



Small Business Outreach

Exploring a Statewide Family and Medical Leave Insurance Program for Vermont

Who we are....



What we do....



MSA-VT Outreach to Small Businesses on FMLI

1. Small Business Survey

718 "Main Street" Business Owners between 2/15 & 10/16

9.5% reported an existing membership affiliation with MSA-VT

2. Community Conversations

5 Community Forums in Partnership with the VT Commission on Women

3. Member Meetings

Quarterly Leadership Meetings

Fall 2016 Economic Development Series

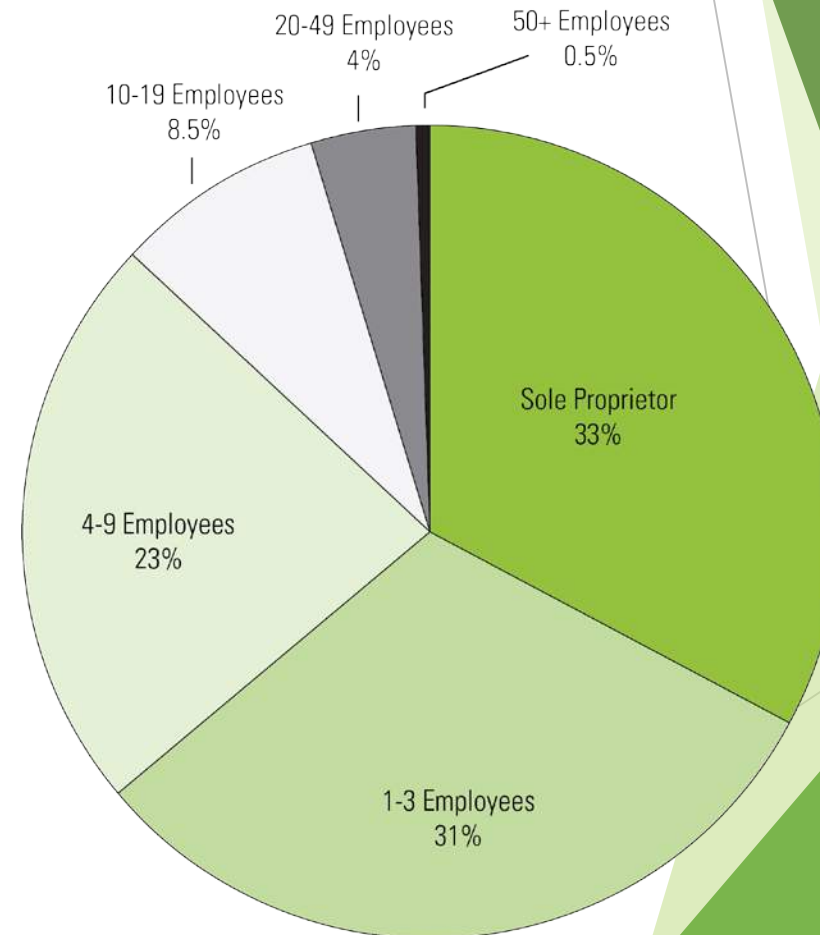
Ongoing one on one member meetings

2015-2016 MSA-VT Small Business Survey

Respondent Information

By Business Size:

