

**Results of Employer Survey
Unedited Responses Received for Questions 5, 6 and 10 and Additional Comments
For Review January 10, 2022**

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)

- As a small business, offering paid leave is certainly not the easiest thing to do but it is the RIGHT thing to do. Because paid leave strengthens families and communities. Because we value the unpaid labor of caregivers. Because we have a responsibility to support our colleagues. Because it allows employees to take the time they need and to come back when they are ready.
- We are all women so we all have people we are caring for. However, it is not as much as I would like because we are a very small business and all of my employees are part-time.
- 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.
- It's a basic right.
- It is the right thing to do.
- Employees can take accrued paid time off or unpaid time off.
- Paid Time Off (PTO) and Short Term Disability for illness and medical; PTO and Caregiver Leave for caring for family members; Paid Parental Leave for bonding with a new child
- PEOPLE HAVE PERSONAL TIME OFF AND CAN USE IT HOWEVER THEY WANT. ADDITIONALLY, AS WE ARE OPEN SIX DAYS PER WEEK, OUR EMPLOYEES CAN 'MAKE UP' THE DAY IF THEY WOULD PREFER TO NOT USE PERSONAL TIME OFF. WE PROVIDE THESE OPTIONS IN CASE THEY NEED IT AND IT MAKES WORKING HERE BETTER THAN ELSEWHERE (same as 401K , profit sharing and various other benefits)
- Best for employees to be paid when needing leave
- Earn PTO at a rate commensurate with seniority
- Do so only when there is a death in the family.
- For clarity, we provide a Paid Time Off (PTO) program for all employees that can be used for personal vacation time, personal sick days and days to care for a family member. We also offer Short Term Disability(STD) for employee illness or injury. We pay 100% of the annual premium for this insurance for our employees. It pays them 60% of their wages based on a 40 hour work week up to 180 days on a rolling calendar year. We also offer Long Term Disability (LTD), we also pay 100% of the premium for LTD, that if an employee can not return to work after the 180 days they would not longer be employed by us, but would qualify for LTD pay at the same pay rate as STD. We feel these programs provide all the paid leave our employees need if they decide to manage it in a responsible manner and not just take all their vacation as soon as they earn it.
- Maine Earned Leave Law
- Required under MEPL Law
- Needed benefit to offer to retain best employees
- Per diem receive Earned Paid Leave as outlined by the State of Maine guidelines, Regular hourly and salary staff receive Paid Time Off calculated by their length of employment. Both EPL and PTO can be used for anything. We also provide Maine and Federal Family Medical Leave
- They receive 4 personal days. It used to be called sick leave and now it is personal days BECAUSE everyone was abusing the paid leave. They would use for play-fishing etc
- We want to attract the best employees possible, see the benefits of low turnover, do not want employees to feel pressured to come to work when they are sick or occupied with the demands

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of caring for loved ones, and simply feel that it is the right thing to do. After many years of offering generous paid leave policies, we are convinced that it is the right decision economically as a business. It is one of those areas where doing the right thing and being more profitable go hand in hand.

- It's the right thing to do, it is a positive employee retention tool, and helps with productivity.
- It's the right thing to do.
- State law, good for employees
- employee retention
- Maternity leave and covid leave
- we have short term disability, a sick bank, and staff accrued time off
- Parental leave of 3 weeks paid.
- we provide paid time off as an employee benefit - employees may use sick time and short term disability insurance to be paid for their medical leave.
- We provide paid leave to full-time employees , and provide the weeks required by law to part-time employees
- We provide parental leave and short-term and long-term benefits employees with FMLA qualified events would be able to use.
- 5 years service = 40 hours paid
- Employees need to care for their families and not worry about losing pay or their job.
- Employee retention and loyalty
- We have some paid time off for mothers and fathers of newborns. We also provide some limited bereavement. Our paid time off program is for both vacation and sick time, they are not separate. For us, providing PTO and some maternity/ paternity programs are a way to attract and retain professional talent.
- PTO Days based on how long employed, FMLA
- It is included in our PTO package, it is not a long term plan. Credited against Vacation and Sick Leave of 1 month per year.
- Part of our corporate values; helps employee focus on getting better
- We provide paid time off in the form of personal time off, sick time and vacation time.
- Unions, retention, itâ€™s the right thing to do.
- It helps attract talent, itâ€™s consistent with our values, it supports the team.
- Not applicable
- We provide long and short-term disability insurance for this type of leave, and also offer flexible work hours which are also paid.
- I offer 3 sick days per year
- We have paid sick days, accrued paid time off to allow them to feel valued and have deserved time off for their self care and lives outside of work.
- The PTO we provide can be used for any reason the employee wants.
- Because we value our employees as more than just employees but as whole people with whole lives outside of work. Because we are in the nonprofit sector and unable to offer other kinds of benefits, it is also a way we can offer something. We canâ€™t actually cover a missing person though, other staff do more and some things donâ€™t get done.
- It's the right thing to do, I never had it and it was really hard, it is critical to staff health and economic security

