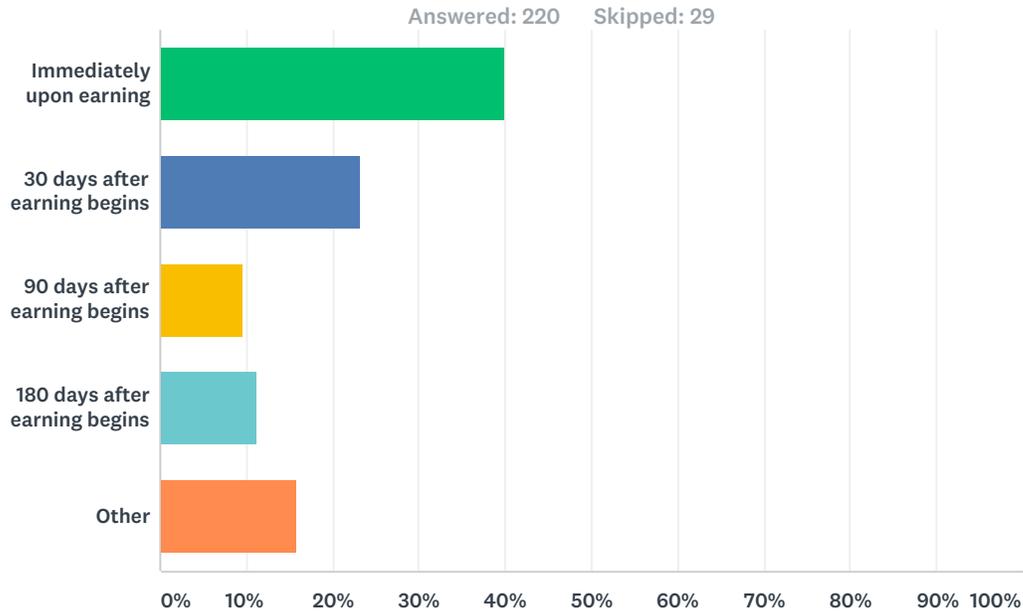
Answer Choices	Responses
Date of Hire	25.34% 56
30 days after employment	14.03% 31
1 month after date of hire (173 hours)	9.95% 22
6 months after date of hire	15.38% 34
1 year after date of hire	20.36% 45
Other	14.93% 33
Total	221

#	Other	Date
1	90 days	7/31/2017 4:03 PM
2	90 days	7/28/2017 10:55 PM
3	5 years	7/28/2017 3:33 PM
4	Never	7/27/2017 10:53 PM
5	I'd do it by hours, somewhere around the equivalent of 3 months	7/27/2017 5:06 PM
6	All Our Benefits start after 90 days	7/27/2017 3:29 PM
7	New employees need to prove themselves before accumulating benefits. We went through 4 people through Manpower the last time we filled a position before finding the right person - attitude and performance must be solid before providing benefits.	7/27/2017 2:30 PM
8	Employer discretion	7/26/2017 4:21 PM
9	Please see below	7/26/2017 10:43 AM
10	Never	7/23/2017 2:57 PM

Earned Sick and Safe Leave Options Survey

11	after 5 years	7/20/2017 11:05 AM
12	Should be up to the employer	7/19/2017 11:23 AM
13	Never. Should be voluntary	7/16/2017 11:48 PM
14	After probation period	7/14/2017 5:18 PM
15	90 days after hire date	7/13/2017 12:15 PM
16	It should follow the same timeline as any other benefits that an employee is eligible for. i.e. If insurance coverage and PTO are earned on the first of the month following 60 days then the same applies here. The date of eligibility should be set by the employer based on their current benefit guidelines.	7/13/2017 12:03 PM
17	To be determined by the business owner	7/13/2017 11:47 AM
18	what works best for the individual employer to retain employees	7/13/2017 10:27 AM
19	3 years after date of hire	7/13/2017 8:39 AM
20	we offer employees additional shifts to make up their lost hours. They also have the opportunity to switch shifts with fellow employees. This practice happens all the time when they are looking for vacation or time off.	7/12/2017 4:25 PM
21	3 months after date of hire	7/12/2017 11:03 AM
22	90 days - 3 months	7/12/2017 10:39 AM
23	After 90 days	7/11/2017 8:53 PM
24	Whatever works best for the business.	7/11/2017 3:29 PM
25	Again whatever works best for that business to remain viable	7/11/2017 7:00 AM
26	Employer Determined	7/10/2017 2:51 PM
27	Let that be up to each employer, not all businesses are the same	7/10/2017 1:55 PM
28	Whatever works for the individual business	7/10/2017 1:33 PM
29	When the employer feels it's warranted	7/9/2017 8:35 PM
30	employer discretion	7/9/2017 2:53 PM
31	Never...is should be up to the employer	7/9/2017 12:02 PM
32	at the employers discretion	7/9/2017 7:57 AM
33	I would suggest that employees start earning on the date of hire, but are unable to use them for the first 60 days.	7/2/2017 1:44 PM

Q5 When may an employee begin to use sick and safe leave?



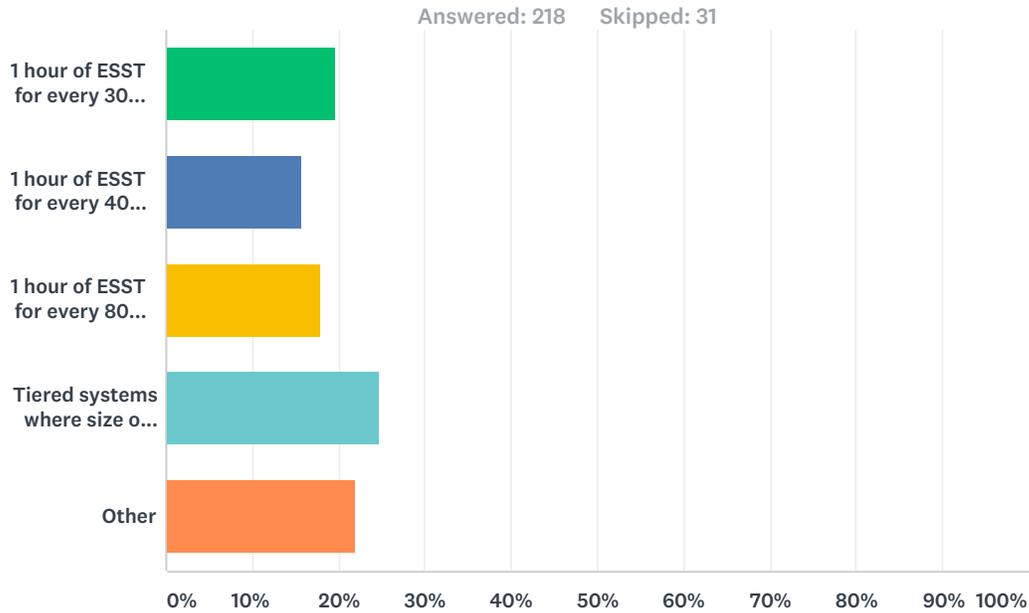
Answer Choices	Responses	
Immediately upon earning	40.00%	88
30 days after earning begins	23.18%	51
90 days after earning begins	9.55%	21
180 days after earning begins	11.36%	25
Other	15.91%	35
Total		220

#	Other	Date
1	1 year	7/28/2017 10:55 PM
2	After probationary time but not longer than 90 days	7/28/2017 4:20 PM
3	See above	7/28/2017 3:33 PM
4	Never	7/27/2017 10:53 PM
5	New folks are often sick early in the game - we cover their time with the understanding that their pay will be docked if they leave the company for any reason before they are eligible for the benefits.	7/27/2017 2:30 PM
6	One year	7/27/2017 2:01 PM
7	after 1 year	7/27/2017 1:55 PM
8	Employer discretion	7/26/2017 4:21 PM
9	Below	7/26/2017 10:43 AM
10	Never	7/23/2017 2:57 PM
11	Up to employer	7/19/2017 11:23 AM
12	Never should be a voluntary program	7/16/2017 11:48 PM
13	After probation period	7/14/2017 5:18 PM

