

EXHIBIT A

**IN THE UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF TEXAS
SHERMAN DIVISION**

ESI/EMPLOYEE SOLUTIONS, LP;	§	
HAGAN LAW GROUP LLC; and STATE	§	
OF TEXAS,	§	
Plaintiffs	§	
	§	
V.	§	CIVIL ACTION NO. 4:19-cv-00570-ALM
	§	
CITY OF DALLAS; T.C. BROADNAX, in	§	
his official capacity as City Manager of the	§	
City of Dallas; and BEVERLY DAVIS, in	§	
her official capacity as Director of the City	§	
of Dallas Office of Equity and Human	§	
Rights,	§	
Defendants	§	
	§	
	§	

AMICUS CURIAE BRIEF IN SUPPORT OF PLAINTIFFS

TO THE HONORABLE JUDGE OF SAID COURT:

Associated Builders & Contractors of South Texas, Inc., American Staffing Association, BBM-Online, LLC d/b/a BBM Staffing, The Burnett Companies Consolidated, Inc. d/b/a Burnett Specialists, Cardinal Senior Care, LLC d/b/a Cardinal Med Staffing, Choice Staffing, LLC, eEmployers Solutions, Inc., Hawkins Associates, Inc. d/b/a Hawkins Personnel Group, LeadingEdge Personnel, Ltd., Staff Force, Inc. d/b/a Staff-Force Personnel Services, San Antonio Manufacturers Association, and San Antonio Restaurant Association (collectively “Amici”) respectfully submit this Brief in Support of Plaintiffs.

I. INTRODUCTION

Amici are plaintiffs in related litigation in the state district courts of Bexar County contesting the legality of the City of San Antonio’s Paid Sick Leave Ordinance No. 2018-08-16-0620 (the “SA Ordinance”), *Associated Builders & Contractors of South Texas, Inc., et al. v. City*

of *San Antonio, Texas, et al*, Cause No. 2019CI13921, 408th Judicial District Court, Bexar County, Texas (the “SA Lawsuit”). The SA Ordinance is substantially similar to the Dallas Paid Sick Leave Ordinance challenged by Plaintiffs here. Like Plaintiffs here, Amici assert in the SA Lawsuit that the SA Ordinance violates various constitutional protections: preemption, due course of law, equal protection, warrantless search and seizure, and right of association.

Amici submit this Brief to supplement and support Plaintiff’s legal arguments and urge Amici’s perspective as to how this Court’s rulings and decisions in this case may be felt more broadly, including in the SA Lawsuit. In particular, Amici urge the Court consider the constitutional due course of law requirements of economic legislation such as the paid sick leave ordinances being promulgated by public interest groups and adopted by municipalities without independent economic analysis.

II. AUTHORITIES AND ARGUMENT

A. Patel: The Substantive Due Process Standard for Economic Statutes and Rules

The Texas Constitution provides that no citizen of Texas “shall be deprived of life, liberty, property, privileges or immunities, or in any manner disenfranchised except by the due course of the law of the land.” Texas Const. art. I, §19. This constitutional guarantee contains procedural and substantive components. *Barshop v. Medina Cnty. Underground Water Conservation Dist.*, 925 S.W.2d 618, 632 (Tex. 1996). In *Patel v. Texas Dept. of Lic. And Regulation*, 469 S.W.3d 69 (Tex. 2015), the Texas Supreme Court ruled that as-applied challenges to economic regulations statutes under Section 19’s substantive due course of law requirements must demonstrate that (a) the statute’s purpose could not arguably be rationally related to a legitimate governmental interest; or (b) when considered as a whole, the statute’s actual, real-world effect as applied could not arguably be rationally related to, or is so burdensome as to be oppressive in light of, the governmental interest. *Patel*, 469 S.W.2d at 87. In that case, considering the record as a whole,

the Court determined that the 750-hours of training required by statute to obtain esthetician license has an arbitrary and burdensome effect as applied because it has no rational connection to reasonable safety and sanitation requirements purportedly prompting the licensing legislation which rendered it “so oppressive that violates Article I, §19 of the Texas Constitution. *Id.* at 87-90.

Similarly, in *St. Joseph’s Abbey v. Castille*, 712 F.3d 215 (5th Cir. 2013), St. Joseph’s Abbey challenged the constitutionality of the Louisiana Embalming and Funeral Directors Act which prevented the Abbey from selling caskets within Louisiana. The Abbey urged that the Act denied them equal protection and due process guaranteed by the Fourteenth Amendment because the law bore no rational relationship to a valid governmental interest. *St. Joseph’s Abbey*, 712 F.3d at 222-23. In its *de novo* review, the Fifth Circuit ruled that mere economic protection of a particular industry is not a legitimate governmental purpose and that the plausible basis for it predicated on the protection of the public health, safety and consumer welfare can be challenged by adducing evidence of irrationality. *St. Joseph’s Abbey*, 712 F.3d at 222-23. Finding no rational relationship exists between the public health and safety and the Act’s restriction of intrastate casket sales to funeral directors, the Fifth Circuit stated:⁵ “[t]he principle we protect from the hand of the State today protects an equally vital core principle—the taking of wealth and handing it to others when it comes not as economic protectionism in service of the public good but as ‘economic’ protection of the rulemakers’ pockets.” *Id.* at 226-27.

B. There is No Empirical Evidence Suggesting Mandatory Paid Sick Leave Is Rationally Related to the Municipality’s Interest in Promoting the Health, Safety, and Welfare of Its Residents

Both the SA Ordinance and the Dallas Ordinance are the products of public interest groups petitioning the city council to adopt cookie-cutter paid leave ordinances. *See e.g. City of San Antonio, Meeting Minutes, City Council A Session* dated August 16, 2018, pp. 7-8 (the City Clerk

received an initiative supported by signatures which could be adopted by the City Council “as written” or place it on the regular election ballot). Illustrating this point, the initial recitals contained in the Dallas Ordinance and the SA Ordinance are identical except for the operative city’s name:

WHEREAS, most workers in the City of [San Antonio/Dallas] will at some time during each year need limited time off from work to care for their own health and safety needs or the health and safety needs of a close family member; and

WHEREAS, denying earned paid sick time to employees is detrimental to the health, safety, and welfare of the residents of the City of [San Antonio/Dallas]; and

WHEREAS, the lack of earned paid sick time for employees contributes to employee turnover and unemployment, and harms the local economy; and

WHEREAS, the City of [San Antonio/Dallas], as a home-rule municipality, has the ability to address matters of public health and safety; and now finds that establishing earned paid sick time requirements is a matter of public health and safety;

See Dallas Ordinance, p. 2; SA Ordinance, p. 1.

As noted above, the Dallas Ordinance and the SA Ordinance, in part, purport to justify a mandate for paid sick leave because “the lack of earned paid sick time for employees contributes to employee turnover and unemployment, and harms the local economy.” *See* Dallas Ordinance, p. 2; SA Ordinance, p. 1. In turn, the proponents of the ordinance suggest that the implementation of mandatory paid sick leave will positively impact the rates of employee turnover, unemployment and will benefit the local economy. However, the ordinance’s proponents have failed to offer anything more than conclusory assumptions on the potential impacts of mandatory paid sick leave. The paid sick leave ordinances themselves did not include or reference any data substantiating the claims and issues to be addressed by the ordinances. *Id.* As a consequence, there is no evidence to date that the SA Ordinance and the Dallas Ordinance went through the rigors of evaluation and consideration to which traditional ordinances promulgated by the legislature and their staff are normally subjected. The complete absence of any assessment by the municipal bodies to the real-

word effect of the ordinances to the governmental interests sought to be protected by them renders them arbitrary. There simply cannot be a substantiated basis for either the SA Ordinance or the Dallas Ordinance to have a rational relationship to the alleged governmental interest sought to be promoted or protected by the ordinances to preserve their constitutionality.

C. The Ordinances Will Have a Detrimental (Not Positive) Effect on Unemployment and the Local Economy

Moreover, the SA Ordinance and the Dallas Ordinance will not achieve its intended purpose of protecting the local economy against unemployment, and, in fact, will likely have a detrimental effect on both aspects, according to Dr. David A. Macpherson, the E.M. Stevens Professor of Economics and Economics Department Chair at Trinity University. Dr. Macpherson evaluated the paid sick leave ordinances in San Antonio and Dallas by comparing them to the paid sick leave legislation in place in other jurisdictions, and investigated the literature assessing the economic effects of paid sick leave ordinances and similar government mandated wage increases to conclude that the ordinances will have deleterious economic effects on the employer-employee relationship, the products and services offered by the businesses, and the local economy. A true and correct copy of Dr. Macpherson's Review of Economic Effects of Paid Sick Leave Legislation is attached hereto as Exhibit A (the "Macpherson's Report").

In his comparison of the SA Ordinance and Dallas Ordinance to the paid sick leave mandates in other jurisdictions, Dr. Macpherson noted several variables. Macpherson's Report, p. 4-5. Among these features are the rates upon which employees accrue paid sick leave, the time period before which employees can use accumulated paid sick leave, and the scope of the legislation's application by employers and employees. *Id.* Based on his research, the rates at which employees earn paid sick leave varies from 30 to 52 hours and the total accrued paid sick leave are capped between 24 to 72 hours per year. *Id.* The eligibility accrual period range from 60-days to one-year depending on the jurisdiction. *Id.* Dr. Macpherson's review of laws noted that certain

states exclude certain “small” employers according to the number of employees, but the criteria to define “small” employers ranges from 10 to 50 employees. *Id.* Per Macpherson, the “[v]ariables associated with the scope of the law’s application, the degree with which it changes the pre-existing economic conditions, and the timescale upon which it accrues and applies all appear to have an impact on how significant the unanticipated consequences of the ordinances will have.” *Id.* at p. 5. “[T]he more ambitious the government-mandated paid sick leave law is, the greater the corresponding negative effects on other aspects of the economy one should anticipate.” *Id.*

In the context of the employer-employee relationships, Dr. Macpherson equated the mandate to provide paid sick leave to employees to a pay increase and explored the ways increased labor costs are addressed by employers. *Id.* at p. 6. Per Macpherson, “[b]y definition, absenteeism will rise” which “will require that employers change work schedules as well as human resource policies to accommodate for fewer days worked by the existing workforce.” *Id.* To respond to increased costs, Macpherson expects that employers will reduce other types of employee compensation such as reduced wages, slower wage growth or cuts to fringe benefits if those changes are available. *Id.* However, where such options are not available, Macpherson projects – and the economic literature confirms – that employment levels may drop because employers can afford fewer workers – potential employees are not hired and existing employees may get fired. *Id.* at p. 6-7. And, according to Macpherson and the economic literature, the larger the more aggressive the scope and scale of the mandates imposed on the employer, the greater the impact on employment levels will be. *Id.* at p. 7. Dr. Macpherson also anticipates that increased labor costs attributable to mandated paid sick leave may also passed along to consumers of the products and services by way of reduced product quality or increased prices. *Id.* at p. 9-10. And, looking more broadly to the local economy, higher employment costs would be expected to adversely

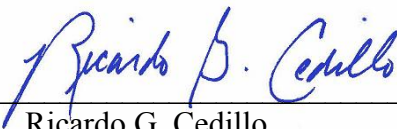
impact local enterprises who will be at a competitive disadvantage to employers beyond the reach of the legislation. *Id.* at p. 10.

