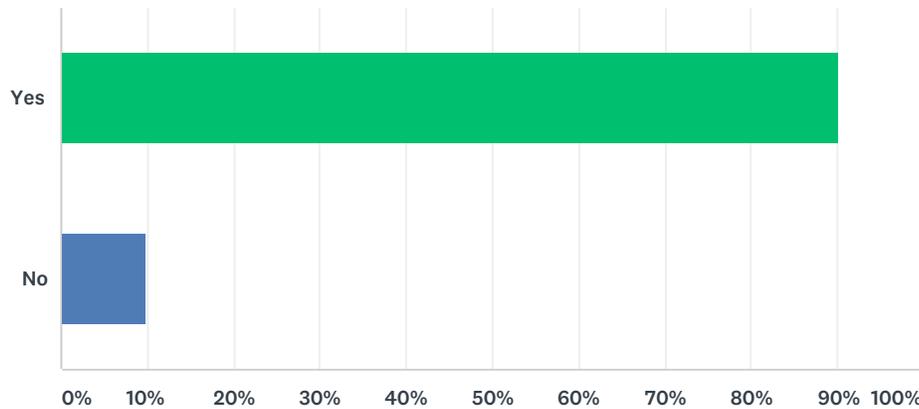


Q1 Do you currently offer any type of earned "paid time off", "paid sick time", or "paid safe time" benefit to your employees?

Answered: 143 Skipped: 5



ANSWER CHOICES	RESPONSES	
Yes	90.21%	129
No	9.79%	14
TOTAL		143

#	OPEN COMMENT	DATE
1	Paid Time Off Only, if the resolution is passed as proposed, I will relocate the business to a business friend state or city.	4/23/2017 5:29 PM
2	I have 2 full time employees - but they work at their own pace - I do not pay my employees sick time or safe time - I pay them on a Contract Labor agreement - this way they can work anytime they want and have flexible hours - this prevents burn out and keeps the employee happy as they can make as much or as little as they want.	4/19/2017 9:58 AM
3	Only for management and key personnel.	4/17/2017 10:26 AM
4	We have employees who have had major surgery requiring up to six weeks off. I gave them full pay during this recovery period. I will point out two things. I have no formal policy. I make these choices of my own free will. The sick and safe law would infringe on my generous instincts with a law that is far less generous and removes my right to run my business as I see fit.	4/7/2017 3:00 PM
5	paid time off	4/7/2017 2:28 PM
6	This is fair and just.	4/4/2017 2:43 PM
7	But only for salaried positions	3/7/2017 11:41 AM
8	No, but I have only one full-time employee and I let her decide if she wants to make up the sick time. She can make up the time over a few weeks, if she wants. Or she can take the time as paid vacation. I am as flexible with her as I can be.	2/21/2017 6:16 PM
9	Earned Paid Time Off only to my full time employees	2/20/2017 11:31 PM
10	Paid funeral leave, paid voting time, paid sick time and paid vacation time	2/20/2017 3:20 PM
11	paid time-off; short-term disability; long-term disability; paid comp time for exempt employees available for use at employee discretion; flex time for most positions	2/17/2017 11:16 AM
12	PTO can be used for sick, vacation, personal days, tending to sick children, parents, etc.	2/16/2017 11:01 AM

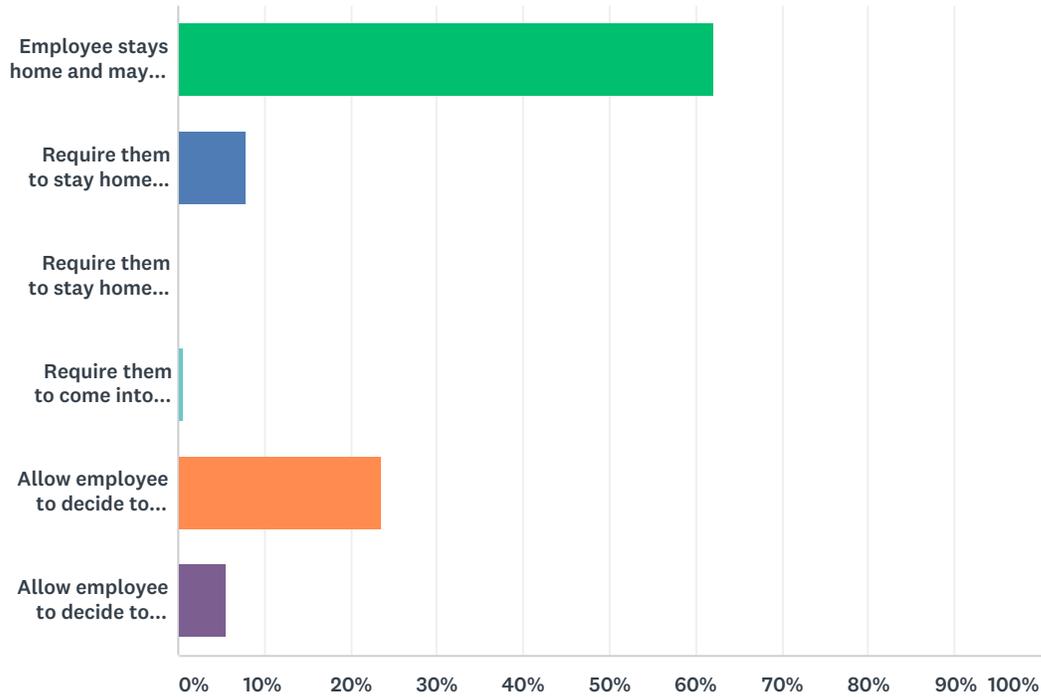
Duluth ESST Employer Survey

13	Employees get a check once a year that goes into a vacation fund that is equal to 11% of their gross wages. This results in an annual check that is approx. \$7000 to \$8000 that covers time off, personal days, vacion days etc..	2/15/2017 12:26 PM
14	Vacation is our benefit	2/15/2017 10:29 AM
15	We offer paid one week PTO.	2/14/2017 6:29 PM
16	I plan too soon, but it's not easy to when growing a business.	2/14/2017 5:02 PM
17	PTO bank	2/14/2017 3:29 PM
18	All full time, whether they're salaried or not, receive 8 sick days, 4 holidays, and 5 vacation days.	2/14/2017 3:10 PM
19	We offer 48 hours/year of PTO to all regular, FT employees	2/14/2017 2:44 PM
20	No safe time.	2/14/2017 2:23 PM
21	I only have two employees and 23 independent contractors	2/14/2017 1:59 PM
22	We offer paid time off that can be used for any purpose.	2/14/2017 1:28 PM
23	By Union contract	2/14/2017 12:53 PM
24	We help them out if its a legitimate situation	2/14/2017 12:35 PM
25	We are a small employer but am proud of our ability to provide paid vacation and sick leave. The concept of paid safe time would be difficult for me to swallow however.	2/14/2017 12:29 PM
26	ONE WEEK VACATION AFTER ONE YEAR EMPLOYMENT	2/14/2017 12:24 PM
27	vacation time	2/14/2017 12:02 PM
28	We offer PTO that includes vacation/sick/holidays	2/14/2017 12:01 PM
29	We offer this benefit to full time employees only. It doesn't include part time or OTR drivers who are paid by the mile.	2/14/2017 11:56 AM
30	We provide 3 "incidental" days annually for sickness, family need	2/14/2017 11:55 AM
31	We call them "Personal Days"	2/14/2017 11:54 AM
32	It is commonly misused. Employees will come to work sick so they can save the day to use at their discretion.	2/14/2017 11:54 AM
33	Salaried employees earn PTO, which includes sick time; part-time employees do not earn PTO	2/14/2017 11:51 AM
34	If a salaried employee is sick, they just take a paid day off although that is not an official policy.	2/13/2017 4:12 PM
35	For full-time employees	2/13/2017 3:40 PM
36	full time employees. full time equals 40 hours per week	2/13/2017 1:13 PM
37	Full time only	2/13/2017 12:59 PM
38	To full time employees.	2/13/2017 12:56 PM
39	We are a small nonprofit and are still working of getting our Employee Handbook together-we will offer PTO for employees that are more than 20 hours a week.	2/13/2017 12:26 PM
40	To full-time employees	2/13/2017 11:53 AM
41	Begins accruing immediately. 5 hours for every 80 worked. PTO	2/11/2017 10:29 AM

Q2 If an employee calls in sick or needing time off for safety reasons, what happens next?

Answered: 140 Skipped: 8

Duluth ESST Employer Survey



ANSWER CHOICES	RESPONSES	
Employee stays home and may get paid via a paid time off provision	62.14%	87
Require them to stay home and employer covers work/shift	7.86%	11
Require them to stay home and cover their own work/shift	0.00%	0
Require them to come into work	0.71%	1
Allow employee to decide to come to work or not, employer covers work if not	23.57%	33
Allow employee to decide to come to work or not, employee covers own work if not	5.71%	8
TOTAL		140

#	OPEN COMMENT	DATE
1	Employees are allowed to manage there PTO as they see fit and if performance isn't satisfactory, we manage the performance separately	4/23/2017 5:29 PM
2	I like to give my employees the freedom to come and go as they please - if they are sick, they know someone will cover them. I do not pay for personal time - employees are free to take vacation time - personal time or sick time at any time they want.	4/19/2017 9:58 AM
3	This depends on what type of sick. Our health code requires employees to stay home in some cases. If they have a cold, they are required to come in or cover their shift themselves.	4/7/2017 3:10 PM
4	Have a conversation with employee allowing the do do as they see fit and offer help if desired.	4/7/2017 3:00 PM
5	This question fits many answers. I'm confused why it was worded this way. Employee calls in sick they can; Decided to come to work or not depending on how sick they are, they could use PTO if they have some, or they could take unpaid time off to stay home as well. Also "Sick" means lots of things. I have a headache but can work, sure come to work. I'm throwing up and can get others sick, NO STAY HOME. I also don't like that Sick and Safety reasons are tied in together. Once again "Sick" means lots of things. If an employee calls and says I'm sick but can work, it's not the same as an employee saying "I have a safety reason and can't be at work." Clearly we would do everything in our power to give them the time off that they need for a safety reason.	4/7/2017 2:46 PM
6	A conversation with employee to determine if it is appropriate for them to come to work. Joint decision making process.	4/7/2017 2:23 PM

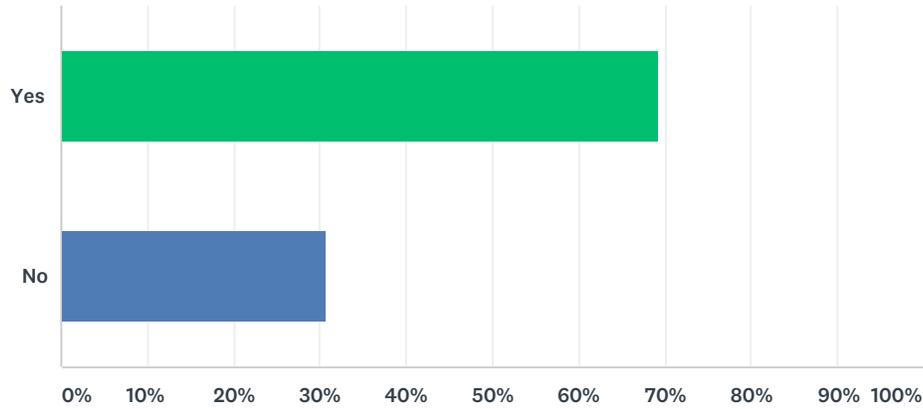
Duluth ESST Employer Survey

7	we also fill their shift	3/2/2017 5:04 PM
8	Employee is paid and Employer makes accomodations based on workload	2/23/2017 2:46 PM
9	Please see my comment to question #1.	2/21/2017 6:16 PM
10	Most employees work parttime and call other co workers to take their shift. Otherwise the employer tries to find someone or does it ourself.	2/20/2017 11:31 PM
11	if they have accumulated PTO they may use it to cover their missed hours	2/20/2017 8:25 PM
12	We offer three PTO days and 5 vacation days	2/20/2017 3:20 PM
13	We have sick time policy which is generous.	2/19/2017 3:46 PM
14	As a small business, we do not have additional staff to pick up work from call-ins, therefore this creates a significant burden for the business and management.	2/17/2017 7:40 PM
15	Employee is paid for earned sick, safety or personal time off	2/15/2017 8:35 AM
16	Employees are hourly, so if they need a sick day they take it and catch up other days of the week	2/14/2017 5:02 PM
17	Each based on merit of situation	2/14/2017 5:02 PM
18	The employee does receive pay.	2/14/2017 3:48 PM
19	Confusing question. If an employee calls in sick, they will get paid, as long as it doesn't exceed the number of sick/personal days they get each 12 months.	2/14/2017 3:45 PM
20	Employee can draw from PTO bank for any reason	2/14/2017 3:29 PM
21	Ultimately, the employee decides whether or not to come to work. We encourage sick employees to stay home if they need to stay home. They take a sick day or a vacation day if they choose to stay home. If they're out 3 or more days, a doctors note is required. If they run out of these days, then their time off is unpaid unless some kind of disability benefit kicks in.	2/14/2017 3:10 PM
22	time off must be justified via doctors note	2/14/2017 2:23 PM
23	Average sick leave use is excessive and a major factor in future plans	2/14/2017 12:53 PM
24	in our biz sick usually means hangover with our cooks, etc - and for servers etc it usually means homework or last minute date	2/14/2017 12:35 PM
25	employee would use their vacation time to stay home.	2/14/2017 12:29 PM
26	They stay home and can use PTO if they'd like	2/14/2017 12:01 PM
27	We would encourage and employee to take care of their personal matters.	2/14/2017 11:56 AM
28	Never had a "safety" request in more than 40 years.	2/14/2017 11:55 AM
29	Caveat - if employee is permitted telework, may continue to work and not use PTO	2/14/2017 11:51 AM
30	Most hourly employees wold stay home and just pick up another shift when they are well so they would still work the same amount of hours.	2/13/2017 4:12 PM
31	All of our employees are super part-time, some only working 3-5 hours a week, so they can take time off whenever they need to. At 3-5 hours a week, they would not receive PTO.	2/13/2017 12:26 PM
32	We offer PTO which can be used for any reason.	2/13/2017 9:15 AM

Q3 Can employees easily adjust or change their schedule “pick up” or “trade” shifts to make up for missed work due to illness/ appointments/safety?

Answered: 143 Skipped: 5

Duluth ESST Employer Survey



ANSWER CHOICES	RESPONSES	
Yes	69.23%	99
No	30.77%	44
TOTAL		143

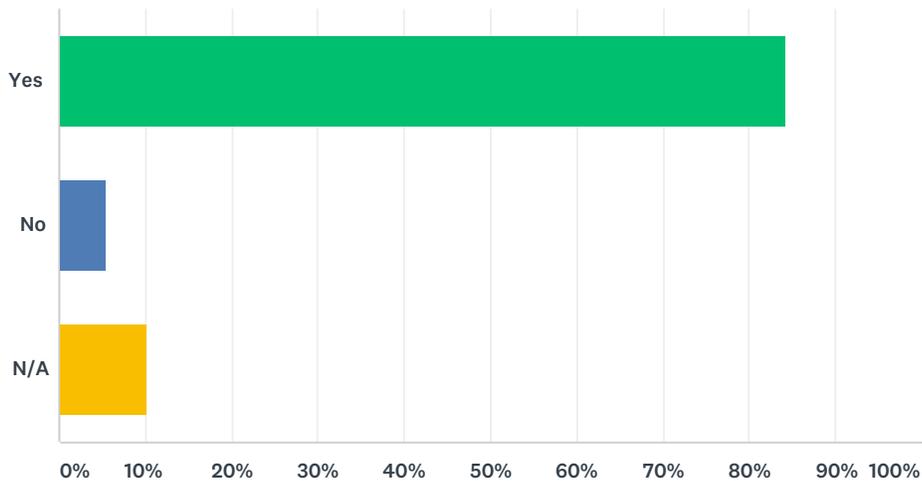
#	OPEN COMMENT	DATE
1	Unscheduled time off is extremely taxing on the business and requires all employees and management to pick up the slack.	4/23/2017 5:29 PM
2	Employees are treated as self-employed and have freedoms to work as much or as little as they wish.	4/19/2017 9:58 AM
3	Our employees are salary, so they can make adjustments to their schedule if needed. They do need to notify their immediate supervisor of changes to schedules.	4/18/2017 2:46 PM
4	Employees have paid personal leave and sick leave. Employees don't need to make up for missed work	4/10/2017 10:50 AM
5	No. The company greatly suffers if anyone is missing.	3/8/2017 4:58 PM
6	N/A, as they are paid.	2/23/2017 3:51 PM
7	As my only employee and my type of business which keeps normal professional hours, this option cannot work for my business.	2/21/2017 6:16 PM
8	This happens constantly. Our employees take "Lots of time off" at their convenience, and find others to take or trade their shifts. This is a huge benefit!	2/20/2017 11:31 PM
9	Flex schedule for planned time off with 2 weeks notice, no ding for unplanned time off during the workday (once at work) as long as time is made up within the work week.	2/20/2017 3:20 PM
10	We work it out with the employee.	2/19/2017 3:46 PM
11	Without advance notice, picking up shifts to make up lost work will adversely impact hours of other employees.	2/17/2017 7:40 PM
12	flex-time for most positions	2/17/2017 11:16 AM
13	Can adjust schedule to make-up hours	2/15/2017 3:51 PM
14	Employees can change with another employee, subject to manager's approval	2/15/2017 8:31 AM
15	Open from 9 to 5 to the public can't adjust	2/14/2017 6:41 PM
16	When an employee is sick is is never "easy" to trade shifts or adjust. In the service business, the clients book weeks ahead with their favorite employee. The public gets very upset when their favorite service provider isn't available...no matter the reason.	2/14/2017 6:29 PM
17	some employees have flexible schedules, others do not depending upon job description	2/14/2017 3:29 PM
18	Depends on role of the employee, but something can usually be done to help cover and absence.	2/14/2017 3:10 PM

Duluth ESST Employer Survey

19	It depends....upon what the person's job is. Some positions are more flexible than others.	2/14/2017 1:28 PM
20	This practice will be discontinued due to abuse	2/14/2017 12:53 PM
21	very easily - happens all the time	2/14/2017 12:35 PM
22	We're an 8-4:30 office and it has to be staffed during that time.	2/14/2017 12:29 PM
23	There are a lot of overtime opportunities to make up for missed time, however this is their responsibility and typically done after the missed day.	2/14/2017 11:56 AM
24	Very easily done	2/13/2017 4:12 PM
25	We have many different types of positions. Some are flexible, some are not.	2/13/2017 3:40 PM
26	Their schedules allow for flexibility not always the case for other jobs	2/13/2017 3:10 PM
27	Are you asking about covered employees or all employees/ confusing.	2/13/2017 1:13 PM
28	all of our staff make their own schedules and can use their hours each week as needed according to their workplan.	2/13/2017 12:26 PM
29	We offer a fair amount of PTO and stress the fact that pending an out of control situation, they keep a reserve of PTO time for emergencies.	2/13/2017 12:22 PM
30	Often preferred by employees to make up time so as to not fall behind on workload and PTO can be reserved for emergencies.	2/11/2017 10:29 AM
31	Small business with only three employees.	2/10/2017 5:36 PM
32	For some positions, we have strict licensing requirements. Employees have paid leave to use for instances when they are unable to work and subs are used.	2/10/2017 12:36 PM
33	It depends on the week and the workload.	2/10/2017 10:48 AM

Q4 Can paid time off be used to offset lost wages due to missing work for reasons of sickness or personal safety?