Earned Sick and Safe Leave Options Survey

14	N	7/13/2017 8:45 PM
15	1year ?	7/13/2017 1:36 PM
16	See response on question 4. Same logic applies here, this shouldn't be determined by the city of Duluth. It should be determined by the employer.	7/13/2017 12:03 PM
17	To be determined by the business owner	7/13/2017 11:47 AM
18	what works best for the business and it's employees	7/13/2017 10:27 AM
19	1 year after full time employment	7/12/2017 5:13 PM
20	An employee should never come to work "sick"--with symptoms that are contrary to being around food in a safe manner. A sniffle does not constitute sick---but symptoms of a hangover do. Who makes that choice? When someone is truly ill, we are very sympathetic and help them out as best we can. We care care of our employees---and generally they don't abuse their time off privileges.	7/12/2017 4:25 PM
21	6 months	7/12/2017 7:44 AM
22	Whatever works best for the business.	7/11/2017 3:29 PM
23	up to employer	7/11/2017 3:11 PM
24	Empolyer Determined	7/10/2017 2:51 PM
25	Let that be up to each employer, not all businesses are the same	7/10/2017 1:55 PM
26	Whatever works for the individual business	7/10/2017 1:33 PM
27	When the employer feels it's warranted	7/9/2017 8:35 PM
28	per employer and employee agreement	7/9/2017 2:53 PM
29	Depends on the policy of the employer	7/9/2017 12:02 PM
30	6 months	7/9/2017 9:16 AM
31	1 year	7/9/2017 8:45 AM
32	at the employers discretion	7/9/2017 7:57 AM
33	Easy to spend other people's money	7/8/2017 11:36 PM
34	60 days into employment	7/2/2017 1:44 PM
35	As soon as they have accrued the earned time off. You cannot use it immediately if it's an accrued workplace protection (e.g. 1 hour per 30 hours worked)	6/29/2017 6:15 PM

Q6 How much leave time earned at what rate?



Answer Choices	Responses
1 hour of ESST for every 30 hours worked	19.72% 43
1 hour of ESST for every 40 hours worked	15.60% 34
1 hour of ESST for every 80 hours worked	17.89% 39
Tiered systems where size of business would determine how much is earned and at what rate - for example. Businesses with less than 10 employees: 1 hour of ESST for every 40 hours worked or Businesses with more than 10 employees: 1 hour of ESST for every 30 hours worked	24.77% 54
Other	22.02% 48
Total	218

#	Other	Date
1	What is defined by Federal Law	7/31/2017 3:52 PM
2	Day off equal to avg hours worked per week every 30 days, 12 days per year	7/28/2017 4:20 PM
3	Limited to a cretain number say 5 days period.	7/28/2017 3:33 PM
4	5 days earned per calender year full time employee	7/28/2017 3:31 PM
5	not sure	7/28/2017 11:33 AM
6	1 hour of ESST for every 20 worked is the dream & a great, healthy option for employees. I think starting at 1 for 30 worked is also acceptable.	7/28/2017 7:59 AM
7	None	7/27/2017 10:53 PM
8	Full time = 1 day/month, pro-rated down from there.	7/27/2017 6:30 PM
9	1 hour a month	7/27/2017 3:19 PM

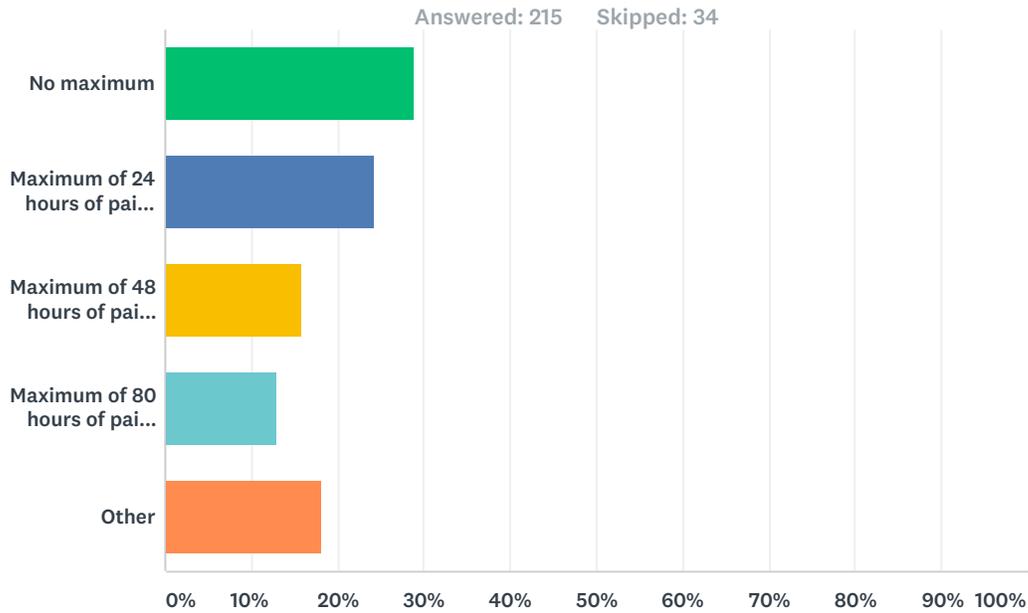
Earned Sick and Safe Leave Options Survey

10	We provide all full time employees with 3 incidental days each year; if they have a major medical reason to be gone more, we have banked days and work our a solution so they do not lose any income.	7/27/2017 2:30 PM
11	1 hour of ESST for every 20 hours worked	7/27/2017 1:18 PM
12	Employer discretion	7/26/2017 4:21 PM
13	provide a minimum and then allow employers to adjust from there	7/26/2017 10:58 AM
14	Below	7/26/2017 10:43 AM
15	A rate that the employer deems appropriate for that business.	7/25/2017 8:05 AM
16	2 hours per pay period	7/24/2017 1:37 PM
17	None	7/23/2017 2:57 PM
18	1 hour of ESST for every 20 hours worked	7/19/2017 4:27 PM
19	Up to employer	7/19/2017 11:23 AM
20	3 days a year	7/19/2017 10:17 AM
21	None mandated. Voluntary is fine	7/16/2017 11:48 PM
22	How is pto addressed as part of the ESST definition	7/14/2017 5:18 PM
23	To be determined by the business owner	7/13/2017 11:47 AM
24	what works best for the employer to retain as many employees as possible	7/13/2017 10:27 AM
25	No more than 5 days per calendar year	7/12/2017 5:13 PM
26	2 hours of ESST for every 80 hours worked	7/12/2017 4:07 PM
27	Set number of days per year	7/12/2017 10:39 AM
28	No ordinance is our selection, employers can accommodate their staff, guests, and business as is best for all and based on meeting all needs on their basis.	7/11/2017 8:53 PM
29	Whatever works best for the business	7/11/2017 3:29 PM
30	up to employer	7/11/2017 3:11 PM
31	based on total PTO. Loss of Vacation is the consequence for habitual users. There is no formula tha will not impact the intrest in continuing business in Duluth.	7/11/2017 9:21 AM
32	Whatever works best for a business to sustain its profitability	7/11/2017 7:00 AM
33	Employer determined	7/10/2017 2:51 PM
34	Again that would be up to each business.	7/10/2017 1:55 PM
35	Whatever works for the business/employee	7/10/2017 1:33 PM
36	1 hour for every 20 worked on a \$10 per hour job is still only a \$0.50 increase from the employer IF IT'S USED. That should be where we're at.	7/10/2017 9:40 AM
37	When the employer feels it's warranted	7/9/2017 8:35 PM
38	No	7/9/2017 3:24 PM
39	ridiculous city taking up this issue	7/9/2017 2:53 PM
40	None. This should be negotiated between the employee and employer	7/9/2017 12:02 PM
41	at the employers discretion	7/9/2017 7:57 AM
42	This is nothing more than extortion by the government	7/8/2017 11:36 PM
43	Zero	7/8/2017 10:13 PM
44	Unlimited	7/8/2017 9:15 PM
45	Up to the business owner	7/8/2017 8:36 PM
46	Employees should earn one hour for every 8 hours worked, but the sick time should cap out at 40 hours per year.	7/2/2017 1:44 PM

Earned Sick and Safe Leave Options Survey

47	Depends on the business	6/30/2017 10:39 AM
48	Minimum of six days per year.	6/29/2017 3:02 PM

Q7 If an ordinance is adopted, should there be a maximum of ESST earned in a 12 month time period?