From his review of the literature and the paid sick leave ordinances, Dr. Macpherson concludes that the negative effects attributable to SA Ordinance and Dallas Ordinance will likely be larger than previously reported because of their more aggressive components including a greater decrease in employment, a more significant reduction and decline in wages and benefits, higher prices, lower product quality, a less competitive local economic area. *Id.* at p. 11. Dr. Macpherson finally resolves that one size does not fit all and that without individual consideration of individual circumstances (best addressed by the employer and employee), the more likely the legislation will lead to unintended adverse consequences. *Id.*

III. CONCLUSION

The foregoing considered, Amici urge that the Court consider the constitutionality of the paid sick leave ordinances under the due course of law provisions of Art. I, §19 of the Texas Constitution to determine that the real-world economic consequences of the ordinances cannot be rationally related to achieving the governmental interest or that the ordinances are so burdensome and oppressive in light of the governmental interest so as to be unconstitutional.

Respectfully submitted,

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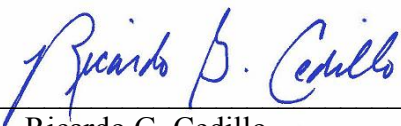
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CERTIFICATE OF SERVICE

By my signature, I certify that on August 27, 2019, in accordance with the Federal Rules of Civil Procedure, I filed the attached document with the Clerk of the Court using the Court's ECF system. Based on the records currently on file in this case, the Clerk of the Court will transmit a Notice of Electronic Filing to those registered participants of the ECF system.

By: 

Ricardo G. Cedillo

Exhibit A

**REVIEW
OF
ECONOMIC EFFECTS
OF
PAID SICK LEAVE LEGISLATION**

**Prepared by
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August 26, 2019

**REVIEW
OF
ECONOMIC EFFECTS
OF
PAID SICK LEAVE LEGISLATION**

I. Introduction

This is a review of the economic effects of paid sick leave legislation. The report is organized as follows. My qualifications to prepare this report are contained in Section II. Section III provides my opinions with regards based on a review of the economic effects of paid sick leave legislation. Section IV provides a summary and conclusion.

II. Qualifications

I am currently the E.M. Stevens Professor of Economics and Chair of the Economics Department at Trinity University in San Antonio, Texas. Previously, I was employed by Florida State University as Director of the Pepper Institute on Aging and Public Policy and the Rod and Hope Brim Eminent Scholar in Economics. I have taught both undergraduate and graduate Econometrics (statistical analysis of economic data), and Labor Economics. I have published over 60 articles in peer-reviewed professional journals. I am included in *Who's Who in Economics, Fourth Edition*. The selection criteria for being included was being one of the 1,200 most frequently cited economists in the years 1990-2000 using the Social Science Citation Index.

I have held leadership positions in professional economics associations. I have served as vice-president of the National Association of Forensic Economics and the Southern Economics Association.

I am currently serving on the editorial board of the *Journal of Forensic Economics*, which is a peer-reviewed journal. I have also served as a reviewer or “referee” for 30 peer-reviewed journals, including the *Journal of Human Resources*, *Journal of Labor Economics*, *Quarterly Journal of Economics*, and the *Review of Economics and Statistics*. Based on these experiences, I am very familiar with the scholarly and professional research process and the concept of peer review.

I have an extensive research background in the labor economics area. I have authored over 45 peer-reviewed journal articles on labor economics topics. The journals include the *Industrial and Labor Relations Review*, *Journal of Human Resources*, *Journal of Labor Economics*, and the *Review of Economics and Statistics*.

I have prepared numerous analyses and reports that use statistical methods as applied to specific questions. I have been responsible for developing the techniques and approaches required for these analyses. I routinely use computers and statistical software packages to assist me in my analytical work. I have been qualified as an expert witness on statistical analysis of employment discrimination and economic damages in state courts in Florida, Georgia, Kansas, Michigan, and Texas, as well as in federal courts, and I have given expert testimony. I have prepared analyses and testified on behalf of both plaintiffs and defendants.

Details of my qualifications are reflected in my current résumé and legal cases, attached as Appendix A to the report.

III. Opinions

Background

Any change to a market in economic balance will necessarily cause adjustments to reestablish economic equilibrium. An increase in the pay of workers due to a government-mandated paid sick leave will cause changes to one or more components of the economic equilibrium. Determining how, where, and to what extent the changes will be experienced is extremely difficult to predict and potentially harmful to the economic system as a whole as well as its parts. Based on research regarding the effects of increases in the minimum wage, we know that the common areas of economic responses to a wage increase such as a mandated employer-paid sick leave are likely to have a negative impact on the employer-employee relationship, the employer's products and services, and the local economy.

Existing Paid Sick Laws

The paid sick leave ordinances in Austin, San Antonio, and Dallas are substantially the same for economic comparison purposes. The ordinances require private-sector employers pay employees who work at least 80-hours per year within the municipality one-hour of paid sick leave time to be earned for every thirty-hours worked within the municipalities and caps the paid sick leave that can be accrued according to the size of the employer – 48 hours for employers with up to 15 employees and 64 hours for employers of greater than 15 employees. Employers are not exempted from providing paid sick leave minimums unless the employees are part of a collective labor agreement.

The paid sick leave mandates in other jurisdictions have various terms and conditions which differentiate themselves from one another and the Texas municipality ordinances. These distinctive features make a difference as to how, where, and to what extent the paid sick leave mandates affect other features of the economic equilibrium.

Table 1 presents paid sick leave laws for 11 states and Washington, D.C. Workers receive one hour of paid sick leave for every 30 to 52 hours of work up to a cap of 24 to 72 hours per year. The accrual period before an employee can use accumulated sick leave ranges from 90 days to one-year for their illness or that of a family member. Arizona, California, New Jersey, Washington, and Washington, D.C, require all employees to be covered by the paid sick leave mandate. Five states exclude small firms (<10 to 50 employees) from the law.¹ Maryland and Vermont allow some part-time workers to be exempt from the paid sick leave mandate.

Table 2 presents paid sick ordinances for 23 local (municipal and county) areas. Depending on the location, workers receive one hour of paid sick leave every 30 to 50 hours of work up to a cap of 24 to 72 hours per year. The accrual period before an employee can use accumulated sick leave ranges from 60 days to 180 days for their illness or that of a family member. Ten local entities exclude small employers from the mandate.

Variables associated with the scope of the law's application, the degree with which it changes the pre-existing economic conditions, and the timescale upon which it accrues and applies all appear to have an impact on how significant the unanticipated consequences of the ordinances will have. Based on the studies reviewed and available, the more ambitious the government-mandated paid sick leave law is, the greater the corresponding negative effects on other aspects of the economy one should anticipate.

¹ Connecticut, Massachusetts, Michigan, Oregon, and Rhode Island. Connecticut restricts the paid sick leave law to service workers.

Employer-Employee Relationship

If an employer is mandated to provide paid sick leave to its employees, then the employer is mandated to give its workers a pay increase. A worker receiving one hour of paid sick leave for every 30 hours of work is receiving up to a 3.33 percent (1/30) pay increase (assuming each hour of accumulated sick leave is used by the employee).

Pay increases are not the only costs. By definition, absenteeism will rise because workers will have additional paid time off, which might be used for any purpose including unintended ones.² This will require that employers changes work schedules as well as human resource policies to accommodate for fewer days worked by the existing workforce. The flexibility of the firm's labor force may be reduced.

Other things equal, the wage increase and other costs due to mandated paid sick leave should be expected to be offset by the employer via reductions to other types of employee compensation.³ This decrease in compensation will probably be reflected by reduced wages and slower wage growth or through cuts to fringe benefits (e.g., increased required employee contribution for health insurance, reduced employer pension plan contributions, etc.).⁴ If the wages paid by employers are not flexible downward, because of factors such as minimum wage laws, social norms, or workers not valuing sick leave, employment levels may drop since

² For evidence that part of the increase in absenteeism associated with paid sick leave is voluntary (extra vacation days), see Thomas Ahn and Aaron Yelowitz, "Paid Sick Leave and Absenteeism: The First Evidence from the U.S.," Working Paper, August 2016.

³ The costs may be partially offset by not having sick workers who are at less than full productivity working on the job. However, there is no empirical evidence on the impact of paid sick leave on worker productivity. See Stefan Pichler and Nicolas Ziebarth, "Labor Market Effects of U.S. Sick Pay Mandates," *Journal of Human Resources*, forthcoming

⁴ For a study showing that rises in the minimum wage reduce employer-provided health insurance coverage, see Jeffrey Clemens, Lisa B. Kahn, and Jonathan Meer, "The Minimum Wage, Fringe Benefits, and Worker Welfare," National Bureau of Economic Research Working Paper Number 24635, May 2018.

employers can afford fewer workers meaning potential workers might not get hired or existing employees get fired due to the increased labor costs.⁵

Boots et al. (2009) surveyed 26 San Francisco employers about the 2007 San Francisco paid leave ordinance.⁶ The ordinance required that employers provide five to nine days of sick leave per year depending on firm size. They report about one-half of the employers attempted to offset the higher labor costs through a variety of ways, including delaying pay raises and reducing fringe benefits. All the employers noted that labor costs also rose at the same time due to a higher minimum wage and a health insurance spending requirement.⁷ Empirical research shows that increases in the minimum wage lead to reductions in employment and work hours.⁸

Ahn and Yelowitz (2015) examine the short-run employment effects of the 2012 Connecticut paid leave law. The law applied to employers in the service sector with 50 or more employees and mandated one hour of paid sick leave for every 40 hours worked. They reported about a one percentage point decline in employment. A more aggressive ordinance with much broader coverage of the workforce such as that at issue in Texas will have a larger employment effect.

Van Kammen (2015) examines the effect of paid sick leave mandates in Connecticut, Washington, DC, San Francisco, Seattle, Portland, Newark, and New York City.⁹ Without

⁵ Pichler and Ziebarth op. cit.

⁶ Shelley Waters Boots, Karin Martinson, and Anna Danziger, "Employers' Perspectives on San Francisco's Paid Sick Leave Policy," Urban Institute Working Paper, March 2009.

⁷ The minimum wage and paid sick leave ordinances apply to all workers, while the health benefit spending mandate only applies to firms with 20 or more employees.

⁸ For a survey of about 90 studies which concludes that most research finds that the minimum wage reduces employment and work hours, see David Neumark and William L. Wascher, *Minimum Wages* (Cambridge, MA: MIT Press, 2008). For a recent study of the minimum wage increases in Seattle which reaches the same conclusion, see Ekaterina Jardim, Mark C. Long, Emma van Inwegen, Jacob Vigdor, and Hilary Wething, "Minimum Wage Increases and Individual Employment Trajectories," National Bureau of Economic Research Working Paper Number 25182, October 2018.

⁹ Ben Van Kammen. "The Labor Market Effect of Sick Days Mandates," Working Paper, September 2015.

accounting for the different forms of paid sick leave mandates implemented in the various locations, overall, employment fell about one-half of a percent after the mandates. The estimates for wage reductions are imprecise but suggest between two-thirds and a one-percentage-point reduction in wages attributable to the paid sick leave mandate. An analysis by industry suggests that there was a shift in employment from industries unaffected (such as utilities which had a high proportion of workers with paid sick leave) by the paid sick leave mandate to industries affected by the mandate. Van Kammen did find that wages fell more in affected industries. As a consequence, workers suffered reductions to compensate for the employer's increased costs of the mandate. The analysis is an aggregate of state and city-wide mandates, so one can't infer how cities differ from states.

Pichler and Ziebarth (forthcoming) examine the effects of paid sick leave mandates in nine cities and four states.¹⁰ Based on the averaged results derived from their selected jurisdictions, they anticipate only small employment and wage effects. The Pichler and Ziebarth study can't provide a definitive conclusion regarding the impact of the paid sick leave ordinances at issue in Texas. Pichler and Ziebarth note that the locations with paid sick leave that they analyzed are not a random subsample of the U.S. Before the paid sick leave ordinances were implemented, the locations tended to have higher incomes, with greater labor market regulations such as higher minimum wages and stricter employment protections. Pichler and Ziebarth admit it is unclear whether their findings of small employment and wage effects for paid leave laws would hold up in areas with fewer labor market rules or lower incomes. Texas and its municipalities are such places.

