



**CANADIAN FEDERATION
OF INDEPENDENT BUSINESS**

In business for your business™

BC Employer Paid Sick Leave

Key results from [May-November 2021](#)

Permanent employer-paid sick leave in British Columbia

The BC government has signaled it will introduce permanent employer-paid sick leave in January 2022 for any personal illness and injury, and this will replace any provincial COVID related leave for employees. The BC government recently released a survey that presents a range of possible models for the new paid sick leave entitlement.

On top of the three unpaid days of illness/injury leave which is already in place in BC, the three possible models include:

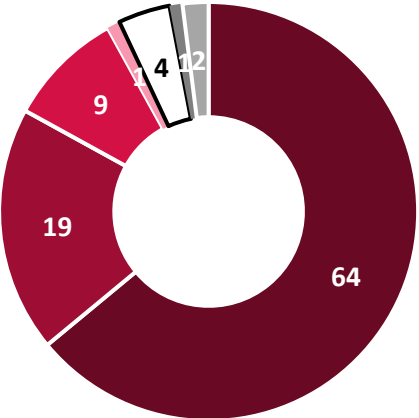
- **Option A:** Establish a minimum of **3 employer-paid** days per year for illness/injury leave
- **Option B:** Establish a minimum of **5 employer-paid** days per year for illness/injury leave
- **Option C:** Establish a minimum of **10 employer-paid** days per year for illness/injury leave

Methodology: BC Sick Leave survey

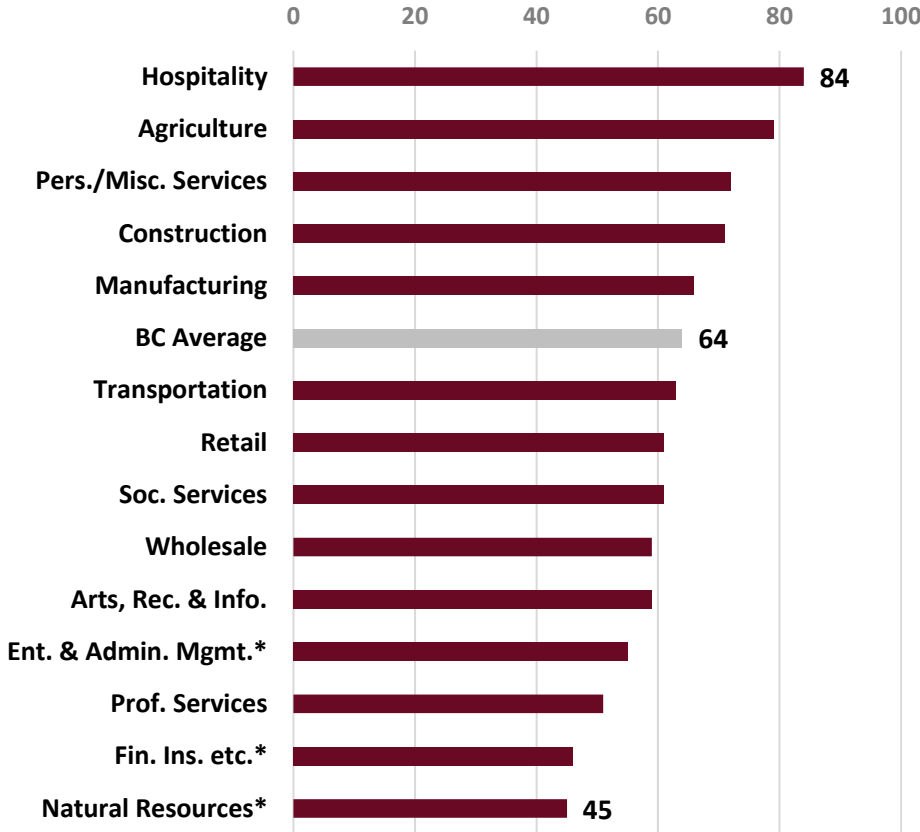
To understand how BC small business owners feel about the plan proposed by the BC government to introduce permanent employer-paid sick leave, CFIB sent out survey to all its BC members on October 12, 2021. The survey was cut off on November 16, 2021 and received a total of 1,160 responses from business owners across BC.

For comparison purposes, a probability sample with the same number of respondents would have a margin of error of ± 2.9 per cent, 19 times out of 20. Results obtained so far are preliminary.

Of these three options presented by the BC government, which, if any, do you support? (By sector, % response)



- None of the above – our business does not support the implementation of permanent, employer-paid sick leave in any capacity
- Option A (minimum of 3 employer-paid days per year for illness/injury leave)
- Option B (minimum of 5 employer-paid days per year for illness/injury leave)
- Option C (minimum of 10 employer-paid days per year for illness/injury leave)
- Other
- Not applicable – our business does not have employees
- Don't know/Unsure



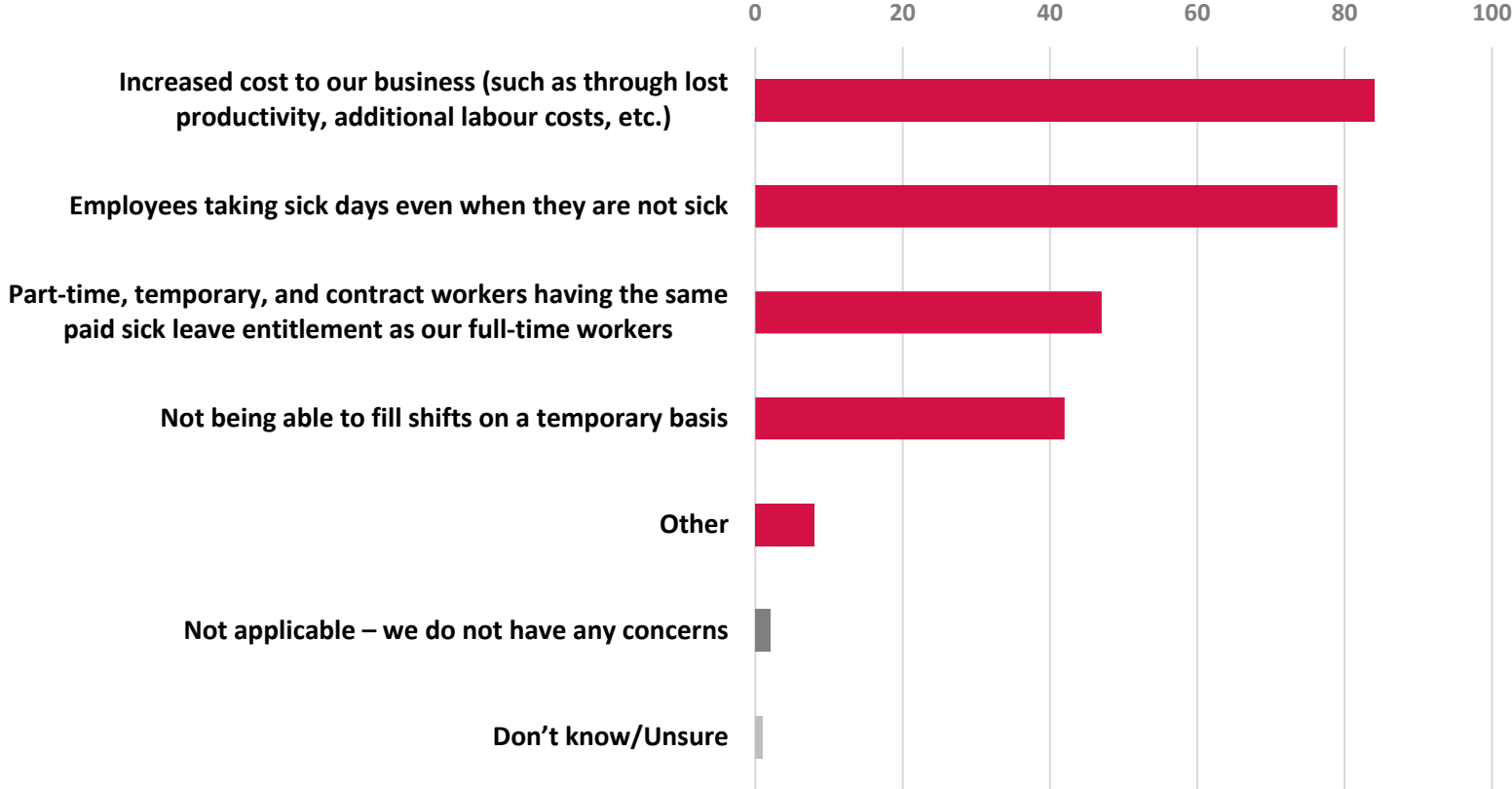
Nearly 2 in 3 BC SMEs do **not support** the implementation of permanent, employer paid sick leave in **any capacity**.