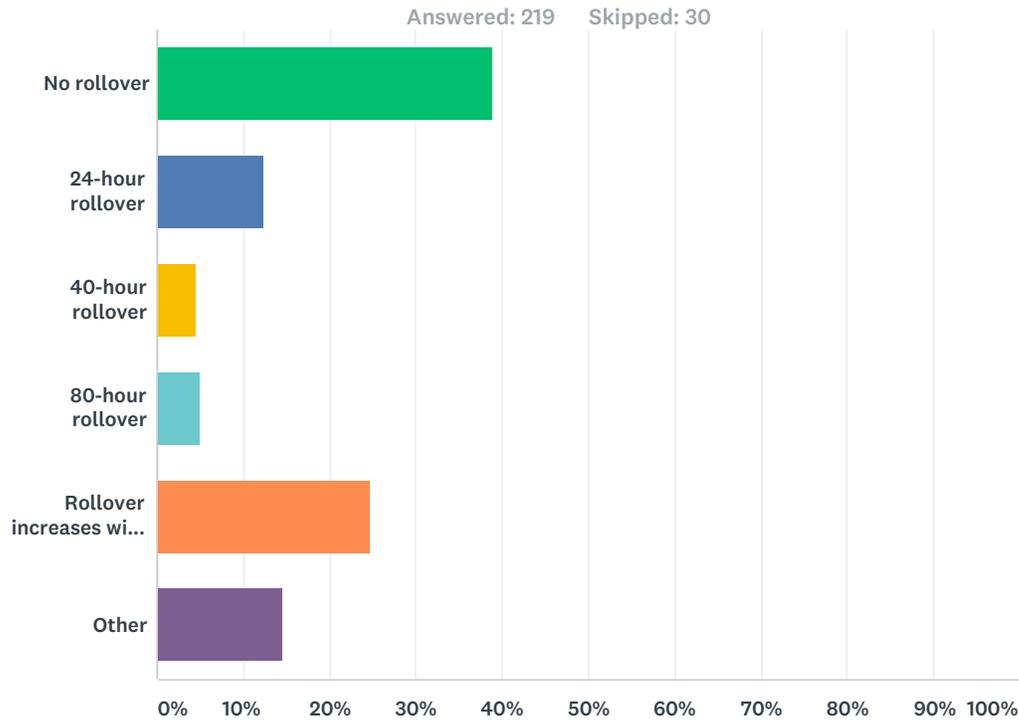
Answer Choices	Responses
No maximum	28.84% 62
Maximum of 24 hours of paid ESST annually	24.19% 52
Maximum of 48 hours of paid ESST annually	15.81% 34
Maximum of 80 hours of paid ESST annually	13.02% 28
Other	18.14% 39
Total	215

#	Other	Date
1	Yes, up to 12 hours per year. See #6 above	7/28/2017 4:20 PM
2	See above	7/28/2017 3:33 PM
3	40 hours	7/28/2017 3:31 PM
4	Maximum of 40 hours of paid ESST annually	7/28/2017 1:45 PM
5	Abused	7/27/2017 10:53 PM
6	Tiered System similar to something described in Q 6	7/27/2017 3:29 PM
7	12 annually	7/27/2017 3:19 PM
8	We have a 36 hour incidental time; longer needs determined on case by case basis.	7/27/2017 2:30 PM
9	Tiered system	7/27/2017 6:33 AM
10	Employer discretion	7/26/2017 4:21 PM
11	allow employers to decide but with a min. within the mandate	7/26/2017 10:58 AM
12	Below	7/26/2017 10:43 AM
13	max of 36 hours annually but an draw on other's time if (banking idea)	7/21/2017 5:31 PM

Earned Sick and Safe Leave Options Survey

14	This should not be mandated	7/19/2017 11:23 AM
15	max of 3 days per year	7/19/2017 10:17 AM
16	None. Voluntary	7/16/2017 11:48 PM
17	maximum should be the amount earned by a FT employee per year	7/13/2017 2:04 PM
18	To be determined by the business owner	7/13/2017 11:47 AM
19	Trade in time for fitness membership or fitness items, i.e. Running shoes, exercise equipment, etc	7/13/2017 10:48 AM
20	what works best for the employer to retain it's employee base	7/13/2017 10:27 AM
21	Max of 5 days per year	7/12/2017 5:13 PM
22	I beleive each organization should have a policy that fits their budget and number of part time/fulltime employees.	7/12/2017 4:25 PM
23	Maximum of 96 hours of paid ESST annually	7/12/2017 4:07 PM
24	No ordinance is our selection, employers can accommodate their staff, guests, and business as is best for all and based on meeting all needs on their basis.	7/11/2017 8:53 PM
25	Whatever works best for the business.	7/11/2017 3:29 PM
26	No earned time means what the employer can provbide in a competitve work place.	7/11/2017 9:21 AM
27	Whatever works best for that business to maintain its profitability	7/11/2017 7:00 AM
28	Employer Determined	7/10/2017 2:51 PM
29	Up to individual business.	7/10/2017 1:55 PM
30	Whatever works for the individual business	7/10/2017 1:33 PM
31	Employer option	7/10/2017 9:54 AM
32	When the employer feels it's warranted	7/9/2017 8:35 PM
33	per employment contract	7/9/2017 2:53 PM
34	None. This should be negotiated between the employee and employer	7/9/2017 12:02 PM
35	at the employers discretion	7/9/2017 7:57 AM
36	Government should not require any minimum wage or benefits	7/8/2017 11:36 PM
37	No max but doctors note may be requested by employer after 48 hours us ed annually	7/8/2017 9:15 PM
38	Not sure that I understand the question.	7/2/2017 1:44 PM
39	I do not understand the question.	6/29/2017 3:02 PM

Q8 If an ordinance is adopted, how much paid ESST should be rolled over into the next year?



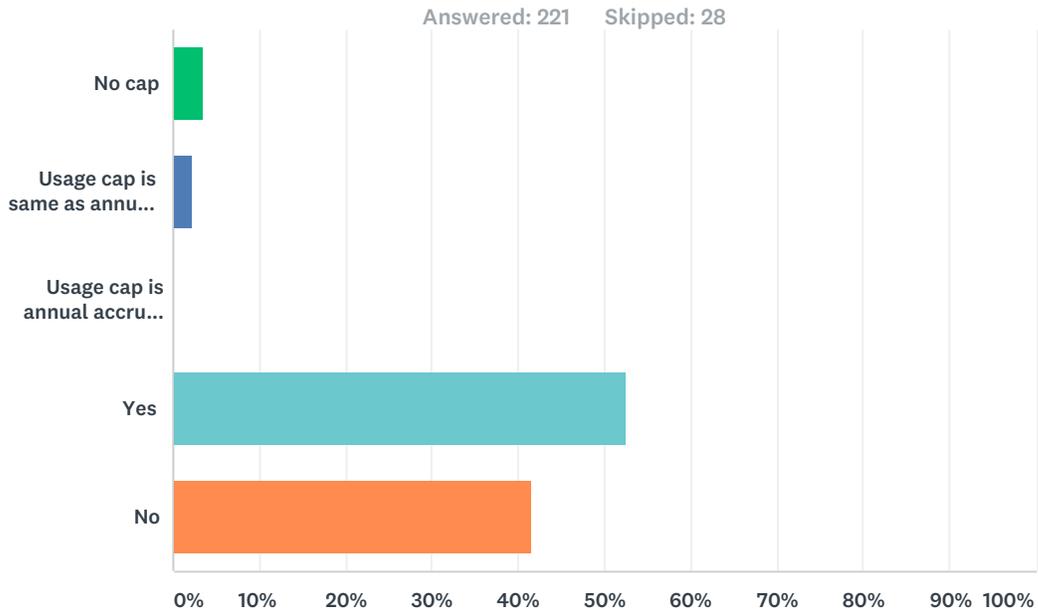
Answer Choices	Responses	Count
No rollover	38.81%	85
24-hour rollover	12.33%	27
40-hour rollover	4.57%	10
80-hour rollover	5.02%	11
Rollover increases with longevity	24.66%	54
Other	14.61%	32
Total		219

#	Other	Date
1	None. up to 12 sick days earned per year	7/28/2017 4:20 PM
2	no rollover will encourage people to "use it or lose it". rollover the max hours (40) but it should not be cumulative. Once you hit max you stay there until you use it.	7/28/2017 10:58 AM
3	rollover, bank up to 600?? hours, you never know when there is an emergency, as a transplant was needed in our family which is 3 months living away from home and medical appointments were before and after that. Still didn't have enough money to pay living away and mortgage and every day expenses at home. When you leave employer after working XX # yrs, you get a percentage of unused time as an incentive to not abuse using it like if there was no rollover. #8 other, I would agree with a cap, but with exception if and emergency happens, i.e. cancer, transplant, major accident, death of close family member. One year I was sick with pneumonia 3 times, not planned but Dr required me to stay out 10 days each time. I had bronchitis and didn't stay home and turned into pneumonia.	7/28/2017 10:55 AM