¹⁰ Pichler and Ziebarth, *op. cit.* The paper evaluates state-level paid sick leave mandates in Connecticut, California, Massachusetts, and Oregon. The paper also evaluates city-level paid sick leave mandates in Jersey City, NJ; Newark, NJ; New York, NY; Oakland, CA; Philadelphia, PA; Portland, OR; San Francisco, CA; Seattle, WA; and Washington, D.C.

One should expect a greater negative impact of the paid leave mandate in Dallas and San Antonio because a higher percentage of workers will be affected by the law. In 2016, the estimated percent of private-sector workers without paid sick leave was 43% in Dallas and 44% in San Antonio.¹¹ Locations that previously implemented mandated sick leave legislation tended to have a smaller percentage of workers without access to paid sick leave. In 2010, the percentage of private-sector workers without paid leave was 42% in Arizona; 41% in Maryland; 36% in Massachusetts; 38% in New Jersey; 38% in Rhode Island; 40% in Oregon; 38% in Vermont; and 39% in Washington before these states implemented mandated paid sick leave.¹² This indicates that Texas will incur a larger effect on its economy.

Furthermore, the places and legislation that Pichler and Ziebarth analyzed generally had more exemptions that decreased the number of workers covered by the paid leave mandates or had a lower-paid leave accrual rate than the Texas ordinances. In Dallas and San Antonio, all private-sector workers with 80 or more hours in a year are covered. In contrast, for example, in Connecticut, the paid sick leave mandate applies to employees at private sector service sector firms with 50 or more workers or only 20% of the workforce.

Employer's Product and Services

If the wage increases and higher administrative costs due to a mandated paid sick leave law are not or cannot be offset by reduced employee compensation or increased employee

¹¹ Jessica Milli and Emma Williams-Baron, "Access to Paid Sick Time in Dallas, Texas," Institute for Women's Policy Research Briefing Paper Number B373, May 2018; and Jessica Milli and Emma Williams-Baron, "Access to Paid Sick Time in San Antonio, Texas," Institute for Women's Policy Research Briefing Paper Number B374, May 2018.

¹² Claudia Williams, Robert Drago, Kevin Miller, and Youngmin Yi, "Access to Paid Sick Days in the States, 2010," Institute for Women's Policy Research Fact Sheet Number B294, March 2011.

productivity, then labor costs will have risen. These increased production costs for goods and services may induce reactions by firms to increase prices by the firms if possible and/or reduced product quality (e.g., reduced staffing to serve customers or seeking out lower-cost component features for products).

Colla et al. (2017) examine the effect of the 2007 health insurance spending mandate in San Francisco.¹³ Their results suggest that about one-half of the spending requirement was passed on to consumers through higher prices.

Local Economy

Cumulatively, the higher costs due to mandated paid sick leave in a municipality will make the city less competitive with regards to the surrounding exempt areas. As a result, one should expect that firms and employment will shift away from the municipality with mandated paid sick leave to the surrounding areas with lower operating costs. As compared to other cities, the more aggressive terms of the ordinance and broader application/fewer exemptions, the more dramatic will be the unintended consequences affecting the local economy.¹⁴

¹³ Carrie H. Colla, William H. Dow, and Arindrajit Dube, “The Labor-Market Impact of San Francisco’s Employer-Benefit Mandate,” *Industrial Relations*, January 2017, pp. 122-160.

¹⁴ Projections of the unintended effects such as employment reductions rise as the minimum wage increases when are larger. See Congressional Budget Office, “The Effects on Employment and Family Income of Increasing the Federal Minimum Wage,” July 2019.

IV. Summary and Conclusion

Compared to other areas, the negative effects of the ordinances at issue in the Texas cities are likely larger than have been reported in the existing research. Based on these studies and the more aggressive elements of the Texas ordinances, we should anticipate a: (1) a larger dip in employment; (2) a more significant reduction and decline in wages and fringe benefits offered to employees; (3) higher prices; (4) lower product quality; (5) and a less competitive local economic area.

The differences across jurisdictions for paid sick leave laws are evidence that they crafted the legislation to particular circumstances. It is clear that one size does not fit all. Relatedly, a broad application of paid sick leave, without consideration of individual circumstances, will likely lead to unintended adverse consequences. Ideally, the terms of employment would be left to be determined by the employer and employee (including the level and composition of compensation).

Table 1: State Paid Leave Laws

State	Law Effective	Comment
Arizona	July 1, 2017	all employees; 1 hour of paid sick leave for every 30 hours worked; up to 24 to 40 hours depending on firm size; 90 days accrual period; for own sickness or family member;
California	July 1, 2015	all employees; 1 hour of paid sick leave for every 30 hours; minimum 24 hours; own sickness or family member; 90 days accrual period
Connecticut	Jan 1, 2012	service sector employees in firms >49 employees (20% of workforce); 1 hour for every 40 hours; up to 5 days; own sickness or family member, 680 hours accrual period (4 months)
Maryland	February 11, 2018	Employees ages 18 and older who regularly work 12 or more hours a week are eligible for leave. 1 hour for every 30 hours; up to 40 hours a year; 105-day accrual period; for own sickness or family member;
Massachusetts	July 1, 2015	all employees in firms >10 employees; 1 hour for every 40 hours; up to 40 hours; 90 days accrual period; own sickness or family member; 90 days accrual period
Michigan	March 2019	all employees in firms >50 employees; 1 hour for every 35 hours; up to 40 hours; 90 days accrual period; own sickness or family member
New Jersey	October 29, 2018	all employees; 1 hour for every 30 hours; up to 40 hours; own sickness or family member; 120 days accrual period
Oregon	Jan 1, 2016	all employees in firms >9 employees; 1 hour for every 30 hours; 90 days accrual period; up to 40 hours; own sickness or family member
Rhode Island	January 1, 2018	Employees in firms >17 employees; 1 hour for every 35 hours; up to 24 hours in 2018; 32 hours in 2019, and 40 hours in 2020. Employers with 17 or fewer employees must offer the same amount of sick time, but it may be unpaid.; for own sickness or family member; 90 days accrual period;
Vermont	January 1, 2018	all employees who work 18 or more hours per week; 1 hour for every 35 hours; up to 24 hours in 2018; 40 hours in 2019; up to one year accrual period; for own sickness or family member;
Washington	January 1, 2018	all employees; 1 hour for every 40 hours; up to 40 hours; own sickness or family member; 90 days accrual period;
Washington, DC	Nov 13, 2008 Feb 22, 2014	'qualified employees'; 1 hour of paid sick leave for every 43 hours, 90 days accrual period; up to 3 to 9 days depending on firm size; own sickness or family; no health care or restaurant workers extension to 20,000 temporary workers and tipped employees

Sources: Stefan Pichler and Nicolas Ziebarth, "Labor Market Effects of U.S. Sick Pay Mandates," *Journal of Human Resources*, forthcoming; <http://www.ncsl.org/research/labor-and-employment/paid-sick-leave.aspx>; and <http://www.nationalpartnership.org/our-work/resources/workplace/paid-sick-days/paid-sick-days-statutes.pdf>

Table 2: Local Paid Leave Laws

City	Law Effective	Comment
Austin, TX	October 2018	all employees working more than 80 hours a year; 1 hour for every 30 hours; up to 48 hours for 15 or fewer employees and up to 64 hours for more than 15 employees; 60 days accrual; own sickness or family;
Berkeley, CA	October 2017	all employees working more than 2 hours a year; 1 hour for every 30 hours; up to 48 hours for 24 or fewer employees and up to 72 hours for more than 24 employees; 90 days accrual; own sickness or family;
Chicago, IL	July 2017	all employees working 80 hours in a 120-day period; 1 hour for every 40 hours; up to 40; 180 days accrual; own sickness or family;
Cook County, IL	July 2017	all employees working 80 hours in a 120-day period; 1 hour for every 40 hours; up to 40; 180 days accrual; own sickness or family;
Dallas, TX	August 2019	all employees working more than 80 hours a year; 1 hour for every 30 hours; up to 48 hours for 15 or fewer employees and up to 64 hours for more than 15 employees; 60 days accrual; own sickness or family;
Duluth, MN	January 2020	all employees in firms with >4 employees; 1 hour for every 50 hours; up to 64 hours; own sickness or family; 90 days accrual period
Emeryville, CA	July 2015	all employees working more than 2 hours a year; 1 hour for every 30 hours; up to 48 hours for 24 or fewer employees and up to 72 hours for more than 24 employees; 90 days accrual; own sickness or family;
Jersey City, NJ	Jan 22, 2014	all employees in private firms with >9 employees; 1 hour for every 30 hours; up to 40 hours; own sickness or family; 90 days accrual period
Los Angeles, CA	July 2016	all employees working who work at least two hours in a particular week for the same employer for 30 days or more within a year; 1 hour for every 30 hours; up to 48 hours; 90 days accrual; own sickness or family;
Minneapolis, MN	July 2017	all employees at private firms with >5 employees; working more than 80 hours a year; 1 hour for every 30 hours; up to 48 hours; 90 days accrual; own sickness or family;
Montgomery County, MD	October 2016	all employees at private firms with >4 employees; working more than 80 hours a year; 1 hour for every 30 hours; up to 56 hours; 90 days accrual; own sickness or family;
New York, NY	April 1, 2014	employees with >80 hours per year in private firms >4 employees or 1 domestic worker; 1 hour for every 30 hours up to 40 hours; own sickness or family member; 120 days accrual period
Newark, NJ	May 29, 2014	all employees in private companies; 1 hour for every 30 hours; 90 days accrual period; up to 24 to 40 hours depending on size; own sickness or family
Oakland, CA	March 2, 2015	all employees in firms >9 employees; 1 hour for every 30 hours; 90 days accrual period; up to 40 to 72 hours

depending on firm size; own sickness or family member

Philadelphia, PA	May 13, 2015	all employees in firms >9 employees; 1 hour for every 40 hours; up to 40 hours; own sickness or family member; 90 days accrual period
Pittsburgh, PA	January 11, 2016	private-sector employees; 1 hour for every 35 hours; up to 24 hours for 14 or fewer employees and up to 40 hours for more than 14 employees; 60 days accrual; own sickness or family;
Portland, OR	January 1, 2014	employees w >250 hours per year in firms >5 employees; 1 hour for every 30 hours; up to 40 hours; own sickness or family member
San Antonio, TX	August 2019	all private-sector employees working more than 80 hours a year; 1 hour for every 30 hours; up to 48 hours for 15 or fewer employees and up to 64 hours for more than 15 employees; 60 days accrual; own sickness or family;
San Diego, CA	July 2016	all employees in private companies; 1 hour for every 30 hours; 90 days accrual period; no cap on accrual but can use up to 40 hours; own sickness or family
San Francisco, CA	Feb 5, 2007	all employees including part-time and temporary; 1 hour of paid sick leave for every 30 hours worked; up to 5 to 9 days depending on firm size; for own sickness or family member; 90 days accrual period
Santa Monica, CA	January 2017	all private-sector employees working more than 2 hours a week; 1 hour for every 30 hours; up to 40 to 72 hours depending on firm size; 90 days accrual; own sickness or family;
Seattle, WA	Sep 1, 2012	all employees in firms with >4 full-time employees; 1 hour for every 30 or 40 hours worked; up to 5 to 13 days depending on firm size, for own sickness or family member; 180 days accrual period
Tacoma, OR	February 2016	all private employees working more than 2 hours a week; 1 hour for every 30 hours; up to 24 hours; 180 days accrual; own sickness or family;
Westchester, NY	April 2019	all employees working more than 80 hours a year at firms >4 employees; 1 hour for every 30 hours; up to 40; 90 days accrual; own sickness or family;

Sources: Stefan Pichler and Nicolas Ziebarth, "Labor Market Effects of U.S. Sick Pay Mandates," *Journal of Human Resources*," forthcoming <http://www.ncsl.org/research/labor-and-employment/paid-sick-leave.aspx>; and <http://www.nationalpartnership.org/our-work/resources/workplace/paid-sick-days/paid-sick-days-statutes.pdf>

**REVIEW
OF
ECONOMIC EFFECTS
OF
PAID SICK LEAVE LEGISLATION**

David A. Macpherson

David A. Macpherson, Ph.D.

