

# **Commission to Develop a Paid Family and Medical Leave Benefits Program**

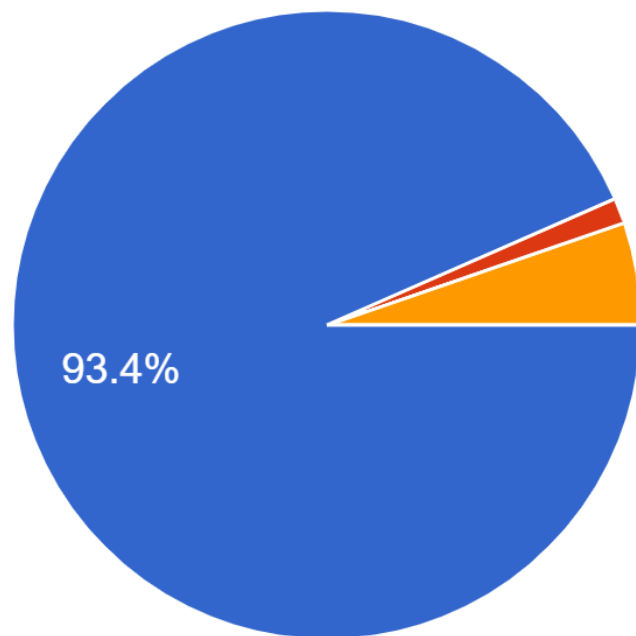
## **Results of Employer Survey**

**77 Responses**

**For Review at January 10, 2022 Meeting**

# 1. Are you an employer?

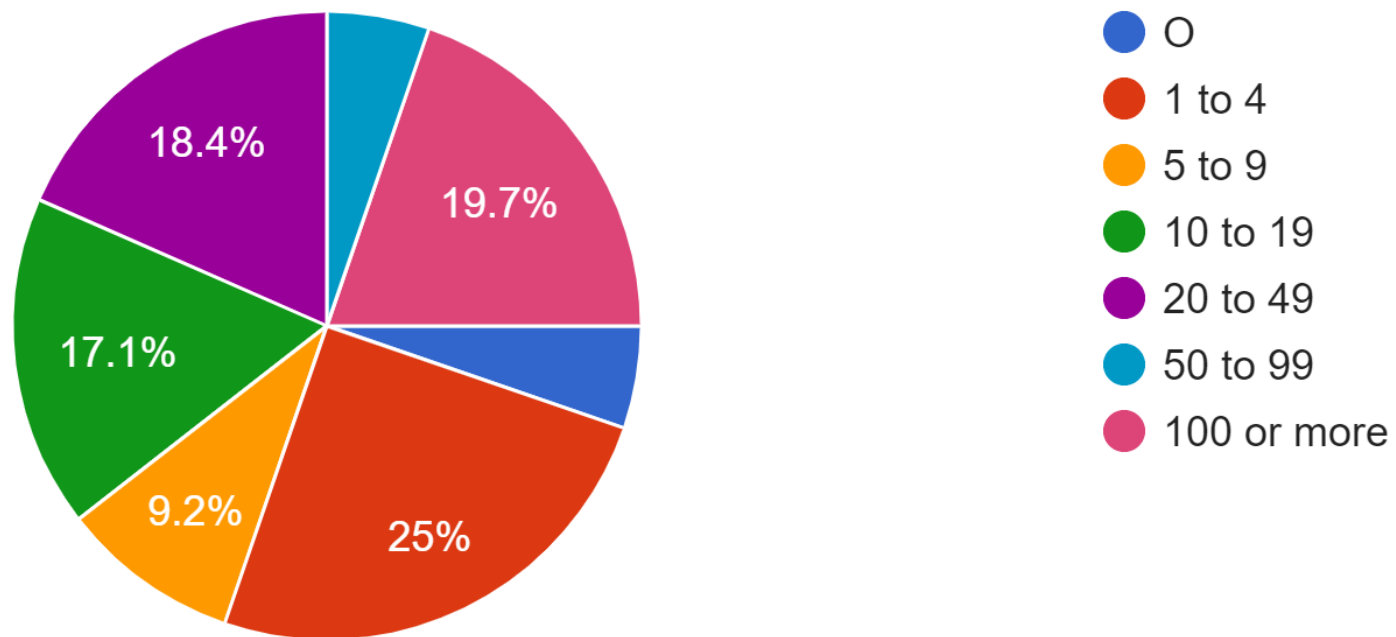