Earned Sick and Safe Leave Options Survey

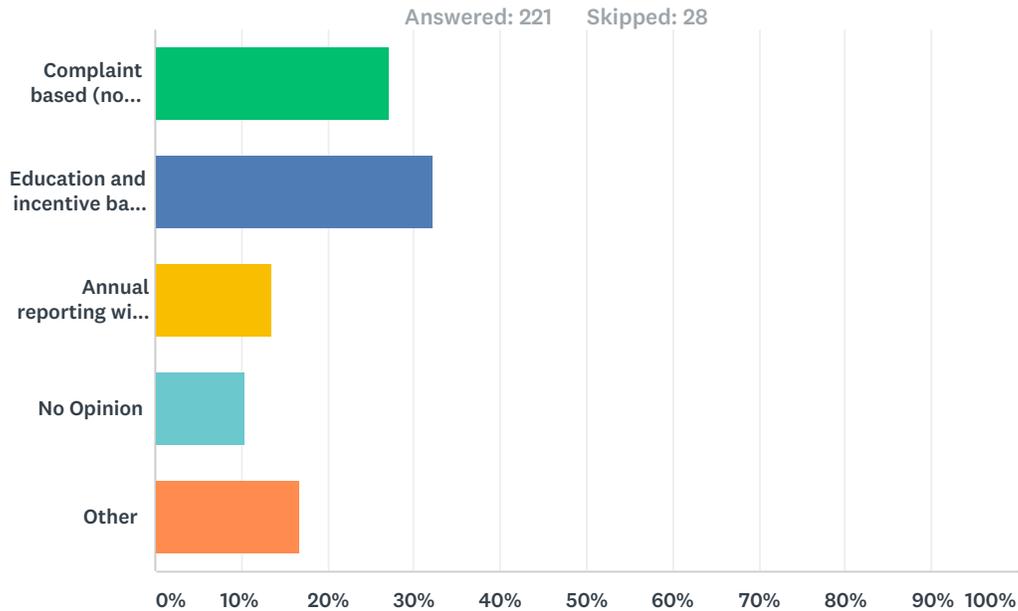
4	Our employees are allowed to bank unused incidental time up to 15 days. Cashed out if they leave the company.	7/27/2017 2:30 PM
5	It should all roll over with no limit on how many hours can be rolled over.	7/27/2017 1:18 PM
6	no rollover will cause employees to use it or lose it, rollover will cause even more hardship to employers. let employers create their own policies per their own capabilities.	7/27/2017 8:56 AM
7	Employer discretion	7/26/2017 4:21 PM
8	allow the employer to decide, but provide a minimum mandated	7/26/2017 10:58 AM
9	Below	7/26/2017 10:43 AM
10	A rate that the employer deems appropriate for that business.	7/25/2017 8:05 AM
11	undecided	7/21/2017 5:31 PM
12	All roll over, with overall large limit- like state of mn employees	7/19/2017 4:27 PM
13	None mandated.	7/16/2017 11:48 PM
14	You can roll over up to the maximum amount, the EE would not accrue after that until their balanced dropped below the cap.	7/13/2017 2:04 PM
15	depends on the business and its ability to retain employees and still provide for its customers and community	7/13/2017 10:27 AM
16	Whatever works best for the business.	7/11/2017 3:29 PM
17	What ever the rollover option habitual users will abuse and cause less them less employment not better.	7/11/2017 9:21 AM
18	Whatever works best for that business to maintain its profitability	7/11/2017 7:00 AM
19	Employer Determined	7/10/2017 2:51 PM
20	Up to individual business	7/10/2017 1:55 PM
21	Whatever works for the individual business	7/10/2017 1:33 PM
22	There should be a cap for what can be accrued. Whatever an employee has earned, they should be able to roll it over into the next year. Employees should not be able to keep time earned if they are moving to a different job with a different company.	7/10/2017 11:18 AM
23	Roll-over all unused	7/10/2017 10:12 AM
24	Employers option	7/10/2017 9:54 AM
25	As a minimum standard, we can be semi-flexible on this one I think.	7/10/2017 9:40 AM
26	This should be negotiate between the employee and employer	7/9/2017 12:02 PM
27	full rollover	7/9/2017 10:51 AM
28	at the employers discretion	7/9/2017 7:57 AM
29	No rollover needed with unlimited sick time	7/8/2017 9:15 PM
30	Rolling max of 24 hours	7/8/2017 8:54 PM
31	Yes, but I think a cap of 80 hours for use each year would be fair.	7/2/2017 1:44 PM
32	all hours up to 12 weeks	6/29/2017 2:49 PM

Q9 If an ordinance is adopted, should there be a cap on how many hours of ESST an employee can use in a year?



Answer Choices	Responses
No cap	3.62% 8
Usage cap is same as annual accrual cap	2.26% 5
Usage cap is annual accrual cap at % of rollover amount	0.00% 0
Yes	52.49% 116
No	41.63% 92
Total	221

Q10 If an ordinance is adopted, what enforcement mechanism should be used?



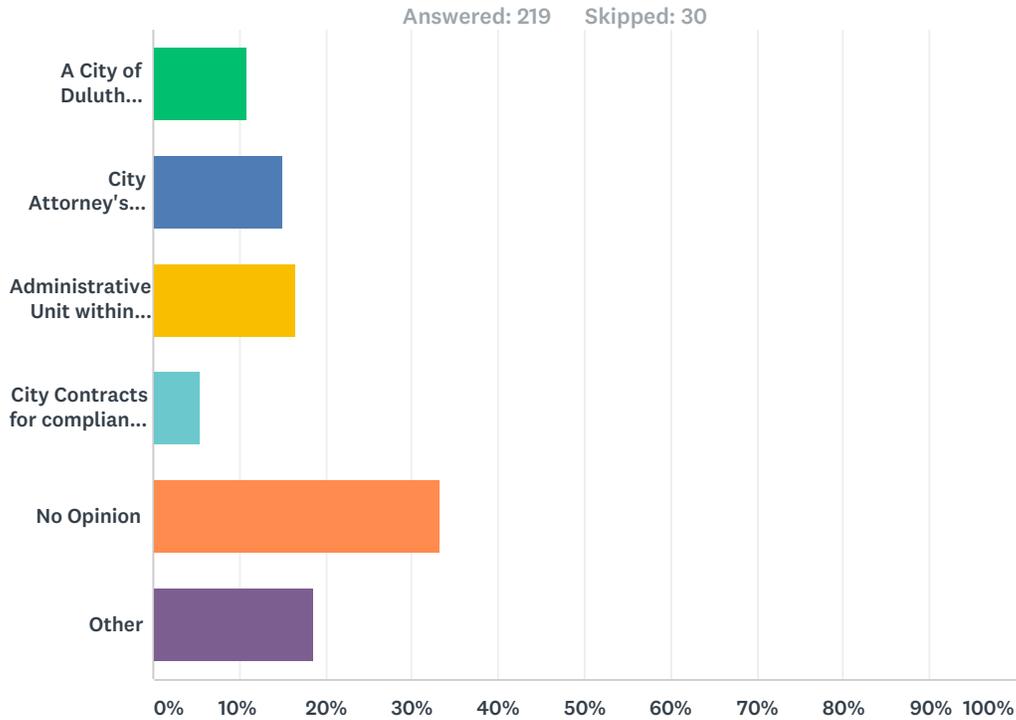
Answer Choices	Responses
Complaint based (no oversight of employer compliance unless an employee files a complaint with the City)	27.15% 60
Education and incentive based (employers rewarded for meeting ESST goals rather than punished for not meeting goals)	32.13% 71
Annual reporting with audit	13.57% 30
No Opinion	10.41% 23
Other	16.74% 37
Total	221

#	Other	Date
1	NONE !!!!!	7/31/2017 3:52 PM
2	Reporting paid for by employees .5 deduction.	7/28/2017 3:31 PM
3	complaint based, but if an employee files a complaint there is not protection that they may not get fired. Education & Incentive based it seems if you dangle the carrot more people comply, except if the fine is less than the cost of complying.	7/28/2017 10:55 AM
4	Well that's the REAL Problem now isn't it?	7/27/2017 3:29 PM
5	there is no good reason nor any available budget for enforcement of this issue.	7/27/2017 2:30 PM
6	It should be both complaint based and education/incentive based. Complaints can be filled by anyone even if not an employee.	7/27/2017 1:18 PM
7	trying to create any enforcement mechanism is a pipe dream considering your current resources (or lack thereof)	7/27/2017 8:56 AM
8	None	7/26/2017 4:21 PM
9	None	7/26/2017 10:43 AM
10	None. Bad idea!	7/23/2017 2:57 PM