This figure is **highest** among **hospitality** businesses (**84%**).

Source: CFIB, BC Sick Leave special survey, October 2021, preliminary results, n = 1,051.

Notes: 1) *Denotes fewer than 25 responses.
2) Descriptions of the three options presented by the BC government can be found on slide 2.

What are your business's main concerns regarding the implementation of the permanent employer-paid sick leave policy in BC? (% response)

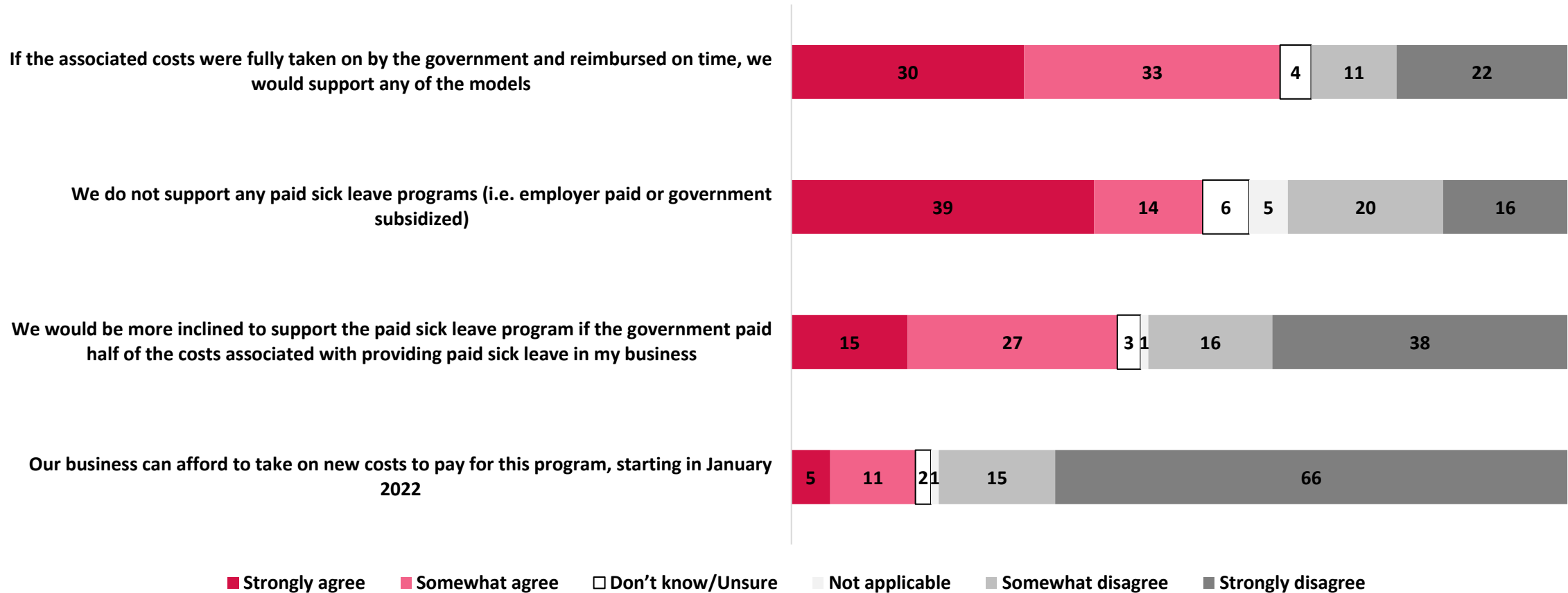


In addition to increased costs associated with implementation of the policy, BC SMEs are concerned about:

- **Abuse of the policy (79%)**
- **A diminished benefits offering for full-time employees (47%)**
- **Difficulty filling required shifts (42%)**