76 responses



- Yes
- No
- Self-employed

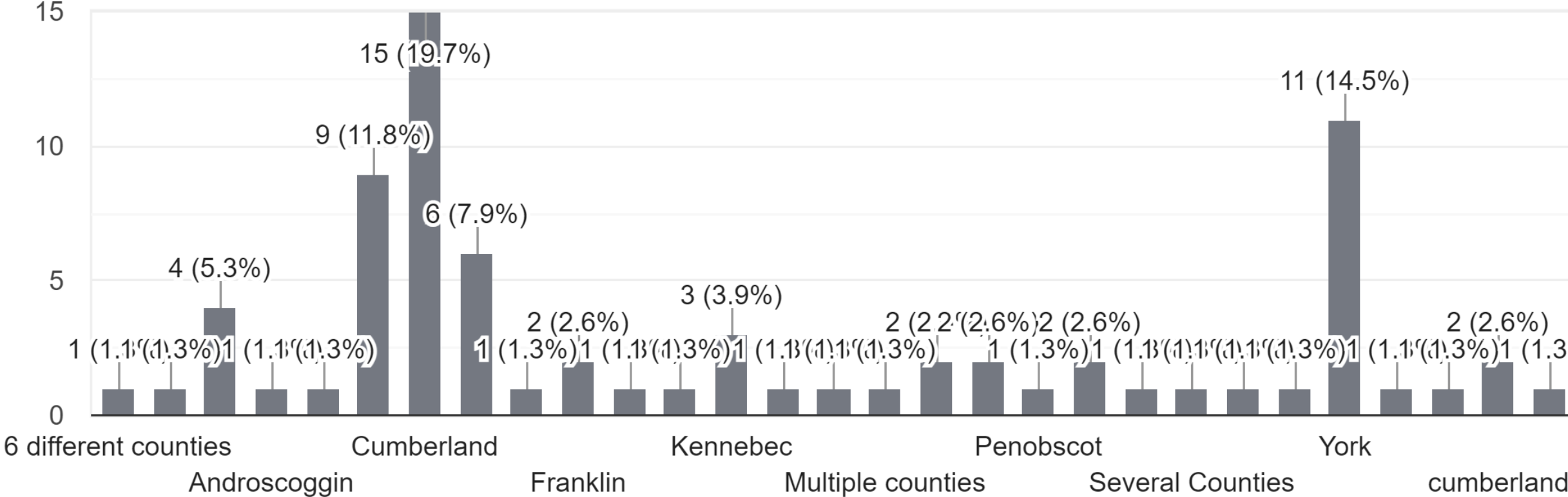
## 2. If you are an employer, how many employees are working in your business?

76 responses



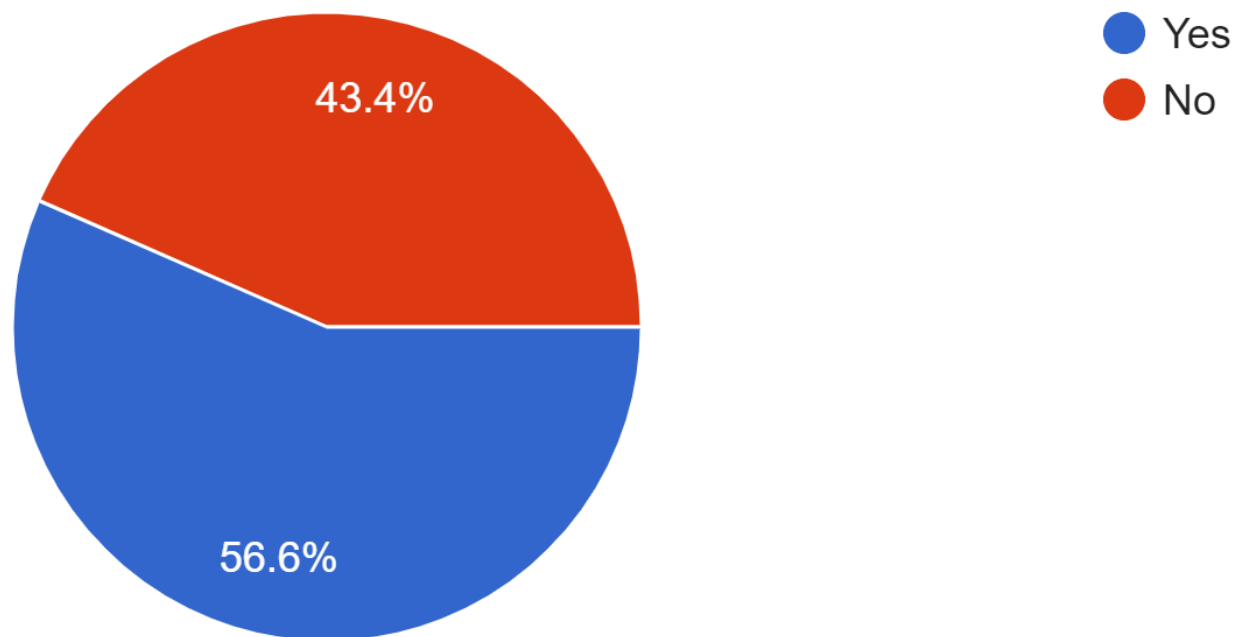
### 3. In which Maine county is your business?