August 26, 2019

Appendix A

Resume and Testimony of David A. Macpherson, Ph.D.

DAVID A. MACPHERSON

8/2019

Home Address

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Webpage: <http://www.davemacpherson.com>

Ph.D., Economics, The Pennsylvania State University.

B.S., Economics, The Pennsylvania State University.

Current Positions

E.M. Stevens Professor of Economics, Trinity University, 2009-

Chair of Economics Department, Trinity University, 2015-

Research Fellow, Institute for the Study of Labor (IZA), Bonn, 2004-.

Previous Positions

Rod and Hope Brim Eminent Scholar in Economics, Florida State University, 2004-2009.

Director, Pepper Institute on Aging and Public Policy, Florida State University, 2003-2009.

Abba P. Lerner Professor of Economics, Florida State University, 2000-2009.

Professor, Department of Economics, Florida State University, 1996-2009.

Director of Research, Pepper Institute on Aging and Public Policy, FSU, 1995-2000.

Associate Professor, Department of Economics, Florida State University, 1993-1996.

Research Associate, Pepper Institute on Aging and Public Policy, FSU, 1993-2001, 2003-2009.

Visiting Associate Professor, Department of Economics, Florida State University, 1992-1993.

Research Affiliate, Pepper Institute on Aging and Public Policy, FSU, 1992-1993, 2001-2003.

Associate Professor, Department of Economics, Miami University, 1991-1993.

Assistant Professor, Department of Economics, Miami University, 1987-1991.

Research Areas

Labor Economics, Labor Market Aspects of Pensions, Labor Unions, Racial and Gender Differences in the Labor Market, Minimum Wage, Deregulation.

Teaching Areas

Principles of Microeconomics and Macroeconomics, Intermediate Microeconomics, Money and Banking, Econometrics (undergraduate and graduate), Labor Economics and Labor Relations (undergraduate and graduate).

Books

Lives of the Laureates, Seventh Edition, MIT Press: Cambridge, MA, forthcoming, with Roger Spencer. Also co-author on 6th edition.

Determining Economic Damages, 26th Revision, James Publishing: Costa Mesa, CA, 2018, with Stanley Stephenson. Co-author on 25th edition as well

Economics: Private and Public Choice, 16th edition, Cengage: Cincinnati, OH, 2017, with James Gwartney, Richard Stroup, and Russell Sobel. Co-author on 10th to 15th editions as well.

Instructor's Manual for *Economics: Private and Public Choice*, 16th edition, Cengage: Cincinnati, OH, 2017. Author for instructor's manual for 10th to 15th editions as well.

Contemporary Labor Economics, 11th edition, McGraw-Hill: New York, NY, 2016, with Campbell McConnell and Stanley Brue. Co-author on 5th to 10th editions as well.

Union Membership and Earnings Data Book: Compilations from the Current Population Survey (2019 Edition), Bureau of National Affairs, Washington, D.C., with Barry Hirsch.

Previous Editions: *Union Membership and Earnings Data Book: Compilations from the Current Population Survey* (Washington: Bureau of National Affairs, 1994-2018).

Tables derived from the *Data Book* are included annually in ProQuest's *Statistical Abstract of the United States* (successor to the discontinued government version of *Statistical Abstract*). Previously included in U.S. Department of Commerce, *Statistical Abstract of the United States 2012*, 131th Edition (Washington: GPO, 2011), Tables 664, 666; *Statistical Abstract of the United States 2011*, 130th Edition (Washington: GPO, 2011), Tables 663, 665; *Statistical Abstract of the United States 2010*, 129th Edition (Washington: GPO, 2010), Tables 648, 650; *Statistical Abstract of the United States 2009*, 128th Edition (Washington: GPO, 2009), Tables 642, 644; *Statistical Abstract of the United States 2008*, 127th Edition (Washington: GPO, 2008), Tables 642, 644; *Statistical Abstract of the United States 2007*, 126th Edition (Washington: GPO, 2006), Tables 645, 647; *Statistical Abstract of the United States 2006*, 125th Edition (Washington: GPO, 2005), Tables 647, 649; *Statistical Abstract 2004-2005*, Tables 638, 640; *Statistical Abstract 2003*, Tables 656, 658; *Statistical Abstract 2002*, Tables 628, 630; *Statistical Abstract 2001*, Tables 637, 639; *Statistical Abstract 2000*, Tables 712, 714; *Statistical Abstract 1999*, Tables 718, 720; *Statistical Abstract 1998*, Tables 712, 714; *Statistical Abstract 1997*, Tables 688, 690; *Statistical Abstract 1996*, Tables 681, 683; *Statistical Abstract 1995*, Tables 695, 697; and in U.S. Department of Commerce, *State and Metropolitan Area Data Book, 1997-98*, 5th Edition (Washington: GPO, 1998), Table A-22.

E-book, *Lives of the Laureates, Sixth Edition: Twenty-Three Nobel Economists*, MIT Press: Cambridge, MA, 2015, with Roger Spencer.

Pensions and Productivity, W.E. Upjohn Institute for Employment Research: Kalamazoo, MI, 1998, with Christopher Cornwell and Stuart Dorsey.

Journal Publications and Book Chapters (Economics)

“The Affordable Care Act and the Growth of Involuntary Part-Time Employment,” with William Even, *Industrial and Labor Relations Review*, August 2019, .

“Where Does the Minimum Wage Bite Hardest in California?” with William Even, *Journal of Labor Research*, March 2019, pp. 1-23.

“Who’s Affected by a \$15 Minimum Wage?” in *Fighting for \$15? An Evaluation of the Evidence and a Case for Caution*, Employment Policies Institute, Edited by Michael Saltsman, 2019.

“The Importance of Wage Growth Assumptions in Calculating Economic Damages,” with William Even, *Journal of Forensic Economics*, December 2018, pp. 127-144.

“Nonprofit Wages: Theory and Evidence,” with Barry T. Hirsch and Anne E. Preston, *Handbook of Research on Nonprofit Economics and Management*, Edward Elgar, Edited by Bruce A. Seaman and Dennis R. Young, 2nd edition, 2018.

“Assessing Economic Damages in Wrongful Termination Cases,” *Journal of Legal Economics*, October 2016, pp. 31-48, with Stanley Stephenson.

“What Do Unions Do to Pension Performance?” *Economic Inquiry*, July 2014, pp. 1173-1189, with William Even.

“Deferred Compensation vs. Efficiency Wages: An Experimental Test of Effort Provision and Self-Selection,” *Journal of Business and Economic Organization*, June 2014, pp. 90-107, with Tim Salmon and Kislaya Prasad.

“The Effect of the Tipped Minimum Wage on Employees in the U.S. Restaurant Industry,” *Southern Economic Journal*, January 2014, pp. 633-655, with William Even.

“Computing Lost Profits in Business Interruption Litigation: A General Model,” *Journal of Business Valuation and Economic Loss Analysis*, May 2012, pp. 1-16, with Stanley Stephenson and Gauri Prakash-Canjels.

“Is Bigger Still Better?: The Decline of the Wage Premium at Large Firms,” *Southern Economic Journal*, April 2012, pp. 1181-1201, with William Even.

“Growth of Participant Direction in Defined Contribution Plans,” April 2010, pp. 190-208, *Industrial Relations*, with William Even.

“Managing Risk Caused by Pension Investments in Company Stock,” *National Tax Journal*, September 2009, pp. 439-453, with William Even.

“Pension Investments in Employer Stock,” *Journal of Pension Economics and Finance*, March 2008, pp. 67-93, with William Even.

“Improving Pension Coverage at Small Firms,” with William Even, in *Overcoming Barriers to Entrepreneurship*, ed. Diana Furchtgott-Roth, Rowman & Littlefield, 2008.

“Defined Contribution Plans and the Distribution of Pension Wealth,” *Industrial Relations*, July 2007, pp. 551-581, with William Even.

“Lost Profits Damages to New Businesses: Adjusting for Survival,” *Journal of Business Valuation and Economic Loss Analysis*, October 2006, pp. 1-12, with Stanley Stephenson.

“The Effects of Employer Matching in 401(k) Plans,” *Industrial Relations*, July 2005, pp. 525-549, with William Even.

“When Will the Gender Gap in Retirement Income Narrow?” *Southern Economic Journal*, July 2004, pp. 182-200, with William Even.

“Company Stock in Pension Funds,” *National Tax Journal*, June 2004, pp. 299-313, with William Even.

“Wages, Sorting on Skill, and the Racial Composition of Jobs,” *Journal of Labor Economics*, January 2004, pp.189-210, with Barry Hirsch.

“Measuring Union and Nonunion Wage Growth: Puzzles in Search of Solutions” with Barry Hirsch and Edward Schumacher, in *Changing Role of Unions: New Forms of Representation*, Phanindra Wunnava, M.E. Sharpe, 2004.

“Living Wage Laws and the Case for a Targeted Wage Subsidy,” in *Living Wage Movements: Global Perspectives*, ed. Deborah M. Figart, Routledge, 2004.

“Do Terminated Employees Catch Up? Evidence From the Displaced Worker Survey,” *Journal of Forensic Economics*, Spring/Summer 2003, pp. 185-199, with Michael Piette.

“Racial and Ethnic Differences in Pension Wealth,” *Research in Labor Economics*, 2003, pp. 203-226, with William Even.

“Union Membership and Coverage Database from the Current Population Survey: Note,” *Industrial and Labor Relations Review*, January 2003, pp. 349-354, with Barry Hirsch. [Describes the database and web site www.unionstats.com.]

“The Wage and Employment Dynamics of Minimum Wage Workers,” *Southern Economic Journal*, January 2003, pp. 676-690, with William Even.

"Benefits and Worker Productivity," with William Even, in *Benefits for the Workplace of Tomorrow*, eds. Olivia S. Mitchell, David S. Blitzstein, Michael S. Gordon, and Judith F. Mazo, University of Pennsylvania Press, 2003.

"Estimates of Union Density by State," *Monthly Labor Review*, July 2001, pp. 51-55, with Barry Hirsch and Wayne Vroman (accompanying data online).

"Children's Effects on Women's Labor Market Attachment and Earnings," with William Even, in *Changes in Working Time in Canada and the United States*, eds. Susan Houseman and Alice Nakamura, W.E. Upjohn Institute, 2001.

"Downsizing and Life Course Consequences of Job Loss: The Effect of Age and Gender on Employment and Income Security," with Jill Quadagno, Jennifer Reid, and Lori Parham, in *Restructuring Work and the Life Course*, eds. Victor Marshall, Walter Heinz, Helga Krueger, and Anil Verma, University of Toronto Press, 2001.

"The Effect of a Job Loss on the Employment Experience, Benefits, and Retirement Savings of Bank Officers," with Jill Quadagno and Jennifer Keene, in *Ensuring Health and Income Security for an Aging Workforce*, ed. Peter P. Budetti, W.E. Upjohn Institute, 2001.

"The Changing Distribution of Pension Coverage," *Industrial Relations*, April 2000, pp. 199-227, with William Even.

"Occupational Age Structure and Access for Older Workers," *Industrial and Labor Relations Review*, April 2000, pp. 401-418, with Barry Hirsch and Melissa Hardy.