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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)

- 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 can't afford it but we are actively working to be able to offer it to our employees in the next few years.
- NA
- I'm a one-woman business. When I'm not working, there is no income. I'd love to have family and medical leave.
- As a small business we do not have the monetary resources to pay them, pay the taxes as well as pay another worker to cover their work while they are out.
- too costly and we cannot have positions unfilled. we are a small business.
- N/A
- We have a 401K plan with a loan provision that allows employees to borrow against their own money for family/health emergencies.
- Not enough revenue to justify paying for medical leave. We still have to hire someone to replace the person leaving. Oftentimes that is existing staff and requires we pay overtime.
- As stated above, we already incur very high costs to provide all the benefits that are stated above. The other side of this coin is that every time an employee is out for any leave, we have to fill their position and pay someone over time to fill in on their shift. We already budget each year for extra employees each year so we have enough employees to fill all the vacations, sick leave, STD, etc they need. Additional days off for a mandatory paid FMLA just creates greater financial hardship for our company. The costs continue to rise and at some point companies will be dealt the straw that breaks the camels back, as they say. We need to let companies compete for labor and stop dictating the way we have to operate before businesses can't afford to operate in Maine. The reasons below in question 8 would almost all qualify for STD and/or parental leave for birth/adoption and be paid time off under STD. That is the competitive advantage we need to let businesses decide.
- 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.
- Again- I changed the days to personal because of the abuse
- We only get paid when we bill hours to our clients, so if someone is not working we are not earning any money.
- if we could afford to, I would love for us to be able to fully cover the costs of 12 weeks of leave for employees due to sick leave for themselves or caring for a family member
- We've already have PTO forced upon us to accelerate paid leave for our employees. Now we have to offer something else? FMLA does not apply to small businesses and it is unpaid. Why does maine want to make small businesses now to paid leave, more than large businesses have to for FMLA? For pregnancy leave, there is the option for short term disability insurance, but people don't take advantage of that. Who is monitoring the actual truth that a family member needs care or medical assistance? Opens it up to a lot of paid, non working citizens and we're now encouraging them to lie by having them claim a family member is sick or hell we're encouraging employees to claim family members have domestic violence experiences so they

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can take paid non working time? So my sister is in an abusive relationship and now I get paid not to work? What? Why do we have to kill small business with more costs? So silly!

- We are a primarily a hospitality company, paid time off is too expensive
- It would be difficult to keep my business going with people taking all this paid leave. Financially and staffing wise.
- N/A
- We provide parental leave and short-term and long-term disability benefits. Qualified absences not falling under our benefits would be unpaid and employee has PTO benefits they can use.
- We offer paid time off that can be used for vacation, sick and personal time off.
- We are not able to afford both losing people for an extended amount of time nor the cost.
- We provide PTO to be used for any personal or family issues. It is not for just one purpose.
- I own an independent restaurant. The margins in all restaurants but especially independent restaurants are not great. The State of Maine's law requiring me to pay employees paid time off is a hardship. The minimum wage increase just adds to that burden. I am liberal and believe in providing this kind of benefit if it is affordable. Nevertheless, I like to be able to make the choice and not be forced by the government. Maine is going to end up with all chains/franchises in Franklin County because they are going to be the only restaurants who can afford these mandates.
- N/A
- Too expensive
- They are all contractors that work 1-2 hours a week
- No funds available to do so
- It is too expensive to pay someone over an extended period of time who is not working. We would have to hire a replacement person making one of them redundant upon return
- Because it's just me I don't have employees
- NA
- While we don't have an official PFML policy right now - we are a young business that's not turning a profit yet - we do try and work with our employees to make sure they have the necessary time off without a significant loss of wages. If we were financially more sound, we would love to ensure our employees had paid family + medical leave.
- Can not afford it. Depends upon the circumstance.
- expense and very small organization
- No tax benefit
- When I have employees on payroll, I do not provide such leave, because the bidding market for my services are very tight (construction and remodeling). I give as close a bid as I can, and get some jobs, do not get others, so I know when I am in the correct price range. People want the best product I can deliver, at the lowest price I can keep my business afloat. These consumers are not interested in paying 5% or 10% more so some of my employees can have paid time off.
- Not applicable: I have no employees
- Our employees are subcontractors and we do not offer benefits
- Cost and impact on business operations. Lost hours in a small business is difficult
- Almost all my employees are part-time.
- We are a small non profit and can not afford to pay it. We do offer PTO and staff can use that, they get 3.5 weeks a year.