Answered: 146 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	84.25%	123
No	5.48%	8
N/A	10.27%	15
TOTAL		146

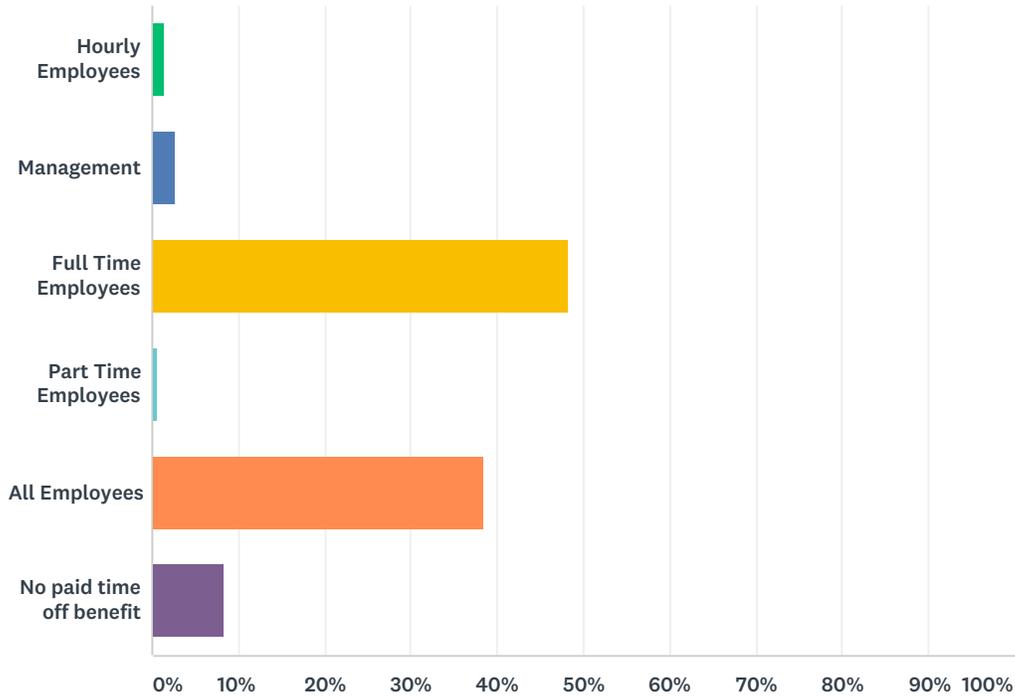
Duluth ESST Employer Survey

#	OPEN COMMENT	DATE
1	24 hrs paid personal leave - can be taken in increments of one hour	4/10/2017 10:50 AM
2	Yes. An employee may use paid vacation time if needed beyond their paid sick time.	3/8/2017 4:58 PM
3	To the best of the companies ability	2/21/2017 3:43 PM
4	for salaried employees	2/20/2017 3:51 PM
5	Indirectly	2/19/2017 3:46 PM
6	Vacation	2/15/2017 10:29 AM
7	Only upon separation from company	2/15/2017 8:35 AM
8	Yes, but it impacts PTO balance	2/14/2017 4:53 PM
9	Staff can use vacation of sick pay.	2/14/2017 3:48 PM
10	PTO bank	2/14/2017 3:29 PM
11	Honestly, sick time and vacation time can really be used for any reason.	2/14/2017 3:10 PM
12	All FT positions are salaried.	2/14/2017 2:44 PM
13	An employee uses PTO for whatever time away from work needs they have.	2/14/2017 1:28 PM
14	We offer 4 wks of PTO that can be used for vacation or sick leave. If an employee exceeds the 4 weeks, it would be unpaid FMLA leave.	2/14/2017 12:29 PM
15	Only for those employees who qualify.	2/14/2017 11:56 AM
16	For salaried employees; not for part-time	2/14/2017 11:51 AM
17	Yes...however our employees do not usually take this route. Their vacation time is usually planned and needed throughout the year.	2/13/2017 4:12 PM
18	Full-time employees	2/13/2017 3:40 PM
19	Sickness. Haven't addresses personal safety specifically.	2/13/2017 1:13 PM
20	if an employee works over 20 hours a week; as of now, we only have 1 employee who does that	2/13/2017 12:26 PM
21	Full-time employees may use earned time	2/13/2017 11:53 AM

Q5 Who is eligible for paid sick time, paid safe time, or paid time off?

Answered: 143 Skipped: 5

Duluth ESST Employer Survey



ANSWER CHOICES	RESPONSES	
Hourly Employees	1.40%	2
Management	2.80%	4
Full Time Employees	48.25%	69
Part Time Employees	0.70%	1
All Employees	38.46%	55
No paid time off benefit	8.39%	12
TOTAL		143

#	OPEN COMMENT	DATE
1	Paid Time Off Only, if the resolution is passed as proposed, I will relocate the business to a business friend state or city.	4/23/2017 5:29 PM
2	sub-contract labor	4/19/2017 9:58 AM
3	Whoever I choose. It's my business	4/7/2017 3:00 PM
4	Employees with base hours >20 hours/week are eligible for PTO	4/6/2017 2:00 PM
5	PTO is earned for anyone who works a 48 hour two-week pay period. Does not have to be every pay period; however PTO accrues on the pay periods of 48+ hours/two weeks	3/4/2017 4:04 PM
6	all regularly scheduled employees. Casual ees don't accrue benefit.	3/2/2017 5:04 PM
7	All employees who work 20 hours or more a week are eligible	3/2/2017 4:41 PM
8	Unfortunate more than one item can not be selected; may impact validity of results. PT employees are eligible for sick time if they pay a small premium for coverage.	2/23/2017 3:51 PM
9	I only have one full-time employee.	2/21/2017 6:16 PM
10	Anyone that works over 20 hours a week	2/21/2017 4:03 PM
11	who have completed one year of employment	2/20/2017 8:25 PM
12	Except interns	2/20/2017 3:20 PM

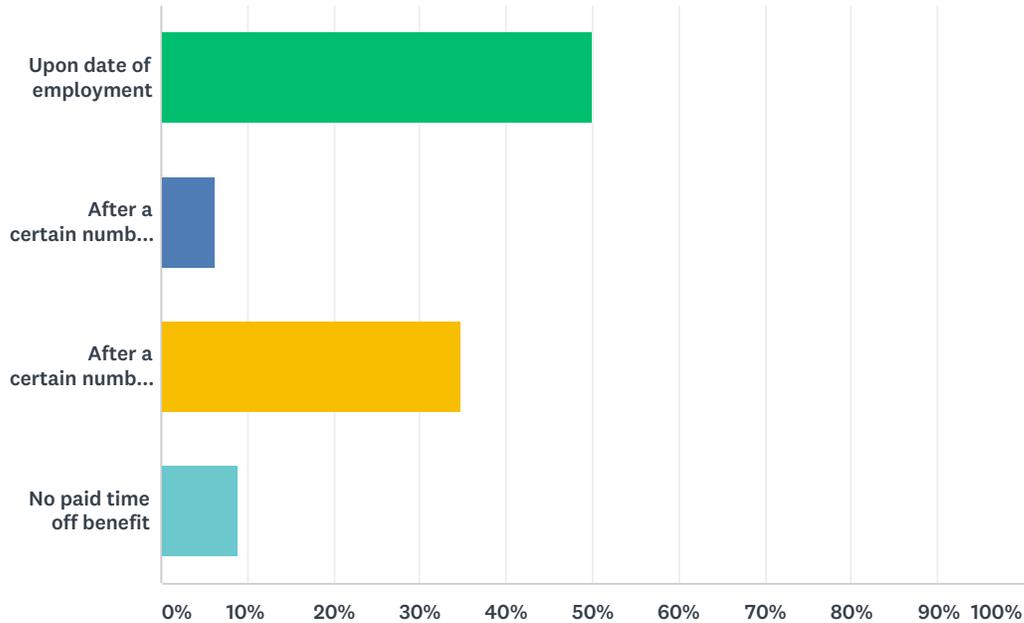
Duluth ESST Employer Survey

13	those working over 30 hours per week	2/20/2017 10:38 AM
14	Pro-rated for part time.	2/19/2017 3:46 PM
15	paid time off, disability leave, and other benefits available pro rate down to 20 hour per week base	2/17/2017 11:16 AM
16	Employees who work on average more than 35 but less than 40 hours per week, may receive vacation time as determined by and at the discretion of the Executive Director.	2/15/2017 3:51 PM
17	PT Employees accrue PTO after 1000 hours 1/1-12/31 current year	2/15/2017 11:12 AM
18	Based on working more than one year	2/14/2017 5:02 PM
19	All staff including management.	2/14/2017 3:48 PM
20	PTO accrued depending upon # of hours worked	2/14/2017 3:29 PM
21	Full time employees - both exempt and non-exempt.	2/14/2017 3:10 PM
22	no safe time is offered.	2/14/2017 2:23 PM
23	All employees who work 24 hours per week	2/14/2017 1:04 PM
24	30 hours plus	2/14/2017 12:10 PM
25	.8 FTE and higher	2/14/2017 12:09 PM
26	Survey flaw. Should have been able to select multiple	2/14/2017 11:57 AM
27	Full time employees with the exception of Over-the Road drivers.	2/14/2017 11:56 AM
28	must work 40 hours per week to be considered full-time	2/14/2017 11:51 AM
29	Again, we rarely have members of management taking sick time, but if it happens and it's just a day or two off they just take it. They also have flexible schedules so they can rearrange their schedules so no time off is actually taken.	2/13/2017 4:12 PM
30	Equal and greater than 75%	2/13/2017 3:10 PM
31	employees who work over 20 hours a week	2/13/2017 12:26 PM
32	Part time over 1000 per year	2/13/2017 11:46 AM
33	All but seasonal	2/11/2017 10:29 AM
34	Except for substitutes	2/10/2017 12:36 PM

Q6 When does the employee begin to earn paid time off?

Answered: 144 Skipped: 4

Duluth ESST Employer Survey



ANSWER CHOICES	RESPONSES
Upon date of employment	50.00% 72
After a certain number of hours	6.25% 9
After a certain number of days	34.72% 50
No paid time off benefit	9.03% 13
TOTAL	144

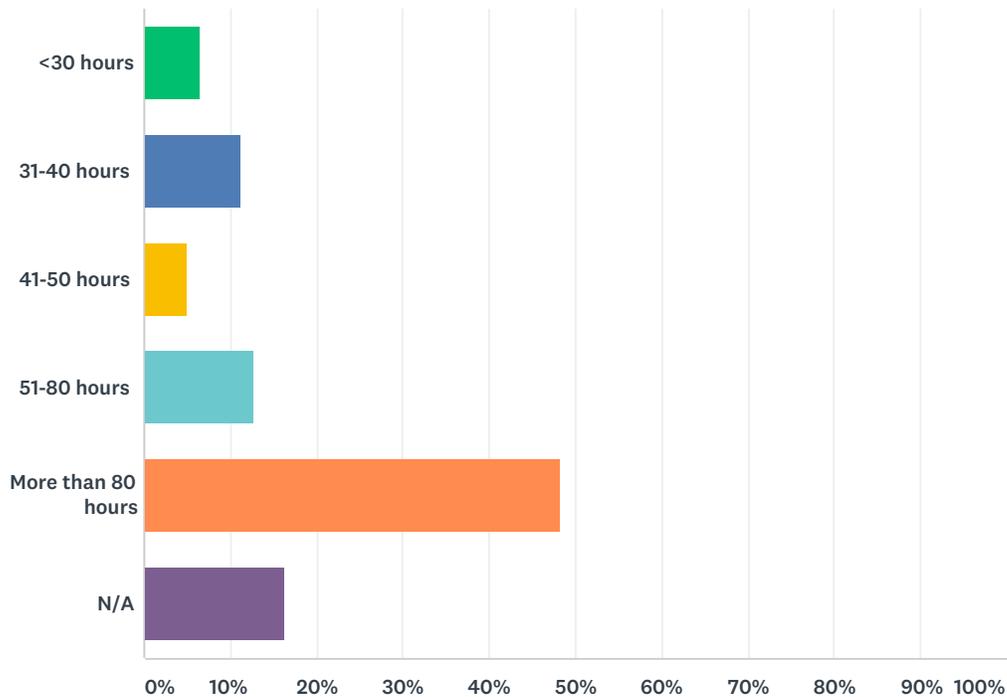
#	OPEN COMMENT	DATE
1	Accrual starts immediately, but an employee cannot utilize there PTO for the first 6 months	4/23/2017 5:29 PM
2	sub-contract labor	4/19/2017 9:58 AM
3	Accrues with each pay period	4/19/2017 8:51 AM
4	90 days after employment is the rule but we are flexible if needed.	3/8/2017 4:58 PM
5	90 day waiting period	3/4/2017 4:04 PM
6	Varies depending on status (union/non-union, FT/PT)	2/23/2017 3:51 PM
7	Available after one year	2/23/2017 1:05 PM
8	We only have a couple of ful time employees who have earned this over a period of years.	2/20/2017 11:31 PM
9	after one year they receive a one week after two years two weeks and after five years three weeks	2/20/2017 8:25 PM
10	Full PTO given upon 1st anniversary	2/20/2017 3:20 PM
11	After one year of continuous employment with the company.	2/17/2017 7:40 PM
12	Time-off rolled out annually at first of the year	2/15/2017 3:51 PM
13	Upon date of full-time employment	2/15/2017 9:53 AM
14	After 90 days.	2/14/2017 3:48 PM
15	After 6 months full time employment	2/14/2017 3:45 PM
16	Pro-rated based on month of hire.	2/14/2017 3:10 PM
17	When becoming full time.	2/14/2017 12:53 PM
18	when employee becomes eligible for employer paid benefits	2/14/2017 12:10 PM

Duluth ESST Employer Survey

19	Employees accrue but cannot use PTO for first 60 days	2/14/2017 11:55 AM
20	immediately	2/14/2017 11:51 AM
21	we are still working this out in our handbook, but I think it will be after 30 days and then they can be used after 90 days	2/13/2017 12:26 PM
22	After one year of employment	2/13/2017 12:02 PM
23	Full-time	2/13/2017 11:53 AM
24	PTO begins being earned after 90 day probationary period	2/13/2017 11:46 AM
25	Earning begins on first day with a 6 month waiting period.	2/13/2017 9:15 AM
26	6 months	2/10/2017 3:44 PM
27	There is a 30 day period before they can use sick time, and a 60 day period before they can use vacation, but they begin earning immediately. They also have 16 hours of personal paid time off available upon hire.	2/10/2017 12:36 PM
28	Sick and vacation time start accruing immediately. Sick time can be used immediately. Vacation time can be used after 3 months of employment.	2/10/2017 10:48 AM

Q7 What is the maximum amount of time that can be accrued per year?

Answered: 141 Skipped: 7



ANSWER CHOICES	RESPONSES	
<30 hours	6.38%	9
31-40 hours	11.35%	16
41-50 hours	4.96%	7
51-80 hours	12.77%	18
More than 80 hours	48.23%	68

Duluth ESST Employer Survey

N/A	16.31%	23
TOTAL		141

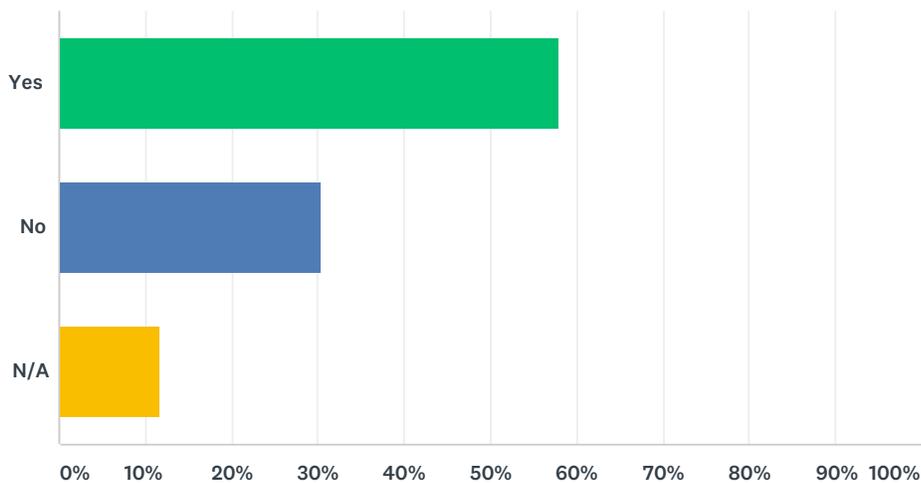
#	OPEN COMMENT	DATE
1	We accrue up to 10 days per year for full-time employees and part-time employees receive on a pro-rated basis. We can accrue up to a max of 240 hours, and it carries over from year to year until you hit max accrual.	4/18/2017 2:46 PM
2	depends on position and length of employment	4/12/2017 3:15 PM
3	Whoever I choose. It's my business	4/7/2017 3:00 PM
4	The first year they can earn up to 64 hours, their second year they can earn up to 104	4/7/2017 2:46 PM
5	Additional paid time off can be negotiated upon need.	4/4/2017 2:43 PM
6	Employees do not accrue hours, they take time off as needed, if there are concerns of abuse of the policy they may be required to provide documentation stating the need to be absent from work	2/23/2017 2:46 PM
7	One week plus one day per year worked with max of 3 weeks	2/23/2017 1:05 PM
8	We are a restaurant and this really doesnt apply to us.	2/20/2017 11:31 PM
9	they do not accrue - see #6	2/20/2017 8:25 PM
10	24 hours PTO and 1 to 2 weeks Vacation dependent on years of service	2/20/2017 3:20 PM
11	40 hrs.	2/19/2017 3:46 PM
12	Based on time with the company.	2/17/2017 7:40 PM
13	no restrictions on how paid time off and comp time can be used	2/17/2017 11:16 AM
14	Vacation to be used by end of year, and sick has a maximum of 120 days (accrued one day per month)..	2/15/2017 3:51 PM
15	Depends on longevity and average hours worked by employoee previous year	2/15/2017 10:29 AM
16	Includes vacation paid time off (Sick leave 1.5 days/month	2/15/2017 8:35 AM
17	40 hours of sick pay + 80 hours of vacation pay that can be used as well.	2/14/2017 3:48 PM
18	We don't accrue hours - it's based on an annual schedule.	2/14/2017 3:45 PM
19	Rate of accrual increases with number of years of tenure	2/14/2017 3:29 PM
20	It's capped at 160 hours.	2/14/2017 3:10 PM
21	PTO is not accrued; rather it is offered to employees upon date of employment, with the hours pro-rated for the current year (48 hours for a whole year).	2/14/2017 2:44 PM
22	We have 7 days sick and vacation varies by tenure	2/14/2017 12:23 PM
23	PTO is based on years of service, starts 1/1 annually	2/14/2017 12:10 PM
24	Sick leave, comp time and vacation	2/14/2017 12:09 PM
25	up to 40 hrs for 1-2 yrs, 80 hours for 3-9 yrs and 120 hours for 10+ yrs	2/14/2017 12:02 PM
26	senior employees can accrue 224 hours per year	2/14/2017 12:02 PM
27	We would start Full time eligible employees with 40 hours of time off.	2/14/2017 11:56 AM
28	24 hours of sick pay and 24 hours of personal holidays	2/14/2017 11:56 AM
29	We use accrued PTO as alternative to STD insurance	2/14/2017 11:55 AM
30	Depends on the level of benefit, based on years of employment	2/14/2017 11:55 AM
31	Sick days are limited to 16 hours; however, employees also accrue up to 200 hours of vacation PTO that can be used for whatever reason they choose.	2/14/2017 11:54 AM
32	Depends on length of service	2/13/2017 3:40 PM
33	maximum 4 weeks vacaiton; 5 personal days; 6 single absence sick days; STd & LTD available	2/13/2017 12:16 PM

Duluth ESST Employer Survey

34	Based on length of time with company	2/13/2017 12:02 PM
35	Full-time	2/13/2017 11:53 AM
36	It depends upon number of years worked	2/13/2017 11:30 AM
37	Sick leave is not accrued it is available as needed up to a maximum of 20 weeks per incident	2/13/2017 9:31 AM
38	Can reserve one year of accrual.	2/11/2017 10:29 AM
39	Dependent on tenure with the company. PTO is 80-200 hours/year depending on time with the company.	2/10/2017 5:36 PM
40	We offer PTO - vacation and sick together. 18 days = 144 hours	2/10/2017 3:44 PM
41	120 hours maximum during the year for sick time. Vacation accrual depends on the number of years employed at our agency. The first year is 80 hours, 2nd year 96 hours, 3rd year is 120 hours of vacation.	2/10/2017 10:48 AM

Q8 Do you allow employees to carry over paid sick time or paid time off to the next year?

