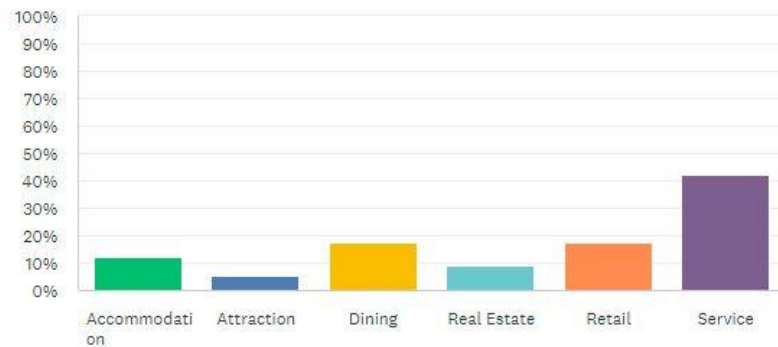


Please Select the Category of Business You Represent

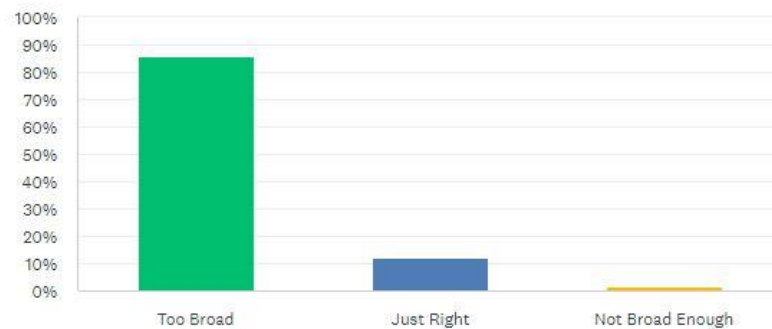
Answered: 57 Skipped: 0



ANSWER CHOICES	RESPONSES
▼ Accommodation	12.28% 7
▼ Attraction	5.26% 3
▼ Dining	17.54% 10
▼ Real Estate	8.77% 5
▼ Retail	17.54% 10
▼ Service	42.11% 24
Total Respondents: 57	

What is your opinion on the definition of "Family" as written in the Bill?

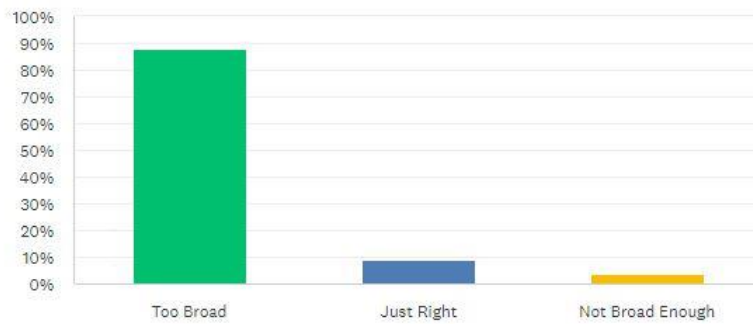
Answered: 57 Skipped: 0



ANSWER CHOICES	RESPONSES
▼ Too Broad	85.96% 49
▼ Just Right	12.28% 7
▼ Not Broad Enough	1.75% 1
TOTAL	57

What is your opinion of "Eligible Employees" as written in the Bill?

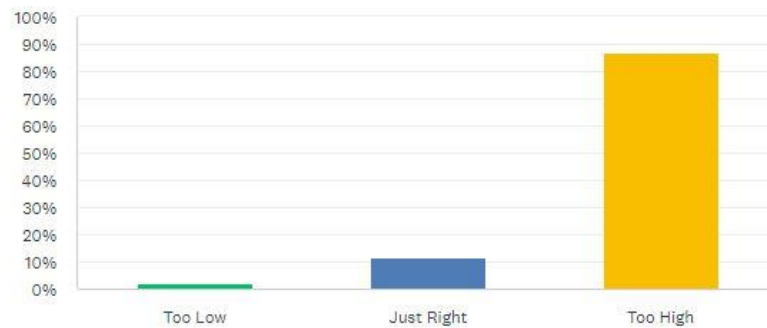
Answered: 57 Skipped: 0



ANSWER CHOICES	RESPONSES
▼ Too Broad	87.72% 50
▼ Just Right	8.77% 5
▼ Not Broad Enough	3.51% 2
TOTAL	57

Do you think allowing employees 80% of pay while on leave is...