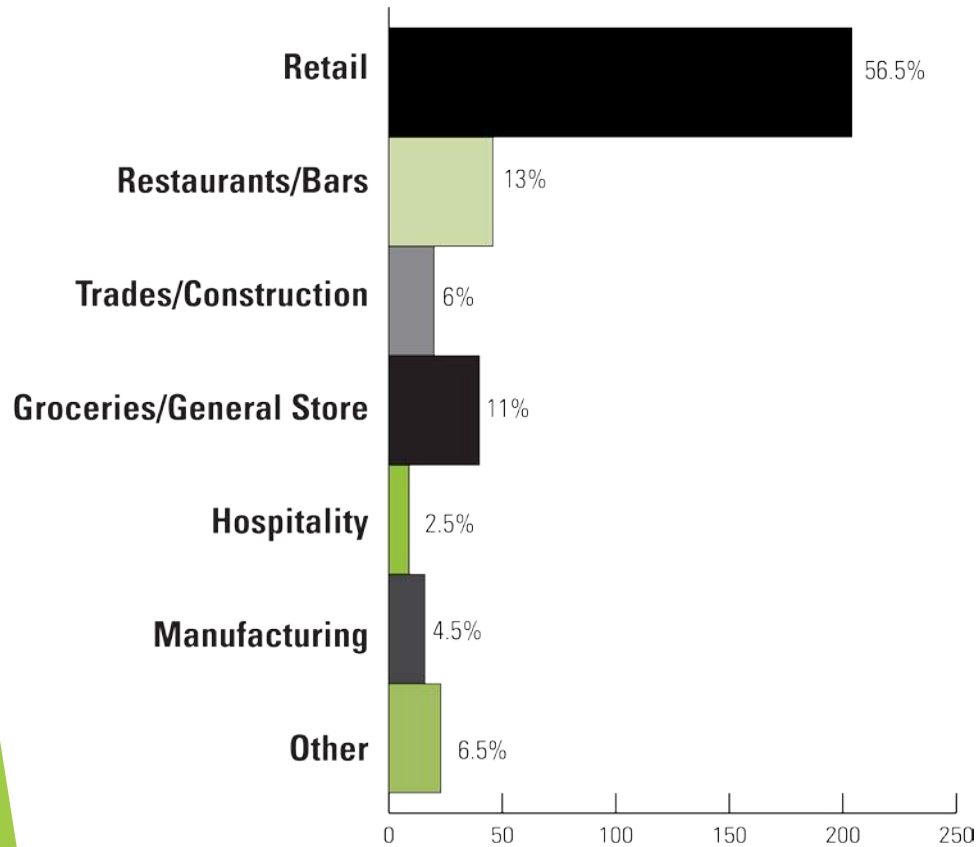
33% were sole proprietors;
31% had between one and three employees;
23% had between four and nine employees;
8.5% had between 10 and 19 employees;
4% had between 20 and 49 employees;
0.5% had more than 50 employees.



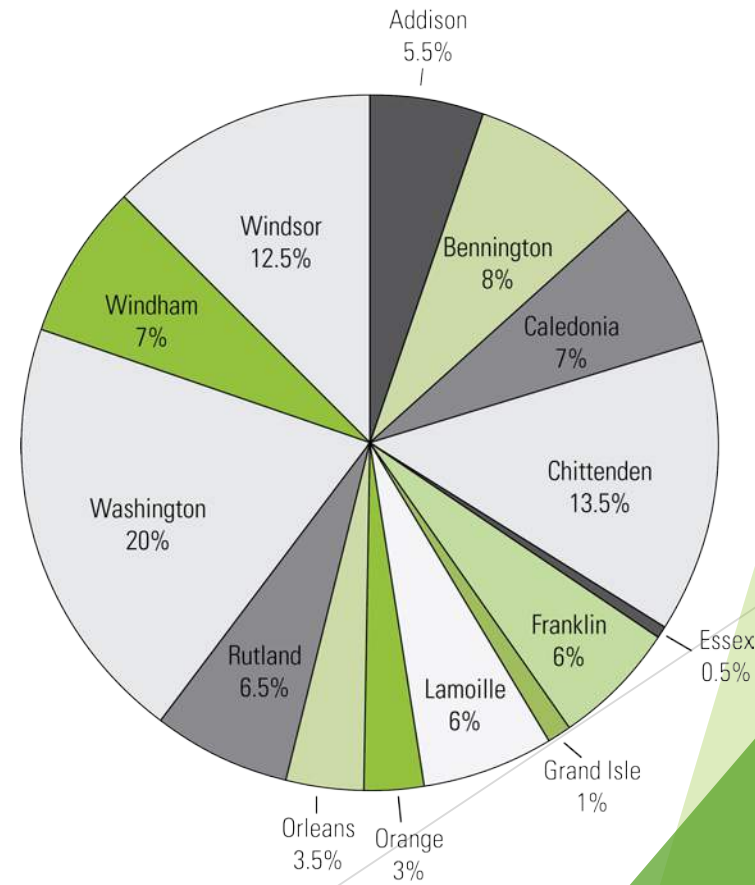
2015-2016 MSA-VT Small Business Survey

Respondent Information

Respondents by Sector:



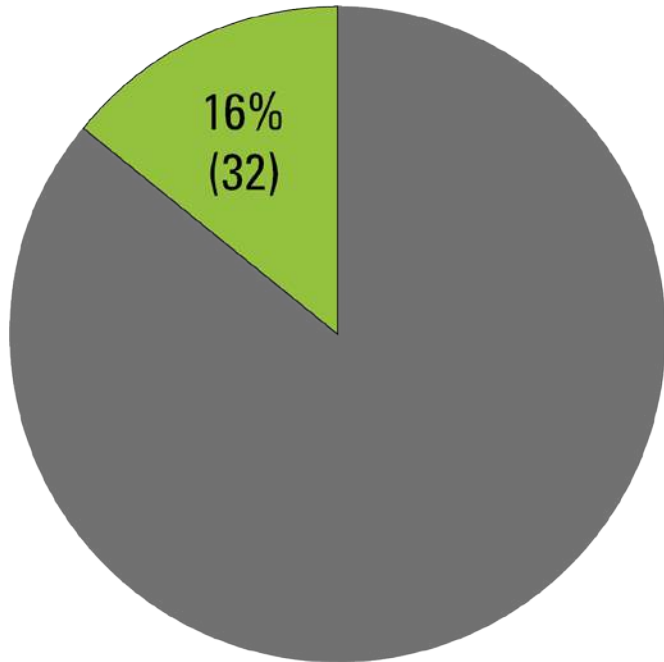
Respondents by County:



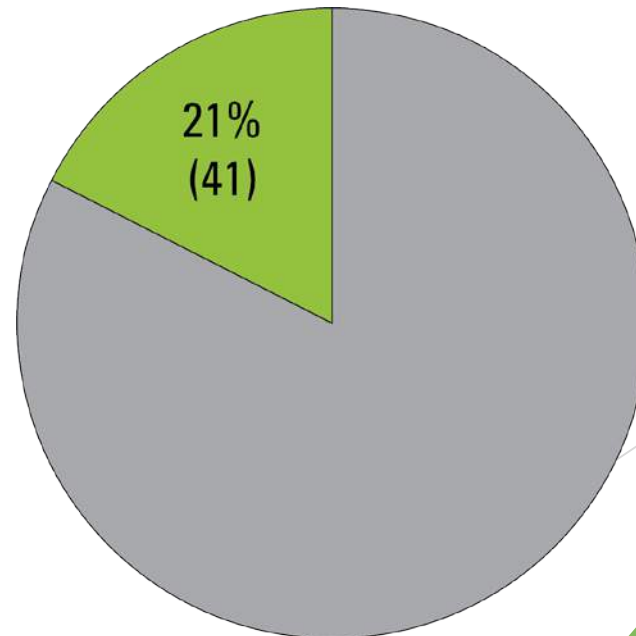
2015-2016 MSA-VT Small Business Survey

Current Business Practices

Do you provide FAMILY LEAVE?
(includes maternity and/or paternity)