Earned Sick and Safe Leave Options Survey

11	undecided	7/21/2017 5:31 PM
12	Not sure. How do St. Paul & Minneapolis do it?	7/21/2017 11:07 AM
13	Complaint based + education campaign/required signage posted	7/19/2017 4:27 PM
14	This should not be enforced nor do I believe it is enforceable	7/19/2017 11:23 AM
15	Random audits, not auditing all employers every year, and also complaint-based.	7/19/2017 8:44 AM
16	None. A city should not mandate anything that state and federal laws already control. This would be a business killer	7/16/2017 11:48 PM
17	None don't need more city administrative costs that adds cost to the tax payer	7/14/2017 5:18 PM
18	Annual audit with consequences if not complying	7/13/2017 10:48 AM
19	No enforcement needed. Let workers vote by changing jobs	7/13/2017 8:39 AM
20	Annual reporting, audit if employee files a complaint	7/12/2017 8:43 PM
21	No ordinance is our selection, employers can accommodate their staff, guests, and business as is best for all and based on meeting all needs on their basis.	7/11/2017 8:53 PM
22	self	7/11/2017 3:11 PM
23	What ever is adopted will only grow our local government and shrink the supporting Manufacturing base. as well as reduce interest in Economic development.	7/11/2017 9:21 AM
24	The City of Duluth has no business with the governing or enforcement of such a policy.	7/11/2017 8:39 AM
25	• Complaint-based, only if other people can also lodge complaints (doesn't have to just be the employee)	7/10/2017 4:39 PM
26	Providing a copy of your policy	7/10/2017 2:51 PM
27	Just require one. Once it gets going the market will make it improve over time.	7/10/2017 1:55 PM
28	Honor system, and complaint follow up	7/10/2017 9:54 AM
29	Citizen review board with grievances suggested by board, but brought to council for chronic offenders.	7/10/2017 9:40 AM
30	Self monitoring	7/9/2017 8:35 PM
31	keep govt out of private businesses	7/9/2017 2:53 PM
32	Don't adopt an ordinance	7/9/2017 12:02 PM
33	bad idea	7/9/2017 8:45 AM
34	Who is going to pay employer got over site and esst.	7/8/2017 11:36 PM
35	Whatever works	7/2/2017 1:44 PM
36	Why not just invoke socialism and be done with it. That seems to be the goal here	6/30/2017 10:39 AM
37	Perhaps a combination of all of the above, with random audits instead of mandated audits	6/29/2017 6:15 PM

Q11 If an ordinance is adopted, who should enforce an ordinance?



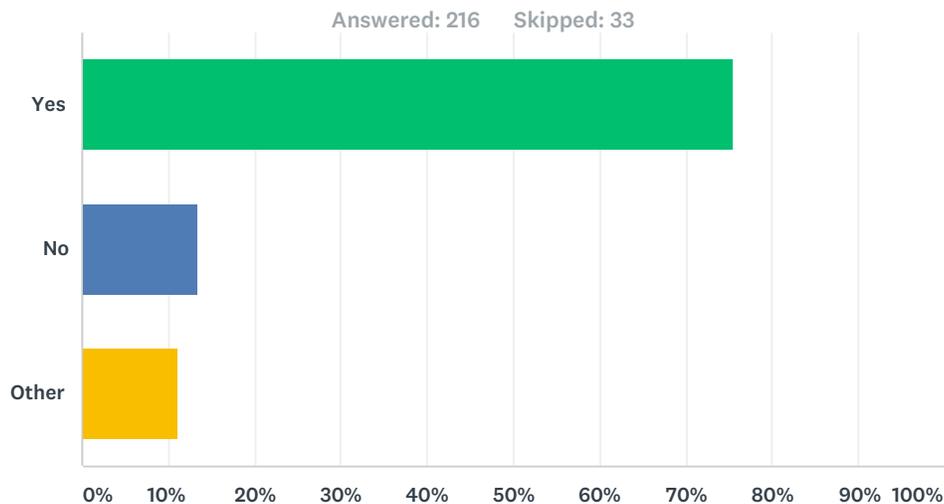
Answer Choices	Responses
A City of Duluth commission	10.96% 24
City Attorney's Civil Division	15.07% 33
Administrative Unit within city government	16.44% 36
City Contracts for compliance service with a third party	5.48% 12
No Opinion	33.33% 73
Other	18.72% 41
Total	219

#	Other	Date
1	NO ORDINANCE Should be passed.	7/31/2017 3:52 PM
2	Third party would have to be outside of city limits.	7/29/2017 9:22 AM
3	Duluth government can not even pay for or maintain roads	7/28/2017 3:31 PM
4	employer	7/28/2017 11:33 AM
5	No one	7/27/2017 10:53 PM
6	Again, that's the REAL Problem now isn't it?	7/27/2017 3:29 PM
7	no one	7/27/2017 3:19 PM
8	It is not even logical to establish something requiring enforcement. Start with education and see if employers improve policies in coming years. Ordinances should be a last resort, not the starting point.	7/27/2017 2:30 PM
9	Either the City Attorney's Civil Division or an Administrative Unit within city government.	7/27/2017 1:18 PM
10	all options are spendy	7/27/2017 8:56 AM

Earned Sick and Safe Leave Options Survey

11	More info is needed. Need to consider the administrative cost and process/capabilities of each enforcement option prior taking a position on this question.	7/26/2017 4:21 PM
12	Please see below	7/26/2017 10:43 AM
13	None	7/23/2017 2:57 PM
14	I think it should stay within the city	7/21/2017 11:07 AM
15	No body. This is a bad idea	7/16/2017 11:48 PM
16	None	7/14/2017 5:18 PM
17	A city task force with mixed delivery (not the same people that sit on every task force in Duluth)	7/13/2017 9:04 AM
18	No one	7/13/2017 8:39 AM
19	No one - it's a crazy concept	7/12/2017 5:13 PM
20	Whoever takes on the task of enforcing such an ordinance will have to incur the expense of such a challenging organizational task	7/12/2017 4:25 PM
21	No ordinance is our selection, employers can accommodate their staff, guests, and business as is best for all and based on meeting all needs on their basis.	7/11/2017 8:53 PM
22	self	7/11/2017 3:11 PM
23	there is no option on the table that I would support other than letting marketplace rule.	7/11/2017 9:21 AM
24	Once again, the City has no place in enforcing such an ordinance. The City needs to figure out how to attract new business and not alienate new business or current businesses within the City	7/11/2017 8:39 AM
25	commission plus admin role within city government	7/10/2017 4:39 PM
26	Without the addition of City employees, I'm not sure that it could be successfully enforced	7/10/2017 2:51 PM
27	Just require a written plan	7/10/2017 1:55 PM
28	You would need to form a Labor Department headed by experts in labor law	7/10/2017 1:33 PM
29	Think best option would be an administrative unit within city government as well as a Duluth commission	7/10/2017 10:12 AM
30	A Non-profit group that doesn't cost the city taxpayers or businesses any additional money.	7/10/2017 9:54 AM
31	Employer	7/9/2017 8:35 PM
32	nobody	7/9/2017 2:53 PM
33	Don't adopt an ordinance	7/9/2017 12:02 PM
34	None	7/9/2017 8:06 AM
35	City can not even afford to repair roads	7/8/2017 11:36 PM
36	Employer	7/8/2017 10:13 PM
37	Keep city uninvolved	7/8/2017 9:36 PM
38	Whoever enforces other employment issues.	7/2/2017 1:44 PM
39	whatever is cheapest	6/30/2017 2:35 PM
40	Somebody who knows something about business, which excludes everyone in city hall	6/30/2017 10:39 AM
41	Either a comission or administrative unit within city government	6/29/2017 6:15 PM

Q12 If an ordinance is adopted, should an employer be able to request documentation for ESST longer than 3 days in duration?