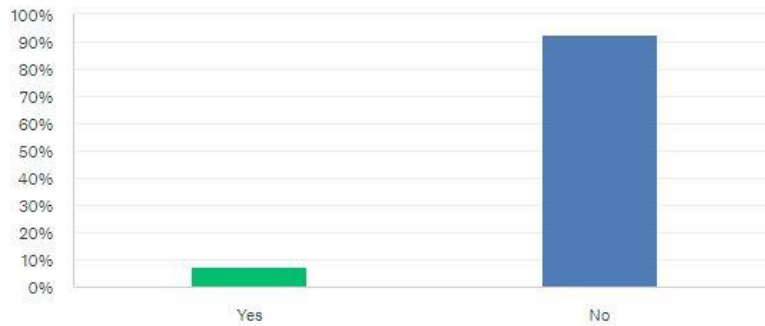
Answered: 53 Skipped: 4



ANSWER CHOICES	RESPONSES
▼ Too Low	1.89% 1
▼ Just Right	11.32% 6
▼ Too High	86.79% 46
TOTAL	53

Do you agree on including wages, tips, gifts, bonuses, etc.

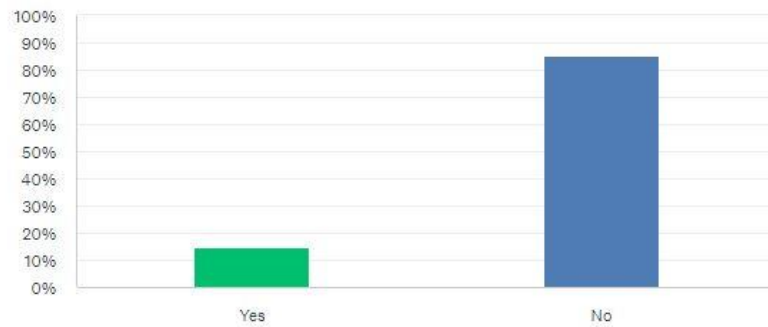
Answered: 56 Skipped: 1



ANSWER CHOICES	RESPONSES	
▼ Yes	7.14%	4
▼ No	92.86%	52
TOTAL		56

Do you agree the program should apply to businesses that already have a family-leave plan?

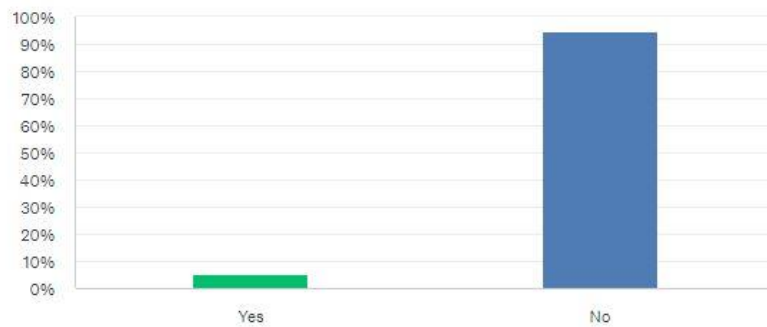
Answered: 55 Skipped: 2



ANSWER CHOICES	RESPONSES	
▼ Yes	14.55%	8
▼ No	85.45%	47
TOTAL		55

Do you agree that seasonal employees should be eligible?

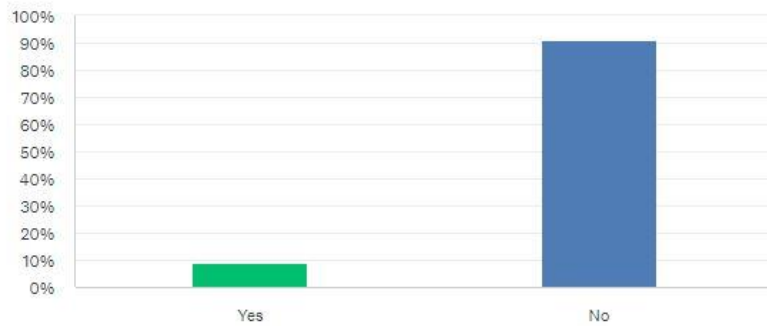
Answered: 57 Skipped: 0



ANSWER CHOICES	RESPONSES	
▼ Yes	5.26%	3
▼ No	94.74%	54
TOTAL		57

Do you think it is good policy to implement this program which would require the Department of Labor to hire 66 full-time employees as stated in the Fiscal Note?

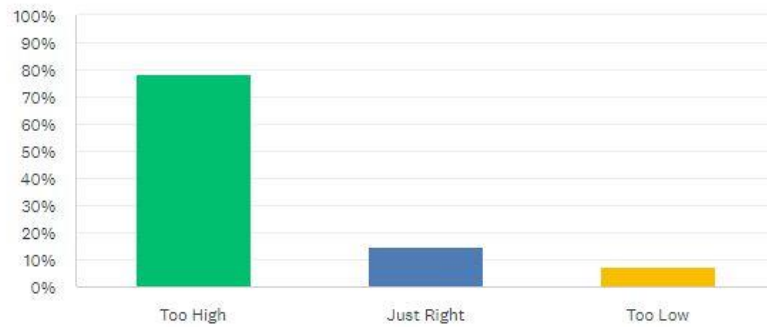
Answered: 56 Skipped: 1



ANSWER CHOICES	RESPONSES	
▼ Yes	8.93%	5
▼ No	91.07%	51
TOTAL		56

What is your opinion of the eligible employee wage scale?