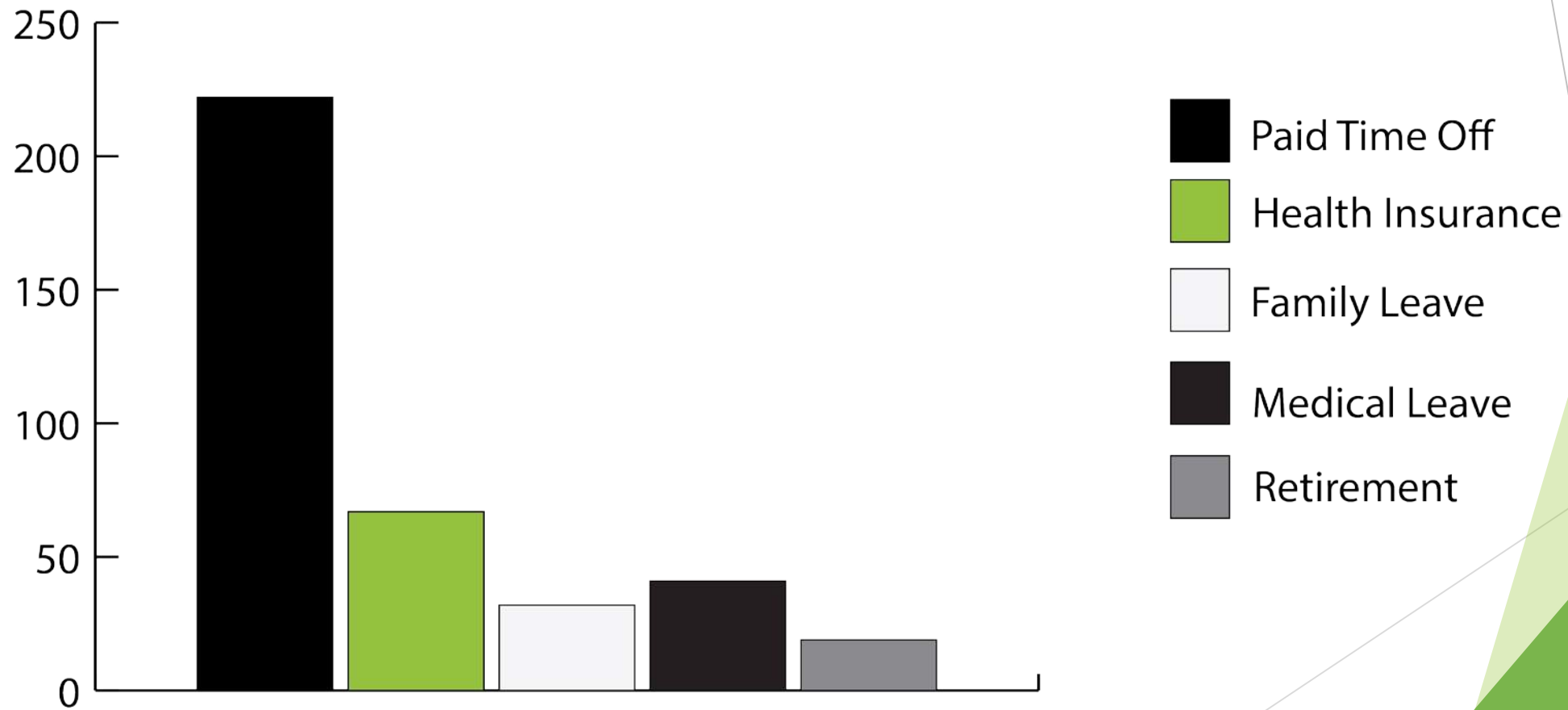


Do you provide MEDICAL LEAVE
for illness or injury
(does not include workers comp)