Answer Choices	Responses
Yes	75.46% 163
No	13.43% 29
Other	11.11% 24
Total	216

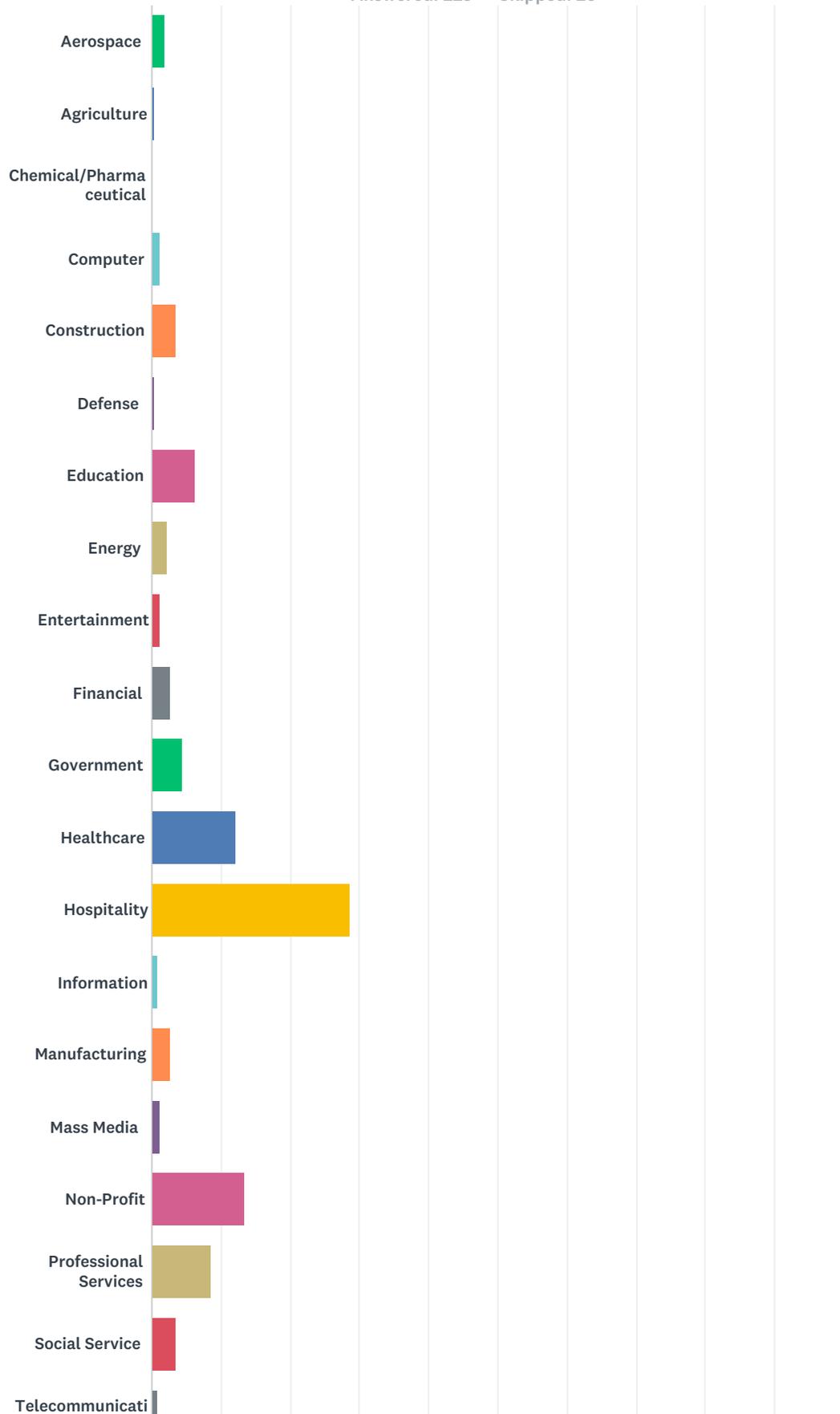
#	Other	Date
1	Unsure	7/30/2017 12:29 PM
2	Maybe if sick, but shouldn't have to explain safe, so no.	7/29/2017 9:22 AM
3	Yes or at any time the employer feels it is being abused	7/28/2017 11:45 AM
4	If it is longer than 5 days, yes.	7/28/2017 10:36 AM
5	Should be longer than ONE Day	7/27/2017 3:29 PM
6	Case specific. WE seek releases from doctors to return to work after a 3-day absence.	7/27/2017 2:30 PM
7	Any duration of absence	7/26/2017 4:21 PM
8	Should be able to request documentation at any time	7/21/2017 4:09 PM
9	This should not be mandated by the City of Duluth	7/19/2017 11:23 AM
10	This should be voluntary and totally up to the employer.	7/16/2017 11:48 PM
11	Should always be able to request documentation	7/15/2017 12:07 AM
12	An employer should always be able to request documentation	7/13/2017 2:04 PM
13	Should be able to for 1 day - and should be able to discipline for abuse of use of it	7/12/2017 5:13 PM
14	No ordinance is our selection, employers can accommodate their staff, guests, and business as is best for all and based on meeting all needs on their basis.	7/11/2017 8:53 PM
15	We currently do.	7/11/2017 9:21 AM
16	Employer Determined	7/10/2017 2:51 PM
17	up to individual employer	7/10/2017 1:55 PM

Earned Sick and Safe Leave Options Survey

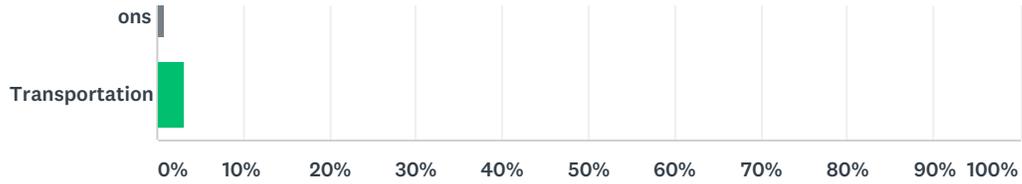
18	1 day	7/10/2017 1:33 PM
19	I don't think it is necessary, would be undue hardship for people using for safe time	7/10/2017 10:12 AM
20	none of duluth s business	7/9/2017 2:53 PM
21	An employer should be able to request documentation for any period they pay an employee	7/9/2017 12:02 PM
22	Employer should get documentation for ONE DAY	7/9/2017 9:34 AM
23	yes, if misuse is suspected	7/9/2017 7:57 AM
24	Documentation could be requested for any leave time	7/9/2017 5:55 AM

Q13 What industry are you engaged in?