"Earnings, Rents, and Competition in the Airline Labor Market," *Journal of Labor Economics*, January 2000, pp. 125-155, with Barry Hirsch. Reprinted in *The Causes and Effects of Deregulation*, edited by Paul W. MacAvoy and Richard Schmalensee, Edward Elgar, 2014, Vol. I, Ch. 16.

"Estimating Wage Differentials: When Does Cost-of-Living Matter?" *Economic Inquiry*, October 1999, pp. 577-598, with Mike DuMond and Barry Hirsch.

"Earnings and Employment in Trucking: Deregulating a Naturally Competitive Industry," with Barry Hirsch, in *Regulatory Reform and Labor Markets*, ed. James Peoples, Kluwer Publishers, 1998.

"Worker's Compensation Reciprocity in Union and Nonunion Workplaces," *Industrial and Labor Relations Review*, January 1997, pp. 213-236, with Barry Hirsch and Michael DuMond.

"Pensions and Training," *Industrial Relations*, January 1997, pp. 81-96, with Stuart Dorsey.

"The Consequences of Indexing Minimum Wages," *Contemporary Economic Policy*, October 1996, pp. 67-77, with William Even.

"Employer Size and Labor Turnover: The Role of Pensions," *Industrial and Labor Relations Review*, July 1996, pp. 707-728, with William Even.

"The Consequences of Non-FICA Status in State and Local Pensions," *Proceedings of National Tax Association Meetings*, 1996, with William Even.

"Gender-Related Differences in Pension Coverage," with William Even, in *Women and Work: A Handbook*, Garland Publishing, New York, NY, 1996.

"Wages and Gender Composition: Why Do Women's Jobs Pay Less?" *Journal of Labor Economics*, July 1995, pp. 426-471, with Barry Hirsch. Reprinted in *Recent Developments in Labor Economics*, edited by John T. Addison, Edward Elgar, 2007.

"Employer Size and Compensation: The Role of Worker Characteristics," *Applied Economics*, September 1994, pp. 897-907, with William Even

"Gender Differences in Pensions," *Journal of Human Resources*, Spring 1994, pp. 555-587, with William Even.

"Why Did Male Pension Coverage Decline in the 1980s?," *Industrial and Labor Relations Review*, April 1994, pp. 439-453, with William Even.

"Unionism and Gross Employment Flows," *Southern Economic Journal*, January 1994, pp. 427-438, with Timothy Dunne.

"The Pension Coverage of Young and Mature Workers", with William Even, in *Pension Coverage Issues for the '90s*, eds. Richard Hinz, John Turner, and Phyllis Fernandez, U.S. Government Printing Office, Washington, D.C, 1994.

"The Decline of Private-Sector Unionism and the Gender Wage Gap," *Journal of Human Resources*, Spring 1993, pp. 279-296, with William Even.

"Union Membership and Coverage Data Available From the Current Population Surveys: Note." *Industrial and Labor Relations Review*, April 1993, pp. 574-578, with Barry Hirsch.

"Racial Differences in Married Female Labor Force Participation Behavior: An Analysis Using Interracial Marriages," *Review of Black Political Economy*, Summer 1992, pp. 59-68, with James Stewart.

"Employer-Provided Retiree Health Insurance: Who is Covered?" *Economics Letters*, May 1992, pp. 95-99.

"Union Wage Differentials and the Effects of Industry and Local Union Density: Evidence from the 1980s," *Journal of Labor Research*, Fall 1991, pp. 419-427, with Michael Curme.

"The Effects of Extended Families and Marital Status on Housing Consumption by Black Female-Headed Households," *Review of Black Political Economy*, Winter/Spring 1991, pp. 65-84, with James Stewart.

"The Impact of Unionism on Fringe Benefit Coverage," *Economics Letters*, May 1991, pp. 87-91, with William Even.

"A Note on Ownership and Performance in Manufacturing Firms," *Southern Economic Journal*, April 1991, pp. 1164-1169, with Timothy Dunne.

"Union Membership and Contract Coverage in the United States, 1983-1988," *Industrial and Labor Relations Review*, October 1990, pp. 5-33, with Michael Curme and Barry Hirsch.

"The Gender Gap in Pensions and Wages," *Review of Economics and Statistics*, May 1990, pp. 259-265, with William Even.

"The Effect of International Competition on Union and Nonunion Wages," *Industrial and Labor Relations Review*, April 1990, pp. 434-446, with James Stewart.

"Plant Size and the Decline of Unionism," *Economics Letters*, April 1990, pp. 393-398, with William Even.

"Trade Unions and Labor's Share in U.S. Manufacturing Industries," *International Journal of Industrial Organization*, March 1990, pp. 143-51.

"The Labor Force Participation and Earnings Profiles of Married Female Immigrants," *Quarterly Review of Economics and Business*, Autumn 1989, pp. 57-72, with James Stewart.

"The Labor Supply and School Attendance of Black Women in Extended and Nonextended Households," *American Economic Review Papers and Proceedings*, May 1989, pp. 71-74, with James Stewart.

"Self-Employment and Married Women," *Economics Letters*, December 1988, pp. 281-284.

"Unionism and the Dispersion of Wages Among Blue-Collar Women," *Journal of Labor Research*, Fall 1987, pp. 395-405, with James Stewart.

Journal Publications (Real Estate and Insurance)

"Demographic Factors and Price Distortions in Insurance," *Risk Management and Insurance Review*, Spring 2015, with Ron Cheung, Cassandra Cole, Kathleen McCullough and Charles Nyce, pp. 1-28.

"Forecasting the Demand for Housing in the United States," *Journal of the Center for Real Estate Studies*, March 2013, pp. 28-48, with G. Stacy Sirmans.

“The Impact of No-Fault Legislation on Automobile Insurance Premiums,” *North American Actuarial Journal*, Issue 3, 2012, pp. 306-322, with Cassandra Cole, Kevin Eastman, Patrick Maroney, and Kathleen McCullough.

“The Use of Post-Loss Assessments in Catastrophic Financing,” *Risk Insurance and Management Review*, Fall 2011, pp. 265-298, with Patrick Maroney, Charles Nyce, Kathleen McCullough, James W. Newman Jr., and Cassandra Cole. The paper received the 2012 *Risk Insurance and Management Review* Best Perspectives Article Award from the American Risk and Insurance Association.

“A Meta-Analysis of Selling Price and Time on the Market,” *Journal of Housing Research*, Issue 2010, pp. 139-152, with Stacy Sirmans and Lynn MacDonald.

“A Comparison of Hurricane Loss Models,” *Journal of Insurance Issues*, Spring 2010, pp. 31-53, with Kathleen McCullough and Cassandra Cole.

“A Review of the Development of Residual Market Mechanisms in Florida,” *Journal of Insurance Regulation*, Summer 2009, pp. 55-80, with Patrick Maroney, Charles Nyce, Kathleen McCullough, James W. Newman Jr., and Cassandra Cole.

“The History of Property Tax Capitalization in Real Estate,” *Journal of Real Estate Literature*, Issue 3 2008, pp. 327-343, with Dean Gatzlaff and Stacy Sirmans.

“Horizontal and Vertical Inequity in Real Property Taxation,” *Journal of Real Estate Literature*, Issue 2 2008, pp. 167-180, with Dean Gatzlaff and Stacy Sirmans.

“The Title Insurance Industry: Examining a Decade of Growth,” *Journal of Insurance Regulation*, Summer 2007, pp. 23-51, with Randy Dumm and Stacy Sirmans.

“The Value of Housing Characteristics: A Meta-Analysis” *Journal of Real Estate Finance and Economics*, November 2006, pp. 215-240, with Stacy Sirmans, Lynn MacDonald, and Emily Zeitz.

“The Composition of Hedonic Pricing Models,” *Journal of Real Estate Literature*, Issue 1 2005, pp. 3-43, with Stacy Sirmans.

“The State of Affordable Housing,” *Journal of Real Estate Literature*, Issue 2 2003, pp. 133-155, with Stacy Sirmans.

“Affinity Programs and Real Estate Brokerage,” *Journal of Real Estate Research*, November-December 2001, pp. 337-351, with Stacy Sirmans.

“Neighborhood Diversity and House Price Appreciation,” *Journal of Real Estate Finance and Economics*, January 2001, pp. 81-97, with Stacy Sirmans.

“Forecasting Seniors Housing Demand in Florida,” *Journal of Real Estate Portfolio Management*, 1999, pp. 259-74, with G. Stacy Sirmans.

Working Papers

“The Gender Wage Gap and the Fair Calculations Act,” with William Even, revised and resubmitted to *Journal of Forensic Economics*.

“Interstate Differences in the Public-Private Pay Gap,” with William Even, July 2013.

“Teacher Salaries, State Collective Bargaining Laws, and Union Coverage,” December 2012, with Barry Hirsch and John Winters.

“The Effects of the 2007-2009 Federal Minimum Wage Increases on Teen Employment,” with William Even, under revision, July 2010.

“Do Pensions Impede Phased Retirement?” September 2004, with William Even, under revision.

Papers in Progress

“The Wage Growth of Minimum Wage Workers,” with William Even.

Funded Projects

Florida Legislature, 7/2017-6/2018, \$250,000, "Child Support Guidelines," with Stefan Norrbin, Thomas McCaleb, Katie Sherron, and Onsurang Norrbin.

Florida Department of Environmental Protection, 4/2016-6/2016, \$70,455, “Affordability Index,” with Stefan Norrbin.

Florida Legislature, 9/2013-6/2014, \$250,000, "Child Support Guidelines," with Stefan Norrbin, Thomas McCaleb, and Onsurang Norrbin.

Florida Legislature, 7/2011-6/2012, \$250,000, "Child Support Guidelines," with Stefan Norrbin and Thomas McCaleb.

Employment Policies Institute, 5/2010-7/2010, \$16,500 (Trinity University portion), “Employment Effects of the 2007-2009 Federal Minimum Wage Increases,” with William Even.

National Science Foundation, 9/2009-8/2012, \$125,866 (Trinity University portion), “Incentives in the Workplace: An Experimental Examination of How Wage Differences Across Time and Among Peers Affect Productivity and Self-Selection,” with Tim Salmon, Kislaya Prasad, and Hyejin Ku.

Florida Legislature, 10/2007-6/2009, \$175,000, "Child Support Guidelines," with Stefan Norrbin and Thomas McCaleb.

Florida Legislature (through University of Florida), 12/2006-9/2007, \$223,000, "Analysis of Save our Homes Amendment," with Dean Gatzlaff.

U.S. Administration on Aging (through University of South Florida), 5/2005-9/2007, \$175,000, "Employment in the Long-Term Care Industry: The Importance of Recruitment and Retention," with William Even.

Florida Legislature, 2/2003-8/2004, \$175,000, "Child Support Guidelines," with Stefan Norrbin and Thomas McCaleb.

Florida Department of Environmental Protection, 6/2002-2/2003, \$94,157, "Affordability Index," with Stefan Norrbin and William Serow.

University of South Carolina, 4/2000-11/2000, \$10,000, "Minority Homeownership in South Carolina," with Stacy Sirmans.

Florida Department of Business and Professional Regulation, 3/1999-6/1999, \$21,739, "Forecasting Housing Demand in Florida," with Stacy Sirmans.

University of South Carolina, 4/1999-11/1999, \$10,000, "Forecasting Housing Demand in South Carolina," with Stacy Sirmans.

Florida State University, 6/1999-8/1999, \$7,500, "Support for Preparing ECO 2000 as a Web-Based Course."

TIAA-CREF, 8/1998-8/1999, \$23,000, "Determinants of Savings in Supplemental Pension Plans: A Case Study of Pension Choices in Higher Education," with Melissa Hardy and Larry Hazelrigg.

Florida Department of Business and Professional Regulation, 4/1998-6/1998, \$16,638, "Forecasting Seniors' Demand for Housing in Florida," with Stacy Sirmans.