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- We cannot afford it being a ratio business I have to pay someone else to cover the spot to be able to care for the kids. I am cannot charge parents more to pay two people.
- My childcare business could not afford to pay employees which they are out as we would have to hire someone else to replace them.
- I do not have enough people working to cover the childcare ratio need.
- Not affordable we have to pay subs to cover staff child ratios
- NA
- I can not operate with out them being a small business and do not have the funds to pay people if I cannot operate.
- Cost, finding someone to cover, ratios

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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)

- we are a sandwich shop. If an employee is out of work, we have to try and bring another employee in.
- We've always allowed unpaid leave to employees while protecting their job but really wish it could have been paid.
- One of my employees was hired right before the lockdown, and then she and her whole family contracted covid. She was unable to work and had not accrued any paid time off. I could not possibly make up the difference for someone who had literally never even worked 1 day before the lockdown and she ended up quitting. I was really sad to lose her but there was no way I could have paid her what she needed to make for that whole time.
- Employees have been respectful of the policy and appreciative that we have their back when they need it.
- 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.
- Our employees use their PTO for life events. If they are pregnant, they save up PTO. If it is an unexpected emergency, they use their PTO and if they do not have enough, they can go into the negative and use unearned PTO.
- We provide a generous benefit package that meets most of the needs listed but may not meet all, depending on the specific situation and amount of time off required.
- We are a small crew and when someone needs to take care of family matters, we rally to support them and take up the slack of their absence. we fully support these matters but we have an excellent pto program including vacation and sick (pto) days. However, we simply cannot afford to provide an UNLIMITED pay structure for however long it takes.
- The availability of PTO has been a significant factor in recruiting and retaining our workforce
- Our company provides extremely cost effective short term disability insurance and a 401K plan with a loan provision. Additionally, we are very flexible with employees who are in family crisis. We don't believe that a mandatory government program is the answer as it will "tax" all, even those that don't need this benefit. Make it optional with initial hire and once/year open enrollment period like other insurances. Then you will eliminate abuse and also see if people really value it. If they do, they will pay for it.
- New entitlements create new expectations and more costs for the employer. Older employees understood this and in the past could expect significant increases in their pay. New employees expect much more and don't want to work as hard as their older peers. This clash is bringing this businessman to the point of closing up a 50 year family business.
- Please reference my answer to question 6. We have to stop having more costly programs created for both the employer and employee.
- 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.

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- In the past when we had 4x as many employees, covering for FMLA was not as difficult to manage. Now, every absence is noticed and can be a hardship.
- We have always worked with our employees to give them whatever time they need off, for any reason. We have given employees options to sign up for AFLAC and some have used their disability policy.
- We do have per diem staff that have had to take time off because of being sick and it was unpaid. The issue for us with per diem staff is they work in the home and we get reimbursed for their time. If they are not in the home working we don't get reimbursed. So if we are paying them to be off and a replacement to work those ours, the amount we get reimbursed for those hours doesn't cover us paying both those workers so for that time we lose money. We would love to offer our per diem home care staff more paid time off. The reimbursement rate doesn't allow for that benefit. It's not sustainable, we would go out of business. It's cheaper for someone to remain at home and receive care than going into a nursing home. Yet home care isn't funded the way it should be.
- MOst employees have weeks of paid vacation plus the personal days and they plan ahead
- Having been in business for more than 100 years and now having over 60 employees, we have seen many different types of situations. We have built a culture in which it is accepted that co-workers may need to be out of work due to illness or other life events, that this business will offer generous paid leave, and it is expected that colleagues will help out if at all possible. Recognizing that our business is made up of real people who cannot simply choose to ignore what is going on outside of work has made employees feel more supported and loyal. We have had a number of employees who went through difficult times but were able to come back and be significant contributors for many years. By offering reasonable paid leave and short term disability benefits, we have retained talented and experienced employees that we might otherwise have lost. In the last few years, we have expanded our paid parental leave to 12 weeks for all employees and implemented a 2 week paid COVID leave policy.
- I would have also checked a box that included the option of the employee had paid leave available but couldn't take all the time they needed because the organization/company is very small and relies on employee presence to function. Basically the ideology of adequate paid leave is there, but the reality doesn't match up. And it can be pressure put on the employee by themselves, not the employer putting it on them - basically, there is no one else to do their job and the work piles up while they are gone, so the longer they are gone the harder it is to catch up when they return. Some aspect of hiring temporary workers to maintain capacity at small orgs, while still compensating the employee on leave is a key component of successful paid leave systems in economies like Maine's where small businesses/organizations are the norm.
- We follow FMLA (state and federal), we also have company paid Short Term Disability and we allow employees time away for life events, if they have PTO they use it if not we put them on unpaid LOA
- we have always tried to accommodate our employees' needs - it can be difficult leaving positions vacant for extended periods of time when an employee is on leave but we usually make it work.
- We have not had any emergencies lasting longer than a week, but we do our best to provide paid time off. After 2 weeks, we would need to place an employee on unpaid leave.
- Generous time and time beyond the FMLA is allowed. With our paid leave benefits, it is rare that an employee goes unpaid during a qualified FMLA absence.