Answered: 145 Skipped: 3



ANSWER CHOICES	RESPONSES	
Yes	57.93%	84
No	30.34%	44
N/A	11.72%	17
TOTAL		145

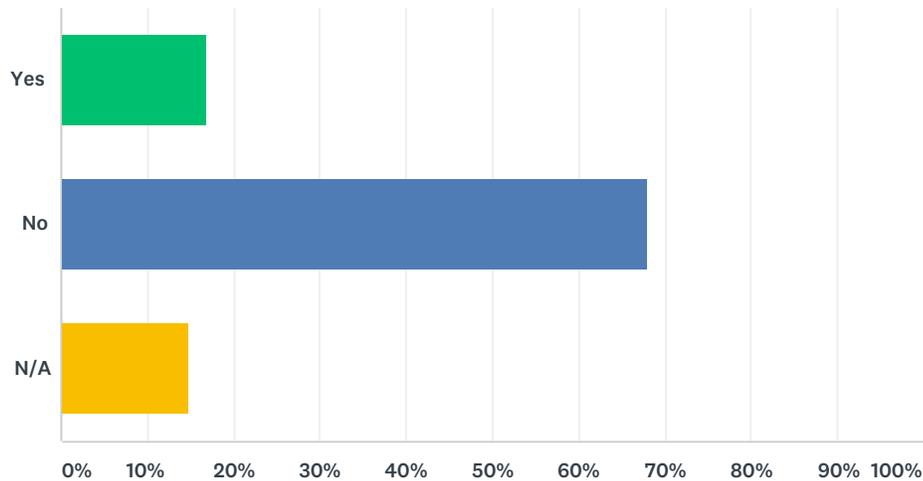
#	OPEN COMMENT	DATE
1	up to 12 hours of unused personal time converts to vacation	4/10/2017 10:50 AM
2	They can carry over 40 hours per year.	4/7/2017 2:46 PM
3	If employees haven't used much sick time, additional can be added in a year when it is needed.	4/4/2017 2:43 PM
4	No to sick time. They may carry over one week of paid vacation.	3/8/2017 4:58 PM
5	Up to 200 hours maximum	3/4/2017 4:04 PM

Duluth ESST Employer Survey

6	Vacation and sick time are seperate policies, vacation time can carry over, sick time is allowed as needed	2/23/2017 2:46 PM
7	We are still developing this policy	2/23/2017 1:05 PM
8	I think it is very unfair for a tiny business like mine to have my employee be able to bank up that time. I cannot afford to pay a banked up period of time which the employee could use as sick time when she may not be honest with me and use it like paid vacation which I already offer.	2/21/2017 6:16 PM
9	We don't have a policy in place about this because, perhaps weirdly, it hasn't come up. We strongly urge employees to use their paid time off. But, I guess we should put a clear policy in place.	2/20/2017 3:51 PM
10	Accrual-based accounting and we don't want to carry that liability. However, we give employees several notices to use it up before year end.	2/20/2017 3:20 PM
11	up to 200 hrs.	2/19/2017 3:46 PM
12	40 hours	2/16/2017 11:01 AM
13	Only sick time carries over	2/15/2017 3:51 PM
14	40 hours may be carried over to 3/31 of the following year	2/15/2017 11:12 AM
15	maximum 5 days, to be used by May 31	2/15/2017 8:31 AM
16	No. the cost and accounting of hours is too costly and burdensome in a small business.	2/14/2017 6:29 PM
17	one week	2/14/2017 3:48 PM
18	up to 40 hours	2/14/2017 3:29 PM
19	There is a use it or lose it policy in place.	2/14/2017 3:10 PM
20	They are paid out for vacation time that went unused for that year	2/14/2017 2:02 PM
21	Maximum of 120 days with 10 yrs. service	2/14/2017 12:53 PM
22	one week	2/14/2017 12:29 PM
23	We allow them to carry over a maximum of 50% of their annual eligibility. E.g. if they can receive up to 120 hrs. they can carry over up to 60 hrs.	2/14/2017 12:26 PM
24	Sick time no; vacation yes	2/14/2017 12:23 PM
25	but only through January of the next year	2/14/2017 12:02 PM
26	PTO can carry over	2/14/2017 12:01 PM
27	We would pay out any leftover vacation time. Sick time is use it or lose it.	2/14/2017 11:56 AM
28	up to 15 days banke and cashed out	2/14/2017 11:55 AM
29	Max of 40 hours	2/14/2017 11:52 AM
30	up to 56 hours can be carried over	2/14/2017 11:51 AM
31	We use a PTO system	2/13/2017 3:10 PM
32	Up to 580 hours	2/13/2017 12:59 PM
33	10 days	2/13/2017 12:26 PM
34	We do have a threashold of number of hours however	2/13/2017 12:22 PM
35	Use it ro lose it	2/13/2017 12:16 PM
36	Full-time	2/13/2017 11:53 AM
37	in some circumstances, this may be granted on a case by case basis	2/13/2017 11:30 AM
38	Can reserve one year of accrual.	2/11/2017 10:29 AM
39	Maximum 40 hours may be carried.	2/10/2017 5:36 PM
40	They accrue sick time with no limits, but it isn't paid out if they leave. They can carry over up to 40 hours of vacation time each year.	2/10/2017 12:36 PM

Q9 Do you require a doctor's note from employees who use paid sick time?

Answered: 141 Skipped: 7



ANSWER CHOICES	RESPONSES	
Yes	17.02%	24
No	68.09%	96
N/A	14.89%	21
TOTAL		141

#	OPEN COMMENT	DATE
1	Unless excessive	4/23/2017 5:29 PM
2	Only if absence is more than five consecutive days.	4/18/2017 2:46 PM
3	Unless extended absence	4/12/2017 3:15 PM
4	Yes, though, after 4 incidents in one year.	4/10/2017 10:50 AM
5	Not for one day, if it becomes excessive then maybe.	4/7/2017 2:46 PM
6	Unless shows pattern of abuse or requesting unreasonable amount of time.	2/23/2017 3:51 PM
7	Unless there is concern over abuse of the policy (I have never required an employee to get a doctor's note)	2/23/2017 2:46 PM
8	My employee has worked for me for five years so I trust her to be honest with me if she is unable to work because she is sick.	2/21/2017 6:16 PM
9	Only after three days off	2/21/2017 4:03 PM
10	Employees receive an excused absence for each day out ill, unless they have a doctor's note, then the absence counts as one event. Also, we don't require a doctor's note for the flu, and we allow employees to take up to 2 flue excused occurrences per year with no attendance mark given.	2/20/2017 3:20 PM
11	if they are out 3 or more consecutive days	2/20/2017 12:49 PM
12	only after 3 consecutive days	2/20/2017 10:38 AM
13	doctors opinion required for short- and long-term disability	2/17/2017 11:16 AM
14	If they miss more than 3 days.	2/15/2017 8:20 PM

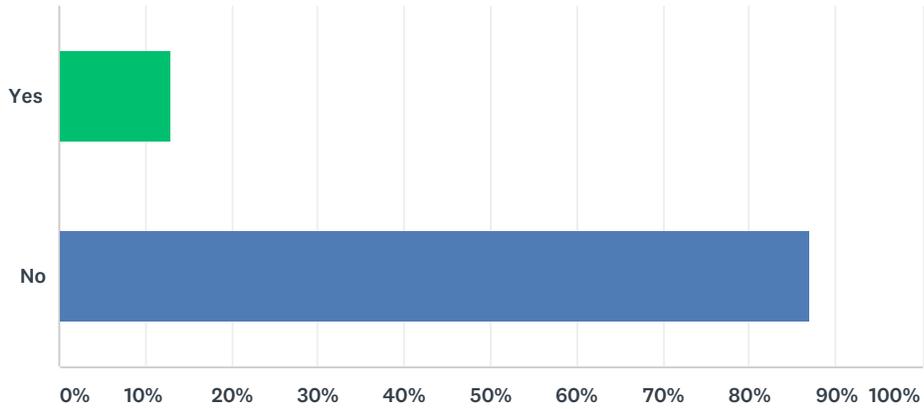
Duluth ESST Employer Survey

15	Only have PTO	2/15/2017 11:12 AM
16	On the third day of absence	2/15/2017 9:53 AM
17	Depends on length of time they're requesting. Longer times yes	2/15/2017 8:35 AM
18	Depends on the length of absense	2/15/2017 8:31 AM
19	After a specie amount of time off	2/14/2017 5:02 PM
20	If it's longer than 3 days or there is a history of overuse	2/14/2017 4:53 PM
21	don't differentiate between vacation and sick time	2/14/2017 3:29 PM
22	Yes, but only after being out 3 or more consecutive days.	2/14/2017 3:10 PM
23	After two continuous days off	2/14/2017 2:23 PM
24	Unless it is more than 3 consecutive missed shifts	2/14/2017 2:02 PM
25	An employee uses PTO....we don't separate sick time	2/14/2017 1:28 PM
26	If they utilize more than 6 instances in 90 days	2/14/2017 12:53 PM
27	But can require it	2/14/2017 12:23 PM
28	Not for 1 or 2 days, but extended absence requires a Dr. note	2/14/2017 12:02 PM
29	We have the right to require	2/14/2017 12:02 PM
30	After 3 days absence	2/14/2017 12:00 PM
31	Only after a certain period of absense	2/14/2017 11:57 AM
32	Only if they've been out for 3 or more days.	2/14/2017 11:56 AM
33	Unless they are off for more than three days	2/14/2017 11:56 AM
34	After 3 days off	2/14/2017 11:55 AM
35	Only if there is reason the policy is being abused.	2/14/2017 11:52 AM
36	After 3 days	2/13/2017 5:38 PM
37	Only if there is abuse to their time off, such as migraine Mondays	2/13/2017 3:10 PM
38	sometimes	2/13/2017 1:13 PM
39	If more than 5 days	2/13/2017 12:16 PM
40	Depends on length of time off	2/13/2017 11:57 AM
41	It depends on the duration	2/13/2017 11:53 AM
42	May require a note from a physician that they are able to return to work	2/13/2017 11:30 AM
43	If they are absent for three or more days in a row	2/13/2017 9:31 AM
44	Generally not, unless it is more than 3-4 days.	2/13/2017 9:15 AM
45	After several days of continued use.	2/10/2017 3:44 PM
46	Only if they are absent for 3 or more consecutive days	2/10/2017 12:36 PM
47	Only if employees are sick for a duration of time.	2/10/2017 10:48 AM

Q10 Are any of your employees part of a collective bargaining agreement?

Answered: 146 Skipped: 2

Duluth ESST Employer Survey

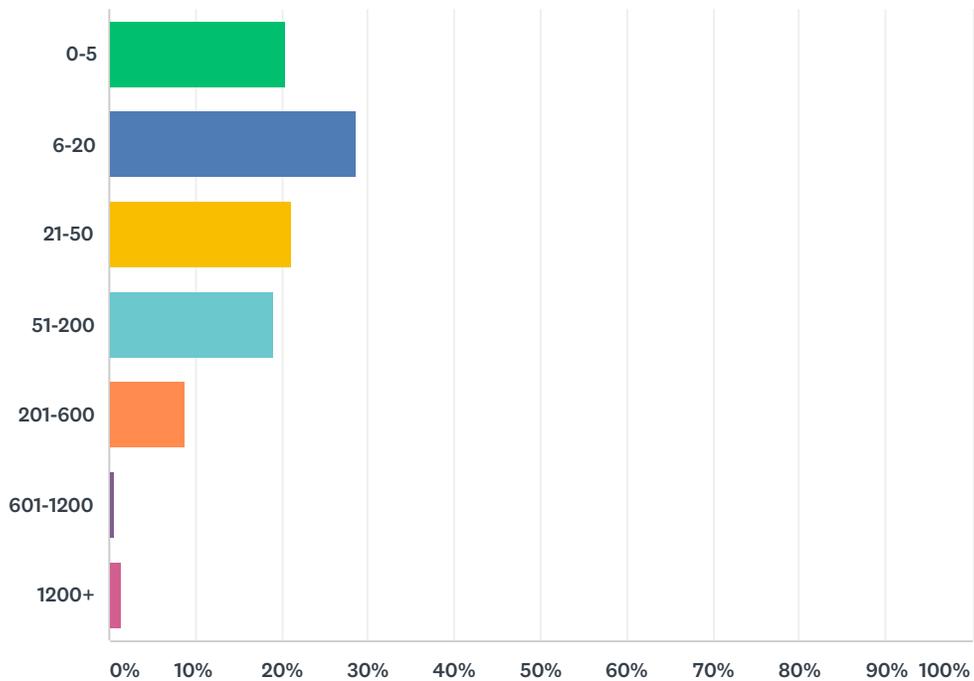


ANSWER CHOICES	RESPONSES	
Yes	13.01%	19
No	86.99%	127
TOTAL		146

#	OPEN COMMENT	DATE
1	Very small percentage of our employees belong to a union specific to their trade.	2/12/2017 3:07 AM

Q11 How many Employees do you have in Duluth per location?

Answered: 147 Skipped: 1



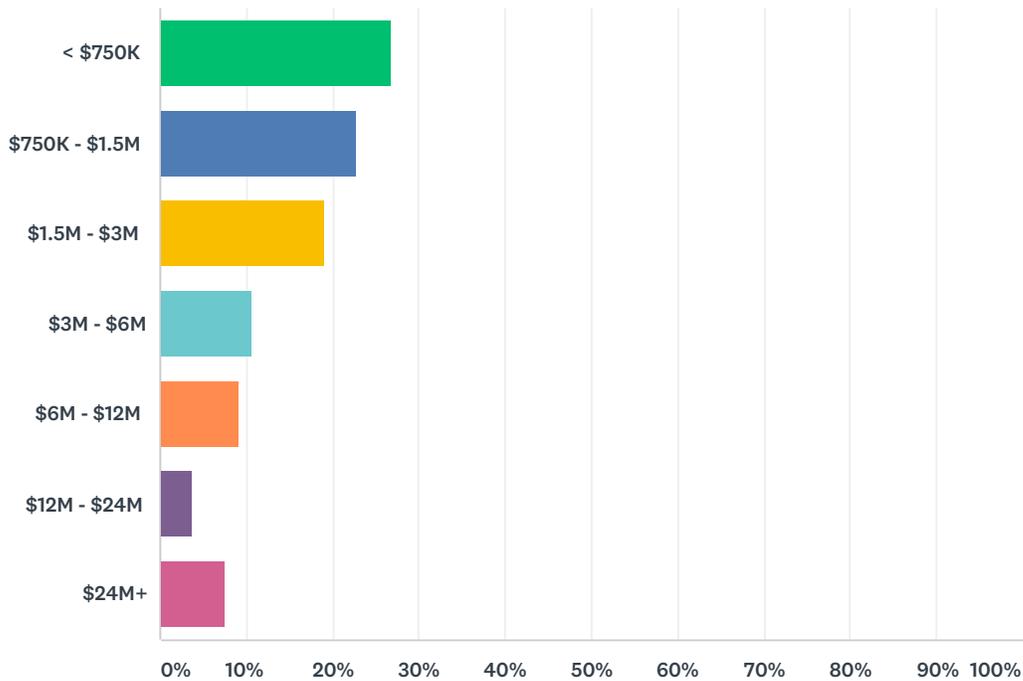
ANSWER CHOICES	RESPONSES	
0-5	20.41%	30
6-20	28.57%	42

Duluth ESST Employer Survey

21-50	21.09%	31
51-200	19.05%	28
201-600	8.84%	13
601-1200	0.68%	1
1200+	1.36%	2
TOTAL		147

Q12 What is your approximate annual revenue per location?