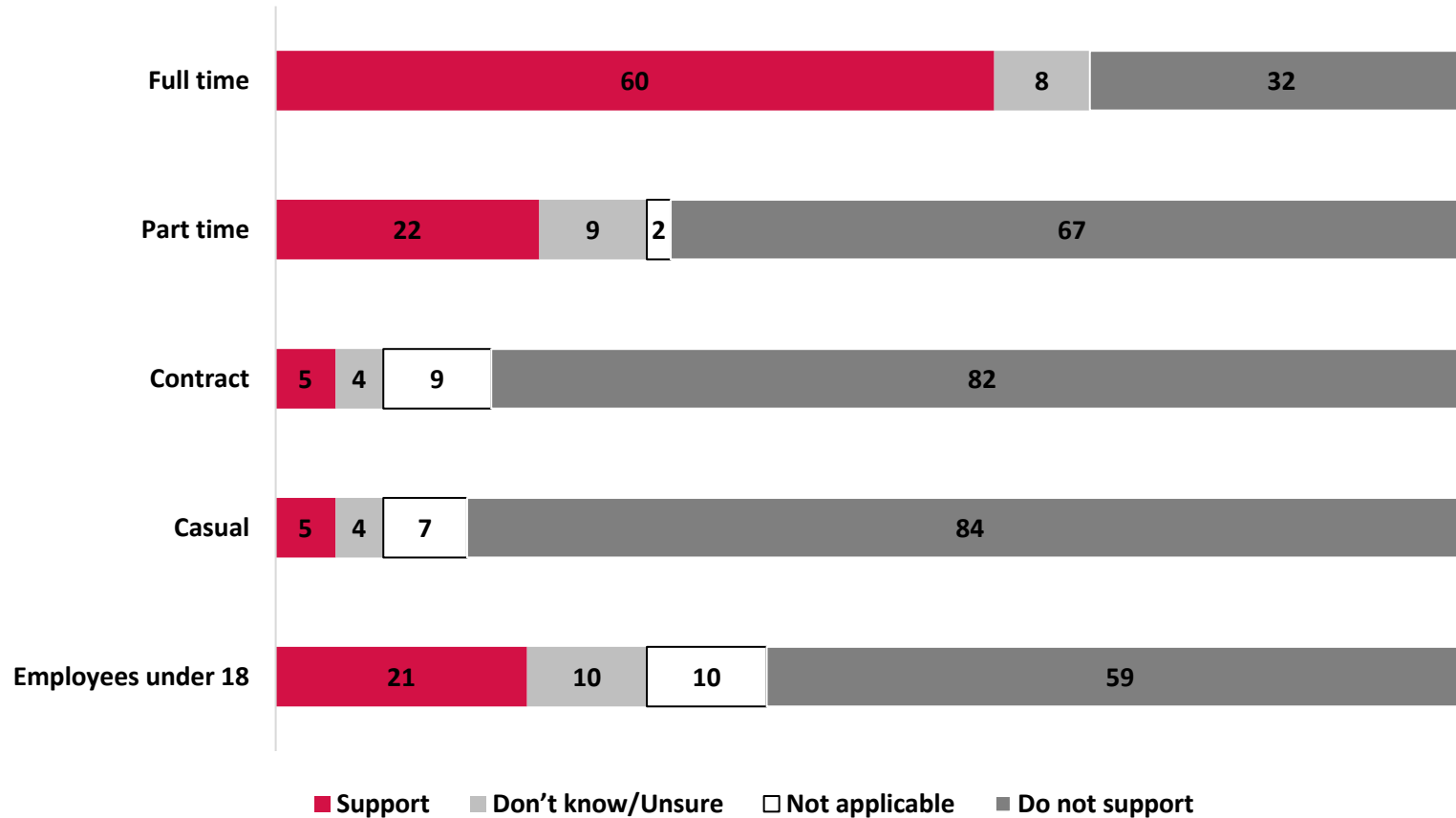
Source: CFIB, BC Sick Leave special survey, October 2021, preliminary results, n = 1,051.
Note: Respondents were allowed to select more than one answer choice. Percentages will not add to 100%.

Please indicate your level of agreement with each of the following statements related to permanent employer-paid sick leave in BC. (% response)



Source: CFIB, BC Sick Leave special survey, October 2021, preliminary results, n = 1,051.

Please indicate whether you support providing permanent, employer paid sick leave for the following groups. (% response)



A majority of BC SMEs (**60%**) **support** providing permanent, employer paid sick leave to **full-time** employees.

There is **limited support** for part time (**22%**), contract (**5%**), casual (**5%**), and workers under 18 (**21%**).

Source: CFIB, BC Sick Leave special survey, October 2021, preliminary results, n = 1,051.

Supporting BC data from other surveys

Are you in a position to tell us roughly how much additional debt your business has incurred due to COVID-19 to date?

By Sector

	Ag. & Nat. Res.	Construction	Manufacturing	Wholesale	Retail	Transportation	Arts/Rec./Inf.	Fin. Ins. Etc.	Prof. Services	Ent./Adm. Mgt	Soc. Services	Hospitality	Pers./Mis. Ser.	BC
Respondents	10	21	38	14	93	2	13	12	22	7	22	29	19	332
Mean	\$149,500	\$32,000	\$464,079	\$45,357	\$72,146	\$25,000	\$95,385	\$76,417	\$32,000	\$54,286	\$57,818	\$81,690	\$213,421	\$129,348

By Size of Business (number of employees)

	0-4	5-19	20-49	50-99	100-499	BC
Respondents	144	137	25	5	5	332
Mean	\$66,782	\$184,394	\$67,200	\$260,000	\$474,000	\$129,348

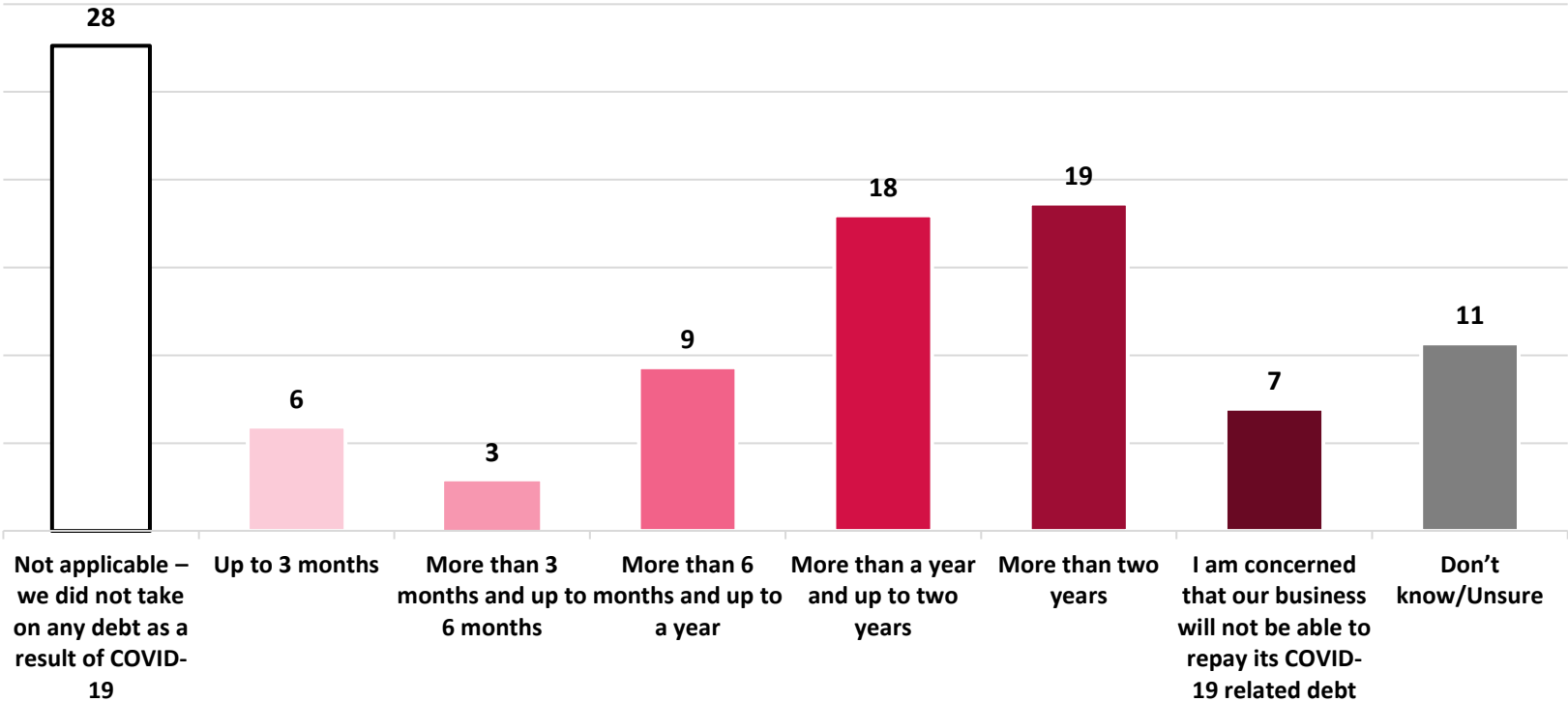
The average BC business is carrying **\$129,348** worth of COVID-related debt.