Florida Department of Business and Professional Regulation, 12/1997-6/1998, \$18,472, "Housing Price Appreciation in Orlando and Tampa," with Stacy Sirmans.

Florida State University, 6/1998-8/1998, \$7,500, "Support for Preparing ECO 2000 as a Web-Assisted Course."

Florida Department of Business and Professional Regulation, 3/1997-6/1997, \$17,898, "Minority Homeownership in Florida," with Stacy Sirmans.

U.S. Department of Labor, Pension Welfare and Benefit Administration, 12/1996-8/1997, \$20,000, "The Impact of Rising 401(k) Pension Coverage on Retirement Income," with William Even.

U.S. Department of Labor, Pension Welfare and Benefit Administration, 3/1996-6/1997, \$15,000, "The Determinants of 401(k) Participation and Contribution Levels," with William Even.

Florida Department of Business and Professional Regulation, 4/1996-6/1996, \$22,702, "Forecasting the Number of New Florida Real Estate Licensees," with Stacy Sirmans.

U.S. Department of Labor, Pension Welfare and Benefit Administration, 3/1995-6/1996, \$15,000, "Explaining the Decline in Pension Coverage of Less Educated Workers," with William Even.

Florida State University COFRS Grant, 6/1994-8/1994, \$8,000, "The Relative Compensation and Quality of Public and Private Sector Workers."

W.E. Upjohn Institute for Employment Research, 3/1994-12/1995, \$35,000, "Pensions and Productivity," with Stuart Dorsey and Christopher Cornwell.

Florida Division of Workers' Compensation, 1/94-12/1995, \$100,000, "Worker's Compensation Reciprocity in Union and Nonunion Workplaces," part of a service contract titled "Research Partnership with the Division of Workers' Compensation," co-investigator (one of several).

University of Wisconsin Institute for Research on Poverty Small Grant Program, 7/1993-6/1994, \$15,000, "Racial Composition, Wages, and Quality Sorting," with Barry Hirsch.

U.S. Department of Labor, Pension Welfare and Benefit Administration, 7/1993-6/1993, \$10,000, "Trends in Individual and Family Pension Coverage," with William Even.

U.S. Department of Labor, Pension Welfare and Benefit Administration, 6/1992-5/1993, \$10,000, "The Pension Coverage of Young and Mature Workers," with William Even.

U.S. Department of Labor, Pension Welfare and Benefit Administration and American Society of Pension Actuaries, 6/1991-5/1992, \$10,000, "A Conference on Current Pension Policy Issues," with William Even.

Miami University Faculty Research Grant, 6/1991-8/1991, \$4,000, "Projected Growth in Retiree Health Insurance Liabilities."

Ohio Board of Regents Research Challenge Grant, 1/1990-12/1990, \$4,980, "Proposal to Enhance the Data Library of the Center of Pension and Retirement Research," with William Even and Samuel Williamson.

Miami University Faculty Research Grant, 6/1990-8/1990, \$4,000, "The Role of Firm Size in Pension Coverage and Options."

Miami University Faculty Research Grant, 6/1989-8/1989, \$4,000, "Declining Unionism and the Gender Wage Gap," with William Even.

Participation in National Meetings

Presented, "The Affordable Care Act and the Growth of Involuntary Part-Time Employment," LERA/ASSA meetings, January 2017.

Presented, "Heterogeneity in Wage Growth for Estimating Earnings Loss," NAFE/ASSA meetings, January 2017.

Presented, "The Affordable Care Act and the Growth of Involuntary Part-Time Employment," ASSA meetings, January 2016.

Panel Discussant, American Real Estate and Urban Economics Association/ASSA meetings, January 2008.

Presented, "Employee Turnover in the Long-Term Care Industry," at Academy Health Annual Research Meetings, June 2007.

Presented, "Participant Direction in Defined Contribution Pension Plans," at International Atlantic Economic Society meetings, October 2006.

Presented, "The Risk and Return of Pension Investments in Employer Stock," at International Atlantic Economic Society meetings, October 2005.

Presented, "Replacing Earnings After Termination: Evidence from the Displaced Worker Survey," at the Allied Social Science Association/National Association of Forensic Economics, January 2002.

Presented, "Labor Market Transitions of Older Workers," at the Allied Social Science Association/Society of Government Economists meetings, January 1999.

Presented, "Why has the Loss in Pension Coverage Accelerated Among Less Educated Workers?" at the American Economic Association Meetings, 1995.

Presented, "Wages and Gender Composition: Why Do Women's Jobs Pay Less?" at the American Economic Association Meetings, 1994, with Barry Hirsch.

Presented, "Pensions, Labor Turnover, and Employer Size" at the American Economic Association Meetings, 1993, with William Even.

Presented, "Why Did Male Pension Coverage Decline in the 1980s?" at the American Economic Association meetings, 1992, with William Even.

Participation in Regional Meetings

Presented, "Where Does the Minimum Wage Bite Hardest in California?" at the Southern Economic Association meetings, November 2018.

Discussant, "Discounting Environmental Benefits to Future Generations: Generational Equity or Intertemporal Efficiency," at Southern Economic Association meetings, November 2018.

Presented, "The Gender Wage Gap and the Fair Calculations Act," at Western Economics Association meetings, July 2017.

Discussant, "Economic Windfalls and the Affordable Care Act: A Policy Proposal," at Western Economics Association meetings, July 2016.

Discussant, "The Impact of Self-Reported Disability on Job Search Success," at Western Economics Association meetings, June 2015.

Discussant, "Gender and the Labor Market," at Southern Economics Association meetings, November 2014.

Presented, "The Impact of the Affordable Care Act on Part-Time Employment," at Western Economics Association meetings, June 2014.

Presented "Interstate Differences in the Public-Private Pay Gap" at Western Economics Association meetings, July 2013.

Discussant, "Pay Gaps and Discrimination," at Western Economics Association meetings, July 2013.

Presented "What Do Unions Do to Pension Performance?" at Western Economics Association meetings, July 2012.

Discussed, "The Dog that Didn't Bark: Item Non-Response and Non-Cognitive Ability," at Western Economics Association meetings, July 2012.

Presented "Unions and Pension Performance: The Role of Pension Design," at Southern Economics Association meetings, November 2009.

Panel member, "Recent Federal Reserve Policy: An Evaluation" at Southern Economics Association meetings, November 2009.

Discussant, "Topics in Health Economics," at Southern Economics Association meetings, November 2009.

Discussant, "Teacher Pay, Principals, and Schooling," at Southern Economics Association meetings, November 2009.

Presented "Is Bigger Still Better?: The Decline of the Wage Premium at Large Firms," at Western Economic Association meetings, July 2009.

Presented "Is Bigger Still Better?: The Decline of the Wage Premium at Large Firms," at Eastern Economic Association meetings, February 2009.

Panel Discussant at the Southern Economic Association meetings, November 2008.

Presented "Is Bigger Still Better?: The Decline of the Wage Premium at Large Firms," at Southern Economic Association meetings, November 2008.

Presented "The Growth of Participant Direction in Defined Contribution Pensions," at Western Economic Association meetings, July 2008.

Chair "Pensions and Retirement" Session at Southern Economic Association meetings, November 2007.

Presented "The Growth of Participant Direction in Defined Contribution Pensions," at Southern Economic Association meetings, November 2007.

Presented, "Participant Direction in Defined Contribution Pension Plans," at Southern Economic Association meetings, November 2006.

Panel Discussant, Southern Economic Association meetings, November 2005.

Presented, "Do Pensions Impede Phased Retirement?" at the Southern Economic Association meetings, November 2004.

Presented, "When Will the Gender Gap in Retirement Income Narrow?" at the Southern Economic Association meetings, November 2003.

Presented, "How Will the Growth of DC and 401(k) Plans Affect Pension Income?" at the Southern Economic Association meetings, November 2002.

Presented, "Racial Composition, Wages, and Quality Sorting," at the Southern Economic Association meetings, November 1999.

Presented, "Racial and Ethnic Differences in Pension Coverage and Benefit Levels," at the Southern Economic Association meetings, November 1998.

Presented, "Factors Influencing Participation and Contribution Levels in 401(k) Plans," at the Western Economics Association meetings, July 1998.

Presented, "Aging at Work: Employment Determination, Firm Strategies, and Public Policy in the United States," at the Western Economic Association meetings, July 1994.

Presented, "Why Did Male Pension Coverage Decline in the 1980s?" at the Western Economic Association meetings, July 1992.

Presented "Plant Size and the Decline of Unionism," at the Southern Economic Association meetings, 1989, with William Even.

Panel Discussant, Southern Economic Association meetings, November 1989.

Presented "The Labor Force Participation and Earnings Profiles of Married Female Immigrants," at the Southern Economic Association meetings, November 1988.

Presented "Pensions, Screening, and the Gender Wage Gap," at the Southern Economic Association meetings, November 1988.

Session Chair and Panel Discussant at the Southern Economic Association meetings, November 1988.

Participation in Invited Seminars, Conferences, and other Presentations

Presented, "The Affordable Care Act and the Growth of Involuntary Part-Time Employment" at Trinity University Omicron Delta Epsilon Dinner, April 2018.

Presented, "The Affordable Care Act and the Growth of Involuntary Part-Time Employment," at Trinity University Faculty Research Dinner Seminar Series, March 2018.

Presented, "How Will a \$15 Minimum Wage Affect Employment in California?" at Association of Private Enterprise Education meetings, April 2018.

Session Chair, "Policy Issues in Labor Market and Human Resources," at Association of Private Enterprise Education meetings, April 2017.

Presented, "The Affordable Care Act and the Growth of Involuntary Part-Time Employment," at Association of Private Enterprise Education meetings, April 2016.

Presented, "Has the Affordable Care Act Caused a Shift to Part-Time Work?," at the Federal Reserve Bank of Atlanta, June 2015.

Presented, "Has the Affordable Care Act Caused a Shift to Part-Time Work?," at the University of Kentucky, April 2015.

Presented, "Trends in Pensions" and "What Do Unions Do to Pension Performance?" at Texas State University, September 2013.

Presented, "Trends in Pensions" at Trinity University Food for Thought Luncheon Lecture, May 2012.

Presented, "Teaching Macroeconomics During Troubled Times," at Creative Ideas for Your Basic Economics Course Conference at Florida State University, February 2012.

Presented, "Participant Direction in Defined Contribution Pension Plans," at Trinity University Faculty Research Dinner Seminar Series, April 2011.

Presented, "Participant Direction in Defined Contribution Pension Plans," at Pennsylvania State University, April 2010.

Presented, "The Parallels Between the Japanese Economic Crisis of the 1990s and the US Today" at Creative Ideas for Your Basic Economics Course Conference at Florida State University, February 2010.

Chair "Minimum Wage & EITC" Session at Society of Labor Economists meetings, May 2009.

Presented "Participant Direction in Defined Contribution Plans," at Lehigh University, April 2009.

Presented "Is Bigger Still Better?: The Decline of the Wage Premium at Large Firms," at Association of Private Enterprise Education meetings, April 2009.

Presented "The Growth of Participant Direction in Defined Contribution Pensions," at Trinity University, October 2008.

Presented "The Growth of Participant Direction in Defined Contribution Pensions," at Georgia State University, April 2008.

Presented "The Growth of Participant Direction in Defined Contribution Pensions," at Association of Private Enterprise Education meetings, April 2008.

Presented, "Improving Pension Coverage at Small Firms," at Hudson Institute, May 2006.

Presented, "Participant Direction in Defined Contribution Plans," at Society of Labor Economics meetings, May 2006.

Presented, "Participant Direction in Defined Contribution Plans," at Association of Private Enterprise Education meetings, April 2006.

Presented, "Participant Direction in Defined Contribution Plans," at University of Wisconsin-Milwaukee, April 2006.

Invited Panel Participant for Pepper Foundation and Center Symposium on pension reform, Washington, DC, February 2006.