Answered: 223 Skipped: 26

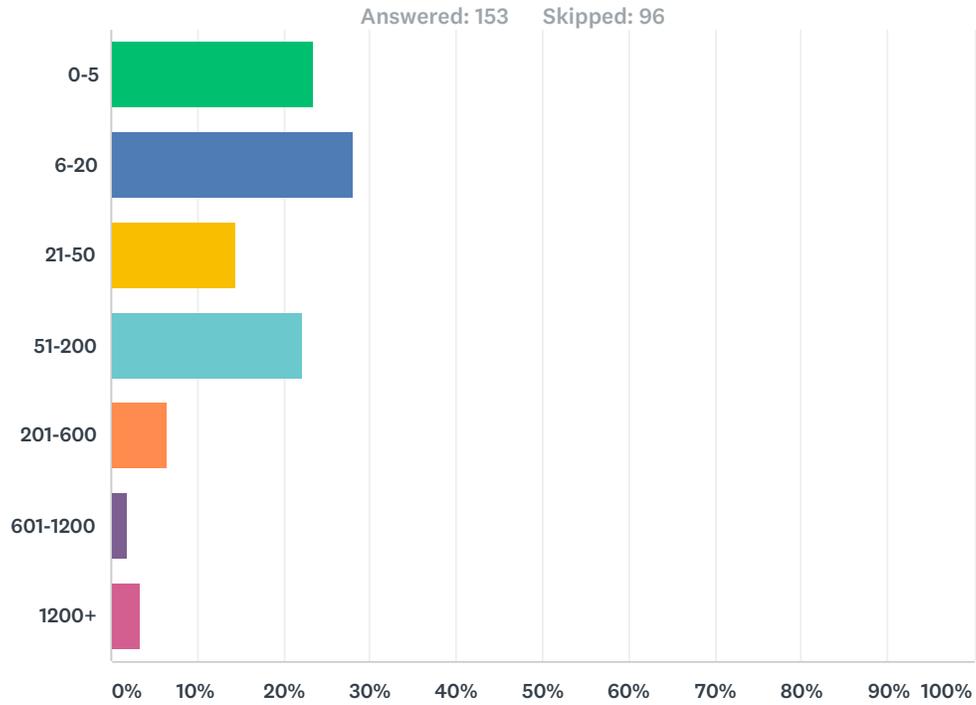


Earned Sick and Safe Leave Options Survey



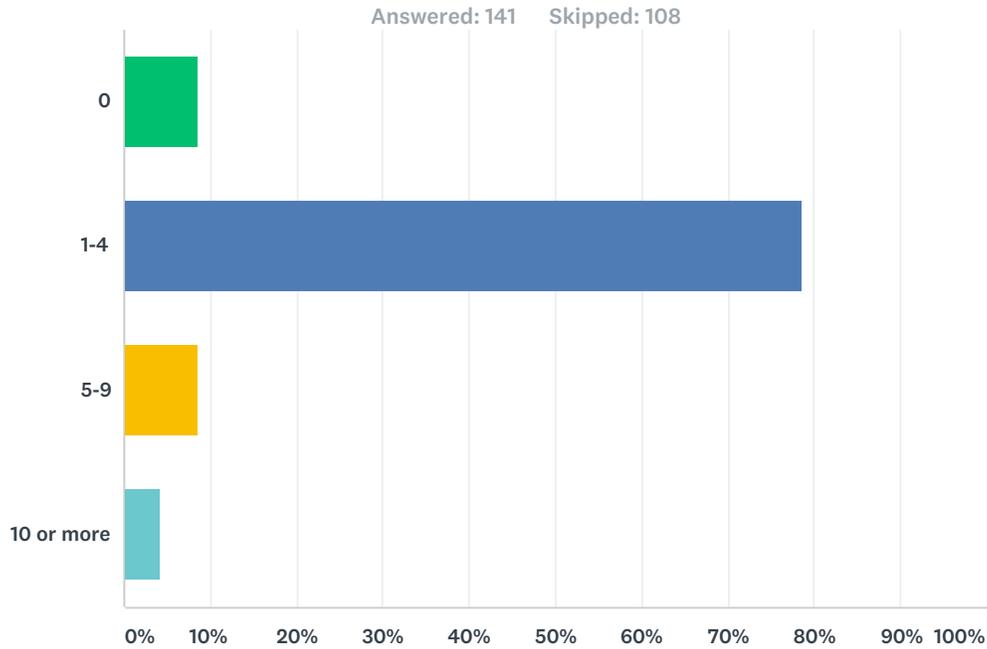
Answer Choices	Responses
Aerospace	1.79% 4
Agriculture	0.45% 1
Chemical/Pharmaceutical	0.00% 0
Computer	1.35% 3
Construction	3.59% 8
Defense	0.45% 1
Education	6.28% 14
Energy	2.24% 5
Entertainment	1.35% 3
Financial	2.69% 6
Government	4.48% 10
Healthcare	12.11% 27
Hospitality	28.70% 64
Information	0.90% 2
Manufacturing	2.69% 6
Mass Media	1.35% 3
Non-Profit	13.45% 30
Professional Services	8.52% 19
Social Service	3.59% 8
Telecommunications	0.90% 2
Transportation	3.14% 7
Total	223

Q14 How many employees do you have in Duluth per location?



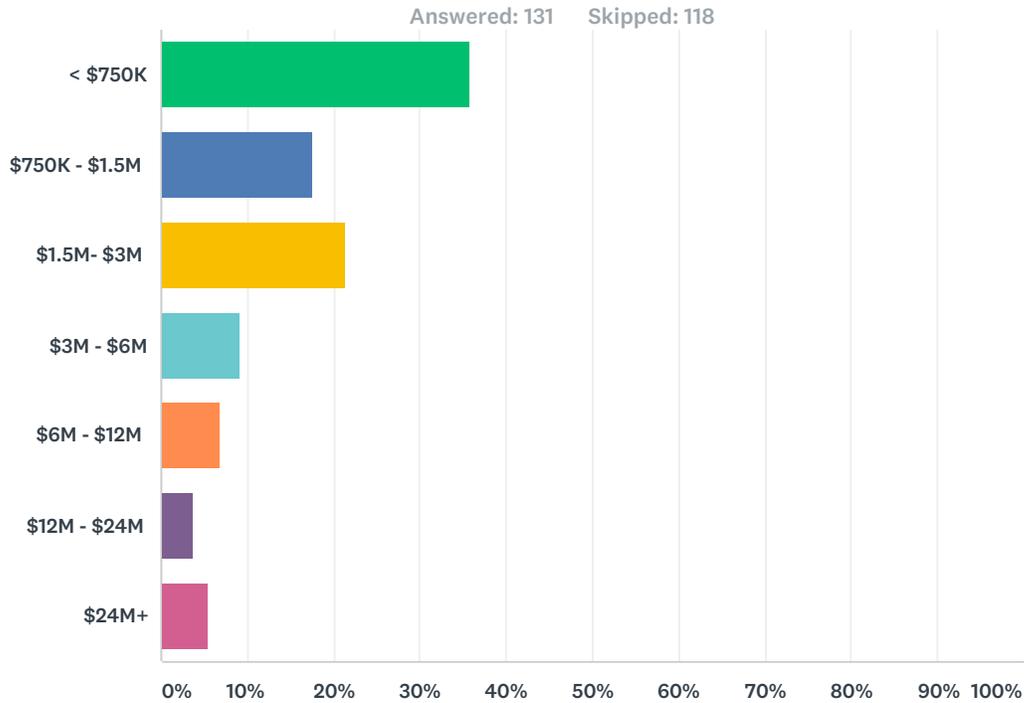
Answer Choices	Responses	Count
0-5	23.53%	36
6-20	28.10%	43
21-50	14.38%	22
51-200	22.22%	34
201-600	6.54%	10
601-1200	1.96%	3
1200+	3.27%	5
Total		153

Q15 How many locations with employees do you have in Duluth?



Answer Choices	Responses	
0	8.51%	12
1-4	78.72%	111
5-9	8.51%	12
10 or more	4.26%	6
Total		141

Q16 What is your approximate annual revenue per location?



Answer Choices	Responses
< \$750K	35.88% 47
\$750K - \$1.5M	17.56% 23
\$1.5M - \$3M	21.37% 28
\$3M - \$6M	9.16% 12
\$6M - \$12M	6.87% 9
\$12M - \$24M	3.82% 5
\$24M+	5.34% 7
Total	131

Q17 Additional Comments

Answered: 38 Skipped: 211

#	Responses	Date
1	Please Let the Federal Guidelines prevail. Let businesses Decide for the themselves what benefits they offer employees. DO NOT set up another government program to audit and enforce on business. This represents expense and time for each business. Employees have the free will to work at any company that they are qualified for.	7/31/2017 3:52 PM
2	Who wrote this survey. Choice of industry did not include service, restaurant industries.	7/28/2017 3:31 PM
3	Seems like a survey that is looking for the results it wants. Seems very pro-sick and safe time. 1 question for being against it and the rest like it's already in place. Poor survey!	7/28/2017 2:06 PM
4	Our bottom line is between 3-4%. This is a significant cost and will have to be planned in advance. We for see a change in how business will be from here forward if too much is expected too quickly.	7/28/2017 12:44 PM
5	Up to 80 hours paid sick time under consideration? Are you kidding? Two weeks of paid sick time for each employee for a small local business? The city of Duluth was recently shown in a recent publishing to be at the bottom of a nationwide list of business friendly cities. There is no way many small businesses will be able to afford this. Duluth is NOT the size of San Francisco, NYC, Seattle, etc (three cities of which Duluth councilors in large part clearly wish to emulate in so many ways). Small business owners aren't the enemy and they're not rich. Keep piling on government style and sized pay and benefit mandates on them and employees will have fewer job opportunities to choose from. How would that help the workers then?	7/28/2017 11:06 AM
6	Our industry is not listed--retail. We already have a pretty generous sick leave policy but that only applies to full and regular part time employees. Seasonal and casual are not covered. Seasonal and casual employees generally call off at a much higher rate than regular employees--an approximate guess would be 5 to1. A policy that requires us to cover them may cause a change to the way we hire and schedule seasonal and casual employees which in turn may harm the population this policy is meant to help.	7/28/2017 10:58 AM
7	Not sure the best way to get employers to comply and to get most employees to not abuse taking time off, there needs to be an incentive. So maybe an incentive for Employers would work also, but not sure the best to make sure EVERY employer follows the ordinance.	7/28/2017 10:55 AM
8	If a non-profit who started with 3 employees and has grown to 20 can figure out how to afford this, it is possible for every employer! ESST is a human right & Duluth is behind in the times that we don't already offer this across our "progressive" city.	7/28/2017 7:59 AM
9	The City of Duluth Government should not be involved in ESST. How many of the people working on this committee have actually owned a business, have actually employed and trained and scheduled employees. We work with everyone of our employees that may need time off. They always have the option to pick up and extra shift. I have been managing employees for over 30 years, and I know employees will take advantage of this program.	7/28/2017 7:39 AM
10	If employers already offer benefits and have union contracts, they should be exempt. Forcing them to change entire systems to comply with an ordinance when what they're currently offering is great, is a waste of time. If Duluth adopts a full policy, we will be keeping new businesses from moving to Duluth; we will preventing business growth in Duluth; and we will likely see businesses closing in Duluth. If these businesses leave, jobs will leave and it won't help employees who don't have jobs to have ESST. Businesses are a big source of support for so many nonprofits in the community that help lower-income employees. Their ability to support these organizations will dwindle and people need to realize that. Or, their ability to support these organizations will completely go away if the business closes or moves away from Duluth.	7/28/2017 6:42 AM
11	As a very small employer with just 7 part time employees, this would cause enough hardship that i would consider closing. I am barely keeping up now. that means 7 less jobs for 7 people, plus myself	7/27/2017 10:58 PM
12	Keep the government out of business. Most of them couldn't run a kool aid stand. That's why they work for the government.	7/27/2017 10:53 PM