The debt load is **significantly higher** among businesses in the **manufacturing** and **personal services** sectors.

Source: CFIB, Your Voice – May 2021 survey, May 6-31, 2021, final results, n = 332.

How long will it take your business to pay back its COVID-19 related debt?

(% response)



Over 6 in 10
BC SMEs (**62%**) report having taken on debt as a result of COVID-19.*

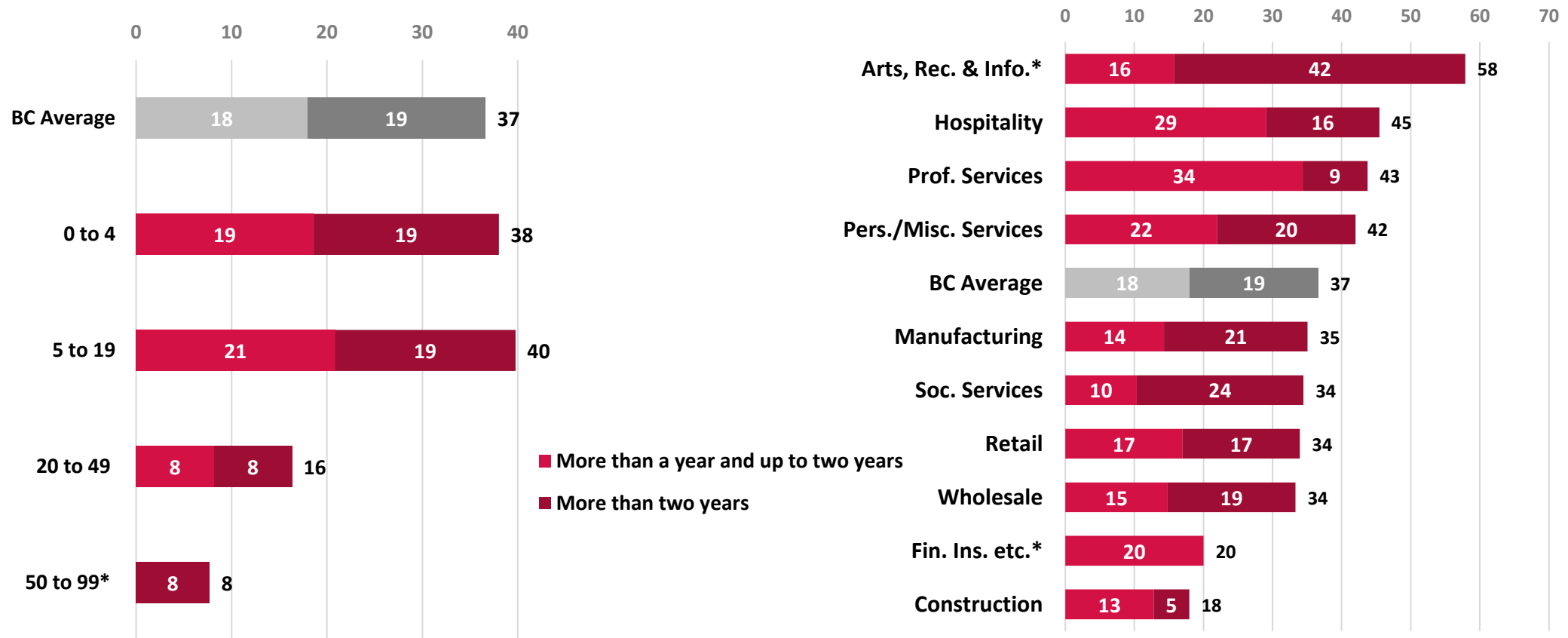
Of the **businesses that took on debt, 71%** will take a year or longer to repay it.

Source: CFIB, Your Voice – May 2021 survey, May 6-31, 2021, final results, n = 590.

Note: *The share of BC businesses that took on debt is calculated by subtracting the share of businesses that selected “Not applicable – we did not take on any debt as a result of COVID-19” and “Don’t know/Unsure” from 100%.

How long will it take your business to pay back its COVID-19 related debt?

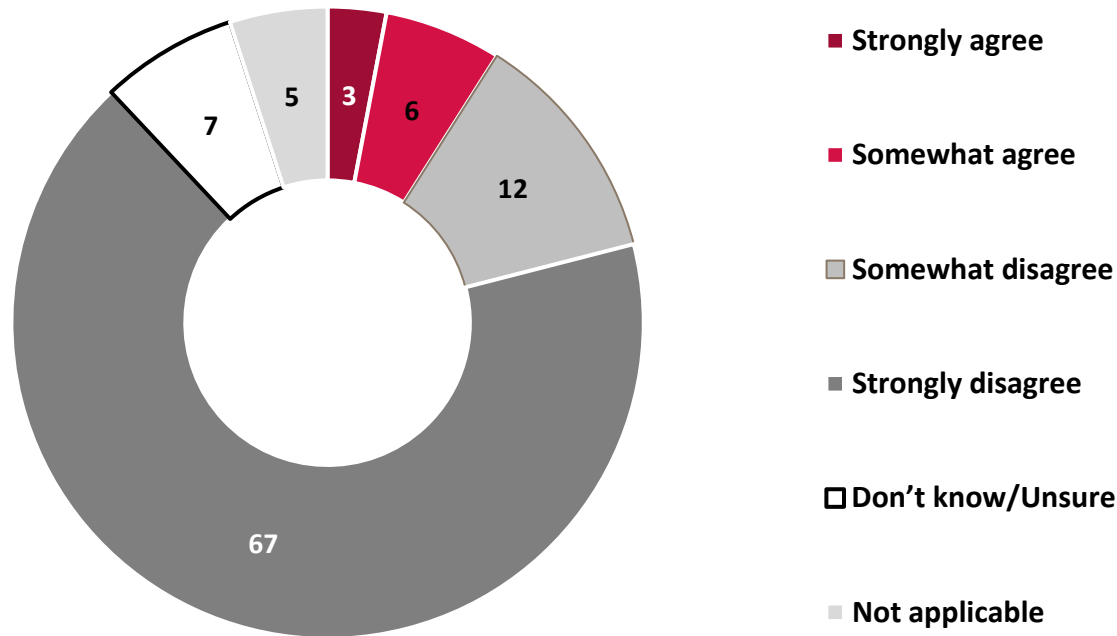
(By business size and sector, % response)



Source: CFIB, Your Voice – May 2021 survey, May 6-31, 2021, final results, n = 590.

*Note: Fewer than 25 responses.