Answered: 131 Skipped: 17

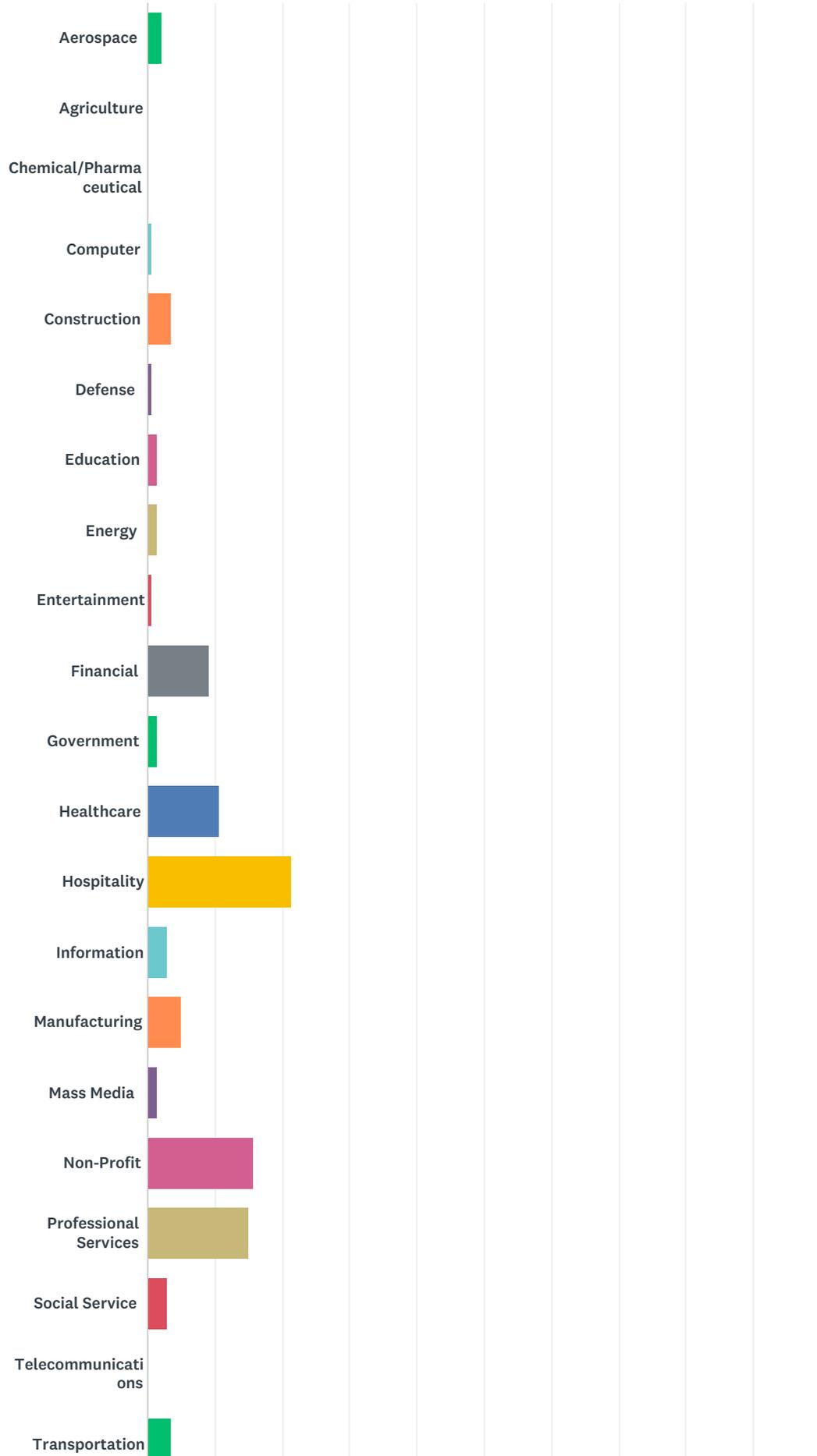


ANSWER CHOICES	RESPONSES	
< \$750K	26.72%	35
\$750K - \$1.5M	22.90%	30
\$1.5M - \$3M	19.08%	25
\$3M - \$6M	10.69%	14
\$6M - \$12M	9.16%	12
\$12M - \$24M	3.82%	5
\$24M+	7.63%	10
TOTAL		131

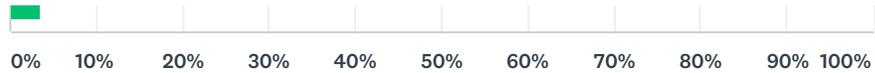
Q13 What industry are you engaged in?

Answered: 140 Skipped: 8

Duluth ESST Employer Survey



Duluth ESST Employer Survey



ANSWER CHOICES	RESPONSES	
Aerospace	2.14%	3
Agriculture	0.00%	0
Chemical/Pharmaceutical	0.00%	0
Computer	0.71%	1
Construction	3.57%	5
Defense	0.71%	1
Education	1.43%	2
Energy	1.43%	2
Entertainment	0.71%	1
Financial	9.29%	13
Government	1.43%	2
Healthcare	10.71%	15
Hospitality	21.43%	30
Information	2.86%	4
Manufacturing	5.00%	7
Mass Media	1.43%	2
Non-Profit	15.71%	22
Professional Services	15.00%	21
Social Service	2.86%	4
Telecommunications	0.00%	0
Transportation	3.57%	5
TOTAL		140

#	OPEN COMMENT	DATE
1	Predominately focussed on the Energy Infrastructure Industries and hazardous materials transportation	4/23/2017 5:29 PM
2	All forms of Machine Quilting	4/19/2017 9:58 AM
3	Restaurant	4/17/2017 10:26 AM
4	Retail	3/2/2017 4:41 PM
5	Law Office	2/21/2017 6:16 PM
6	Restaurant	2/20/2017 11:31 PM
7	RETAIL - Retail is a huge part of this economy and source of employment, but somehow it's rarely represented.	2/14/2017 3:10 PM
8	Software engineering	2/14/2017 2:44 PM

Duluth ESST Employer Survey

9	Business Services	2/14/2017 1:28 PM
10	Wholesale/Retail	2/14/2017 12:39 PM
11	you CAN'T treat restaurants like other businesses	2/14/2017 12:35 PM
12	Veterinary Clinic	2/14/2017 12:06 PM
13	It is not the place of city government to tell me to pay employees for sick/safe time.	2/14/2017 12:05 PM
14	We are based in Superior, WI and have drivers that travel through Duluth, but all are based in Wisconsin.	2/14/2017 11:56 AM
15	Let the state handle this issue.	2/13/2017 12:56 PM
16	This is beyond the Council's jurisdiction. they need to mind their own business.	2/13/2017 12:16 PM
17	Publishing	2/13/2017 11:57 AM

Q14 How would a city-mandated "earned sick and safe time" ordinance impact your business?

Answered: 124 Skipped: 24

#	RESPONSES	DATE
1	I will relocate the business to a business friendly state or City. We would not be able to compete nationally if we keep getting bombarded with stupid legislation.	4/23/2017 5:32 PM
2	n/a	4/19/2017 10:03 AM
3	At present I work from home in Duluth and all my employees are in St Paul, which has ESST ordinance going into effect. We have just one employee (part time) who didn't already have PTO exceeding the new ordinance reqs, and it was easy to add per-hour-worked ESST for her. I hope to have employees based in Duluth in the near future and assuming something like the St Paul ordinance, I expect it to be no problem. (In fact, it would have no impact because without it we'll use the same ESST policy as we have in St Paul.)	4/19/2017 9:04 AM
4	Not at all we already do more than the mandate	4/18/2017 3:57 PM
5	We would just need to make any adjustments needed to comply with the ordinance passed, we already provide the benefit so it wouldn't be much of an adjustment.	4/18/2017 2:50 PM
6	With minimum labor already on the rise and now a mandate of this would absolutely kill my margins. Employees would be taking advantage of this all the time and you expect me to pay for it. My taxes have tripled over the past 3 years. My labor has gone up almost \$3 and hour over the last 3 years. Pretty soon it won't be worth having a business in Duluth. \$2000 a month for property tax plus rent. We do a great job of managing it on our own now, we don't need this.	4/17/2017 10:38 AM
7	It would make Duluth a less attractive city for new businesses. Others would relocate to Superior or Hermantown. Our company would lose business.	4/12/2017 10:43 PM
8	It would not impact our business	4/12/2017 3:17 PM
9	unsure	4/10/2017 10:58 AM
10	It wouldn't	4/7/2017 3:36 PM
11	If I followed the requirements of the law, which I just might do, it would help me because I am far more generous than any proposed law. It would hurt my employees.	4/7/2017 3:22 PM
12	If this was required of my business, the cost would put us out of business.	4/7/2017 3:17 PM
13	It would be worse for our employees. Since we would then be changing our model, we would lower our benefits for people already earning them. We would also raise our prices and possibly have to cut hours.	4/7/2017 3:10 PM
14	Potential for increased costs.	4/7/2017 2:24 PM

Duluth ESST Employer Survey

15	It would complicate the administration of policy and benefits if there's a conflict between what the company currently provides and what the city is mandating. One complication, in particular, is that Duluth is one of multiple locations and we should be compensating employees fairly and consistently regardless of office. We comply with federal and state laws, and adding city mandates could potentially be overly burdensome.	4/6/2017 2:06 PM
16	It would put the city more in line with the values and policies of my own business.	4/4/2017 2:47 PM
17	It will be a paid day off that most people will abuse	4/3/2017 9:42 AM
18	The City of Duluth should not be concerning itself with managing how businesses in Duluth operate. This is a breach of authority. The best thing you can do to help businesses in Duluth is to limit the number of mandates, code ordinances and other "red tape" type issues that keep businesses from prospering.	3/8/2017 5:10 PM
19	Another unfunded mandate and it would negatively impact us. We offer 3 days incidental/sick time. If we are forced, as a small business, to increase it we would reduce the amount of paid vacation time.	3/8/2017 4:54 PM
20	This would have a significant financial impact but also allow us to take better care of our employees	3/7/2017 11:55 AM
21	It would be detrimental to our business if we had to offer to ALL employees without a waiting period of certain number of hours worked requirement.	3/4/2017 4:07 PM
22	We do not support a city-wide ordinance that would require all employers to offer paid sick days. It is not that we do not believe that employees should get paid time off, as we offer this currently. We simply do not believe there should be a law stating what should be given. No small business is the same. We all run differently and face different challenges.	3/2/2017 5:58 PM
23	I haven't been able to read the mandate. I searched the city website and googled it, without luck. Start by putting it online in a prominent location for the public to read. That said, our business may already comply with the proposed mandate, but if it's stricter than what we already offer, it's likely we would suffer an increase in overtime costs, mandations, and would very much affect staff morale negatively.	3/2/2017 5:19 PM
24	Negatively	2/27/2017 10:09 PM
25	Depending on design, could have little impact, to a complete redesign of time-off benefits and jeopardize our valued programs. Additionally, if we have to find balance in state and local laws (per locality we operate in), managing our program may force us to a straight PTO schedule.	2/23/2017 3:56 PM
26	It could create problems if it does not comply with our collective bargaining agreement. I would hope that those employees working under a more favorable safe and sick time policy would be exempt from specific ordinance requirements such as "accrual"	2/23/2017 2:51 PM
27	More red tape	2/23/2017 1:15 PM
28	Payroll expense would increase and other aspects of our compensation would be under pressure. Our hiring procedures/screenings would be forced to changed.	2/22/2017 8:19 PM
29	I would certainly hope such an ordinance would not apply for a business with only one full-time employee.	2/21/2017 6:25 PM

Duluth ESST Employer Survey

30	<p>We cherish and respect our staff and we are as much, if not more dependent on them then they are on us, so we want to do everything we can within reason to make a great work environment for them. We offer PTO now regardless of the reason to have the time off, but comparing it to what would be required depends on the details of the rule/law. Incorporating this into our current plan would be a great added benefit to our staff and their family and friends, and hopefully the city as a whole. Generally if ESST is similar to what has been enacted in Minneapolis as an example and for some measure of comparison, it would increase our direct wage cost approximately \$50,000 to \$75,000 in additional wages, plus we would incur additional administrative cost, potential overtime increases, and put greater pressures on managers and other employees to cover the additional time off. We would likely need to reduce staff and or find other creative ways to offset added costs and loss of talent and productivity (the talent and productivity loss comment is making the assumption that most eligible employees will take the time off whether or not they are actually sick or need safe time over the course of the year, essentially becoming additional personal time off, without explanation). As a small business we are not just in it for the profit or inhumane to employees as some have stated, and others seem think employers act or are portrayed. We have seen many small businesses fail and it is likely that some of the 1/3 in poverty in Duluth is in fact business owners. Often time's people think businesses make large amounts of profit or much more than reality. We do not make large profits; in fact they are very small on a percentage and real dollar basis. Each additional cost, administrative work load passed on puts us in riskier territory for sustaining our business. It's about making payroll, rent, utilities for us as well and is sometimes very difficult. We put in the extra time ourselves to manage the business operations when we are in difficult financial situations. We have the burden of bank loans (just like many of our employees) and ensuring that our staff is employed and productive will help us to make the payment. If we go out of business because more and more laws passed cut away at our ability to survive financially, all of our staff will potentially be out of work if we close. We will likely not receive much relief nor have committees formed to help us out if that were to happen. Or we will need to raise the price of our goods and services, further burdening the consumer in order for us to stay solvent as a business. Through time businesses have gone through many tax and tariff increases, labor law changes, etc., but many have failed or been acquired or dismantled into something else, so to say everything goes on and business adjusts is true, but there are many causalities in the transition. Bigger companies are more likely to adapt to greater costs and burdens place on them, so it favors them and places more burden on the small business to compete, and small business still represents a vast majority of business in the USA. We want to do all we can for our staff and are willing to work with the community, business leaders, and stake holders to make that happen. Economics is a very real factor that can't be taken lightly or thought of as meaning just a little less profit for an employer. It is a really sever issue and as a small business, we need to work very hard and make major sacrifices as well to make end meet both from a business and personally. Since it is for the benefit of the community or common good, perhaps the city could provide a tax break or some other offset to help enact these laws.</p>	2/21/2017 4:41 PM
31	I would have to revise my benefit package for my employees.	2/21/2017 12:56 PM
32	I already give my employees as much as I can afford to and if there was a mandate that would push it beyond what I already do I may have to decrease my employee's wages.	2/21/2017 12:42 PM
33	Hugely negative. We are a break-even business. The margins in the restaurant business are very tight--food costs, energy costs, minimum wage hikes & all the taxes and fees put on us are forcing restaurants to raise prices considerably---consider self service---or shut the door. This should NOT be a city mandate. The State needs to be at the helm. And what will the city or state do to help businesses incur another expense? How about a tax decrease--or a rebate. It never happens,	2/21/2017 12:19 AM
34	I don't imagine it would impact us that much since we already offer paid time for salaried employees and a lot of flexibility for trading shifts for hourly employees. However, I guess it depends on what the mandate looked like.	2/20/2017 3:55 PM
35	It would ensure employees get less, not more. Right now, we are a company that cares about employees, often giving out no-interest loans, paying liberally for funeral leave, and we offer voluntary FMLA, even for employees not eligible under the federal mandate. If paid leave is mandated, more people will potentially abuse it. This will ebb away at our already waning profit margin, and we will be forced to cut back on the voluntary benefits we now give such as paid funeral leave, an extra week of vacation after five years, employee loans, voluntary FMLA, and many others.	2/20/2017 3:27 PM
36	I would rethink what I already offer. I would have more employees calling out even if they were not sick. Some want time off just because they don't feel like working that day. If they are paid, and employers can't question if they were sick or not, it would essentially be giving them more paid vacation.	2/20/2017 12:55 PM

Duluth ESST Employer Survey

37	Would provide sick time to a few more individuals	2/20/2017 10:39 AM
38	The details of implementation are the areas that hurt us the worst. Simple sounding initiatives become headaches to implement with all the special provisions of each city; added to all the workforce mandate procedures we are getting hit with from the state and federal.	2/19/2017 3:51 PM
39	Our business does everything possible to accommodate our employees' time off requests. However, every time an employee calls in unexpectedly, it creates a significant burden for the business, as management is required to pick up these shifts, taking them away from other assigned tasks. Ultimately, this loss of management productivity can represent a significant cost to the business. Pair that with a mandate to pay employees for missed shifts, and the cost to the business becomes exponential. During my tenure in management, I have come to recognize many employees who would unfortunately take advantage of such a mandate, for reasons other than the stated intent of the rule. Additional mandated costs force businesses to look for ways to cost expenses, including the elimination of staff or line positions. Overall, this proposal would only serve to increase the difficulty of conducting business in Duluth.	2/17/2017 8:37 PM
40	Since we already provide, not likely to impact. But if compliance tracking and reporting is required on city by city basis the burden will be considerable on aggregate basis	2/17/2017 11:23 AM
41	I believe we offer benefits above what would be mandated	2/16/2017 11:16 AM
42	It would require me to authorize a benefit I do not believe is necessary.	2/16/2017 8:33 AM
43	Loss of revenue - having to pay others overtime to cover for those without PTO already.	2/15/2017 8:22 PM
44	Depends on what it states and what size companies are included. I do not see a huge impact on our organization either way.	2/15/2017 3:59 PM
45	It would be an extra burden	2/15/2017 12:29 PM
46	It would not	2/15/2017 11:15 AM
47	I think mandated sick and safe time with pay would impact our organization due to financial implications. We are an employer that acted in good faith to implement the FLSA regulations and the continued minimum wage increases make it difficult to be competitive along with other benefits and programs that our company has in place. Forcing this type of mandatory pay on smaller businesses negatively impacts what companies are doing all around and punishes those with smaller pocket books.	2/15/2017 10:50 AM
48	Increase the amount of sick time hours	2/15/2017 10:24 AM
49	I think the plan being discussed would not affect our business as we have a very liberal sick/safe leave policy	2/15/2017 8:44 AM
50	Employees would lose flexibility!. Currently they have "paid time off" that can be used for any purpose. A new mandate may require specific days for "sickness". If so, we would lower the total number of pto days they receive now.	2/15/2017 8:34 AM
51	Costly, current system allows teammates to work those calling in shifts, the our costs are still paid out to our staff. Change that system would require us to leave that shift unfilled and and to accrue costs on top of this	2/15/2017 12:01 AM
52	Unfavorable to have local ordinance different from state or national due to piece meal rules between locations, additional administrative burden of compliance, and confusion among employees.	2/14/2017 9:29 PM
53	It would standardize the benefit, taking it off our list of unique benefit items that allows us to attract the hardest-working employees we can find.	2/14/2017 9:21 PM
54	The impact would be phenomenal for our business. The proposed number of hours/person is unfundable as our small business stands today. We would look for ways to cut other items we presently give our employees like bonuses, paid stipends for new work clothing each quarter, regular raises tied to client satisfaction and production bonuses, etc.	2/14/2017 6:42 PM
55	very expensive to add for all workers who are less than 30 hours per week.	2/14/2017 5:55 PM
56	It would hurt, but I could make it through it with minimal impact as the work would still need to get done by those same employees who took the time off.	2/14/2017 5:10 PM
57	Very negatively. We now give employees time off based on the situation. We have had some employees in the past who have been untruthful about time off. This mandate is Very unfair to good employees.	2/14/2017 5:10 PM