Presented, "The Risk and Return of Pension Investments in Employer Stock," at West Virginia University, April 2005.

Presented, "The Risk and Return of Pension Investments in Employer Stock," at the University of Kentucky, November 2004.

Presented, "The Causes and Consequences of Company Stock Holdings in Pension Funds," at the Federal Reserve Bank of Atlanta, April 2004.

Presented, "The Causes and Consequences of Company Stock Holdings in Pension Funds," at the University of Oklahoma, February 2004.

Presented, "Tracking Union and Nonunion Wages in the U.S.: Can the Evidence be Reconciled?" at the Middlebury Annual Conference on Economic Issues, April 2002.

Presented, "How Will the Growth of DC and 401(k) Plans Affect Pension Income?" at the Miami University Center for Pension and Retirement Research Conference, June 2001.

Presented, "Benefits and Worker Productivity," Benefits for the Workplace of Tomorrow – Conference, Wharton School, University of Pennsylvania, May 2001.

Participant, Innovations in Managing the Financial Risks of Retirement Conference, Wharton School, University of Pennsylvania, May 2000.

Presented "Using Hi-Tech in Large Lectures," at Association of Private Enterprise Education meetings, April 2000.

Presented "Employee Participation in 401(k) Plans," at University of Wisconsin-Milwaukee, October 1999.

Presented "Gender, Race, and Ethnicity in the Labor Market," as part of the Smith Chair course in Labor Economics at Brigham Young University, September 1999.

Presented, "The Decline in Pension Coverage Among Less Educated Workers," at the Florida State University Economics Department Seminar Series, 1996.

Presented, "Children's Effects on Women's Labor Market Attachment and Earnings" at the Conference on the Changes in Working Time in Canada and the United States, Canadian Employment Research Forum, 1996.

Presented, "Earnings, Rents, and Competition in the Airline Labor Market" at the Ohio State University Economics Department Seminar Series, 1996.

Presented, "Earnings, Rents, and Competition in the Airline Labor Market" at the Florida State University Economics Department Seminar Series, 1995.

Presented, "Employer Size and Labor Turnover: The Role of Pensions," at Syracuse University, 1995.

Presented, "Earnings, Rents, and Competition in the Airline Labor Market" while visiting scholar at the Federal Reserve Bank of Cleveland, 1995.

Presented, "Trends in Individual and Household Pension Coverage," at the Miami University Center for Pension and Retirement Research Conference, 1994.

Presented, "Racial Composition, Quality Sorting, and the Black-White Wage Gap" at the University of Wisconsin, Institute for Research on Poverty, Small Grants Workshop, 1993, with Barry Hirsch.

Presented, "Why Did Male Pension Coverage Decline in the 1980s?" at the Florida State University Economics Department Seminar Series, 1992.

Participant at National Bureau of Economic Research (NBER) Labor Studies meetings of the Summer Institute, 1992.

Presented, "Why Did Male Pension Coverage Decline in the 1980s?" at the Miami University Conference on Current Pension Policy Issues, 1992.

Organizer and participant at conference on "Contemporary Issues in Pension Economics," hosted by the Center for Pension and Retirement Research, Miami University, 1990.

Presented "The Effect of International Competition on Union and Nonunion Wages," at the University of Cincinnati Seminar Series, 1987.

Refereeing

Bulletin of Economic Research, British Journal of Industrial Relations, Canadian Journal of Economics, Contemporary Economic Policy, Cornell Hospitality Quarterly, Development South Africa, Eastern Economics Journal, Economic Development and Cultural Change, Economic Inquiry, Economics Letters, Industrial Relations, Industrial and Labor Relations Review, International Economic Review, International Review of Economics and Finance, Journal of Economics and Business, Journal of Forensic Economics, Journal of Housing Economics, Journal of Human Resources, Journal of Labor Economics, Journal of Labor Research, Journal of Legal Economics, Journal of Legal Studies, Journal of Pension Economics and Finance, Labour Economics, Medical Care, Mid-American Journal of Business, Policy Studies Review, Quarterly Journal of Economics, Quarterly Review of Economics and Finance, Real Estate Economics, Review of Economics and Statistics, Scottish Journal of Political Economy, Social Science Quarterly, Southern Economic Journal

Outside reviewer for Department of Economics, UNC-Greensboro, Georgia State University.

Promotion and tenure letters for candidates at Georgia State University, Kansas State University, Louisiana State University-Shreveport, Monmouth University, Ohio State University, University of Massachusetts, University of Southern California, and University of Wisconsin-Milwaukee.

Honors and Awards

Awarded sabbatical, Trinity, Fall 2016.

Awarded sabbatical, Trinity, Fall 2011.

Nominated for FSU Award for Excellence in Undergraduate Teaching, Spring 2005.

Named Rod and Hope Brim Eminent Scholar in Economics, FSU, Fall 2004.

Research Fellow, Institute for the Study of Labor (IZA), Bonn, 2004-.

Who's Who in Economics, Fourth Edition, Mark Blaug and Howard Vane (eds), Edward Elgar Publishing, 2003, pp. 524 (selection criteria: one of the 1,200 most frequently cited economists in the years 1990-2000 using the Social Science Citation Index).

Awarded Abba Lerner named professorship, FSU, Spring 2000.

Awarded sabbatical, FSU, Spring 2000.

Received FSU Award for Excellence in Undergraduate Teaching, Spring 2000.

Received FSU Teaching Incentive Program Award, Fall 1995.

Nominated for FSU Award for Excellence in Undergraduate Teaching, Spring 1994.

Nominated for Outstanding Teaching Award, Associated Student Government, Miami University, 1992.

Selected by the Miami University Sisters of Delta Gamma for a "Favorite Professor Award" in Fall 1990.

Honorary Member of Golden Key National Honor Society, Fall 1989.

Selected by the Sisters of Delta Gamma as "One of the twenty-five most outstanding faculty members at Miami University" in Fall 1988.

Service

National

Vice President, National Association of Forensic Economics, 2014-2017.

Vice President, Southern Economic Association, 2011-2013.

Trinity University

Retirement Plan Committee, 2013-
 Department Chair, Economics Department, 2015-
 Distinguished Research Award Committee, 2019
 Chairs' Compensation Ad Hoc Committee, 2018
 Jesse H. Jones Professor of Business Administration (Accounting) Search Committee,
 2017-2018
 Benefits Committee, 2017-2018
 Murchinson Term Chair Committee, 2017-2018
 DeCoursey Lecture Committee, 2015-2016
 Dean of School of Business Administration Search Committee, 2013-2014
 Student Admission Ad Hoc Committee, 2013
 Faculty and Staff Compensation Committee, 2010-2012
 Piper Professor Committee, 2012-2013
 Dick and Peggy Prassel Professor of Business Administration Search Committee, 2011
 Student Retention Committee, 2010

Florida State University

University and College Committees:

Member, GPC subcommittee for Marketing, Spring 2008.
 Member, Graduate Policy Committee, Fall 2007- Spring 2009.
 Chair, GPC subcommittee for Political Science, Fall 2006.
 Member, Title IV Admissions Attendance Committee, Fall 2003-Spring 2004.
 Member, College of Social Sciences Executive Committee, Fall 2003- Spring 2009.
 Member, Ad Hoc Committee on COSS Technology, Spring 2003.
 Member, Computing and Information Resource Committee, Fall 1999- Spring 2009.
 Member, Academic and Policy Affairs Committee, Fall 1996-Spring 1998.

Economics Department Committees:

Member, Ad Hoc Committee on Economics 2000 Level Courses, Spring 1999.
 Member, Undergraduate Economics Committee, Fall 1998-Spring 2009.
 Member, Economics Department Executive Committee, Fall 1994-Spring 1995, Fall
 1996-Spring 1999, Fall 2000- Spring 2009.
 Economics Department Library Representative, Fall 1993- Spring 2009.
 Micro/Macroeconomics Seminar Coordinator, Fall 1993-Spring 1995,
 Fall 1998-Fall 1999, Fall 2001, Fall 2006- Spring 2007.

Comprehensive Examination Committees:

Member, Masters Comprehensive Exam Committee, Spring 1994.
Member, Ph.D. Labor Field Exam Committee, Fall 1992, Spring 1994, Fall 1994,
Fall 1995, Fall 1996, Spring 1997, Spring 1998.
Chair, Masters Comprehensive Exam Committee, Fall 1994, Spring 1998.
Chair, Ph.D. Labor Field Exam Committee, Spring 1993-Fall 1993, Spring 1995,
Spring 1996, Spring 2000, Spring 2001, Fall 2001.

Miami University

Computing Task Force, Department of Economics, 1991-92.
Recruiting Committee, Department of Economics, 1990-92.
Economics Club Advisor, 1988-1991.
Research Associate, Center for Pension and Retirement Research, 1988-92.
Delta Sigma Pi Chapter Advisor, 1988-89.
Student Finance Committee, Student Affairs Council, 1988-89.
Omicron Delta Epsilon Advisor, 1987-88.

Theses, Extended Papers, and Dissertations

Undergraduate Honors Thesis:

Chair, Leela Hebbar, 1995

Member, Nicole Cubies, 2006
Member, John Stutts, 2006
Member, Todd Crannell, 2000
Member, Mark Plotnick, 2000
Member, Bobby Pittman, 1998

MS Thesis and Extended Paper:

Chair, Maria Arce-Trigatti, 2009
Chair, George Holesko, 2000
Chair, J. Michael DuMond, 1994

Member, Shael Wolfson, 2000
Member, Lehr Eliason, 2000
Member, Steve Muri, 2000
Member, Ken Meier, 1998
Member, Tarteshia Williams, 1995
Member, Richard Page, 1994

PhD Dissertation:

Chair, James Farrell, 2009
Chair, Mark Keightley, 2008
Chair, Ali Al-Malki, 2007
Chair, Carter Doyle, 2005
Chair, Edward Wolpert, 1998
Chair, J. Michael DuMond, 1997

Member, Bogdan Daraban, 2007
Member, Russell Engel, 2007
Member, Li Feng, 2006
Member, Chuck Skipton, 2003
Member, Nicole Yurgin, 2003
Member, Jennifer Troyer, 1999
Member, Josefina Tranfa, 1999
Member, Shaliesh Bandarhi, 1998
Member, James Freeman, 1998
Member, Brian Nottage, 1998
Member, Ben Shippen, 1995
Member, Ed Schumacher, 1994
Outside Member, Stephanie Burge, Sociology, 2006
Outside Member, Reg Albritton, Special Education, 2005
Outside Member, Kim Shuey, Sociology, 2001
Outside Member, Andrea Willson, Sociology, 2001

David A. Macpherson

Depositions and Trial Testimony: 2012 to 2019

1. Christina Whipple v. R.E.S.A, Inc.
Atty: Susan Haney; Texas, Bexar County; testified at deposition and testified at trial; business damages; 2011-2012; Case No.: 2009-CI-17074
2. Daniel Plouffe, et al. v. General Motors, LLC
Atty: Michael Pitt; Michigan, Wayne County; testified at deposition; age discrimination; 2012; Case No. 11-007645-CL
3. Johnny Cash v. State Farm
Atty: Steven Andrews; Leon County, Florida; testified at trial; wrongful injury; 2012; Case No. 10-CA-2429
4. Victor Allred v. Robin Carnahan et al.
Atty: Eddie Greim; Cole County, Missouri; testified at trial; minimum wage; 2012; Case No.: 11AC-CC00743.
5. Dorene Goodman v. John Lentz et al.
Atty: Dana Brooks; Calhoun County, Florida; wrongful death; testified at deposition and trial; 2012; Case No.: 09-307-CA.
6. Michael Hendley v. Geoffrey Deutsch.
Atty: Dana Brooks; Thomas County, Georgia; wrongful injury; deposition; 2012; Case No.: 10-CV-693.
7. Doug Carl v. Fulton County and Thomas Andrews
Atty: Andrew Coffman; U.S. District Court; Northern District of Georgia; Case No. 1:07-CV-1812-WBH-AJB; testified at hearing; wrongful termination; 2012.
8. Karen Cyphers v. Capital Transportation
Atty: Steven Andrews; Leon County, Florida; Case No. 2011-CA-1016; testified at deposition; wrongful injury; 2013.
9. Russell Calf v. R & L Enterprises
Atty: Michael Haire; Holmes County, Florida; Case No. 99-398-CA; testified at deposition; business damages; 2013.
10. Gary Van Poperin and Eugene N. Hargrave versus Hewlett-Packard, Inc.
Atty: Megan Bonanni; U.S. District Court, Eastern District of Michigan, Southern Division; Case No. 10-11110; testified at deposition; age discrimination; 2013.