“My business is able to take on new costs to fund new government programs right now” (% response)

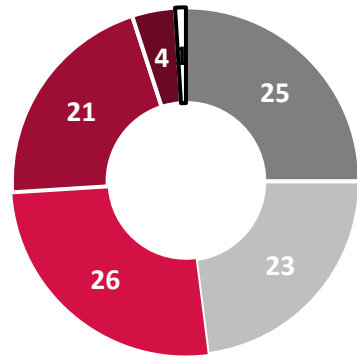


Over 2 in 3
BC SMEs (**67%**) cannot take on new costs to fund new government programs.

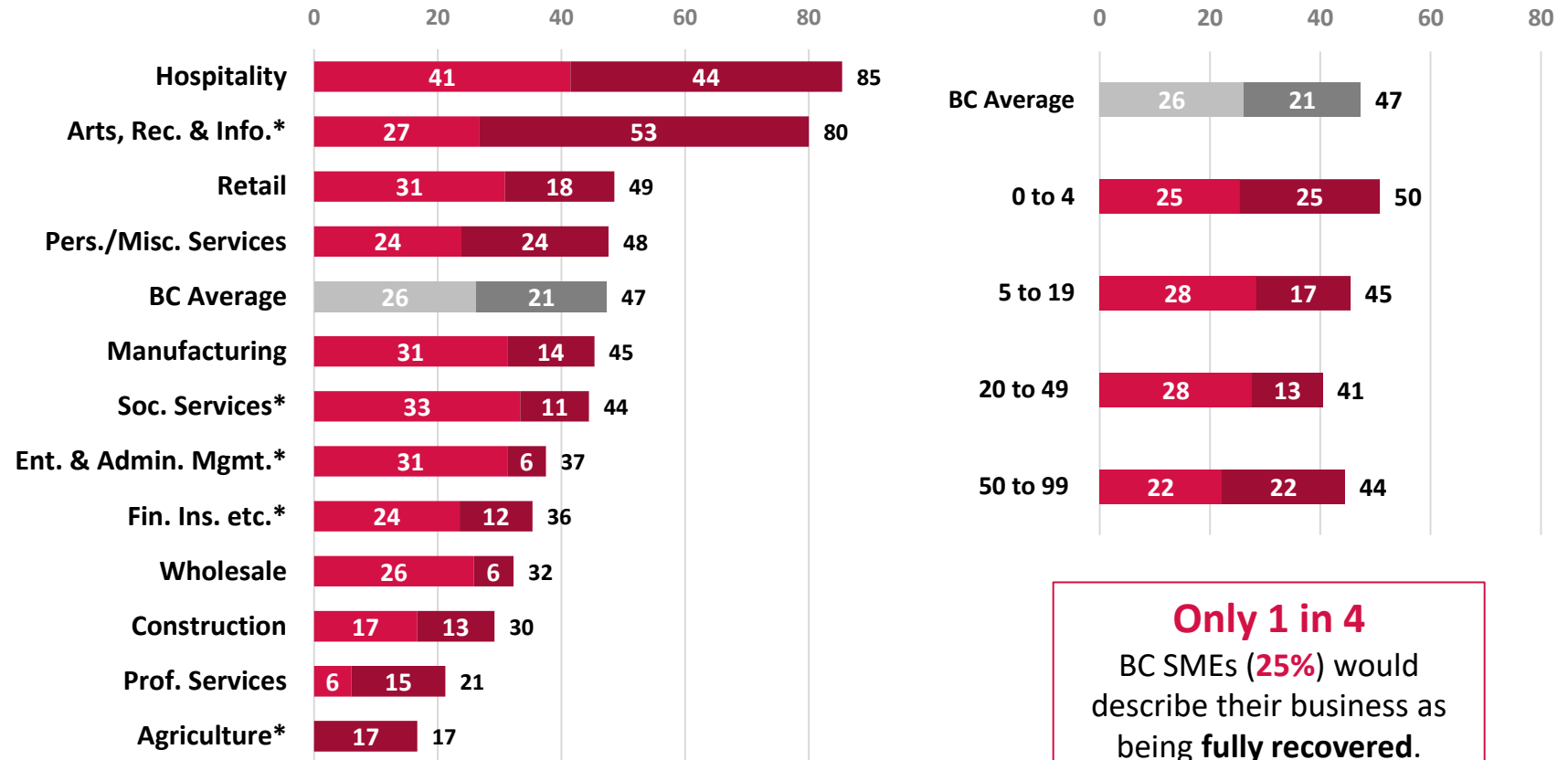
Source: CFIB, Your Voice – May 2021 survey, May 6-31, 2021, final results, n = 590.

In terms of recovery, how would you describe the state of your business?

(By sector and business size, % response)



- Fully recovered
- Almost fully recovered
- Partly recovered
- Still a long way to go
- Worried that we may not recover
- Don't know/Unsure



Only 1 in 4
BC SMEs (25%) would describe their business as being **fully recovered**.

Source: CFIB, Your Voice – July 2021 survey, July 8-31, 2021, final results, n = 492.

*Note: Fewer than 25 responses.

How long do you expect it will take your business to fully recover? (in months)

By Sector

	Ag. & Nat. Res.	Construction	Manufacturing	Wholesale	Retail	Transportation	Arts/Rec./Inf.	Fin. Ins. Etc.	Prof. Services	Ent./Adm. Mgt	Soc. Services	Hospitality	Pers./Mis. Ser.	BC
Respondents	5	21	38	14	93	2	13	12	22	7	22	29	19	246
Mean	21.6	19.8	19.2	15.7	23.7	15.8	17.5	16.7	20.0	17.2	17.4	24.6	21.7	21.4

By Size of Business (number of employees)

