



**Public Affairs**

**The Fair Wages and Healthy Families Act**

The proposed initiative filed by Arizonans for Fair Wages and Healthy Families would amend statute to increase Arizona’s minimum wage over time to \$12/hour and mandates that employers provide employees with paid sick leave. Specifically the initiative:

- Increases the minimum wage in Arizona to \$12/hour by 2020.
- Provides an annual cost of living increase to the hourly minimum wage after 2020.
- Mandates that large employers (over 15 employees) provide employees with 40 hours of annual paid sick leave and small employers (less than 15 employees) provide employees with 24 hours of annual paid sick leave.
- Exempts employees covered by collective bargaining agreements from the mandatory paid sick time requirements.
- Outlines what employers must allow employees to use paid sick leave for.
- Allows local governments to adopt more generous hourly wage and paid sick leave policies.

Arguments from the Proponents	Arguments from the Opposition
Creates a livable wage for employees.	Disproportionally affects small businesses by limiting their ability to grow and hire more workers.
Makes the workplace healthier by allowing employees to take paid sick time.	Forces employers to raise prices or cut their workforce to remain profitable.
Benefits the economy through increased wages for employees.	Harms Arizona’s competitiveness with other states by implementing a minimum wage far exceeding the federal level.

**Board adopted OPPOSE position on 04/28/16.**