

Grand Bargain Legislation

Issue	Past Regulation	Legislation	Timeline
Minimum Wage	\$11.00 an hour	Rises to \$15.00 an hour over the course of five years.	<ul style="list-style-type: none"> • Effective 1/1/19: \$12.00/hour • 1/1/20: \$12.75/hour • 1/1/21: \$13.50/hour • 1/1/22: \$14.25/hour • 1/1/23: \$15.00/hour
Tipped Wage	<ul style="list-style-type: none"> • Base rate of \$3.75 per hour. • The tipped employee's hourly wage (\$3.75) and average hourly tips for the <u>week</u> had to sum to the minimum wage or the employer would be required to pay the difference. 	<ul style="list-style-type: none"> • The base rate rises to \$6.75 an hour over the course of five years. • The tipped employee's hourly wage and average hourly tips <u>for each shift worked</u> must sum to the minimum wage (see above) or the employer is required to pay the difference. 	<ul style="list-style-type: none"> • Effective 1/1/19: \$4.35/hour Base Pay • 1/1/20: \$4.95/hour • 1/1/21: \$5.55/hour • 1/1/22: \$6.15/hour • 1/1/23: \$6.75/hour

Paid Family and Medical Leave	NA	<ul style="list-style-type: none"> • Benefits- Paid, job protected leave to: <ul style="list-style-type: none"> ○ Receive treatment for a serious medical condition ○ Bond with newborn or newly adopted child ○ Care for a family member with a serious medical condition ○ Care for a family member injured while serving in the armed forces ○ Handle matters which arise from a family member's active duty in the armed services or call to deployment 	<ul style="list-style-type: none"> • 1/1/21: <ul style="list-style-type: none"> ○ Family Leave-Care of a child ○ Family Leave-Military Service/Deployment ○ Medical Leave • 7/1/21: <ul style="list-style-type: none"> ○ Family Leave-Care of a family member with a serious health condition
	NA	<ul style="list-style-type: none"> • Duration: <ul style="list-style-type: none"> ○ 16 weeks family leave ○ 20 weeks medical leave ○ 26 weeks aggregate/ military leave 	
	NA	<ul style="list-style-type: none"> • Wage Replacement: <ul style="list-style-type: none"> ○ 80% of the employee's weekly wage, up to 50% of the state average weekly wage (SAWW) ○ 50% of additional wages, up to cap ○ Weekly benefit cap of \$850.00 	

	NA	<ul style="list-style-type: none"> • Contributions: <ul style="list-style-type: none"> ○ Payroll tax of .63%, adjusted annually ○ Employees cover 100% of medical leave and up to 40% of medical leave contributions ○ Employers cover at least 60% of medical leave contributions ○ Employers with fewer than 25 employees not required to cover employer portion of contributions BUT are required to remit employee portion. 	<ul style="list-style-type: none"> • Collections begin 7/1/19
	NA	<ul style="list-style-type: none"> • Employer Opt-Out: <ul style="list-style-type: none"> ○ Businesses have the option to provide a private program that meets or surpasses the above standards ○ The private plans must be state certified. 	
<p>Sunday & Holiday Premium Pay for Retailers</p>	<p>Retailers were required to pay time and a half (a 1.5 multiplier) to employees who worked Sundays and applicable holidays.</p>	<p>Premium pay for Sundays and holidays phased out over a five year period.</p>	<ul style="list-style-type: none"> • 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: Phase out complete

Sales Tax Holiday	No guaranteed Sales Tax Holiday	Permanent annual Sales Tax Holiday Weekend established in August	Date to be set annually by 7/1
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** Due to an error in the Grand Bargain Legislation's language, mandatory premium pay of time and a half (1.5 multiplier) will remain in effect for New Year's Day, Columbus Day, and Veterans' Day until further notice.*