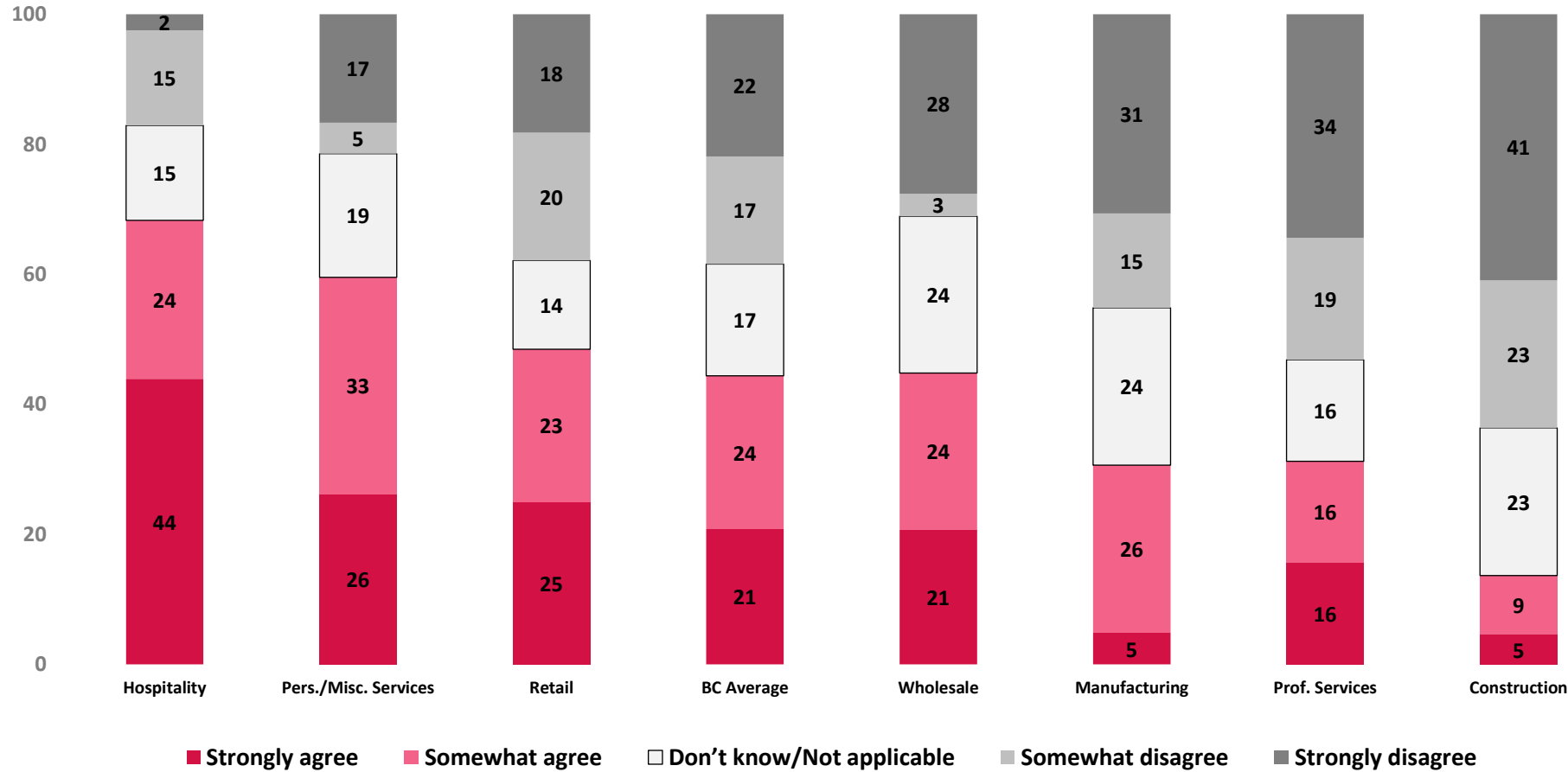
	0-4	5-19	20-49	50-99	100-499	BC
Respondents	100	122	23	6	3	246
Mean	22.9	21.3	14.3	18.0	22.0	21.4

The average BC business expects to take a year and 9 months (**21 months**) to fully recover from the impacts of COVID-19.

The expected recovery time is **significantly longer** among businesses in the **manufacturing** and **retail** sectors, as well as for **smaller businesses** with **0-4** and **5-19** employees.

Source: CFIB, Your Voice – July 2021 survey, July 8-31, 2021, final results, n = 246.

“I am afraid about what the future holds for our business given the amount of COVID-19 related debt we have incurred” (By sector, % response)

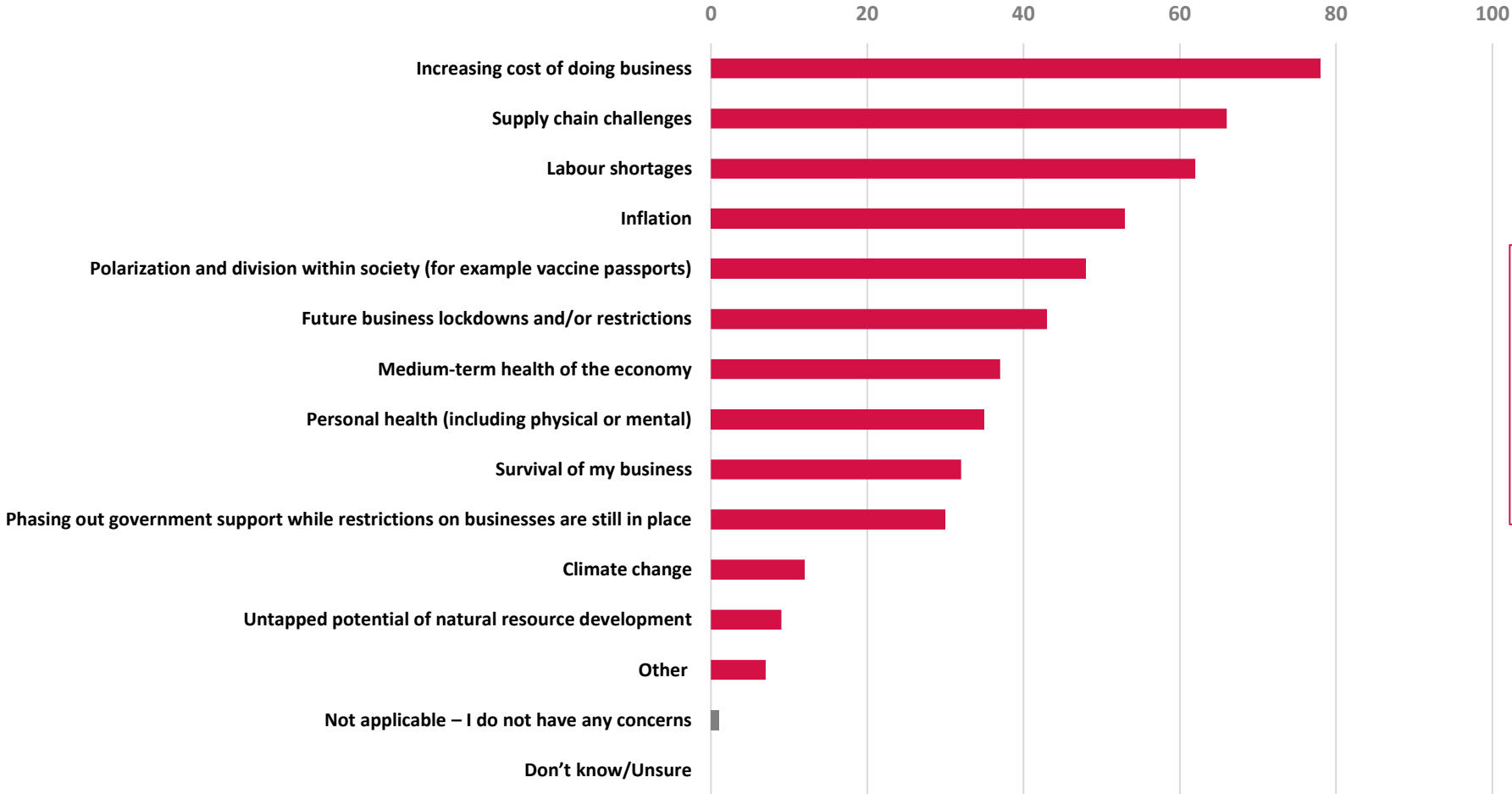


Over 2 in 5
 BC SMEs (**45%**) are afraid of what the future holds for them **due to the debt** they have taken on.

This figure is **significantly higher** among **hospitality (68%)** and **personal services (59%)** businesses.

