**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
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