**2018 Small Business Day**

**Issue Brief**

**Paid Family and Medical Leave (Legislation and Ballot Question)**

* Applies to all businesses regardless of size.
* **16 weeks of paid family leave**. (maternity/paternity for birth/adoption of a child. 16 weeks to take care of an ailing family member).
* **26 weeks paid medical leave** for non-work-related leave (similar to a temporary disability insurance program).
* This leave can be taken intermittently. That could prove a scheduling and logistical nightmare for many businesses. This leave is job protected.
* Ballot initiative sets up a new state bureaucracy funded by up to 5% of the new trust fund.
* Benefit allows for **90% of weekly wages capped at $1,000**. (Eventually indexed to inflation).
* Benefits will be paid for **by 0.63% of annual wages of employee**. This will be a **50/50 split** for employers/employees and employers can pay more than 50% if they desire.
* Contracting w/self-employed requires a contribution of half the required wage percentage for regular employees.
* This would be the most expensive paid leave program in the nation. **A $1 billion tax** on employers and workers.

**$15 Minimum Wage (Legislation and Ballot Question)**

* Increases minimum wage every year
* $12/hr in 2019
* $13/hr in 2020
* $14/hr in 2021
* $**15/hr in 2022**
* Beyond 2022, indexed to inflation
* Tipped wage increases to $**9/hr by 2022**.
* MA is 1 of 2 states with **premium Sunday pay** (time and a half) for retail shops
* **39 states currently have training/teen wage**, MA not part of that list.

**Income Tax Surcharge (Ballot Question)**

* Adds a **4% income tax surcharge** for income over $1 million
* Includes pass through entity small businesses

**Sales Tax Reduction (Ballot Question)**

* Reduce state sales tax to **5% from 6.25**%
* Guarantees annual sales tax holiday

**Other Issues:** Restrictive Scheduling, Health Assessment, Mandatory Retirement Plans