76 responses



4. Do you currently provide access to paid time off for family and medical leave to your employees?

76 responses



5. If you currently provide paid time off for family and medical leave to your employees, please describe the factors for why you do?

- 45 responses; See separate document for un-edited responses

Comments expressed similar themes:

- Right thing to do
- Helps attract and retain employees
- It's inevitable that every one at sometime in their life will need time off to care for someone -- whether it's a newborn, an ailing parent or someone else. I value a workplace that ensures workers are supported to do that. I believe it's one of the reasons why we have a strong track record for staff retention which ultimately makes us more competitive and more profitable.
- Best for employees to be paid when needing time off
- Earned paid leave now required under Maine law
- Paid time off provided can be used for any reason

6. If you do not currently provide paid time off for family and medical leave to your employees, please describe the factors for why you do not?

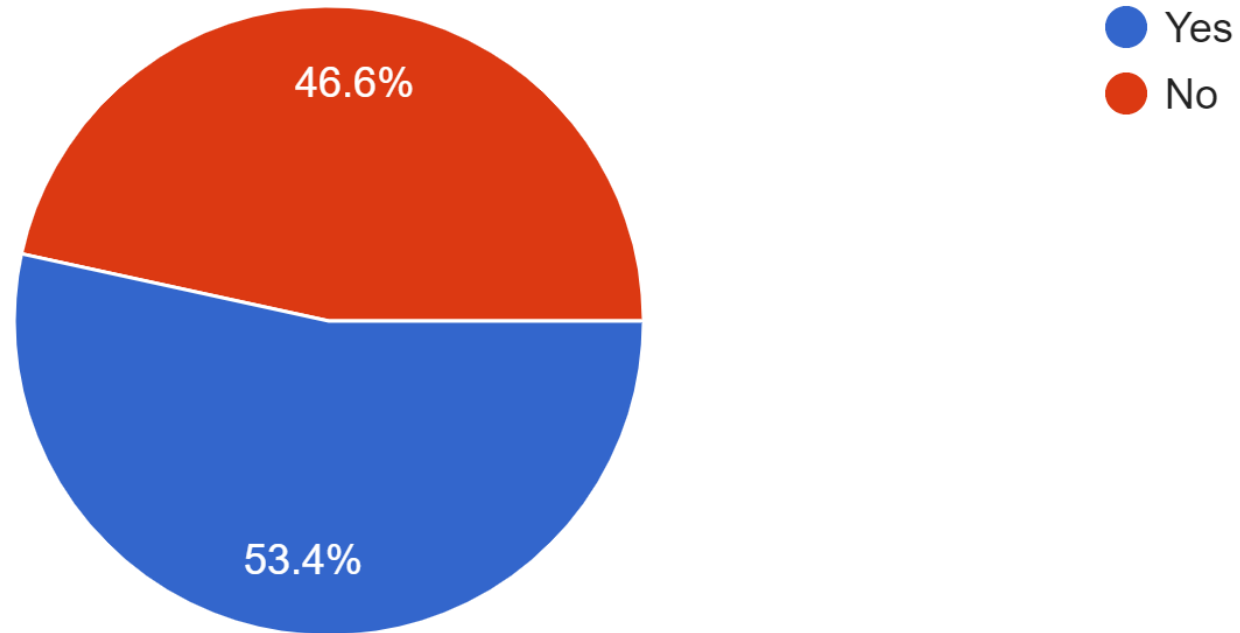
- 47 responses; See separate document for un-edited responses

Comments expressed similar themes:

- We are too small. The current minimum wage and paid time off policies are already greatly straining the viability of our business.
- Still in startup phase and currently cannot afford it
- It would be difficult to keep my business going with people taking all this paid leave. Financially and staffing wise.
- Can't afford it. With the pandemic we have lost a third of our revenue now and are already paying the Earn Benefit Time mandated by the State.
- Not affordable we have to pay subs to cover staff child ratios

7. Is access to paid time off for family and medical leave a benefit you have used or would use as a recruitment and retention tool for your employees?