Answered: 55 Skipped: 2



ANSWER CHOICES	RESPONSES
▼ Too High	78.18% 43
▼ Just Right	14.55% 8
▼ Too Low	7.27% 4
TOTAL	55

SB 1 SURVEY COMMENTS

- The federal government already has FMLA in place. I do not believe the state needs to add another layer. This is creating another situation (like extended unemployment during COVID when business can't find employees) to take off work and become dependent on the government. The way this is written, it seems that a roommate would qualify as a "domestic partner". The relationship should be further defined to immediate family, child, spouse or blood relative. In today's world, millennials and gen-z have learned that using the term / buzz word "mental health issue" gets them out of doing whatever they don't want to do. It's nothing but a big excuse to not come to work. There should be firm requirements and certifications to have a valid need for mental health time off. As a summer business, we deal with scores of immature high schoolers and college kids every summer who would rather party or go to the beach and lay in the sun, then work. Is Delaware going to pay benefits to these college kids who live outside of Delaware but live here for only 8 - 10 weeks in the summer? It seems it would make more sense to focus on full time employees who have worked 1000+ hours, just like most 401k plans require or part-time working 500 hours. Just last summer, we had two female employees quit due to "mental

health" issues. When in reality, they didn't like the schedule. One girl wanted to only work when her girl friend was working. The other didn't want to answer phones. Both had agreed to and signed employment agreements with a full job descriptions. We had another employee not show up for work for almost 2 full weeks because her father's childhood friend passed away. Social media showed one of the girls who quit due to "mental health issues", spending the rest of the summer traveling and living it up! If employees get cash tips, does this mean all business would have to control all of the cash tips coming to ensure they report every single penny? How will you do that if a customer uses VENMO or ZELLE to tip an employee directly? 66 full time employees seems excessive without a detailed plan for what exact positions are required and job descriptions of each. The bill should state that this fund can not be used for any other purpose so it doesn't get borrowed from for other purposes.

- Absolute insanity!
- This bill would destroy seasonal small business in our beach community. We would not be able to stay afloat let alone make any profit and ultimately would be forced to close.
- The bill is a monstrosity and will hurt an already tight labor market and make Delaware less competitive relative to other States.
- This is huge burden on small business.
- I do not have enough detail to answer question #10
- Sadly, this is legislation typical of legislators who are out of touch with the realities of the daily stresses and struggles related to all the responsibilities and risk related to owning, running and living a business. What I find distressing, actually, is the lack of awareness and empathy for business owners during the pandemic. While legislators and government workers on every level enjoyed lack of any disruption to their income, benefits and accumulation of pension benefits, business were forced to absorb all the risk and consequences of revenue downturn, particularly exacerbated by government-mandated shutdowns. The largest disappointment for me is a

lack of understanding by legislators of what were unsurmountable odds for those business that shut were down over the last two years and the long-term financial damage sustained to many business owners who are still open that business owners are not rolling in money and do not have unlimited excess money to pay for all the needs and wants of their employees.

- Just ridiculous Bill.
- Based on the fact that the majority of Delaware businesses will take several years to deal with the loans and losses of the pandemic, the idea of introducing this now just shows how out of touch the Senator is with local business's distressed situation.
- Family leave is typically granted, however businesses should not have to pay wages for family leave. Some employees abuse family leave/calling out and it's very common on the restaurant industry.
- As written it appears that not one participant has serious, current experience as a business owner...and to try this in the midst of battling COVID-19 further illustrates this observation. Programs like this should be tied to the state or fed governments, not businesses.
- This program would be a disaster for businesses that depend on seasonal employees.
- Far too many penalties to employers in this bill considering the incredible difficulty employers currently face in simply finding qualified employees that want to work. Another business crushing bill from our legislatures.
- more govt overreach. Quit telling businesses how to run their business. If an employee is not happy with what a job has to offer, then they are free to seek other employment.
- INCLUDING SEASONAL EMPLOYEES ARE A DISASTER FOR SEASONAL BUSINESSES

- This could shut down a small business. How do you work an apprentice and a journeyman if the journeyman opts for leave and the apprentice, by law, can't work alone. This is a feel good solution looking for a problem.
- it is NOT the duty or right of government to mandate what businesses do within their walls. if employees CHOOSE to take leave for whatever reason/s, it is just that. THEIR CHOICE!! CHOICES HAVE CONSEQUENCES, PERIOD!
- Kill this absurd bill. Too bad Sen McBride has never known what it is to own or manage a business.
- Not good for businesses.

To read the full SB1 bill that was referenced for this survey [click here](#).