**Proposed 2018 Ballot Initiatives vs. “Grand Bargain” Legislation (H.4640)**

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| **Issue** | **Ballot Initiative Proposals** | **“Grand Bargain” Legislation** |
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| **Sales Tax Rate**   * Current rate 6.25% | * Effective 1/1/19, rate reduced to 5% | * No change in rate, remains at 6.25% |
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| **Sales Tax Holiday**   * Not in law, previous holidays established only as one-time events | * Permanent annual sales tax holiday weekend established in August, date set by July 15th | * Permanent annual sales tax holiday weekend established in August, date set by July 1st |
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| **Minimum Wage**   * Currently $11 per hour * Not indexed to inflation | * Effective 1/1/19 - $12.00 per hour * 1/1/20 - $13.00 per hour * 1/1/21 - $14.00 per hour * 1/1/22 - $15.00 per hour * Then annually increased indexed to inflation | * Effective 1/1/19 - $12 per hour * 1/1/20 - $12.75 per hour * 1/1/21 - $13.50 per hour * 1/1/22 - $14.25 per hour * 1/1/23 - $15.00 per hour * Not indexed |
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| **Sunday/Holiday Premium Pay** **Requirement**   * Currently time and one half (1.5 multiplier) pay required for most retail workers on Sundays/holidays | * No change proposed | * 1.5x premium pay phased out * Effective 1/1/19 – 1.4 multiplier * 1/1/20 – 1.3 multiplier * 1/1/21 – 1.2 multiplier * 1/1/22 – 1.1 multiplier * 1/1/23 – repeal complete, no multiplier |
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| **Tip Credit for tipped employees**   * Currently $3.75 per hour * Not indexed to inflation | * Effective 1/1/19 - $5.05 per hour * 1/1/20 - $6.35 per hour * 1/1/21 - $7.64 per hour * 1/1/22 - $9.00 per hour * Then annually increased indexed to inflation | * Effective 1/1/19 - $4.35 per hour * 1/1/20 - $4.95 per hour * 1/1/21 - $5.55 per hour * 1/1/22 - $6.15 per hour * 1/1/23 - $6.75 per hour * Not indexed |
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| **Paid Family & Medical Leave** | * **Benefits**: Paid Job protected leave to:   + Receive treatment for a serious medical condition   + Bond with a newborn or newly adopted child   + Care for family member with serious medical condition   + Care for family member injured while serving in the armed forces   + Handle matters arising from a family member’s active duty service in the armed forces or call for deployment * **Duration**   + 16 weeks family leave   + 26 weeks medical leave   + 26 weeks aggregate/military * **Wage Replacement**   + 90% of employee’s weekly wage up to cap   + Weekly benefit capped at $1,000 * **Employer Opt-Out**: none * **Effective Dates**: January 1, 2019 | * **Benefits**: Paid Job protected leave to:   + Receive treatment for a serious medical condition   + Bond with a newborn or newly adopted child   + Care for family member with serious medical condition   + Care for family member injured while serving in the armed forces   + Handle matters arising from a family member’s active duty service in the armed forces or call for deployment * **Duration**   + 12 weeks family leave   + 20 weeks medical leave   + 26 weeks aggregate/military * **Wage Replacement**   + 80% of employee’s wage up to 50% of the State Avg. Weekly Wage ($669.03)   + Then 50% of wages exceeding 80% of SAWW up to cap   + Weekly benefit capped at $850 * **Contribution**   + Payroll tax of .63% adjusted annually   + Employees cover 100% of family leave and 40% of medical leave contribution   + Employers cover at least 60% for medical leave   + Employers with fewer than 25 employees not required to cover employer portion of contributions BUT are required to remit employee portion * **Employer Opt-Out**   + Business has option to provide private benefits program meeting requirements of the law.   + Private plan must be certified by the state.   **Effective Dates**   * + Family Leave * For care of child: 1/1/21 * For family member with serious health condition: 7/1/21   + Medical Leave: 1/1/21   + Military Family Leave: 1/1/21   + Collections begin 7/1/19 |