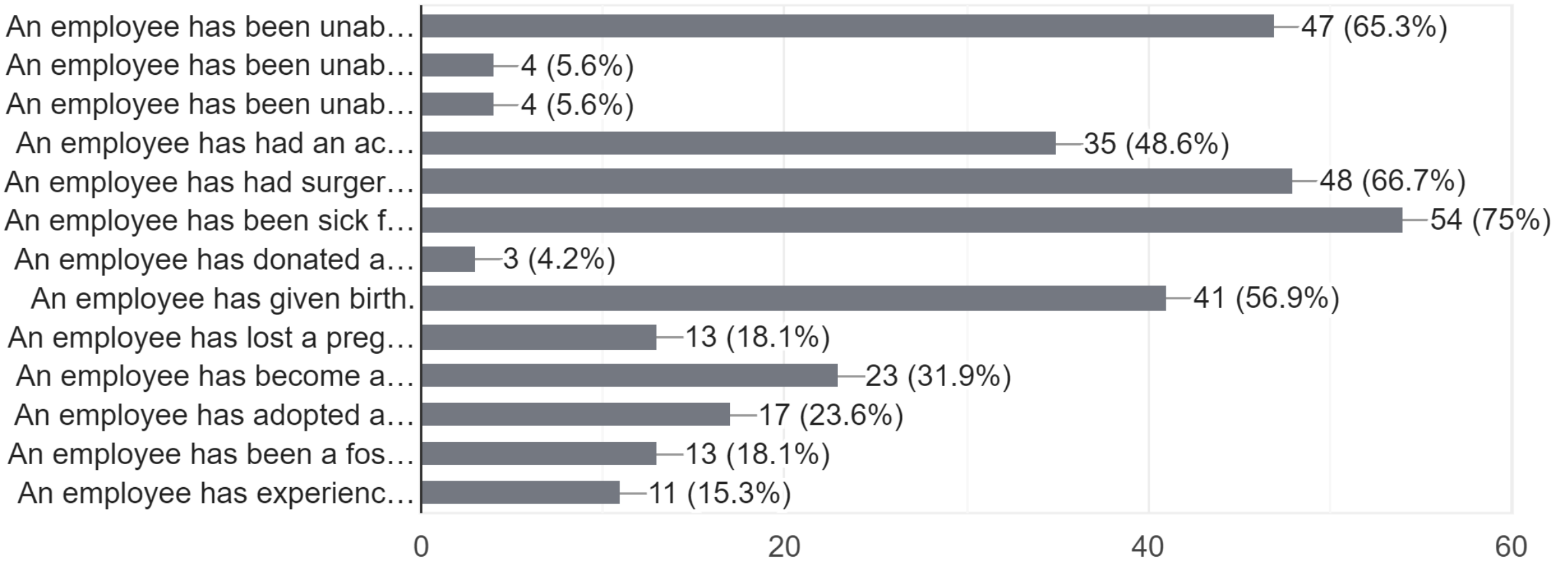
73 responses





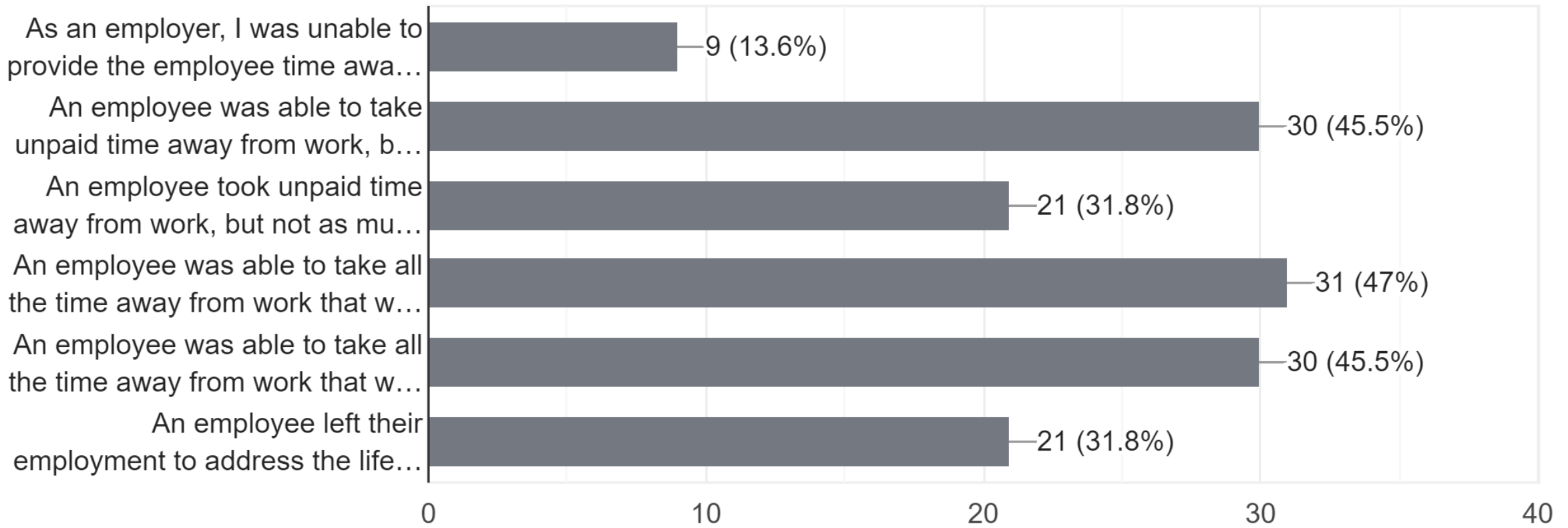
8. In your experience as an employer, which of these life events have your employees had to deal with that has impacted their availability for work? Check all that apply.

72 responses



9. As an employer, please describe how you have handled those life events for your employees?  
Check all that apply. For example, you might check...e experienced more than one of these life events.

66 responses



10. Tell us more about your experiences in addressing these life events of your employees and how it may have affected your business.

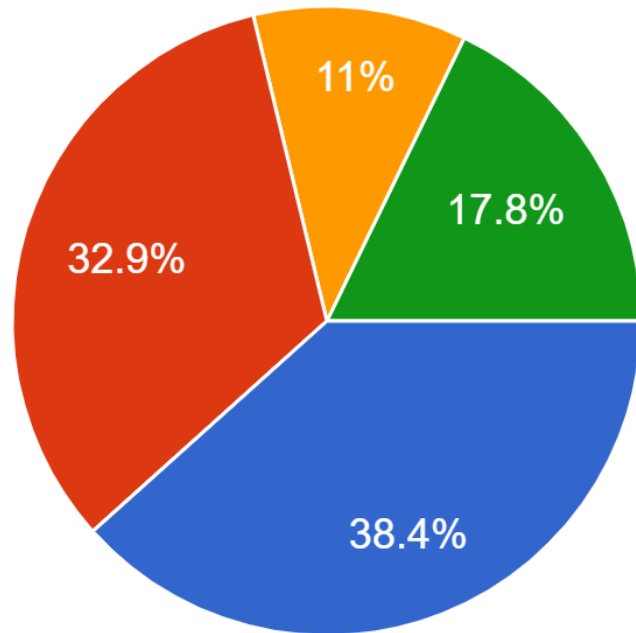
- 43 responses; See separate document for un-edited responses

Sample of comments:

- It is a positive for our business, as employees are able to care for themselves and their families.
- The challenge is when an employee needs a longer term leave (i.e. >4 weeks). No problem holding the job, but there are follow-on effects for the remainder of the team. We try to get as many people to full time (with health/dental/vision benefits, 401k, etc.) as we can, but that does make it challenging to ask others to cover for someone who needs to go out for a long time.
- We typically try to work with our employees to allow them the time needed, whether paid or unpaid because we recognize the importance of work/family balance, but in the past it was typically unpaid which caused hardship for some employees, which in some cases left to dissatisfaction or loss of the employ, though we try to work with them to mitigate this.
- We've always allowed unpaid leave to employees while protecting their job but really wish it could have been paid.

11. As an employer, how much would you be willing to contribute to provide funding so that you can provide access to paid family and medical le... between \$1.00 and \$13.00 per week per employee.

73 responses



- Not willing to contribute
- Unsure of amount but willing to contribute
- Willing to contribute up to 50% of amount if employees pay 50%
- Willing to contribute more than 50% up to 100% of amount on behalf of employees