Duluth ESST Employer Survey

58	It could cost more time in wages or lost work time	2/14/2017 4:56 PM
59	We already give sick time. We do not need an outside entity dictating how much ESST for staff.	2/14/2017 3:58 PM
60	It would complicate our PTO by requiring us to differentiate sick time from vacation and personal time. Having PTO instead of vacation time and sick time keeps management from having to play the role of vacation cop.	2/14/2017 3:54 PM
61	I don't think it would impact it much, however I am totally against city government running my business.	2/14/2017 3:47 PM
62	I think it would be fine for full-time employees working 30+ hours/week, but if it were to be mandated for part time employees, it could negatively impact the financial strength of the business. I'd like to see more data on how it impacts retailers over a longer period of time.	2/14/2017 3:44 PM
63	hire parttime personnel only, reduce staffing to handle the additional cost, cover schedules with owners versus more staff.	2/14/2017 3:33 PM
64	It would have minimal impact as all our full-time staff already have PTO. The only effect would be on our summer interns, who are paid on an hourly basis, and do not receive PTO.	2/14/2017 2:46 PM
65	As we already offer a program, it would depend on what the ordinance looks like. It could cost us upwards of \$200,000.	2/14/2017 2:34 PM
66	I feel it would be unfair, I already do a good job caring for my employees and to have it be mandatory changes my mentality in providing it.	2/14/2017 2:32 PM
67	It would not be received well. Government has no business telling us how to run our business.	2/14/2017 2:27 PM
68	If it was passed on to independent contractors, I would be out of business	2/14/2017 2:04 PM
69	We would start providing PTO hours to part-time employees I would imagine, but this is something we've been considering anyway.	2/14/2017 1:50 PM
70	It depends upon what is in the mandate. It seems very unclear right now. I would hope if a company has a substantial PTO policy, they would be covered and not have to add more. If more time is needed under our policy, we would probably need to lay people off to cover the costs.	2/14/2017 1:47 PM
71	Negatively, we would down-size our employment roster and eliminate part time positions	2/14/2017 1:09 PM
72	It wouldn't because we provide good benefits	2/14/2017 12:48 PM
73	Increase overall costs	2/14/2017 12:42 PM
74	While it would have little impact on us, I work with employers and I know of several that this would hurt or even put out of business.	2/14/2017 12:42 PM
75	It would be extremely harmful	2/14/2017 12:39 PM
76	Unsure.	2/14/2017 12:34 PM
77	Since we offer paid time off to all full time employees, I assume we would be within the guidelines of offering paid time off. If the mandate were to include part time employees, which currently do not qualify for any benefits, that would impact our payroll costs (we only have 2 part time employees).	2/14/2017 12:27 PM
78	It wouldn't.	2/14/2017 12:24 PM
79	It would not	2/14/2017 12:20 PM
80	Will hurt it due to additional costs to the business.	2/14/2017 12:16 PM
81	No impact.	2/14/2017 12:13 PM
82	We would likely reduce the amount of PTO provided as that currently encompasses sick/safe time. We feel we are progressive but if forced by government, we would act and likely would impact employees	2/14/2017 12:12 PM
83	We already struggle with employees who do not "feel like coming to work today". If we were mandated to offer more paid time off than we already do, we would suffer.	2/14/2017 12:09 PM
84	Hold current vacancies open longer, perhaps pay less to make up the difference.	2/14/2017 12:08 PM
85	NONE	2/14/2017 12:06 PM

Duluth ESST Employer Survey

86	Force me to modify a flexible plan to meet a "one-size fits all" city ordinance. It would cheapen the value of the benefit if legally required vs voluntarily offered, removing the benefit if creates for recruiting and retaining employees. This will force me to add other benefits to help retain and recruit employees, increasing my labor costs.	2/14/2017 12:06 PM
87	No impact. I operate outside the city limits and already have PTO and paid sick benefits.	2/14/2017 12:04 PM
88	It depends if Superior businesses would be affected. If so, we would take a large financial hit having to offer paid sick time to our driver population (420+) employees. They receive vacation paid out once per year but we don't track individual dates as they live all over the country. It would be a administrative nightmare and would cost well over \$400k.	2/14/2017 12:03 PM
89	yes	2/14/2017 12:02 PM
90	Our PTO is more generous than Mpls or St Paul mandates	2/14/2017 12:02 PM
91	We already provide sick time for staff.	2/14/2017 12:02 PM
92	It would not	2/14/2017 12:00 PM
93	Negatively	2/14/2017 11:58 AM
94	We are located in Cloquet, so it probably wouldn't impact us.	2/14/2017 11:58 AM
95	no impact	2/14/2017 11:57 AM
96	The Safe Time would need to be defined. Currently we have Personal Leave which is loosely defined. A max of 80 hrs/year for full time employees.	2/14/2017 11:57 AM
97	Would negatively impact if the ordinance required PTO for part-time employees	2/14/2017 11:55 AM
98	no impact	2/14/2017 11:55 AM
99	Poorly. Personal time available to our employees is based on the market for our business and collective bargaining. It is our business that we understand better than anyone	2/13/2017 5:46 PM
100	It would greatly impact our business. It would be opening up the door for employees to take a day off with no notice. In the hospitality business, this would be devastating. Every business is different and a blanket mandate would not work for us. Guest service would seriously suffer. Our schedules are flexible enough where people can easily pick up shifts on another day so as not to lose any pay. Not every business is like that so what works for one may not work for another.	2/13/2017 4:21 PM
101	We already offer a benefit for full-time staff. If we were required to do so for part-time staff, it would be a significant hardship to our organization and not sustainable. We absolutely can not afford such a benefit beyond what we already offer our full-time staff.	2/13/2017 3:46 PM
102	If we would need to pay out PTO for individual less than 75%. But then again we would limit to hires within our policy	2/13/2017 3:37 PM
103	We provide earned sick and safe time to our full time employees. This would only impact us if we are forced to provide benefits to part-time employees. Some PT employees work only 8 or 12 or 16 hours each week. Where will the line be drawn? We are unsure what the plan is.	2/13/2017 1:49 PM
104	If it applies only to full time employees, it won't. If we are mandated to provide benefits to part-time employees it will have a devastating impact on our small business.	2/13/2017 1:42 PM
105	Kill us financially unless the City would supplement 100% for all presently not covered employees.	2/13/2017 1:13 PM
106	We would love to be able to offer earned sick and safe time to our employees and believe it to be a great benefit. Administratively and financially it would put a great burden on our business.	2/13/2017 1:01 PM
107	If on part-time staff, we may have to close.	2/13/2017 12:57 PM
108	we're a small nonprofit with 9 employees, 1 of who works over 20 hours a week... either it will affect us greatly or not at all?	2/13/2017 12:29 PM
109	It would not	2/13/2017 12:23 PM
110	Not at all	2/13/2017 12:18 PM
111	Approximately 75% of our employees work part-time (less than 30 hours per week) with variable schedules. If we are mandated to pay for their qualified ESST time, it would mean a considerable increase to our budget. As a nonprofit organization, it will put us in a position of needing to cut services, at a minimum. Also, and as importantly, the cost of administering and managing the timekeeping, tracking, etc., although indeterminate at this time, would be considerable.	2/13/2017 12:07 PM

Duluth ESST Employer Survey

112	We like to make our own personnel policies. It might convince us to rent outside of the city when our lease expires.	2/13/2017 12:02 PM
113	May lower our current policy	2/13/2017 11:51 AM
114	If a one size fits all mandate, such as is slated to take effect in Minneapolis, it would cost our company \$180,000. That is more than we are budgeting for a bottom line this year.	2/13/2017 11:36 AM
115	It would be unnecessary due to our current contractual sick leave policy and could add additional complexity to our current application	2/13/2017 9:36 AM
116	It could cost us and result and changing other benefits to off-set the cost.	2/13/2017 9:24 AM
117	It would add additional expense if included to part-time workers that are seasonal and usually college students.	2/13/2017 9:13 AM
118	It would not.	2/12/2017 3:09 AM
119	It would inevitably increase taxes to pay for enforcement, which would create a need for increased wages to accommodate the pay decrease.	2/11/2017 10:38 AM
120	We already offer general paid time off that covers this. So long as the ordinance is not over reaching, it is unlikely to impact our business. However, the devil is in the details as they say, and this ordinance would need to be carefully crafted with feedback from the community.	2/10/2017 5:47 PM
121	Improve the field for all.	2/10/2017 3:48 PM
122	We are already offering it because we believe it is an investment in our employees and best practice.	2/10/2017 12:54 PM
123	It wouldn't impact our organization.	2/10/2017 10:54 AM
124	They won't do it	2/10/2017 10:35 AM

Q15 How would a city-mandated "earned sick and safe time" ordinance impact the community of Duluth?

Answered: 112 Skipped: 36

#	RESPONSES	DATE
1	Very adversely	4/23/2017 5:32 PM
2	n/a	4/19/2017 10:03 AM
3	In a positive way for employees, employers and the community, in my view.	4/19/2017 9:04 AM
4	It would add to the happiness of the community	4/18/2017 3:57 PM
5	With adequate education & training of small employers about human resources practices, I think the ordinance would not only make Duluth healthier, but it would provide economic stability to 46% of the population which will have positive economic impact for the community as a whole.	4/18/2017 2:50 PM
6	You are adding more cost to peoples bottom line, maybe more businesses will go away. You are not business friendly.	4/17/2017 10:38 AM
7	It would make Duluth a less attractive city for new businesses. Others would relocated to Superior or Hermantown.	4/12/2017 10:43 PM
8	additional costs for employers. Employers who already offer these benefits to be competitive in hiring, have done so as a business strategy. Those who have not, have not found a strategic business reason to do so. They may offer a higher wage, but no benefits, flexible work hours, or other benefits in lieu of paid sick time. Others have opted to make all paid time off available for sick, safe, personal, or vacation time. There are many nuances. Each employer makes the decisions they must to keep their businesses operating. A one-size fits all solution is detrimental to businesses who are all different! Also, it will make it more difficult to do business in Duluth and with Duluth businesses. Who is covered: a person who is telecommuting to a business located elsewhere? A person who drives into the city of Duluth to deliver something? There are many situations that are not that clear.	4/10/2017 10:58 AM

Duluth ESST Employer Survey

9	It could drive companies out of town	4/7/2017 3:36 PM
10	Just one more black mark against Duluth as a good place to run a business. Less businesses willing to be in Duluth means less jobs.	4/7/2017 3:22 PM
11	I don't think Duluth as a community can afford what this means right now. Products would need pricing increase due to labor cost increase. Most people support this I think, but are not willing to pay the price for it.	4/7/2017 3:17 PM
12	It would be a negative. The city should not be butting into private businesses. The unemployment rate is low in the city and with the multiple minimum wage increases the state has seen in the last few years, employers are fighting for good employees. The benefits these businesses offer is the equalizer, meaning that they are what attract and or make or break decisions for employees. Why mandate it if employers are already giving these out? If employers don't, the employee has ample options to find someone who is offering the benefits they're looking for.	4/7/2017 3:10 PM
13	It could benefit the community if there are many workers currently not receiving this benefit.	4/6/2017 2:06 PM
14	For the better. It would be a small gesture toward improving the inequality that affects working class people.	4/4/2017 2:47 PM
15	I wouldn't locate a business in Duluth because of this	4/3/2017 9:42 AM
16	Duluth already has a reputation of being a very difficult place to run and manage a business. The ordinance or new mandate will make Duluth an even more challenging place to do business.	3/8/2017 5:10 PM
17	It would increase the perception we are an anti-business community and an expensive place to do business.	3/8/2017 4:54 PM
18	Could create a safe, healthier environment; however, it could also financially impact the community by potentially putting places out of business due to expenses from this program.	3/7/2017 11:55 AM
19	I believe it would be detrimental to attracting and retaining businesses in the city of Duluth,	3/4/2017 4:07 PM
20	Could negatively impact our small business. The unique thing about small businesses is that they can show their appreciation to their employees in more unique and personal ways that cater more to their individual employees.	3/2/2017 5:58 PM
21	I don't have enough information on that piece. I'm a strong proponent of employers making business decisions that recruit/retain their workforce. If ESST assists in the recruitment and retention, let them do it themselves; don't mandate it. There's more than 4,000 job openings all over this area, if employees don't like where they're working, there's plenty of other jobs available to them, regardless of their education level, work history, and abilities.	3/2/2017 5:19 PM
22	Negatively - we need uniformity state wide	2/27/2017 10:09 PM
23	Again, depending on design, could force many small business into neighboring areas.	2/23/2017 3:56 PM
24	It may help low income employees, would likely encourage small businesses to locate outside of the City of Duluth.	2/23/2017 2:51 PM
25	More red tape	2/23/2017 1:15 PM
26	Employers would be forced to make other adjustments.	2/22/2017 8:19 PM
27	First, I do not believe City Counselors are very respectful to Duluth employers. They assume business owners are well-to-do and should offer all kinds of benefits like paid sick leave. I think it is very unfair for City Counselors, who have little to no experience running a business or who just run to an assumption these benefits should be offered without thinking through the business impact. Just look at the City Counselor's support of the Standing Rock protest - Counselors passed a resolution without thinking through or even talking to local business. Employers who are forced to pay sick time will take away vacation time and other benefits so the positive effect will be watered down.	2/21/2017 6:25 PM
28	See comments in question 14. Also, it would likely deter many new businesses from coming here as opposes to somewhere else that had more freedom to operate.	2/21/2017 4:41 PM
29	I really don't know I guess it would be good to wait and city how it impacts other cities who are trying it before we jump in.	2/21/2017 12:42 PM

Duluth ESST Employer Survey

30	You will be forcing out many restaurants that are not fast food corporate chains like "Chipotle"--- who have far greater buying power and marketing dollars to absorb the increase costs of all these mandates! Duluth is a unique city that is attractive because of the diverse business climate, entertainment, dining and hospitality offerings. Do you really want a city of chain restaurants and Walmarts? Also--relocating to Hermantown may be rather enticing! The unintended consequences will be #1 Some businesses unable to handle the expense will close the door #2 A huge & deliberate decrease in community outreach, donations, non-profit, youth & foundation support. We get asked daily for donations. #3 A substantial increase in the cost for product and services to the consumer There is no way to pay for this unless it is passed on to the consumer. #4 A nightmare in managing such a directive as it is vague, and inconsiderate of "what employers do above and beyond for their employees already" without a mandate like this. And with so many cities and towns adjacent to Duluth--it would cause confusion and inconsistency. One size cannot fit all!	2/21/2017 12:19 AM
31	I imagine some businesses might perceive it as a hardship, but I really think it would create a better work environment in Duluth.	2/20/2017 3:55 PM
32	I believe it may cause businesses to begin to migrate to a more friendly business environment found across the bridge in Superior, WI.	2/20/2017 3:27 PM
33	more employees would be needed to cover for more sick time taken. There are not enough employees to fill this void	2/20/2017 12:55 PM
34	Negatively. It will make businesses think twice about coming here or staying here.	2/19/2017 3:51 PM
35	As previously stated, we are very flexible with the needs of our employees. To impose this mandate would not only be detrimental to the business, but also to the community, as it would force businesses to look for ways to automate processes, cut staff and even reduce investment in the business, in order to recover the additional costs associated with this mandated benefit. Moreover, such an ordinance would force us to revisit and likely eliminate some earned PTO benefits we currently offer, again to help offset the cost of such a mandated benefit.	2/17/2017 8:37 PM
36	Would anticipate negative impact on many sectors of economy.	2/17/2017 11:23 AM
37	I do not agree with it. Each business should define their own benefit package	2/16/2017 11:16 AM
38	Bad for business, but good for the people who work here.	2/16/2017 8:33 AM
39	Unknown	2/15/2017 8:22 PM
40	It could be beneficial to employees but hurt employers.	2/15/2017 3:59 PM
41	It would hurt small business	2/15/2017 12:29 PM
42	I do not see that it will make us a more attractive location for new companies which grow the local economy. Too many restrictions and regulations make it difficult for small businesses and start ups and will likely consider other areas over ours which impedes our community and the businesses that are already part of the community. We do not want to have to lay off or eliminate positions due to the constantly changing governmental regulations, which impact our customers.	2/15/2017 10:50 AM
43	It would be a benefit to lower paid workers	2/15/2017 10:24 AM
44	It would have a positive impact on our community and certainly benefit employees. However, I'm not sure that it is the role of government to interfere with private companies.	2/15/2017 8:44 AM
45	Just adds to the feeling this is a non-business friendly community. Our business could look for options outside the city limits.	2/15/2017 8:34 AM
46	Negatively. Employers would avoid Duluth if they have other options for the location of their business.	2/14/2017 9:29 PM
47	See above, plus possible attraction of those to jobs in the city for the wrong reasons.	2/14/2017 9:21 PM
48	Our community is fueled by small business i.e., under 30 employees. Most of us take salaries, when we can, that are below what we pay our employees because they come first.	2/14/2017 6:42 PM
49	unsure	2/14/2017 5:55 PM
50	It would hurt many of our clients - especially in retail food & beverage industry. Those who can afford to pay it already are if they want to keep good employees.	2/14/2017 5:10 PM
51	Those untruthful employees would set the bar very low and discourage truthful employees when they see what the poor employees can get.	2/14/2017 5:10 PM

Duluth ESST Employer Survey

52	Unknown	2/14/2017 4:56 PM
53	It could bankrupt small businesses and employers are already forced to compete for work force which means providing competitive benefit packages.	2/14/2017 3:58 PM
54	Seems like it could be a burden to some employers, and could lead to unintended consequences. For example, it makes sense to require that all full-time employees be eligible for paid time off -- however, that might result in companies using more paid-time staff to skirt the ordinance.	2/14/2017 3:54 PM
55	Move more businesses to H'town?	2/14/2017 3:47 PM
56	Good question.	2/14/2017 3:44 PM
57	Reduction in available jobs, increase service pricing.	2/14/2017 3:33 PM
58	N/A	2/14/2017 2:46 PM
59	Again, it depends on what the ordinance looks like. If the ordinance is too expensive or burdensome, it could have the unintended consequence of costing jobs.	2/14/2017 2:34 PM
60	I'm sure it would help some workers but I'm sure people are going to take advantage of it and it will hurt some employers.	2/14/2017 2:32 PM
61	It will reduce the number of businesses, especially small businesses who want to move to Duluth.	2/14/2017 2:27 PM
62	It would affect a lot of businesses negatively	2/14/2017 2:04 PM
63	I think some industries would be impacted more significantly than others. E.g. I can imagine the restaurant industry being impacted more so than my consulting company. I think it's important to consider those impacts and work with business owners to come up with a policy that doesn't unduly impact the businesses, but at the same time respects the needs of the employees. As far as employees are concerned, I think it's definitely a positive move and will allow workers to be more honest and accountable with their employers.	2/14/2017 1:50 PM
64	It depends upon what is in the mandate. It seems very unclear right now. I would hope if a company has a substantial PTO policy, they would be covered and not have to add more. Our employees can use their PTO for ANY absence away from work and don't need to specify. If more time is needed under our policy, we would probably need to lay people off to cover the costs.	2/14/2017 1:47 PM
65	It would discourage new and start up businesses from locating within the city limits and would possible result in the relocation of small businesses unable to absorb the added expense.	2/14/2017 1:09 PM
66	Employers should offer time off.	2/14/2017 12:48 PM
67	Would drive up cost of goods,	2/14/2017 12:42 PM
68	I'd hate to see people lose jobs from business' closing or moving and you will have some of that. I just don't see it as a City responsibility to mandate these kinds of regulations. A person has free will and can pursue jobs that have benefits they desire if they are not happy with the benefits offered by their current employer.	2/14/2017 12:42 PM
69	I cant speak for other businesses, just restaurants, where government enforced labor-related make it almost impossible to make payroll work	2/14/2017 12:39 PM
70	I think it hurts us as surrounding communities don't have one.	2/14/2017 12:34 PM
71	It would put financial strain on small businesses who currently do not offer benefits/paid time off to their employees. We also have several Veterinary clinics in the area but not in Duluth City limits (Hermantown, Two Harbors, Cloquet, Superior) that would not be held to the same mandate.	2/14/2017 12:27 PM
72	It would benefit many in our community.	2/14/2017 12:24 PM
73	It would allow businesses to attract better talent. People would come here knowing that if the job they had didn't work out, there may be other options with benefits	2/14/2017 12:20 PM
74	Will drive more businesses out of town.	2/14/2017 12:16 PM
75	Large corporations that already offer this benefit would be unaffected. Some small business would simply close down and lay off their workers. Other small business would restrict hours that employees could work so as to avoid providing the benefit.	2/14/2017 12:13 PM
76	I feel this would be a mistake. Allow business owners to compete, employees can choose where they want to work - work for the best employers...	2/14/2017 12:12 PM