Source: CFIB, Your Voice – July 2021 survey, July 8-31, 2021, final results, n = 471.

Heading into the fall, what are your top concerns? (% response)

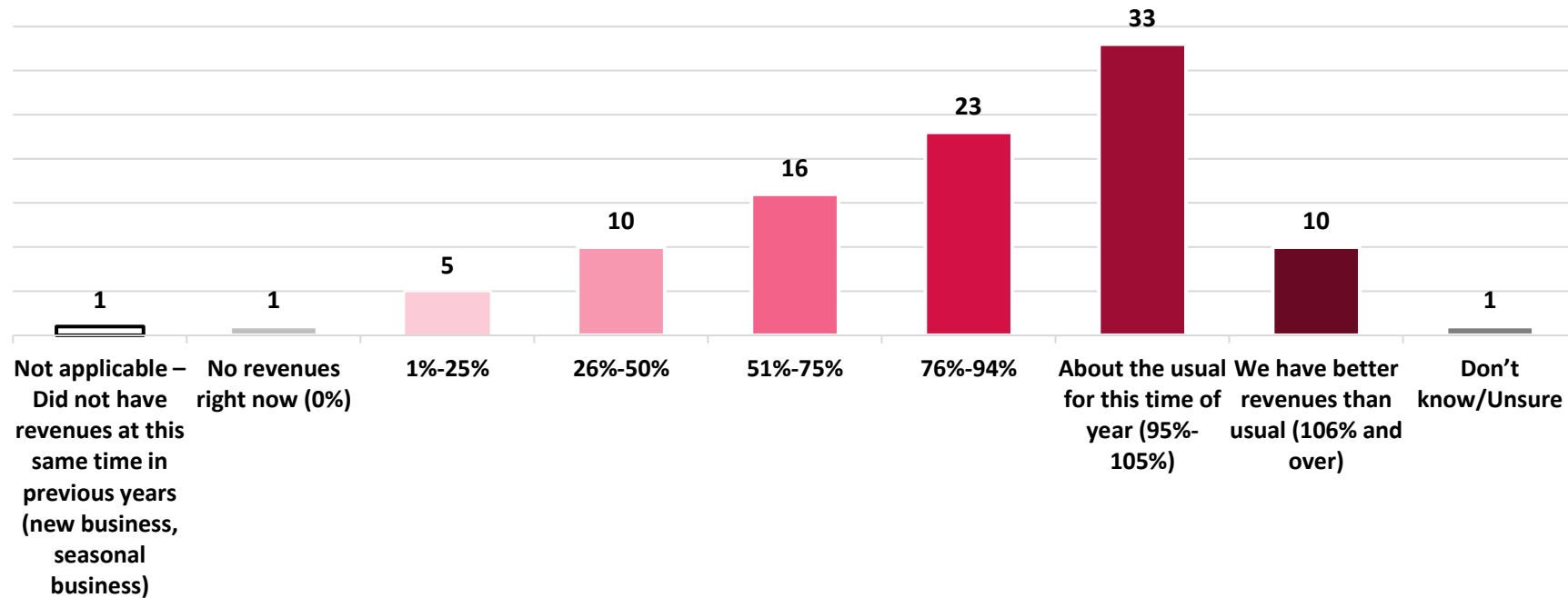


Key concerns for BC SMEs heading into fall:

- **Increased cost of running their business (78%)**
- **The survival of their business (32%)**

Source: CFIB, Your Voice – October 2021 survey, October 14-27, 2021, final results, n = 497.
 Note: Respondents were allowed to select more than one answer choice. Percentages will not add to 100%.

How much of your usual revenues for this time of year is your business currently making? (% response)

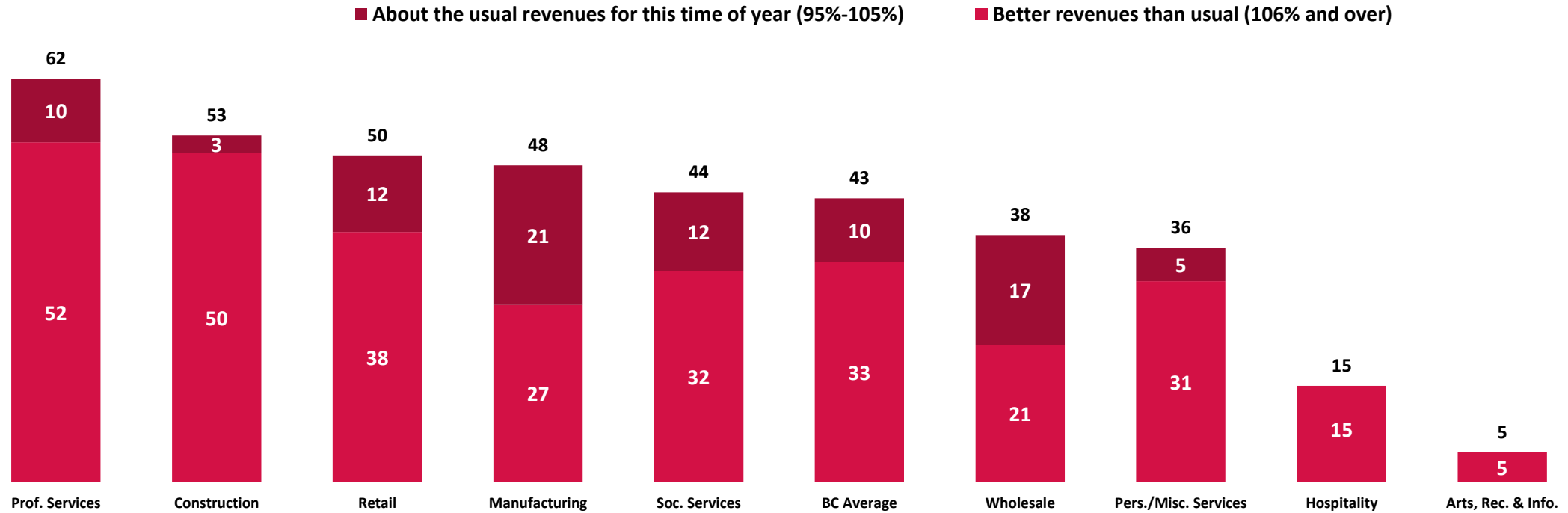


Over 1 in 2
BC SMEs (**55%**) have **not** yet returned to making **normal sales**.

Source: CFIB, Your Voice – October 2021 survey, October 14-27, 2021, final results, n = 497.