11. Logan McCoy Estate v. TMH
Atty: Steven Andrews; Leon County, Florida; Case No. 2010-CA-0509; testified at deposition; wrongful death; 2013.
12. Adriana Finney et al. v. FedEx Freight, Inc. et. al.
Atty: Jessica Lynn Sepulveda; Texas; testified at deposition; wrongful injury; 2013.
13. Karl Rutter v. Baypoint
Atty: Les McFatter; Bay County, Florida; testified at deposition and testified at trial; wrongful injury; 2013.
14. Bridget Garmon v. Jerry Saldana and Cintas
Atty: Scott Robelen; Bexar County, Texas; Case No: 2012-CI-11319; testified at deposition; wrongful death; 2013.
15. Linda Coronado v. Old School Services and Caleb Patrick
Atty: Veronica Lane; Wilson County, Texas; Case No. 11-10-0644 CVW; testified at trial; wrongful death; 2014.
16. Vernon Howell v. David Marston, et al.
Atty: Wade Caldwell; Bexar County, Texas; Case No. 2013-CI-02121; testified at hearing; wrongful injury; 2014.
17. Pacetta et al. v. Town of Ponce Inlet
Atty: Clifford Shepard; Volusia County, Florida; Case No. 2010-31696; deposition, business damages; 2014.
18. Juan and Maria Rios v. Travis Peel, et al.
Atty: Dale Klein; Duval County, Texas; Case No. DC-12-304; deposition, wrongful death; 2014.
19. United States of America ex rel. Daniel Kirk v. Schindler Elevator Corporation
Atty: David Mollon; U.S. District Court, Southern District of New York
Case No. 05 Civ. 2917 (SHS)(KNF); deposition, federal false claims; 2014.
20. H. Leon Ellis and Transmission Maintenance Construction LLC v. ITC Holdings Corp
Michigan Electric Transmission, LLC, and ITC Midwest LLC
Atty: Kevin Carlson; Private Arbitration; deposition; business damages; 2014.
21. Thomas Dade v. GRA-GAR, LLC
Atty: Jeffrey Smith; U.S. District Court, Northern District of Texas;
Case No. 3:13-CV-3180-K; deposition, wrongful termination; 2014.
22. Lennox Walker v. Michael Hansen

- Atty: Gary Roberts; Leon County, Florida; Case No: 2010-CA-003454; testified at trial, wrongful injury; 2014.
23. Jose Santos v. Oxy Vinyls, LP and Oscar Cole
Atty: Chris Brasure; Harris County, Texas; Case No: 20137-3418; deposition, wrongful injury; 2014.
24. Timothy Redding v. Capital Health Plan, et al.
Atty: Steven Andrews; Leon County, Florida; Case No: 2010-CA-1204; testified at deposition and trial, wrongful injury; 2014-2015.
25. Jennifer Smith vs FAMU
Atty: Rick Johnson; U.S. District Court, Southern District of Florida; Case No: 4:14-cv-00540-RH-CS; testified at trial, wage discrimination; 2015.
26. Ramiro De La Rosa v. Texas State Technical College
Atty: Bill Mount; Cameron County, Texas; Case No: 2014-DCL-00856; testified at deposition, wrongful termination; 2015.
27. Stephanie Cockram v. GM LLC Ignition Switch Litigation
Atty: Bryce Duke; U.S. District Court, Southern District of New York; Case No. 1:14-cv-18176; testified at deposition, wrongful injury; 2015.
28. Robert Reid v. GM LLC Ignition Switch Litigation
Atty: Bryce Duke; U.S. District Court, Southern District of New York; Case No. 1:14-cv-05810; testified at deposition, wrongful injury; 2015.
29. Robert Scheuer v. GM LLC Ignition Switch Litigation
Atty: Bryce Duke; U.S. District Court, Southern District of New York; Case No. 1:14-cv-08176; testified at deposition, wrongful injury; 2015.
30. Elisa Alexander v. William John Smith
Atty: Clint Wallace; U.S. District Court, Northern District of Florida; Case No. 3:15-cv-0233-MCR/CJK; testified at deposition, wrongful death; 2015.
31. Abe Yaser v. Brandon Crespo, et al.
Atty: Jonathan Perkins; Superior Court, J.D. of New Haven. Connecticut; Case No. NNH-CV13-6036945-S; testified at trial, wrongful injury; 2015.
32. Bimal Banik v. Angel Tamez, et al.
Atty: Bill Mount; Hildago County, Texas; Case No: C-6858-13-D; testified at deposition, wrongful termination; 2016.

33. Est. of Morris Thomas v. Thigpen
Atty: Hubert Brown; Leon County, Florida; Case No: 2013 CP 000648; testified at deposition and trial, wrongful death; 2016.
34. Doris Edwards et al. v. Greyhound Bus Lines and Larry Sampson
Atty: Patricia Morgan; Dallas County, Texas; Case No: DC-16-04398 and DC-16-04500; testified at deposition, wrongful death; 2017.
35. Kenneth Dutton v. New Haven Terminal, Inc.
Atty: Jonathan Perkins; Superior Court, J.D. of New Haven. Connecticut; Case No. NNH-CV15-6056782-S; testified at deposition, wrongful injury; 2017.
36. Steven Clayton v. International Paper Company et al.
Atty: Ronnie Turner; Orange County, Texas; Case No. A150130-C; testified at deposition, employment; 2017.
37. Sabal Trail Transmission, LLC v. Smith et al. and Ventura Ranch LLC, et al.
Atty: Felecia Ziegler; U.S. District Court, Middle District of Florida, Ocala Division; Case Nos. 5:16-cv-00147-CEM-PRL and 5:16-cv-00224-CEM-PRL; testified at deposition, eminent domain; 2017.
38. Sabal Trail Transmission, LLC v. Lee A. Thomas as Successor Sole Trustee of the Trust Agreement for Lee A Thomas Dated October 1, 2003, et al.
Atty: Felecia Ziegler; U.S. District Court, Northern District of Florida, Gainesville Division; Case Nos. 1:16-cv-00093-MW-GRJ, 1:16-cv-00095-MW-GRJ, 1:16-cv-00111-MW-GRJ, 1:16-cv-00124-MW-GRJ, 1:16-cv-00089-MW-GRJ, 1:16-cv-00066-MW-GRJ, 1:16-cv-00091-MW-GRJ, 1:16-cv-00090-MW-GRJ; testified at deposition, eminent domain; 2017.
39. Sabal Trail Transmission, LLC v. Marlon Brammer, Nicole Brameer, et al.
Atty: Felecia Ziegler; U.S. District Court, Middle District of Florida, Jacksonville Division; Case Nos. 3:16-cv-00288-TJC-JRK, 3:16-cv-00267-TJC-MCR, 3:16-cv-00314-TJC-PDB, 3:16-cv-00276-TJC-JRK, 3:16-cv-00264-TJC-MCR, 3:16-cv-00274-TJC-JBT, 3:16-cv-00318-TJC-JRK, 3:16-cv-00275-TJC-MCR, 3:16-cv-00265-TJC-PDB; testified at deposition, eminent domain; 2017.
40. Dale Copher et al. v. Motor City Auto Transport, Inc. and James Ferns
Atty: Meghan Bonnani and Kevin Stoops; Michigan, Macomb County; Case No: 2015-2500-CK; testified at deposition, employment; 2017.
41. A. J., PPA Magda Jakubowski and Martin Jakubowski: Magda Jakubowski, individually, and Martin Jakubowski, individually v. the United States of America.
Atty: David Nelson; U.S. District Court, District of Connecticut; Case No. 3:15-CV-01062-JAM; testified at deposition, wrongful injury; 2017.

42. Jonathan Creech v. Martin Resource Management Corporation
Atty: Shawn Latchford; U.S. District Court, Eastern District of Texas, Marshall Division; Case No. 2:17-cv-9; testified at deposition, wrongful termination; 2017.
43. Jorge Oviedo v. Winco Trucking and Charles Edward Dunlap I
Atty: Chris Brasure; Lasalle County, Texas; Case No. 16-08-00110-CVL; testified at deposition, wrongful injury; 2017.
44. Curtis A. Blum v. Madeleine C. Chancellor, and her husband, James J. Chancellor
Atty: Les McFatter; Okaloosa County, Florida; Case No.: 17-CA-1609-F; testified at deposition and testified at trial; wrongful injury; 2018.
45. Rhonda Jean Ortiz v. Jose Padilla Alvarez and CCJK LLC
Atty: Ashley Applewhite; Travis County, Texas; Case No.: D-1-GN-17-003740; testified at deposition; wrongful injury; 2018.
46. Susanne Traux et al. v. Waldman Associates Limited Partnership et al.
Atty: Jonathan Perkins; Superior Court, J.D. of Waterbury. Connecticut; Case No. (X06) UWY-CV15-6033242-S; testified at deposition, wrongful injury; 2018.
47. Jose Mejia, et al. v. Joshua Anderson and Holt Texas Ltd.
Atty: Zachary Fannuchi; Bexar County, Texas; Case No.: 2017-CI-15232; testified at deposition; wrongful injury; 2018.
48. Sabal Trail Transmission, LLC v. Lee A. Thomas as Successor Sole Trustee of the Trust Agreement for Lee A Thomas Dated October 1, 2003 and Ryan B. Thomas
Atty: Felecia Ziegler; U.S. District Court, Northern District of Florida, Gainesville Division; Case Nos. 1:16-cv-00093-MW-GRJ and 1:16-cv-00095-MW-GRJ; testified at trial; eminent domain; 2018.
49. John Kinlaw v. Dr. Charles Nwaokocho, et al.
Atty: Andrew Tate; U.S. District Court, Eastern District of Virginia, Richmond Division; Case No. 3:17-cv-772-REP; testified at deposition and trial; wrongful injury; 2019.
50. Daniel Antonio Munoz v. G&P Trucking Company, et al.
Atty: Gabriel Gonzalez; U.S. District Court, Southern District of Texas, Laredo Division; Case No. 5:16-CV-00263; testified at deposition; wrongful injury; 2019.
51. Asbury Jax Ford, LLC vs. Lisa Marasco, Beck Auto Sales, and City of Tallahassee
Atty: Chris Lunny; Leon County, Florida; Case No. 2017-CA-573; testified at deposition; business damages; 2019.

52. Sandra Etta James vs. CC Frost Properties, Ltd. et al.
Atty: Chris Pinedo; Nueces County, Texas; Case No. 2016-CCV-62359-1; testified at deposition; wrongful injury; 2019.

53. Michael James Nelson vs. John Walker Darrah, III
Atty: Hal Mardenborough; Bay, Florida; Case No. 170001180CA; testified at deposition; wrongful injury; 2019.

54. John Doe et al. vs. Michigan Department of Corrections, et al.
Atty: Michael Pitt; Washtenaw County, Michigan; Case No. 13-1196-CZ; testified at deposition; wrongful injury; 2019.