Duluth ESST Employer Survey

77	I think it could help employees in certain instances. Overall, I predict a negative impact on wages and open positions. I believe businesses should be allowed to decide on their own whether to pay earned sick and safe time.	2/14/2017 12:08 PM
78	would put a strain on certain businesses requiring them to cut back on the amount of employees they currently have.	2/14/2017 12:06 PM
79	It will reduce work-shift scheduling flexibility. Some employers will reduce number hours employees can work to keep them under any mandated eligibility level, as we have seen with health insurance under the ACA. Other employers will reduce their current benefit to meet the minimum mandate. An increase in the number of businesses (especially national chains) choosing to locate in Hermantown to avoid regulations.	2/14/2017 12:06 PM
80	It hurts the small business owner but imposing more restrictions on how they do business.	2/14/2017 12:04 PM
81	I think it may be costly to certain industries which could drive up costs. However, it would be a great benefit to many part time employees who may not be eligible for benefits. It would be interesting to understand how the time would be earned.	2/14/2017 12:03 PM
82	It should be the employers decision to offer those benefits if they can afford them. Employee has the choice to work elsewhere.	2/14/2017 12:02 PM
83	Large impact, I feel employees would take "Advantage" vacation tiome or sick time would be the same thing	2/14/2017 12:00 PM
84	Negatively	2/14/2017 11:58 AM
85	Unsure	2/14/2017 11:58 AM
86	Show Duluth as a positive, progressive community that is a desirable city to live and work in	2/14/2017 11:57 AM
87	Potential to impact both positively and negatively. Employers may cut back on workforce to accommodate increased Fringe Benefit costs. Some employees may benefit if they did not previous participate in a PTO program	2/14/2017 11:55 AM
88	It would help part time, service, non union employees, but could be costly for businesses	2/14/2017 11:55 AM
89	Chaos. Not a city function to be involved in this.	2/13/2017 5:46 PM
90	Very negatively. Again, we have a high tourism business in Duluth and this mandate could kill it, thus hurting the community and thus the people working and living here.	2/13/2017 4:21 PM
91	Employers would be much more likely to establish in areas without government regulation.	2/13/2017 3:46 PM
92	The mandate would drive small businesses away from Duluth. Perhaps the small business would leave Duluth and go to Superior or Hermantown.	2/13/2017 3:37 PM
93	My initial reaction is that it creates a very unfriendly business climate. This should be an issue dealt with by the MN Legislature, not the Duluth City Council. This puts us at a disadvantage with businesses in Hermantown, Proctor, Cloquet, Two Harbors, and Superior.	2/13/2017 1:49 PM
94	I think you would have businesses consider moving to Proctor, Hermantown or Superior. This should be a state issue - not the Duluth City Council.	2/13/2017 1:42 PM
95	Our organization would have to curtail services to hundreds of low income people if reuquired to participate and not be fully supplemented financially.	2/13/2017 1:13 PM
96	Negative business climate. This would place business at a competitive disadvantage.	2/13/2017 12:57 PM
97	I think it could help people greatly.	2/13/2017 12:29 PM
98	It would not	2/13/2017 12:23 PM
99	Could be detrimental	2/13/2017 12:18 PM
100	I have concerns about the cost to the city in enforcing the ordinance as well as commensurate loss of services as cited above.	2/13/2017 12:07 PM
101	I think companies should offer sick and safe time, but I suspect it will be bad for business if it's required.	2/13/2017 12:02 PM
102	I think it would bring us less jobs as a community. There is only so much money out there. Businesses can only pay what they can	2/13/2017 11:51 AM

Duluth ESST Employer Survey

103	It would cost the taxpayers even more to fund the enforcement. Small businesses with small margins will be the most negatively impacted. Large corporations will have no problem with it.	2/13/2017 11:36 AM
104	Since many businesses have operations or units in other locations outside of Duluth it would add additional complexity for companies between the practices of their Duluth operations and others. Could be seen as giving Duluth a reputation as unfriendly to business.	2/13/2017 9:36 AM
105	It could prevent new business from coming to Duluth and limit job potential for the region.	2/13/2017 9:24 AM
106	Mixed. If granted immediately, that would be abused by many I've met.	2/13/2017 9:13 AM
107	Again, increased taxes to pay for the creation of a labor department in order to enforce labor laws. It would also likely increase the cost of goods as companies would pass the costs of the mandate on to the customer.	2/11/2017 10:38 AM
108	I don't think any responsible person should be in a position of forcing themselves to work because of a paycheck. However, there are those who could take advantage of this time and have a negative impact on the community.	2/10/2017 5:47 PM
109	Provide for an environment where all have equal standing to take earned time off as necessary.	2/10/2017 3:48 PM
110	I think it could stabilize the work force and decrease unemployment. Employees who don't have access to paid time off often face losing their jobs due to sickness, pregnancy, etc.	2/10/2017 12:54 PM
111	It would show that we value ALL professions and that ALL people have the right to paid time off.	2/10/2017 10:54 AM
112	it would make it healthier so people who are sick would not spread it	2/10/2017 10:35 AM

Q16 What key elements would you like to see included in an "earned sick and safe time" policy for the city of Duluth?

Answered: 106 Skipped: 42

#	RESPONSES	DATE
1	This is simply a bad idea.	4/23/2017 5:32 PM
2	n/a	4/19/2017 10:03 AM
3	Keep it as simple as possible and make sure it's easy to implement in small business bookkeeping and payroll.	4/19/2017 9:04 AM
4	Time available at start of employment	4/18/2017 3:57 PM
5	1 hour per 30 hours worked; all employees covered including those in CBA's; and considerations made for maximum accrual; outline of how the ordinance will be enforced and how education to businesses will be provided	4/18/2017 2:50 PM
6	I dont think part time high scholl age kids need to be included. Just full time personnel.	4/17/2017 10:38 AM
7	None. I don't think the city government should be involved in this issue.	4/12/2017 10:43 PM
8	Should take into account business or company size and resources	4/12/2017 3:17 PM
9	Acknowledgement that paid time off can come under other labels, and that this benefit might already be offered under a different label.	4/10/2017 10:58 AM
10	I don't think the city should be involved. It can really hamper small businesses	4/7/2017 3:36 PM
11	I am totally against legislating this policy.	4/7/2017 3:22 PM
12	Would not like to see this become city policy at all.	4/7/2017 3:17 PM
13	I would like to see the City leave it up to the private businesses to determine what they're benefits be.	4/7/2017 3:10 PM
14	Make it optional.	4/7/2017 2:24 PM
15	Minimal requirements for companies who are already providing sick/safe time to employees.	4/6/2017 2:06 PM
16	Mandatory for all employers with more than 2 employees.	4/4/2017 2:47 PM

Duluth ESST Employer Survey

17	none	4/3/2017 9:42 AM
18	This should not be a City issue. The City of Duluth should be looking for ways to limit restraints on community businesses.	3/8/2017 5:10 PM
19	I believe this belongs as a statewide discussion, or, be left to employers to determine.	3/8/2017 4:54 PM
20	An accrual process. Grants or some kind of financial help to launch this process	3/7/2017 11:55 AM
21	I do not believe Duluth should mandate its companies as to what they will and will not offer to their employee benefits programs.	3/4/2017 4:07 PM
22	Unfortunately some businesses do not offer benefits (by choice or because of costs). However we do not want to be put in the same category as these companies and have a law passed that would negatively impact our business. Especially since we have locations in other cities in MN with potentially different laws being put in places. The HR of this alone would be extremely difficult, if not impossible due to our small resources.	3/2/2017 5:58 PM
23	None. Let employers determine what will attract and retain their workforce. If competitors offer something similar that's appealing to employees, they'll benefit by attracting/retaining employees. Others will suffer if they aren't competitive or offering benefits that don't appeal to the workforce.	3/2/2017 5:19 PM
24	I would like to see it eliminated	2/27/2017 10:09 PM
25	Exemptions for business that have "uncapped/unlimited" programs. And exemptions for small businesses.	2/23/2017 3:56 PM
26	Those working under a more favorable ESST policy be exempt more specific ordinance requirements	2/23/2017 2:51 PM
27	None	2/23/2017 1:15 PM
28	That it be 100% voluntary to both employer and employee. An employer can opt in but the employee doesn't have to accept.	2/22/2017 8:19 PM
29	If the concept goes any further, it should not apply to employers with less than 50 part-time or full-time works. Also, the City Counsel must give adequate time to sit down with local business and have an open mind about the effects - positive or negative - this policy should have. They should not rush through talking to the businesses; they should give several months to that process. Again, they must have an open mind.	2/21/2017 6:25 PM
30	Let the state and or federal law make the policy.	2/21/2017 4:41 PM
31	I would like it to be researched thoroughly with some very good reasons to require businesses to do this. Small businesses already have many hurdles to over come as they provide wages for their employees - stressing them more is not a good idea	2/21/2017 12:42 PM
32	Give each business the right and the freedom to take care of their employees as they see fit and as they can afford.	2/21/2017 12:19 AM
33	I don't believe there should be a mandate.	2/20/2017 3:27 PM
34	checks and balances to make sure employees don't abuse the time and take time off even if they are not sick	2/20/2017 12:55 PM
35	Keep it simple. I would prefer the statewide pre-emption so we don't get a bunch of different requirements in the many communities we work in across Minnesota and elsewhere.	2/19/2017 3:51 PM
36	Should such an unfortunate proposal pass, I would expect to see some method of reporting required of the participating employee, to place some burden of proof on the individual taking advantage of this rule.	2/17/2017 8:37 PM
37	Would like to see labor law left to state or federal level to assure no unanticipated consequences across borders. Let the labor market and competition for best employees drive the offering of benefits.	2/17/2017 11:23 AM
38	I believe the program should be funded by donations if it goes into effect, not forced upon business expenses	2/16/2017 11:16 AM
39	Optional for employers	2/16/2017 8:33 AM
40	I don't think it should be mandated	2/15/2017 8:22 PM
41	This seems like a Federal or State of Minnesota issue, not city.	2/15/2017 3:59 PM

Duluth ESST Employer Survey

42	Limited days off, employees must have worked for the employer for at least 2years	2/15/2017 12:29 PM
43	I would like to see it eliminated all together. We are a community with some large businesses but more so made up with smaller businesses.	2/15/2017 10:50 AM
44	Exemption for employees covered under a collective bargaining afreement	2/15/2017 10:24 AM
45	Companies who offer better benefits to their employees should be rewarded for their efforts and benefit from the way they treat their workers. I believe they already do by providing a better workplace environment. It pays!	2/15/2017 8:44 AM
46	Don't have a policy! Leave it as is.	2/15/2017 8:34 AM
47	Match state and federal policies.	2/14/2017 9:29 PM
48	Balance - so it doesn't take away the benefit that some great employers already provide.	2/14/2017 9:21 PM
49	Let the small business persons run their businesses. Those that won't pay above minimum wage to start won't find any employees. Those that don't provide PTO benefits and perks won't find employees that will stay long term.	2/14/2017 6:42 PM
50	employee has to work a minimum of hours e.g. 30 in a week to earn sick time	2/14/2017 5:55 PM
51	That it doesn't exist	2/14/2017 5:10 PM
52	The policy is bad for good Duluth businesses who help their good employees out. Good mployees are like gold to us.	2/14/2017 5:10 PM
53	Let the employer decide how they can handle such a situation. Don't create time off rules.	2/14/2017 4:56 PM
54	Discretionary employer participation.	2/14/2017 3:58 PM
55	None -- I'm not convinced its a great idea.	2/14/2017 3:54 PM
56	None.	2/14/2017 3:47 PM
57	IF the city decided to dictate employment law, which I hope they don't, I would like to see sick time accrued based on attendance and consecutive months worked. I also think that those who are already collecting benefits from the government should be ineligible for sick time to minimize further abuse of the system. For example, we have part time employees that, when offered more hours or overtime, will not work because it would jeopardize their benefits payout. This isn't ok. They already have several days off each week - it doesn't make sense that we start paying them for more days off. Also, if they call in sick, they are usually successful in picking up another shift to make up those hours, so they're not really losing anything.	2/14/2017 3:44 PM
58	To qualify the employee must then LIVE in Duluth. Policy is regulated by each business not governmentally. . Cap how many days can be used per request. Amount of days user per year.	2/14/2017 3:33 PM
59	N/A	2/14/2017 2:46 PM
60	A basic minimum of offering earned PTO.	2/14/2017 2:34 PM
61	recommended but not mandatory, I feel it is not right to dictate small employers on such matters	2/14/2017 2:32 PM
62	I do not want to see one. The market can dictate employee benefits.	2/14/2017 2:27 PM
63	police it	2/14/2017 2:04 PM
64	Potentially a step-wise approach to the policy so that businesses don't feel "forced" in an "all or nothing" kind of situation. Maybe the policy could be rolled out over the course of a couple of years? Also provide incentives to businesses that "choose" to participate. I.e. I don't think we should immediately punish those that don't participate fully, but for those that do, it would be nice if there were some type of tax incentive. This might get more businesses on board sooner.	2/14/2017 1:50 PM
65	None. I don't believe this is something the city should be mandating. I think you are going way above what the City should be concerned about.	2/14/2017 1:47 PM
66	None, this is not a issue that the city in which the city should be involved.	2/14/2017 1:09 PM
67	Do no include employees who work less than 30 hours per week. Employees should accrue time off, for instance, they should get minimum of 1.5 hours for every 80 hours they work (40 hours per year), they can use it as they accrue it, but should be encouraged to save it for the 'real thing'.	2/14/2017 12:48 PM
68	Do not feel this type of policy should be made at the city level	2/14/2017 12:42 PM

Duluth ESST Employer Survey

69	I don't think "safe time" is a needed benefit. FMLA is available to all employees in the event a life issue comes up. If the employee has vacation available, obviously that should be exhausted before any time of safe time benefit would be considered. I'm fortunate that don't have employees who take advantage of our PTO benefit, but I see red flags all over the safe time benefit.	2/14/2017 12:42 PM
70	do not include restaurants - or any other small businesses	2/14/2017 12:39 PM
71	Let MN handle it so it's statewide.	2/14/2017 12:34 PM
72	This should be a state wide mandate to keep a level playing field for all businesses in the state.	2/14/2017 12:27 PM
73	Not to implement at all.	2/14/2017 12:16 PM
74	NA	2/14/2017 12:13 PM
75	There should be a logical cap on the amount of hours an employee is allowed to accrue. One day per 30 hours worked is too much.	2/14/2017 12:09 PM
76	I would like to see no such provision.	2/14/2017 12:08 PM
77	very minimum amount of days allowed	2/14/2017 12:06 PM
78	Keep government out of it and let the employment marketplace self-regulate. Workers will migrate to employers with better benefits.	2/14/2017 12:06 PM
79	I don't think the city has any business setting such a requirement and would expect that small business who can't comply would leave the city's jurisdiction.	2/14/2017 12:04 PM
80	I'd like there to be a consideration on a variety of industries and how they'd be affected such as trucking companies and the service industry. I'd like to see a clear definition of who would be included in this policy.	2/14/2017 12:03 PM
81	Key word is "Earned" not just given	2/14/2017 12:00 PM
82	None	2/14/2017 11:58 AM
83	N/A	2/14/2017 11:58 AM
84	Interns and Temporary Employees should be exempt.	2/14/2017 11:57 AM
85	Salaried/exempt positions should have an earned PTO/sick requirement. Should be option for employers with part-time employees	2/14/2017 11:55 AM
86	Nothing. Stay out of our business.	2/13/2017 5:46 PM
87	It should not be a mandate that every business should follow based on the amount of employees it has. If it has to be then it should state that every business has a policy, but they can make a policy that works for them.	2/13/2017 4:21 PM
88	This is not a City issue. I don't believe the City should implement any such policy.	2/13/2017 3:46 PM
89	None - the City of Duluth should not dictate to small enterprise. It takes many years to build a business and see profit. It may be a feel-good policy for the City Council but it could destroy the growth and fabric of Duluth.	2/13/2017 3:37 PM
90	Apply to full time employees only.	2/13/2017 1:49 PM
91	Not apply to part-time employees or business with gross annual sales of less than \$500,000.	2/13/2017 1:42 PM
92	City of Duluth not initiate an unfunded mandate.	2/13/2017 1:13 PM
93	Full time employees only.	2/13/2017 12:57 PM
94	ensuring that employers are as flexible as possible with their staff's schedules	2/13/2017 12:29 PM
95	N/A	2/13/2017 12:23 PM
96	N/A - it should be up to the employer, not the Council	2/13/2017 12:18 PM
97	Flexibility to allow individual businesses operate systems that work for them.	2/13/2017 12:07 PM
98	An exemption for very small firms, perhaps those having 10 or fewer workers	2/13/2017 12:02 PM
99	I would not like to see this. It is competitive to get employees as it is. They should be able to negotiate time off or work somewhere that provides benefits.	2/13/2017 11:51 AM

Duluth ESST Employer Survey

100	I would like to see options that take into account the differences in businesses and their ability to fiscally manage such a policy	2/13/2017 11:36 AM
101	A voluntary option and one that doesn't give an excess of time, say more that 3-5 days per year. Or better yet, allow employers that offer time off plans to keep them.	2/13/2017 9:24 AM
102	The key word is EARNED.	2/13/2017 9:13 AM
103	No policy at all. Municipalities have no business creating and enforcing labor law.	2/11/2017 10:38 AM
104	That general paid time off can be used to account for earned sick and safe time. Our company already has a generous paid time off policy instead of sick time. With a small business, having employees unexpectedly out of the office can have a great impact. Thus, the PTO works much better for us. Also for consideration, probationary periods, temp/seasonal employees, and required "earned sick and safe time" dependent on regular work hours for full-time v. part-time employees.	2/10/2017 5:47 PM
105	Minimum accruals. No carryover between employers. Availability to have employers determine a "plan" or process that works best for them.	2/10/2017 10:54 AM
106	NOT ill employees responsibility to get a replacement.	2/10/2017 10:35 AM

Q17 If you have a policy in place already, how do you educate your employees about your policy?