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- We do our best to support our employees in whatever way we can. We have given additional paid time off on a case-by-case basis.
- We have made accommodations in work duties for a few staff members that were injured but still able to work, but with such a small staff, the impact of someone being out for an extended time or unable to perform their tasks puts a hardship on the company. We offer two weeks of parental leave and PTO, but nothing else.
- Restaurant employees are not typical employees. Speaking from my experience of owning a restaurant, they are a valued part of the team but many of them have health issues both physical and mental and family situations that require them to take unplanned time. This is very challenging when you have to have people show up in order to operate your business. I have not chosen to overstaff because my staff want full time hours in both the summer and winter. It works fine until someone calls out due to some sickness or family emergency. Unfortunately that happens often. If they were to get paid to take this time off, the situation would be even more dire.
- It allowed retention of good employees and had a negligible impact on payroll as fellow employees were able to cover the absent employees duties. It also brought employees closer together, feeling they were making a difference and the company/staff would do the same for them too.
- I do offer normal sick pay up to 10 days paid. There simply are no funds available for extended leave for care of other family members.
- We have worked with our employees on a case by case basis. We have been able to work with employees who are fair to the company as well. Never been a problem.
- The employee appreciated the ability to take the time off and be paid; sometimes hard to get all the work done - might require OT from co-workers
- In 2020 the spouse of one of our employees contracted COVID, and that employee was exposed and later tested positive - because of an EIDL loan, we were able to provide that employee with some compensation to cover his time away (which was great, because his spouse received no compensation for their time away). Another employee was sick his first week in a salaried position - we still paid him because we know his value to us is worth that, but if it happened not in the high season, that would have been really difficult to do.
- Less income for the business
- We need paid family leave to be a part of our culture and I trust legislators who understand systems in place and needed in the future to make it happen . Especially for small employers like I have been in the past , it can't be left up entirely to the employer to fund . That will lead to practical unconscious or conscious hiring practice that will fuel further discrimination in assessing pre employment risks of hiring someone that is more likely yo need paid time off !
- Typically, my employees are well paid and it is up to them to budget their money for life events. I could pay them less and I can budget said monies for life events, but most prefer to receive the money and pocket it if no life events occur. Thus the answer to the next question.
- We currently offer paid leave but because I've seen how hard it is to support staff when they don't have access to paid time away.
- We have provided basic sick time , comp time as well as admin time to help as much as possible without impact to employees income
- It's tough when we have such a small business. If someone is out, then someone else has to come in when they weren't scheduled. I don't have a lot of people to spread the extra work over.

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- I was more than willing to give them as much time as needed but unfortunately they could only go so long without pay after they used up their PTO. The maternity leave they were able to get paid through AFLAC.
- Currently I have access to the childcare stabilization grant so I was able to provide partial pay for an employee who was out sick with Covid-19
- It was a struggle to find staffing and coverage for those who needed time off during this time of living through a pandemic, we were often left short staffed.
- Employees being out is hard and sometimes makes staying open impossible if I don't give
- For the most part, the PTO we provide has allowed staff to take both personal and medical time to care for themselves and family. We have had one or two instances of staff having family or health issues unrelated to work that require them to be away from work for months at a time. When it worked we were able to provide part-time work to those who needed to make the switch, but have also allowed staff to go on unpaid extended time off where their job is held for them until their family issue is resolved. It had left us short-staffed and taxed other staff as we are a seasonal business and cannot just replace people willy-nilly, but given that people were dealing with significant issues that were more important than work, we made due. I would LOVE to pay into an insurance policy that would let us provide income to staff for extended leaves, as our business can be flexible to hold jobs, but cannot afford to pay people for months and months when they are not working.