2015-2016 MSA-VT Small Business Survey

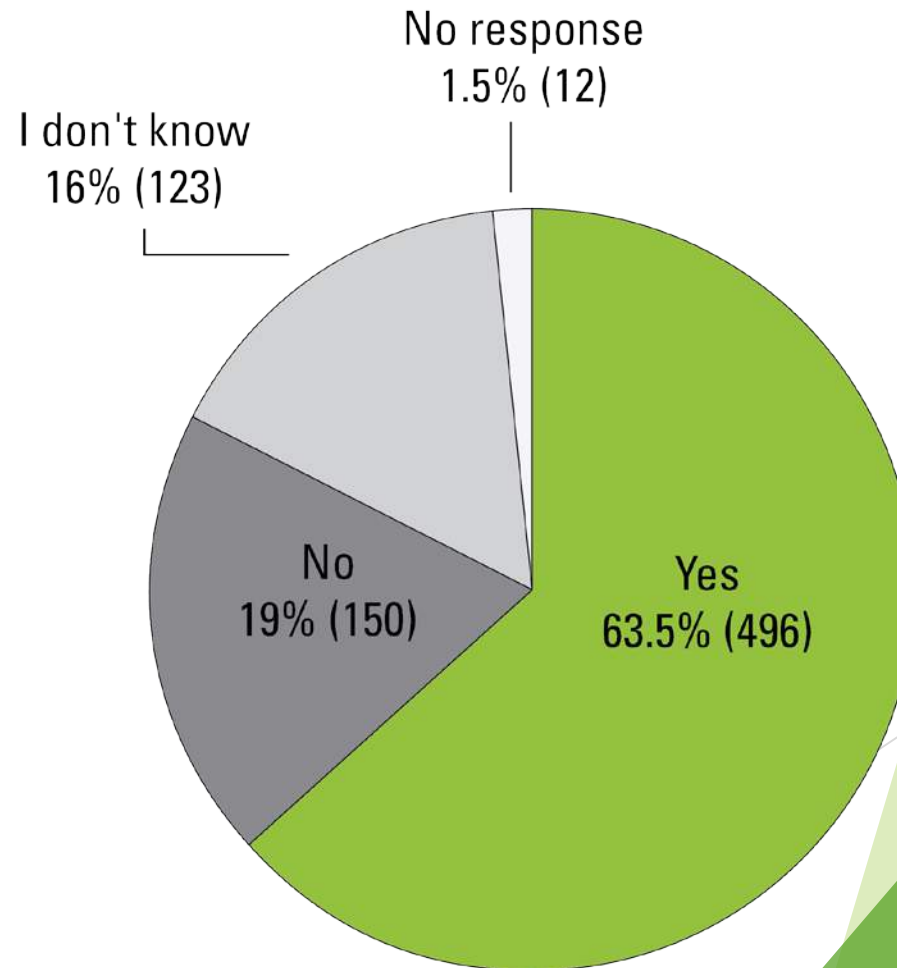
Current Business Practices



2015-2016 MSA-VT Small Business Survey

Family and Medical Leave Policy Recommendations

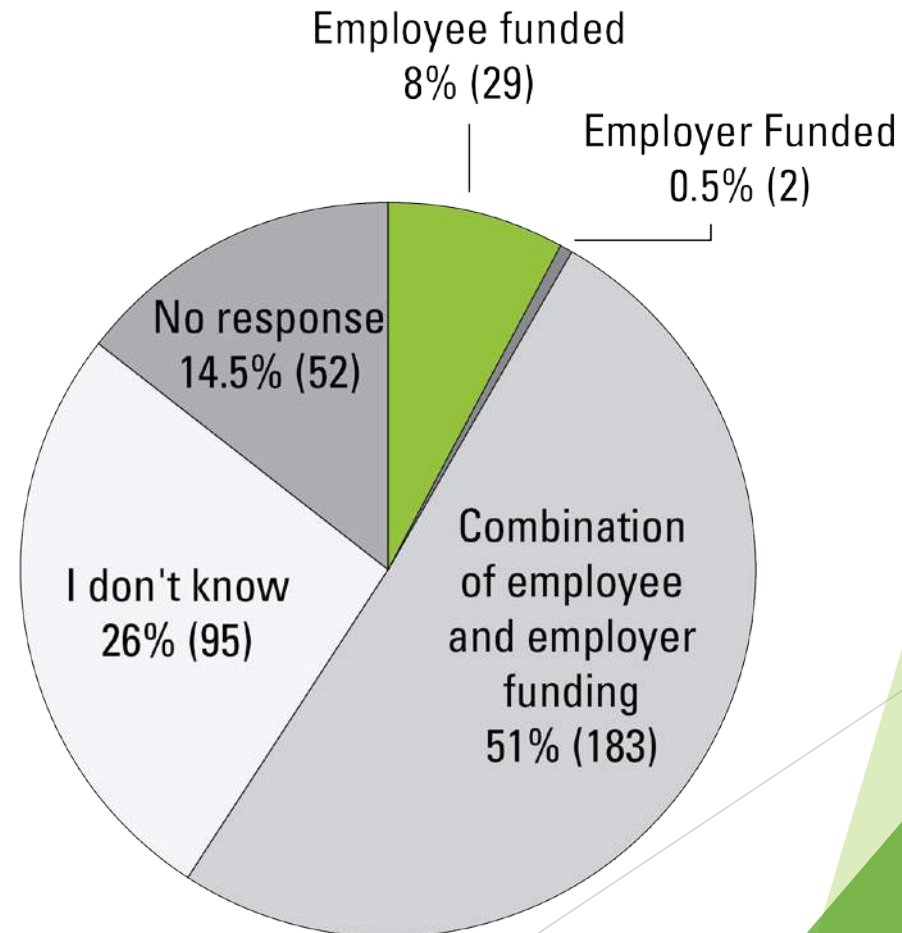
"In general, would you support efforts to establish a state-run, public paid family and medical leave insurance program? [Program would pay for employees to take up to 12 weeks to care for a newborn, a personal illness, or an ill family member.]"