Answered: 107 Skipped: 41

#	RESPONSES	DATE
1	Employees manage there own time off.	4/23/2017 5:32 PM
2	n/a	4/19/2017 10:03 AM
3	I just tell them to let me know whenever they want to cash in PTO on a paycheck.	4/19/2017 9:04 AM
4	They learn about it when hired	4/18/2017 3:57 PM
5	At orientation on the first day of employment.	4/18/2017 2:50 PM
6	If you are sick, then dont come to work. We cant have them work anyway as it is a food handling business.If you dont work, then you dont get paid. I think everyone realizes this. We chart this for the health dept, we are responsible as we do not want to get anyone sick.	4/17/2017 10:38 AM
7	Written and oral.	4/12/2017 10:43 PM
8	We have Paid Time Off so employees can choose how they use their time. Addressed and explained in Personnel Policies	4/12/2017 3:17 PM
9	Handouts and discussion.	4/10/2017 10:58 AM
10	Orientation	4/7/2017 3:36 PM
11	Employees know that we will do anything we can to help them if they are hard working, loyal, employees. Not hard working, not loyal, not working here very long.	4/7/2017 3:22 PM
12	We post any major labor policies we have in our shop.	4/7/2017 3:17 PM
13	They are informed via their employee handbook, and during orientation when hired. It's also reviewed during their annual review.	4/7/2017 3:10 PM
14	Benefits orientation in their first week, access to real-time PTO balances, information published on the company's intranet.	4/6/2017 2:06 PM
15	We have a written document that is given to each employee.	4/4/2017 2:47 PM
16	None	4/3/2017 9:42 AM
17	We educate them individually, remind them annually and have a company manual for reference.	3/8/2017 5:10 PM
18	We have written personnel and time off policies.	3/8/2017 4:54 PM
19	Employee Handbook/orientation.	3/4/2017 4:07 PM

Duluth ESST Employer Survey

20	It is stated in our handbook and we have extensive conversations during hiring and training.	3/2/2017 5:58 PM
21	Reviewed during interview, upon hire, during orientation, and throughout the year.	3/2/2017 5:19 PM
22	employee manual and personally	2/27/2017 10:09 PM
23	Educated HR and supervisors. Policy outlined in handbook. Overall benefit education sessions.	2/23/2017 3:56 PM
24	One on one, it is also spelled out in their collective bargaining agreement	2/23/2017 2:51 PM
25	I let them take time off when they want to. If it seems like an unreasonable amount of time we discuss it.	2/23/2017 1:15 PM
26	Paid time off is part of a compensation offer.	2/22/2017 8:19 PM
27	Not applicable.	2/21/2017 6:25 PM
28	Meeting and various forms of communication.	2/21/2017 4:41 PM
29	It is all written out in our employee manual which they receive a copy of and must sign off on reading it and being responsible for knowing the content as well as asking questions if they are not clear on something.	2/21/2017 12:42 PM
30	We have an employee handbook and we have periodic meetings that deal with these types of topics.	2/21/2017 12:19 AM
31	We explain it to them when we onboard them.	2/20/2017 3:55 PM
32	The policy is in our employee handbook, and posted in the break room, and reminders are given periodically during daily standup meetings.	2/20/2017 3:27 PM
33	presented to them at job offer time and in our employee handbook	2/20/2017 12:55 PM
34	per our employee personnel manual	2/20/2017 10:39 AM
35	We provide on going training and an open discussion policy with our HR staff who are easily accessible.	2/19/2017 3:51 PM
36	We offer a paid time off policy to individuals who have tenure with the company, to reward their loyalty. A mandated sick and safe time policy would require us to shrink or eliminate the PTO benefit we offer to long term staff.	2/17/2017 8:37 PM
37	All employees receive pre-employment offer explanation of benefits, day-one orientation includes explanation of benefits, on-line employment policy manual, and on-site HR liaisons to explain benefits	2/17/2017 11:23 AM
38	HR booklet	2/16/2017 11:16 AM
39	Mandatory knowledge after first week of employment.	2/16/2017 8:33 AM
40	HR Director explains the policy for PTO upon hiring full time.	2/15/2017 8:22 PM
41	The policies are in the employee handbook, which every employee must read and sign-off on a form as read.	2/15/2017 3:59 PM
42	N/A	2/15/2017 12:29 PM
43	Given and explained/reviewed with employee at time of hire and yearly when approved by our BOD	2/15/2017 11:15 AM
44	If an employee reports that s/he needs time away from work for any safety reason, their supervisor will either find coverage or work the shift for that employee, until it is safe for the employee to return to work.	2/15/2017 10:50 AM
45	Written letter & Meeting	2/15/2017 10:24 AM
46	Employee handbook, hiring interviews, ongoing compliance without hassle to the company policy.	2/15/2017 8:44 AM
47	Included in our orientation.	2/15/2017 8:34 AM
48	New employee orientation and internal website.	2/14/2017 9:29 PM
49	Initiation period when hired, staff education.	2/14/2017 9:21 PM
50	We meet in weekly staff meetings for sharing of information and ideas. We meet more frequently in 5 minute huddles to go over day goals or other 'hot topics' pertaining to their jobs. We also have it in our policy manuals that all are privy to.	2/14/2017 6:42 PM

Duluth ESST Employer Survey

51	during new hire orientation and at the time of job offer	2/14/2017 5:55 PM
52	Employee manual	2/14/2017 5:10 PM
53	It is described completely in our Employee Handbook.	2/14/2017 3:58 PM
54	New hires receive a copy of the policies and procedures manual; policies are periodically reviewed at staff meetings	2/14/2017 3:54 PM
55	With an employee manual and annual summary of vacation/sick time/personal time earned.	2/14/2017 3:47 PM
56	The information is provided during on-boarding and it's clearly stated in the employee handbook.	2/14/2017 3:44 PM
57	Personnel manual upon hire. Review in staff meetings if policies change. Review and allocation per person upon annual reviews	2/14/2017 3:33 PM
58	Employee policy manual, on-boarding procedures, annual notices, end of year reminders to use your PTO.	2/14/2017 2:46 PM
59	In a hiring orientation, through our handbook, and through periodic mailings to our employees.	2/14/2017 2:34 PM
60	They know about it from date of hire	2/14/2017 2:32 PM
61	New hire orientation	2/14/2017 2:27 PM
62	We have an employee handbook that highlights our policy. Employees each receive a copy at the beginning of their employment, and sign acknowledgement that they have read and understand the handbook. We also have a separate PTO Policy document that they read and sign as well.	2/14/2017 1:50 PM
63	Internal communications	2/14/2017 1:09 PM
64	Our HR department explains the policy during orientation and it is also in our Employee Handbook. Concerns are taken up with their immediate supervisor.	2/14/2017 12:48 PM
65	Tell them about it	2/14/2017 12:42 PM
66	New employees are given an employee handbook spelling out benefits available including PTO rules and expectations.	2/14/2017 12:42 PM
67	Newsletter and Facebook	2/14/2017 12:34 PM
68	We have an employee handbook that clearly states how paid time off is earned. Each employee must sign a form stating they have received the handbook and are responsible for all information in it.	2/14/2017 12:27 PM
69	Employee Handbook	2/14/2017 12:24 PM
70	Training	2/14/2017 12:20 PM
71	N/A	2/14/2017 12:16 PM
72	Employee manual, word of mouth and "first day" presentation.	2/14/2017 12:13 PM
73	annual review of employee manual and employee benefits	2/14/2017 12:12 PM
74	N/A	2/14/2017 12:08 PM
75	my employees understand that they should not abuse the policy because they are professional in their work. not sure that will be same for all employees in the city	2/14/2017 12:06 PM
76	Discuss during interviews, and documented in the employee handbook	2/14/2017 12:06 PM
77	They're told it exists, and reminded when they come to work and are obviously feeling ill.	2/14/2017 12:04 PM
78	Through our employee handbook, verbal conversations, etc.	2/14/2017 12:03 PM
79	HR meets with staff	2/14/2017 12:02 PM
80	Fair for both parties, simple conversation	2/14/2017 12:00 PM
81	Handbook	2/14/2017 11:58 AM
82	During orientation and plant communications throughout the year.	2/14/2017 11:58 AM
83	New Employee Orientation, then Employee Handbook for reference	2/14/2017 11:57 AM
84	The policies are reviewed during the "Onboarding Process" and available on the intra net for review.	2/14/2017 11:57 AM

Duluth ESST Employer Survey

85	Onboarding orientation program, described in detail in an employee handbook; routinely discussed at all-hands meetings	2/14/2017 11:55 AM
86	Verbally & in writing	2/14/2017 11:55 AM
87	Employee manual and labor contract.	2/13/2017 5:46 PM
88	Full-time employees are educated about the benefits at the time of hire.	2/13/2017 3:46 PM
89	Communicated during the interview process, employee orientation and written policy.	2/13/2017 3:37 PM
90	When we hire them, they are educated.	2/13/2017 1:49 PM
91	When they are hired.	2/13/2017 1:42 PM
92	Personnel handbook	2/13/2017 1:13 PM
93	During the onboarding process.	2/13/2017 12:57 PM
94	we're almost done with our policy and when when we are, we will give each staff a copy	2/13/2017 12:29 PM
95	We have an employee manual and all new employees have access to it and must sign off on having read it. We also keep staff updated on changes as they are made at our staff meetings.	2/13/2017 12:23 PM
96	Part of employee handbook; and training with new hires	2/13/2017 12:18 PM
97	Employee manual and direct communication.	2/13/2017 12:07 PM
98	We have an employee handbook that outlines benefits	2/13/2017 12:02 PM
99	They receive sheets from their manager and the employee handbook	2/13/2017 11:51 AM
100	Employee handbook outlines the policy. All policies are gone over with employees upon new hire orientation. Handbook is always available on-line or hard copy in store	2/13/2017 11:36 AM
101	Newsletters, e-mails and in the employee handbook. Also discuss at new hire orientation.	2/13/2017 9:24 AM
102	It's done through the new hire process.	2/13/2017 9:13 AM
103	New hire orientation, managerial response to questions, policy manual available upon request.	2/11/2017 10:38 AM
104	Employee handbook and conversations with employees.	2/10/2017 5:47 PM
105	Policy handbook. Orientation. Review at staff meetings. Reminders about use and carry-over annually.	2/10/2017 3:48 PM
106	They receive detailed information upon hire and have ready access to the policy.	2/10/2017 12:54 PM
107	During hiring process and located in the employee handbook.	2/10/2017 10:54 AM

Q18 How does your policy or lack of policy affect your employees and/or business?

Answered: 111 Skipped: 37

#	RESPONSES	DATE
1	Not Applicable.	4/23/2017 5:32 PM
2	n/a	4/19/2017 10:03 AM
3	I think it helps us attract and retain talent, to give them flexibility and peace of mind to know they can deal with health, family issues, etc., when they need to.	4/19/2017 9:04 AM
4	It makes our employees feel taken care of	4/18/2017 3:57 PM
5	We have a staff that can adequately care for themselves and their families, which not only helps with productivity and lessens turnover, but it helps our employees be fully human in their jobs and still be able to provide for their families.	4/18/2017 2:50 PM
6	Our policy has been in place for quite some time. It works fine. You have to be responsible about sick employees when you run a restaurant.	4/17/2017 10:38 AM

Duluth ESST Employer Survey

7	Our employees are happy with our policy. If we didn't have a good policy we would lose employees.	4/12/2017 10:43 PM
8	Our employees like our policy	4/12/2017 3:17 PM
9	We have excellent leave benefits. It helps us compete for excellent employees.	4/10/2017 10:58 AM
10	We are able to retain good employees	4/7/2017 3:36 PM
11	I have no specific policy yet I have employee retention that most employers would envy. Treat people fairly and they will stay with you.	4/7/2017 3:22 PM
12	We work on a much smaller scale and figure things out on a situation basis. This gives us and our employees flexibility.	4/7/2017 3:17 PM
13	I think it gives our full time employee flexibility, and our part time employees we're willing to work with their schedules since they are part time.	4/7/2017 3:10 PM
14	It hasn't yet.	4/7/2017 2:24 PM
15	Employees value the time off benefits provided.	4/6/2017 2:06 PM
16	It lets our employees know that they are valued, and that we have their interests at heart.	4/4/2017 2:47 PM
17	My business is fine without more government in it	4/3/2017 9:42 AM
18	Our employees appreciate the benefit and we are happy to offer it. It should be our choice as business owners and should not be a practice mandated by the City. On average, offering paid sick time costs our business nearly \$20,000 in after tax dollars. Add in vacation time and we are talking over \$100,000.	3/8/2017 5:10 PM
19	We have a policy - this is a poor question.	3/8/2017 4:54 PM
20	As a business we don't want our employees coming in sick; however, they don't currently get paid when they are not here which sometime leads to employees coming in sick. This can be harmful to customers, etc.	3/7/2017 11:55 AM
21	Ours works well for our type of business just the way it currently is written.	3/4/2017 4:07 PM
22	Most employees appreciate our benefits. If they are mandated they will be expected and not appreciated.	3/2/2017 5:58 PM
23	It's difficult to get everyone to get to work right now; their car breaks down and they don't know how to get on the bus, they don't have childcare, someone's sick, they're suffering from panic attacks, their hairdryer broke. Our policy is pretty lenient but every time someone doesn't show for their shift, one of their coworkers has to pick up the slack.	3/2/2017 5:19 PM
24	All feel provided for	2/27/2017 10:09 PM
25	Our policy works well with the needs of our diverse employees, and compliments our long-term disability policy, without needing a short-term policy.	2/23/2017 3:56 PM
26	Our policy has a minimal impact as there has not been any abuse of the policy	2/23/2017 2:51 PM
27	Employees don't feel trapped but it becomes obvious who wants to work and who takes advantage of the policy. My customers are very understanding if I explain that an employee had some type of issued come up and we need to push the schedule back.	2/23/2017 1:15 PM
28	We do not offer sick pay to our hourly service staff. To do so would require paying double for a "sick shift" and force adjustments to payroll. Our staff exchanges shifts regularly to accommodate all manner of time off flexibility, a highly valued benefit to college students. It also creates a better team environment when staff members volunteer to help each other out.	2/22/2017 8:19 PM
29	It does not.	2/21/2017 6:25 PM
30	See question 14. This is too broad of a question to answer readily, especially since we are trying to answer for someone else (our employees). Refer to question 14.	2/21/2017 4:41 PM
31	I believe our policy is a perk to our employees and honors those staff who put in a year of commitment prior to receiving the benefit	2/21/2017 12:42 PM

Duluth ESST Employer Survey

32	We take care of our employees in ways that you would not know about. A lot of them are financially and emotionally needy. This business often attracts young people who are not necessarily focused on their future. In addition----many of them are "smokers" and engage in high risk activities that result in that morning text or if we are lucky a phone call: "I'm sick and I cant come to work". THIS IS REALITY--. So I guarantee --if we are forced to pay for sick time----all of the "Flexibility" of our employees taking off time whenever they want---trading shifts---eating for free---etc etc would go away. We cannot do it all. The bottom line is a business marker which is more important than any other aspect of being in business. This will definitely affect our employees more negatively than positively. And furthermore---I have paid their rent--their gas bills--their car payments----you name it -when they have been out with legitimate reasons.	2/21/2017 12:19 AM
33	I think it adds to employee well being and a culture of caring, commitment, and loyalty.	2/20/2017 3:55 PM
34	See above.	2/20/2017 3:27 PM
35	it helps recruiting and retention	2/20/2017 12:55 PM
36	Surveys have shown our policies are appreciated by our staff and allow the flexibility for us to work with them to "do the right thing".	2/19/2017 3:51 PM
37	Employees appreciate our PTO policy, as well as our business' flexibility when time off requests arise. Putting policies in place which require businesses to pay people for missed shifts, with no burden of proof of the need, would have the effect of creating scheduling difficulties and undue hardship for the company and other employees, in an effort to work around last-minute time off requests, many of which would be for unfounded reasons.	2/17/2017 8:37 PM
38	Goal is to be a "best place to work", We offer it because it is valued by the employees we want to attract - market forces at work.	2/17/2017 11:23 AM
39	NA	2/16/2017 11:16 AM
40	We have a generous PTO policy benefiting our employees.	2/15/2017 8:22 PM
41	The policy allows for fairness to the employee and employer. Policies are important for the rights of both.	2/15/2017 3:59 PM
42	It doesn't affect them at all.	2/15/2017 12:29 PM
43	A policy explains your employees how to use their PTO	2/15/2017 11:15 AM
44	We do not have a formal policy, however, it is part of our corporate culture to take care of our employees' needs and help them through difficult times. Ultimately, it should be up to each business whether large or small to determine how it will help employees through difficult times, including through safety reasons, loss of loved ones and other reasons ex. Jury duty summons and paid leave for health reasons.	2/15/2017 10:50 AM
45	NA	2/15/2017 10:24 AM
46	Makes for better employees, more productive workforce and increased job satisfaction lowering turnover.	2/15/2017 8:44 AM
47	Well received by employees. Considered very generous.	2/15/2017 8:34 AM
48	Our policy is robust for employee wellness.	2/14/2017 9:29 PM
49	Without it being mandated, it allows us to offer something more than other businesses to attract great employees.	2/14/2017 9:21 PM
50	the employee know the employer cares about them as an individual respecting the reason we work is to have a means to take care of our selves	2/14/2017 6:44 PM
51	The policies we have and our pay scales are anywhere from 25 - 30% above annual averages for the industry. We have employees who have been with us longer than three years...which is rear in the industry.	2/14/2017 6:42 PM
52	unsure	2/14/2017 5:55 PM
53	We offer a flexible environment already. Paid time off isn't necessary unless the employee is sick for multiple days and doesn't have enough time in the week to make up for lost hours. I usually let them make it up another week through overtime if they would like to. The work still has to get done regardless of paid time off.	2/14/2017 5:10 PM