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PLEASE PROVIDE ANY ADDITIONAL COMMENTS YOU WOULD LIKE TO SHARE (37 responses)

- We are "not willing to contribute" because there is not money available to do so. We are already severely strapped being forced to pay paid time off to all staff - even part time, even teens...and the minimum wage is also killing us. We had small profit margins to start with and we paid people fairly (shift leaders and managers were given PTO) for 23 years but recent years have made it near impossible to keep going. We think Maine wants to rid the state of small business owners.
- I feel pretty strongly that the government should be involved in paid time off. As an employer, I am very willing to give people accrued paid time off as a benefit, and I'm willing to contribute the percentages discussed to a fund for paid time off. However, I can't afford to give any paid time off that would have a huge impact on people's ability to stay home with a sick loved one or a baby realistic lady needs her mother for far longer than 2 or 6 or 12 weeks. So, I strongly feel that the government should be involved in paying a large percentage of their wages for as much as a year off from work.
- We are registered to do business in multiple states including DC, New York, and Massachusetts that all require PFML policies. As an employer we cover the full cost of the program as a benefit to employees. And we cover all employees in other states to ensure equal access to benefits. I think it's important to mandate a policy, a federal policy would make our lives a lot easier, but a state policy is the next best option. I think it's critical to provide employers with the option to pay the full cost (like in Massachusetts) because it gives employers the option of a competitive advantage by offering that as a benefit.
- We currently provide short-term disability insurance and pay those amounts, which gives employees a way to secure paid leave without placing an undue burden on the business. However you proceed, please make sure things are fair between those who already provide leave and don't leave those of us who are doing the right thing in a bad spot while helping our competitors - who do not follow the same ethos -- jump ahead of us. I'd rather see a UBI instead of a specific paid leave program.
- We provide a lot of benefits to our employees. We offer matching retirement, generous PTO, contributions to health insurance in addition to positive workplace that really allows employees to have work/life balance. We cannot afford to pay for medical leave. As it is we are just getting by. If this is enacted, we would dramatically shift how we do business and this would, ultimately, mean that our employees would have to work harder/more hours (most choose to work 32-36 hours so that they can be home with their family more) to pay for the benefit. We are concerned that those in favor of this measure do not understand that it has to be paid for somehow AND that a business is also out an employee and needs to staff the position to continue to function-this is very difficult, especially now.
- small businesses will not be able to afford to contribute to this. More importantly, small businesses need to be able to hire replacement staff and cannot hold positions open for 12 weeks. That could crush a business!
- this needs funding out of the general fund and not as a burden to business. this burden is simply going to be taken away from what funds we have available for payroll (meaning they are not already there to be tapped into)
- Do Not support this additional government program. Will be abused by many. Do understand that a few will legitimately benefit, but let them optionally enroll.