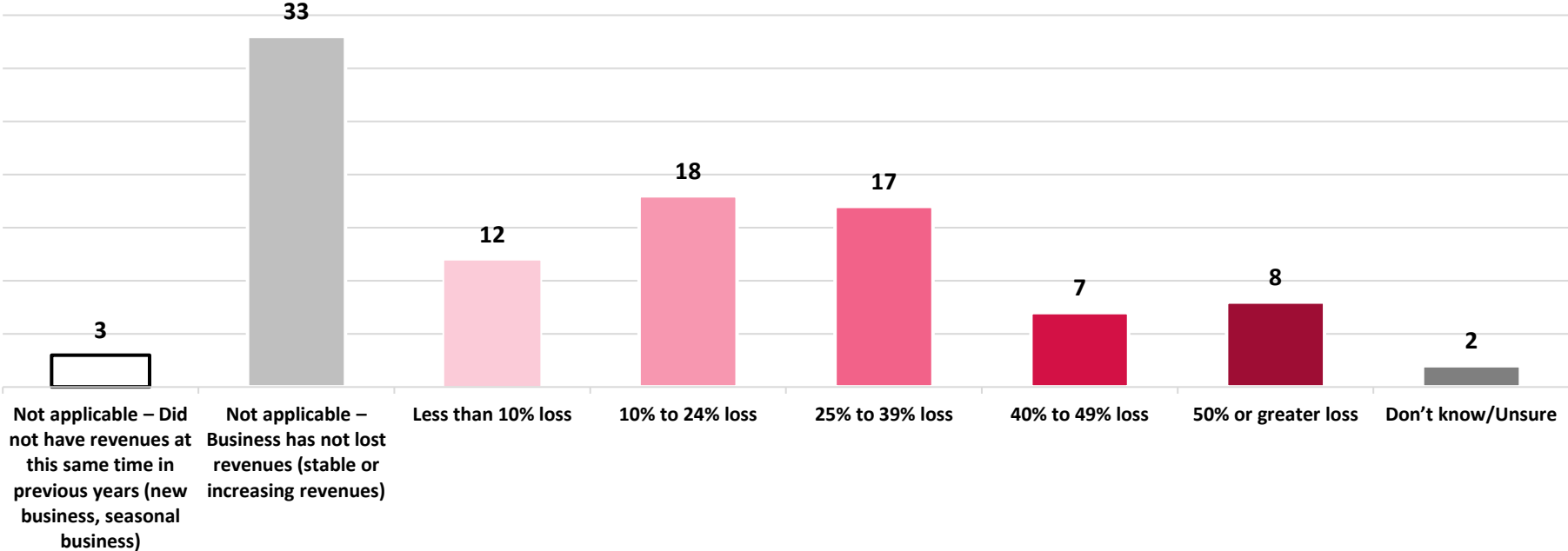
Normal or better revenues

(By sector, % response)



Source: CFIB, Your Voice – October 2021 survey, October 14-27, 2021, final results, n = 497.

Compared to pre-pandemic revenues, how much of its usual revenues for this time of year has your business lost? (% response)

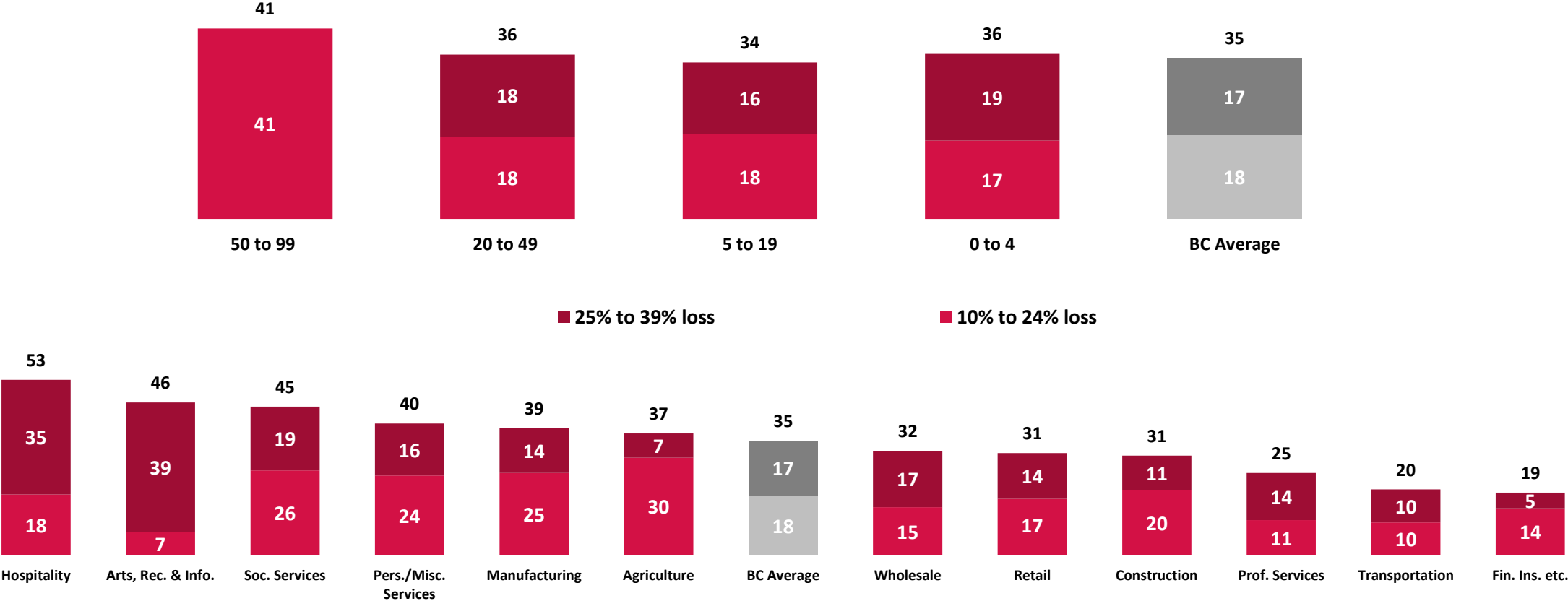


1 in 2
BC SMEs (**55%**)
report revenue
losses of
10 per cent or more
for this time of year.

Nearly **1 in 3** report
revenue losses
greater than
25 per cent.

Source: CFIB, FLASH SURVEY – Changes to federal COVID relief programs, October 26-November 1, 2021, final results, n = 914.

Compared to pre-pandemic revenues, how much of its usual revenues for this time of year has your business lost? (By business size and sector, % response)



Source: CFIB, FLASH SURVEY – Changes to federal COVID relief programs, October 26-November 1, 2021, final results, n = 914.

Methodology: Supporting BC data from other surveys

The preceding section of slides contains data from the following recent CFIB surveys:

- Your Voice Survey – May 2021, an online survey completed by 5,361 CFIB members between May 6 to 31. For comparison purposes, a probability sample with the same number of respondents would have a margin of error of ± 1.3 per cent, 19 times out of 20.
- Your Voice Survey – July 2021, an online survey completed by 4,278 CFIB members between July 8 to 31. For comparison purposes, a probability sample with the same number of respondents would have a margin of error of ± 1.5 per cent, 19 times out of 20.
- Your Voice Survey – October 2021, an online survey completed by 4,118 CFIB members between October 14 to 27. For comparison purposes, a probability sample with the same number of respondents would have a margin of error of ± 1.5 per cent, 19 times out of 20.
- FLASH SURVEY – Changes to federal COVID relief programs, an online survey completed by 5,877 CFIB members between October 26 to 27. For comparison purposes, a probability sample with the same number of respondents would have a margin of error of ± 1.3 per cent, 19 times out of 20. Results obtained so far are preliminary.