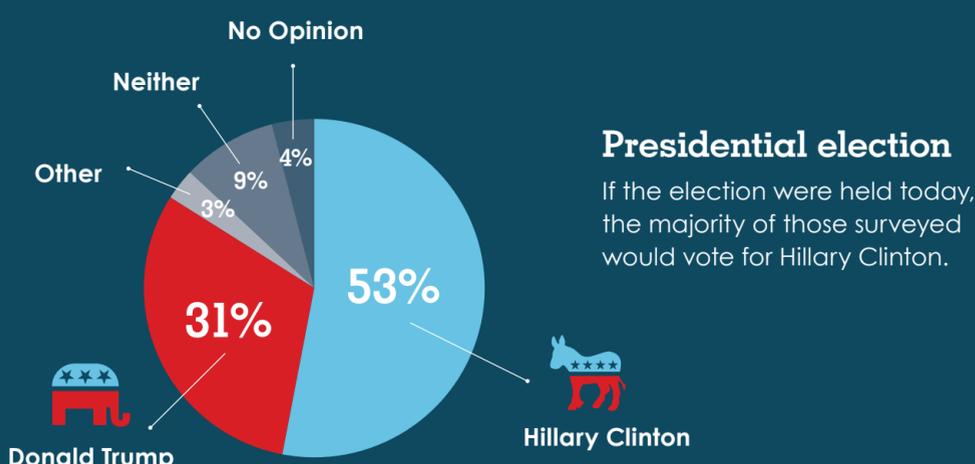


What's on employers' minds during the

# 2016

## ELECTION YEAR?

Snagajob surveyed 1,000 hourly employers to gauge their thoughts on the upcoming presidential election and other hot legislative topics. Here's what they had to say.



### Presidential election

If the election were held today, the majority of those surveyed would vote for Hillary Clinton.

### Effects of new overtime work regulation on seasonal hiring

Note: beginning December 1, 2016, the salary threshold for overtime pay increases to \$47,476.



37%

plan to make no changes; no affect on business.



28%

plan to give employees a small raise so they no longer qualify for the overtime pay threshold.



22%

plan to decrease employees' hours to no more than 40 a week to avoid overtime pay.



13%

plan to decrease employees' base salaries to offset any overtime pay they could potentially make.

### Criminal history

Workers' rights groups in several cities are urging lawmakers to push legislation to remove the box on job applications that requires employees to check whether or not they have a criminal background. Initiatives like Ban Box are hot topics this year.

88%

of employers frequently do background checks on job applicants. This is down 2% from 2014.



1 in 2

58% of employers are likely to hire applicants with a criminal history. This is up 26% from 2014.

### Minimum wage increase

69%

Think it should be higher



3%

Think it should be lower



This is up slightly from 2014 and down by 13% from last year.

Note that the federal minimum wage is \$7.25 per hour.

### Shift scheduling

Campaigns like San Francisco's Retail Workers Bill of Rights and the Fair Scheduling Act bring scheduling rights to the forefront of this year's legislative landscape.

97%

of employers give hourly employees advanced notice on schedule changes.

34%

give at least two weeks notice.

### Effects of minimum wage increase on seasonal hiring

49%

Say no impact: This is up 2% from 2014.



34%

Say it will reduce hires: This is down 19% from 2014.



17%

Say it will increase hires: This is up 55% from 2014.