Duluth ESST Employer Survey

54	Our lack of policy has served our employees well. We can and will continue to be very generous because the deserve it.	2/14/2017 5:10 PM
55	It helps us attract better than average talent compared to other companies that do not have a policy.	2/14/2017 3:58 PM
56	Helps keep staff from burning out, makes it easier to recruit high-quality staff.	2/14/2017 3:54 PM
57	I think our policy gives us all a sense of comfort that they can stay home when ill or take time for a funeral, etc.	2/14/2017 3:47 PM
58	Regardless of the policy, when employees are sick, they stay home.	2/14/2017 3:44 PM
59	They consider us an "employer of Choice" and a great place to work.	2/14/2017 3:33 PM
60	Our PTO policy is a nice benefit, which has largely eliminated the hassle and constraints of our former sick time policy.	2/14/2017 2:46 PM
61	While there is a cost to us, it fits our industry, so it works to help retain employees.	2/14/2017 2:34 PM
62	it is good for my employees and customers.	2/14/2017 2:32 PM
63	It is a benefit to the employee, a cost to the business and lowers the wages we can pay.	2/14/2017 2:27 PM
64	it doesn't	2/14/2017 2:04 PM
65	Our policy makes it clear what the expectations are and outlines consequences for violating the policy. As a business owner I feel more comfortable having it in place, and I rarely, if ever, have employees raise concerns. They always know there are standards they can refer to and that I will abide by.	2/14/2017 1:50 PM
66	Paid sick leave has become a major and unsustainable expense as insurance and medical costs soar. It is a major issue in all labor contract negotiations.	2/14/2017 1:09 PM
67	We are a close knit group, have worked together for a long time and we all understand the need for time off...and we pitch in to cover when they are gone.	2/14/2017 12:48 PM
68	Seem to be able to retain and recruit stronger employees	2/14/2017 12:42 PM
69	Again, we are fortunate to have the income available to financially support a rich benefit program. We have had one individual use short term disability for 4 week about 5 yrs ago, otherwise we've had minimal useage beyond the PTO benefit. I'm sure there is a level of security they feel having the protection if needed. I don't feel I need it for a competitive edge in attracting good employees. Our atmosphere and ongoing support attracts more employees via word of mouth.	2/14/2017 12:42 PM
70	its a non-issue	2/14/2017 12:39 PM
71	N/A	2/14/2017 12:34 PM
72	It enables our employees to use paid time off when they or their children are sick.	2/14/2017 12:27 PM
73	It assists them in taking time of when needed; supporting themselves, their family and their well-being	2/14/2017 12:24 PM
74	Better moral, better productivity, better health of whole staff. People work harder, smarter, and more loyally when they know their company has their back if something happens	2/14/2017 12:20 PM
75	Harder to find long term employees.	2/14/2017 12:16 PM
76	It does not.	2/14/2017 12:13 PM
77	Our staff is entry-level and the work is physical. As mentioned above, we already struggle with employees who do not want to work. we have raised wages and offered incentives, but the fact is people do not want to work hard when they can sit home for slightly less money.	2/14/2017 12:09 PM
78	N/A	2/14/2017 12:08 PM
79	none	2/14/2017 12:06 PM
80	Having a paid sick/vacation time policy makes employees feel valued, but only when it is a voluntarily offered benefit.	2/14/2017 12:06 PM
81	Difficult to say. Employees like it but it is commonly misused as extra vacation days and employees come to work sick anyway.	2/14/2017 12:04 PM

Duluth ESST Employer Survey

82	We are pretty flexible with time off and want to ensure our employees are taking care of themselves and families because ultimately, they are more important than work.	2/14/2017 12:03 PM
83	It isn't cheap!	2/14/2017 12:02 PM
84	Employees appreciate the flexibility	2/14/2017 12:00 PM
85	Sick pay is fairly new to us (less than 5 years) and it was well-received by our employees.	2/14/2017 11:58 AM
86	Having a policy is critical for attracting and retaining high quality staff	2/14/2017 11:57 AM
87	It would not affect employees and/or business.	2/14/2017 11:57 AM
88	Our policy is well-defined and understood by all employees.	2/14/2017 11:55 AM
89	Supportive pto policy generates value, trust, & loyalty among employees	2/14/2017 11:55 AM
90	It costs us money, can be difficult to manage, but have built it into a total compensation package.	2/13/2017 5:46 PM
91	Our lack of policy helps our business know that we will have the needed staff to take care of our guests. Our scheduling is flexible enough to not negatively affect our staff.	2/13/2017 4:21 PM
92	The policies include our benefits and is viewed as a part of their compensation package.	2/13/2017 3:37 PM
93	FT employees appreciate it. PT employees don't seem to care because they already have a flexible schedule.	2/13/2017 1:49 PM
94	It works just fine.	2/13/2017 1:42 PM
95	Full time employees greatly appreciate our policy.	2/13/2017 1:13 PM
96	It's positive.	2/13/2017 12:57 PM
97	our policy will only affect 1 employee, in a positive way	2/13/2017 12:29 PM
98	N/A	2/13/2017 12:23 PM
99	We are a global company with an excellent benefit package.	2/13/2017 12:18 PM
100	Part-time employees enjoy the benefit of flexible scheduling that will allow them to make up for lost time due to illness, etc. Full-time employees who, by virtue of their full-time status do not have that flexible, accrue and may use sick and/or vacation time as earned.	2/13/2017 12:07 PM
101	Our retention rate is excellent	2/13/2017 12:02 PM
102	It can be tough when people call in sick all the time. When we had a "sick leave" people viewed this as extra vacation. Now that it is PTO they are more careful with their days since we don't care if they are sick or on vacation.	2/13/2017 11:51 AM
103	Helps them get the time they need for personal use. Is a benefit we tout to recruit new employees.	2/13/2017 11:36 AM
104	Our generous sick leave policy helps us retain employees.	2/13/2017 9:36 AM
105	N/A we have a policy and educate employees.	2/13/2017 9:24 AM
106	We have a policy and it appears to work well.	2/13/2017 9:13 AM
107	Our employees are treated with respect, and are therefore productive and happy.	2/12/2017 3:09 AM
108	It allows our employees to take time off when they need while encouraging them to plan for it as best they can. If someone is truly sick and needs to stay home, they should be able to have some means of income from the business to ensure their well-being is not negatively impacted. However, the well-being of the business must be taken into account as well. Funding excessive amounts of paid-time off is very expensive and should not be a burden that is placed on our businesses.	2/10/2017 5:47 PM
109	Allows employees to take the time they need and to a certain degree, not be questioned about it. Also - because under the PTO umbrella, has some employees coming to work sick because they want to save time as vacation time...	2/10/2017 3:48 PM
110	We believe it increases retention and employee satisfaction. It also strengthens the families of our dedicated staff as they are able to not only take care of themselves, but are more able to be present for family members who may need them.	2/10/2017 12:54 PM
111	we have dedicated staff who feel valued and respected for their contributions to our organization. Having it fosters a positive work environment. Staff uses paid time off when they need it.	2/10/2017 10:54 AM

Duluth ESST Employer Survey

Q19 Additional comments

Answered: 62 Skipped: 86

#	RESPONSES	DATE
1	Paid Time Off Only, if the resolution is passed as proposed, I will relocate the business to a business friend state or city. We are challenged enough to compete nationally with Minnesota's excessive taxes.	4/23/2017 5:32 PM
2	I wouldn't be in business if I had employees that didn't have the freedom to work as a sub-contract labor employee and work as desired. I am, however, successfully paying my sub-contract labor employees - they work with quilts - so if they finish 3-4 quilts a week or 1 quilt a week - they get paid as much or little as they would like to make - this makes everyone happy and they have freedoms unlike a full-time corporate job - they feel un-rushed and not over extended to create art.	4/19/2017 10:03 AM
3	For full time employees we grant 120 hours of PTO per year, accrued on each biweekly paycheck, which employees can use or continue to accrue at will.	4/19/2017 9:04 AM
4	I would be totally against this. I already take care of my own. My key people are very important and I make sure I treat them fair and give them sick days. If not then they will leave as other offer it also. Most businesses I compete with already of sick pay. leave it alone.	4/17/2017 10:38 AM
5	Do not mandate policies that will make Duluth a less attractive city to do business in. It hurts everyone. Earned sick and safe time is not a city issue.	4/12/2017 10:43 PM
6	We are a large company so we have no issue offering PTO. I do not think that a PTO (or similar) mandate will have a positive affect on the small businesses in town. Those that can and want to compete for good talent will offer it because it is good for business.	4/7/2017 3:36 PM
7	A city that cannot figure out a way to patch potholes, because of bad management, has no business telling me or others how to run a business. Mind your business and do a better job running the city efficiently. Small businesses, especially those starting up, do not have a bottomless pool of money to draw from. Once they get off the ground and have more resources, most will share with their employees. For those employers who are struggling, Safe and Sick will place an additional burden on them. They may well fail and the employees who this policy is unwisely designed for will be out of a job.	4/7/2017 3:22 PM
8	This type of policy fits with the notion of the triple bottom line: good for employees, good for business, good for society. What kind of society does Duluth want to be?	4/4/2017 2:47 PM
9	I have watched the workforce in the Duluth area become entitled, lazy and incompetent to the point I consider shutting down my business. Paying someone to say they are sick is not something I am willing to do	4/3/2017 9:42 AM
10	People should get paid for the work they produce.	3/8/2017 5:10 PM
11	In 35+ years of doing business in downtown Duluth, we have never been asked for any information about our personnel policies, thus, I am skeptical of the survey results being presented by the activists.	3/8/2017 4:54 PM
12	our desire is to provide well for our employees - we value them and work hard to provide well with their best interest in mind	2/27/2017 10:09 PM
13	A great city is built and relies on voluntary cooperation to exchange goods and services. A despicable city achieves this through force. The intentions of this idea may be good, but as it necessitates force in the form of a government mandate you can be certain the NET results will not be. Force is funny that way. When you force pressure on payroll the least employable take the hit and that population grows. If this town was truly compassionate it would work to create opportunity and stop stifling it. I know how to create opportunity and my competition knows how to keep me from being greedy, GET OUT OF OUR WAY!	2/22/2017 8:19 PM
14	The City Counsel needs to stop making one sided policy that may affect local and city businesses and actually be respectful and have an open mind. Let us business people feel we have been adequately heard and we are not the last voices being heard in a rush.	2/21/2017 6:25 PM
15	Let the state and or federal law make the policy.	2/21/2017 4:41 PM

Duluth ESST Employer Survey

16	I believe the free market system will resolve these issues without government involvement.	2/21/2017 12:56 PM
17	Until you run a small business you have no idea the demands that it requires to make it successful and keep it successful. Making this a requirement is bad for small businesses - maybe if it was for businesses who make over one million a year - but for those making under that amount I feel it is unfair. Small business owners work extremely hard and are providing jobs - adding this additional stress is a poor decision and is looking at it from the employees perspective not the small business owners.	2/21/2017 12:42 PM
18	The word EDUCATE is a key element in this entire scenario. Those who invest in their future through education and training are far more apt to land a CAREER PAYING JOB---where the potential for benefits and better pay is warranted. Some jobs are not designed to be career paying jobs. INCENTIVE is key. Also St Louis County has a multitude of Social Services. Why not provide every business with an Access To Services list that we can have available in the event that an employee needs help. This could be a proactive measure that takes the burden off of the business owner. Somehow--there needs to be "personal responsibility" woven into this directive. Take care of yourself----make good decisions---get enough sleep----and get a flu shot!	2/21/2017 12:19 AM
19	let businesses decide what benefits they can afford to give to their employees. The government should stay out of business decisions. There is no right to sick time which is what the city would create by passing an ordinance mandating it.	2/20/2017 12:55 PM
20	Support the pre-emption legislation that is being considered and don't make Duluth an island.	2/19/2017 3:51 PM
21	I struggle with the term "earned" with regard to this mandate. "Earned" is descriptive of our PTO policy, that rewards people for demonstrating commitment to the organization through their employment tenure. "Earned" is not descriptive of a policy that creates additional hurdles to the business community, without any burden of proof required of the employee. Additionally, I believe the City is overstepping its bounds to preemptively create an employment mandate not adopted by the State, which adds to the imbalance of competitiveness with other communities around Minnesota.	2/17/2017 8:37 PM
22	Why does government want to expand regulations? If groups want to improve someone else's life, set up a foundation to collect donations to help their affected group. Do not force other people to pay for your goals!	2/16/2017 11:16 AM
23	NA	2/15/2017 3:59 PM
24	I think the City of Duluth needs to understand the demographics of what makes us a strong community-small town business who are always looking out for the best for the employees but not getting to a place where there are so many mandates that it becomes impossible to focus on business. Businesses need to be able to do what works for them and their finances, while being able to freely make their own determinations on what is best. If an employer is unwilling to work with an employee and terminates them, that is what unemployment insurance is for, and that employer will not have a good reputation, but that is their decision not up to the government.	2/15/2017 10:50 AM
25	Personally I'm proud of our company's sick/safety and vacation leave policy. It compensates for the lower level of pay found in nonprofit organizations like ours. Is this an area that government should get involved in is a question I don't have an answer for except to say it is a slippery slope. Government should set work rules for safety and after that regulations can become burdensome.	2/15/2017 8:44 AM
26	not all employers can afford to offer benefit packages. the hourly wages are lower as a result of the benefit package so it can go both ways pay higher with no benefits or pay lower with lots of health and wage benefits	2/14/2017 6:44 PM
27	The policy should not go into affect. It's a government overreach to force businesses how to operate. If a business wants to offer it as an incentive to employees then that's there choice, but we should not all be required to abide by the policy. Businesses react to the needs/wants of it's employees without government interference. If a business isn't listening it's likely they will be out of business soon.	2/14/2017 5:10 PM
28	Small businesses will go under! Businesses almost without exception, greatly value their employees and want to keep them	2/14/2017 5:10 PM
29	This is a task for the Department of Labor.	2/14/2017 4:56 PM
30	Why does the City Council need to involve itself in a subject that already has state mandates? When a similar plan is not working in St. Paul, why would we risk it? It could likely poise many businesses to flee to Superior to survive.	2/14/2017 3:58 PM

Duluth ESST Employer Survey

31	As an employer, it's really none of my business if the employee needs time off due to domestic violence and I would hate to have to ask staff to prove that they've been abused in order to get time away from work.	2/14/2017 3:54 PM
32	We are pretty lax on our policies and let people take time when needed.	2/14/2017 3:47 PM
33	I think the City should focus on strengthening the existing economy by attracting bigger business and industry which, in turn, would help strengthen the financial well-being of the existing businesses. If businesses were as successful in Duluth as they could be, offering sick and safe time would be a non-issue – perhaps make it an incentive for tax breaks. However, it has become an issue because smaller businesses could be negatively impacted and, furthermore, it goes deeper than simply whether or not businesses can afford to offer sick time - I think we're all a little tired of the government dictating how we should run our businesses. Enough is enough.	2/14/2017 3:44 PM
34	N/A	2/14/2017 2:46 PM
35	One-size-fits-all will not work for Duluth!	2/14/2017 2:34 PM
36	I would like to see the Duluth city Council to vote against this policy and allow the business community to run their businesses.	2/14/2017 2:27 PM
37	be careful - a business has to make a profit and we don't rely on a never ending pile of tax money. Most small businesses can't afford thousands of extra cost.	2/14/2017 2:04 PM
38	I think the city is moving in the right direction by looking in to an ESST policy and I look forward to future conversations regarding ESST.	2/14/2017 1:50 PM
39	I sat through presentation at NHRA meeting. I feel like the City should drop the work on this. I'd like to think my tax dollars can be put to better use. This is not a City issue.	2/14/2017 1:47 PM
40	The success of a business is determined by many factors. Increasing government regulations have become a major obstacle to the ability of companies to survive, and to the expansion and/or establishment of new businesses. The intervention of the City Council in the internal affairs of local businesses will only work to further the image of Duluth as a anti-business community.	2/14/2017 1:09 PM
41	Let businesses that run a good company and have a positive working environment recruit and retain good employees. Those that do not provide that kind of benefit or good working environment will not keep good people.	2/14/2017 12:42 PM
42	I appreciate the opportunity to communicate my thoughts. I would strongly recommend the city concentrate on other things such as running a more efficient operation and finding ways to lower property taxes. It is getting quite ridiculous to look at a tax bill that is now a larger monthly pmt than my first house payment was back in 1978 when interest rates were 11%. You were hired to run the city, not weigh in on protesters in the Dakotas and other foolishness. Do your job or step down.	2/14/2017 12:42 PM
43	this has no business being an ordinance created at the city level!	2/14/2017 12:39 PM
44	Do not allow this to be one more impediment for a business within Duluth! There are too many touchy feely and liberal programs that are being jammed down our throats.	2/14/2017 12:16 PM
45	The government should not be this involved in the private sector.	2/14/2017 12:13 PM
46	I do not support this initiative for the City of Duluth. I do not believe it is necessary and it should be up to individual owners/businesses to make the determination on whether or not to offer paid sick/safe time.	2/14/2017 12:08 PM
47	Workers who choose part-time jobs with no paid benefit (professionals who elect to work less than 60%), or shift-based staff that can easily trade shifts (i.e. healthcare that work 6 - 12 hour shifts every 14 days) will see a decrease in pay in exchange for a benefit they don't want. I see a local government mandated Sick and vacation time policy as having the most negative effect upon individuals working low paying jobs. Their hours will be cut to stay under any eligibility threshold, leaving them with fewer hours at the job and less income overall.	2/14/2017 12:06 PM
48	I see no reason for any municipality to get into the business of telling its tax-paying, job-creating small business owners how to run their businesses. Let the market decide and the best-run businesses will thrive.	2/14/2017 12:04 PM
49	Would be willing to participate in any working group. eric.krebs@inspyir.com	2/14/2017 11:55 AM
50	This is just something the city of Duluth should stay out of. Keep making rules and businesses will leave.	2/13/2017 5:46 PM

Duluth ESST Employer Survey

51	What incentives will the City of Duluth provide to businesses to provide jobs that can afford benefits?	2/13/2017 3:37 PM
52	Let the state of MN handle this.	2/13/2017 1:49 PM
53	See answers to #'s 14, 15, 16.	2/13/2017 1:13 PM
54	Thank-you for this work!	2/13/2017 12:29 PM
55	Again, the Council is overstepping its bounds. It needs ot focus on good government; jobs, infrastructure, etc.	2/13/2017 12:18 PM
56	Why does the employer survey include PTO in the questions but the employee survey does not. This will definitely skew the results and show inaccurate data. Employers could provide pto, that could be used for sick or safe or vacation, but their employee could say no, they don't have sick or safe, when they actually have it covered under PTO. It just isn't labeled as you state in the employee survey.	2/13/2017 12:10 PM
57	Another major concern of ours is that we operate in several cities in Minnesota and, if each community decides to jump on the ESST bandwagon, we could be faced with several different programs. I believe the issue should be addressed by the state, rather than by individual communities. Although we'd like to be able to pay all of our employees when they are sick, we certainly don't have the funding to do so.	2/13/2017 12:07 PM
58	The city shouldn't be legislating labor law. Our city council has been overtaken by people who have no small business experience. The business community is very under-represented.	2/13/2017 12:02 PM
59	I do not believe the city should be mandating this policy. The federal government has work rules as does the state. By having each city do its own policy it will be confusing. So someone working in say, Hermantown will have a different rule than someone in Duluth. This causes problems with companies with multiple locations.	2/13/2017 11:51 AM
60	A one size fits all mandate in a city as small as Duluth will put undue and unfair hardship on small business - like all well-intentioned yet not well thought out legislation.	2/13/2017 11:36 AM
61	I personally have a very difficult time with the idea of cities setting policy on labor laws. I am concerned we will be left with a "patchwork" of laws and ordinances where businesses are continuously needing to accommodate or change course based on a particular city. I feel very strongly that this should be moderated at the state and federal level.	2/10/2017 5:47 PM
62	We also offer paid parental leave of 3 weeks at the employee's full FTE and then, of course, the option to use their paid sick, vacation, and personal time. Every time I am able to explain this benefit to a new hire or an expectant parent, I am proud of our commitment to strengthening families by allowing them to have a more relaxing transition into parenthood with less worrying about money.	2/10/2017 12:54 PM