Earned Sick and Safe Leave Options Survey

13	In addition to being an employer I also have a daughter who works for Duluth Pack Co. full time and Grandma's Restaurant part time. No ESST at either job. No sick time forces, or at least encourages many people to work ill or to shorten sick time away from work. Not a good policy.	7/27/2017 6:30 PM
14	You have to ask yourself what is a FREE market? We have an extremely liberal ESST policy to make up for the fact that as a nonprofit we have a low wage scale and generous ESST is a way to compensate our valuable employees with a noncash incentive to work here. We use this policy to recruit employees and it works. Other businesses would benefit from this approach. It is not a frightening thing to treat employees with great consideration. Productivity increases more than the lost time could ever add up to. But then again the REAL question is how and who enforces such a rule in a FREE marketplace? People don't HAVE to work for us - I would like to think they would WANT to work for us and that works well for US.	7/27/2017 3:29 PM
15	This is NOT a good idea. As employers, we do not need more ways for our employees to bail on their work.	7/27/2017 3:19 PM
16	no need to do. The City should not be involved with private employers. This is not a good idea. If adopted, must come from Federal level	7/27/2017 2:51 PM
17	In 38 years as a business in Duluth, I have never before been surveyed about any of our policies - I question the statistics being used because I have never been asked. Personnel policies and this single issue should not be legislated at the city level. I am very concerned this is a "done deal" because of the progressive bent of our city council thus have been unwilling to take a public profile on this issue. Also, in my many, many years of supervising many people I have had only 1 employee needing "safe" time (which we covered) - I think it says a lot about our community that this has become a named reason for absence from work. Our city council needs to work on safety issues, our streets and keeping property taxes in check. The forecasted lack of trained employees in the near future will do far more to improve benefits offered by businesses than any ordinance you cannot possibly enforce. Use the data gathered by this task force to educate the community on the best practices and the benefits to business when they take good care of their employees. Our policies have worked because our average employee has more than 10 years of service. Attendance is very much a product of attitude: We all do get sick and then should stay home, but, the employees have a responsibility, too, to live a healthy life and to choose to work in an environment that supports them - it is a two-way street. Do not handicap the folks generating tax base in this city by forcing them to keep and report on poor performers with lousy attendance records.	7/27/2017 2:30 PM
18	The City council should not mandate a business to do anything.	7/27/2017 2:19 PM
19	Let the market drive these kind of things. It is not up to our government to mandate programs like this.	7/27/2017 1:58 PM
20	Allow employers and employees to negotiate their own terms of employment. Provide incentives to employers who develop a ESST program but don't penalize employers who may not be able to afford it.	7/27/2017 1:58 PM
21	If an ordinance is passed, I hope the same rules for Minneapolis and St. Paul would not apply for Duluth. Sick time is meant to be taken when the employee, family member, or relative (defined by mn statute) is incapacitated, not when a roommate is not feeling well or a place of business closes due to weather. This is going to be a detriment to businesses that already have a sick leave policy that is working. This ordinance will allow more employees to abuse sick time, which lets face it, is a common theme now days.	7/27/2017 8:33 AM
22	I support employees receiving this benefit however there cannot be a one-size fits all approach. We want local, small businesses to thrive in our community so costs associated with this need to be analyzed from every angle. As much as people love to shop local and express that, for most their ultimate buying decision will come down to the dollar. On the other hand, I could see this being beneficial to various industries that have difficult to fill positions and be a selling point to potential new hires. At my organization we have many part time and full time positions that offer benefits and even with this perk we are still short of qualified applicants.	7/27/2017 6:33 AM

Earned Sick and Safe Leave Options Survey

23	I am a small business owner, I employ 4 people full time and 4 people part time. I choose to offer my employees paid holiday time, paid time off, healthcare and money for continuing education. My business has been open for nearly 3 years and it has taken time to get to the point where I can provide these benefits for my employees. I do these things because I believe in treating people well, I want to be competitive as an employer in the local market and because I can now afford to provide these benefits. These benefits are very expensive to my business and if I had been mandated to provide them when I opened my business I would not have been able to start my business in Duluth. Mandating that a business provide these benefits will further detract from Duluth as a good place to start a business. Beyond this being a poor policy for stimulating business growth in this city, I believe that consideration of this policy is beyond what our city counsel is in place to do.	7/26/2017 10:43 AM
24	EVERYONE deserves PAID sick time. Not just some because they happen to work for the wrong employer.	7/25/2017 8:23 PM
25	I currently have paid sick time and I am not allowed to use it. I am told it is at management's discretion and I HAVE sick time. There needs to be a solution for employees and employer. People work to care for themselves and their families. Where is the incentive for those without benefits to work when the employer won't work for them? This is why so many working families are dependent on welfare and other public systems. Unless we make growth a priority for all, there can not be sustainable growth in the community. This seems to be a permanent solution to encourage and support a working community.	7/25/2017 6:39 PM
26	Earned sick and safe time can be detrimental to facilities who are not-for-profit and income based solely on services provided. Many facilities provide time off options to employees who commit to the facility even on a part time basis. Employees on casual or temporary status who earn sick/safe time would add to liability while decreasing time the casual status employee can work as casual status employees are on an as needed basis only and do not commit to the facility to any more than that.	7/25/2017 9:55 AM
27	This would hurt small business. It should be an employer's choice. If the company is not a good place to work, find a different job. Find an employer that you want to work for. Don't force this upon business.	7/24/2017 10:45 AM
28	BAD IDEA!!	7/23/2017 2:57 PM
29	I do not believe that this is an issue the city should be addressing. It should be handled at the federal or state level, if at all.	7/20/2017 11:05 AM
30	This would be a disaster. It should be up to the employer to make their own decisions. If the employees want to organize they have that right and if they need time off the FLMA allows that. I am down to one business in Minnesota. I have moved all my other business's to Wisconsin and will do so with my current business if this passes. Most of my business's are union and have negotiated benefits. My non-union employee's we offer that benefit already. A local municipality has not right to tell me what benefit's I give my employee's	7/19/2017 11:23 AM
31	Property Taxes in last 4-5 years have increased rents up to \$2000-\$3000 a month!!, Min wage at 10/hr and rising, now mandatory sick pay. Nothing left for the bottom line. Might as well close business as we cant make money in Duluth anymore!! Let the businesses take care of their own people. If other businesses offer sick pay, then you have to compete but opening up sick pay for all is just crazy and a nightmare to track and follow. I already give sick pay to my key employees, otherwise I lose them. You are also going to encourage people to be "sick" and take advantage of this because they can.	7/19/2017 10:17 AM
32	Having mandatory paid sick leave will help us succeed as a community. Our business wants to provide a service to the community, not get rich off the backs of workers.	7/19/2017 8:44 AM
33	This is a bad idea. If this goes into effect I will Move my business to Superior Wisconsin The city of Duluth will lose about 70 jobs most of which are full time with benefits including health 401k etc I currently rent my building and have nothing holding us to a Duluth location.	7/16/2017 11:48 PM
34	This is a win-win for both employees and employers. I feel employees who have PTO or ESST will be healthier in the long run, knowing they don't have to miss a day's pay to go to the doctor or other appointments. You shouldn't be docked wages or make up hours if you need to be out of the office for an appointment or you're ill. This is an awesome ordinance for Duluth.	7/15/2017 8:27 PM
35	We already have written policies - no government should have this kind of oversight over private enterprise.	7/14/2017 5:18 PM

Earned Sick and Safe Leave Options Survey

36	<p>We are a home health provider that offers PTO, sick for employees at 30 hrs. and up in administration or according to a CBA. Our reimbursement for care is capped by the State of Minnesota. There is only so much in a margin between cost of care, labor, administrative costs to provide a competitive wage and benefits versus costing more to provide care than the reimbursed amount by the State. For instance if the state reimburses \$18 an hour for care and an employee makes \$11-\$13 as a direct care staff, 1 hr of OT erases any profit in providing care. Adding additional ESST only makes this more difficult as I am now paying another employee to provide care while paying an employee a benefit for time off. I can't charge more to the state because Duluth puts in an ordinance-even if I agree with ESST. These forced benefits raise the cost of goods (in all industries), place burdens on employers that make a tough business climate in Duluth tougher and less competitive. Competitive employers already have ESST type programs for FT and PT staff. I think the market should be allowed to drive change and not government.</p>	7/13/2017 2:39 PM
37	<p>I am apalled again that the city is trying to control my slim margin business</p>	7/13/2017 1:36 PM
38	<p>we cannot have a "one size fits all" approach. Many employers want to provide sick/safe time for their employees. Any mandate should take in consideration the type, size, and revenue of the business. The mandate should also ensure that business are able to retain their employees, provide quality and value to their customers and still be able to give back to their community.</p>	7/13/2017 10:27 AM