2015-2016 MSA-VT Small Business Survey

Family and Medical Leave Policy Recommendations

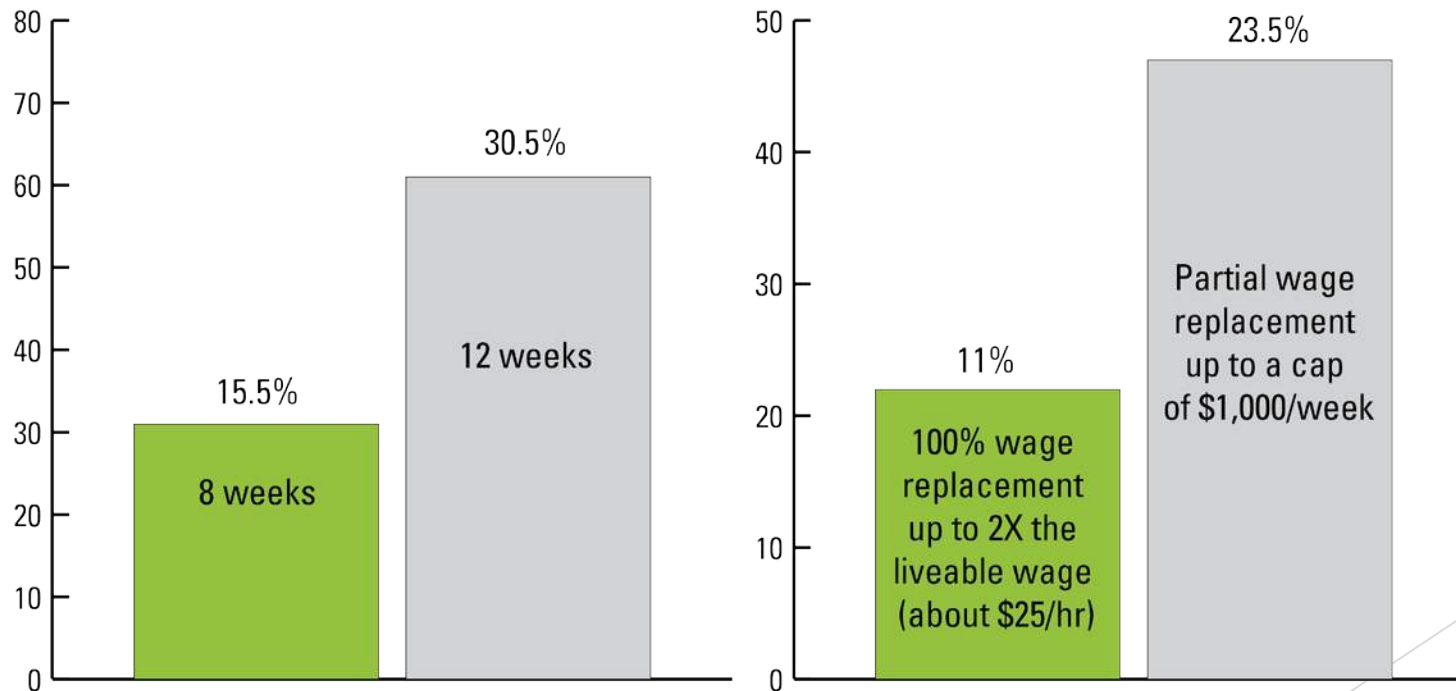
“If the state were to move forward with a public paid family and medical leave insurance program, what funding sources would you recommend?”



2015-2016 MSA-VT Small Business Survey

Family and Medical Leave Policy Recommendations

“In 2013, a VT Family Leave Legislative Study Committee recommended 12 weeks of 100% wage replacement up to 2X the livable wage (about \$25/hr). If the state were to move forward with a public paid family and medical leave Insurance program, what pay structure would you recommend?”



Community and Member Conversations

What do we learn?



New ideas

Technical or Administrative Details

Surprising Perspectives

Arguments to Prepare For

What's Persuasive

Who's a Good Spokesperson

Small Business Framing

Family Leave supports small businesses

Economies of scale to make small businesses competitive employers

Smart social investment supports our workforce

Make Vermont competitive to recruit and retain professionals

Invest in strategies that support small employers and the workforce.



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