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- Don't create more entitlements! Aroostook County is still on its knees and doesn't need another "feel good program promoted by people who have little experience in running a business, making payroll and paying the numerous taxes and fees already burdening small business.
- I really hope that Maine does not create another mandated program for paid FMLA. Thank you for allowing us to provide feedback to your commission.
- Businesses are struggling to make ends meet, adding another cost for payroll would be crippling. There are many jobs that provide these benefits, I believe it should remain a benefit, not another mandate.
- We would need an increase from the State for reimbursement to be able to afford it.
- It's very difficult for small non-profits to keep up with the increase in minimum wage, the expected wage of employees and the paid time off benefit need, with no increase in funding. Something has to give.
- WHY CREATE A PROBLEM???
- As an employer who offers generous paid leave benefits, we are convinced that this should be universal. However, we don't think that the burden should be carried by just the forward-thinking businesses. Any new system should fairly allocate the costs among businesses or taxpayers. Another way to say it is that I would be disappointed if other businesses got the benefits of a paid leave system without paying a fair share to support it.
- If we contribute to this it could have a negative impact on what we offer for our existing benefits, as well as wages. Though the concept is a good one, I would hope it is well thought out, please understand the impact of the abuse of the program to employers. We already are dealing with staff shortages, continued quarantines of COVID, people not showing up. We offer leaves, PTO, STD, LTD.
- Lets not add more small business costs. How many small businesses have closed? We're on the border of NH, should we just move cause we just had PTO put into affect, our minimum wage is almost double NH's and now we're going to do paid leave. Soon Maine will be a great place to live with all these benefits. Unfortunately, there won't be small businesses left to employ anyone. Everyone complains about big companies and out of towners coming in. Unfortunately, that's all that's affordable for businesses. At best they can establish themselves elsewhere and then have an outpost in Maine. It's apparently not a place to start a business. I can't imagine how many of my employees will need to take a leave of absence to rescue a relative in a "domestic violence" situation over the Fourth of July weekend which is our busiest of the year! Or heck, I bet a lot will have "surgeries" scheduled on the holiday as well!
- If my employees have legitimate issues, I would most certainly work with them. I am not willing to pay employees who would take advantage of this benefit and how would I repay the ones who don't use it. They would lose. No employee is more deserving of paid time off than another. They are all important.
- I think private employers should be able to manage their own programs - we offer sick time, personal time, vacation time, short and long term disability insurance. Adding the state into the equation will only add a further level of complexity for us and our employees. If the state wanted to work with companies that don't provide any paid leave, fine, but please allow the companies doing the right thing to manage our programs appropriately.
- We do not have the budget to contribute, but I would like to be able to.
- Don't overlook the employers already providing generous paid benefits. A great deal of employees know how to work FMLA and abuse it. Our generous benefits are great for those

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who truly need them, but have certainly been abused by some. We have seen doctors providing notes based on what the employee wants equating to keeping them out longer.

- Government intervention is absurd. As an employer, I take care of my employees myself
- Thanks for asking!
- If you treat employees as you would your family, it pays multiple different dividends across the company.
- The workers comp rates are a big disincentive to hire people. In my profession they are around 20% of pay. For what you get, that is way too much.
- We have had very good success managing it ourselves and considering the circumstances as they arise. A programmatic approach will likely lead to abuse as it has with several other government programs. It is likely to affect employment and recruiting decisions that may lead to undesired outcomes particularly for the older workforce who are more likely to longer term illness.
- As a company we want to grow to the place where we can offer "perks" like PFML and it kind of ridiculous the US is one of the only countries that doesn't offer parental leave ... Maine needs to entice young people and new businesses and something that helped employers, the self-employed, and employees would be a little step toward that.
- Please design and pass a paid family leave with our business as well as individual (& communal tax burden) each slightly increased (including larger tax on large employers and so called large "non profits" like health systems that use money that could fund this to pay their executives exorbitantly. 1/8 of these high wage earners incomes or bonuses could be taxed amounts that would be a healthy funding level for paid family leave for all . I have such a family member , and he is quite willing to contribute , seeing the inequity in his being able to fund his wife's own extended family leave , when others working very hard , can not . He & I both support graduate tax to achieve this for a forward thinking MAINE . It's too long in coming and a step to support healthier families & thus a healthier Maine community at large . Thank you
- Public sector jobs have it easier when providing paid leave for... whatever. They just budget it and pass it on by way of tax increases. Private sector jobs are somewhat different. Again, using building construction, it would likely add 5 to 10% to the cost of a new home to provide paid leave. Many home buyers are not willing to pay carpenters to take time off, and see no added value in their home, say crown molding in the dining room. Buildings need to come in under cost, in a tight bidding market. Factoring such increases into the cost may not work so well.
- I apologize I was unable to answer most of these questions as I'm self-employed and have never had any employees.
- The benefit should be somewhat tied to income level of family. Perhaps begin the program for lower income families first
- This would hurt both my employees and my business to enact this fund.
- The childcare industry will need changes to its funding structure to be able to provide family leave. If it's a requirement that employers provide this we may lose more childcare availability as employers will have to reduce staff which in turn reduces childcare spots.
- Unfortunately I pay my employees \$17/hr to keep them interested in working that I cannot afford any extra contribution for "paid time off" other than their 2 weeks vacation and 3 paid personal days. I am a family childcare provider and I am tapped barely making ends meet now.
- We would be so thrilled if the government helped pay for time off and medical leaves for business employees.

Results of Employer Survey
Unedited Responses Received for Questions 5, 6 and 10 and Additional Comments
For Review January 10, 2022

- Many of our employer are part-time, for whom we do not give PTO, is there/should there be a consideration for them?
- Iâ€™d like to see more benefits for the business ownersâ€™; everyone looks to us to take care of them, we are over worked, and usually paid less with no benefits