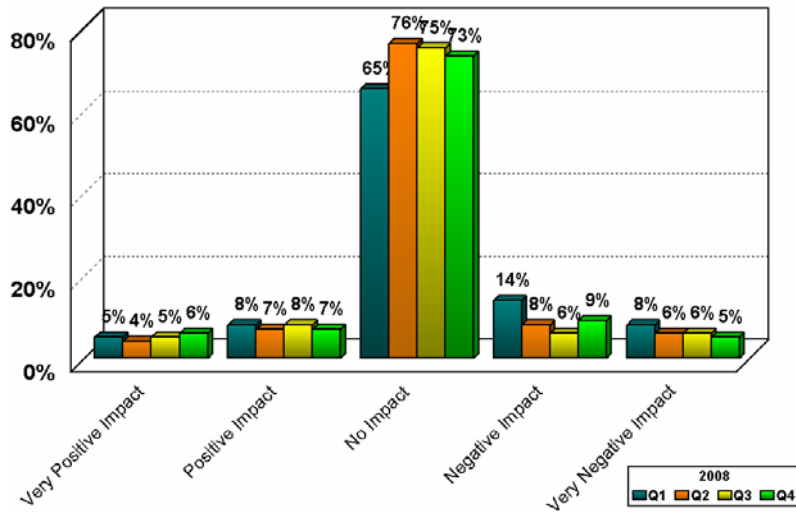


Quarter 4, 2008

**Does the Employer Sanctions Law Have Relevance in a Down Economy?**



The vast majority of Arizona small businesses continue to report that the Employer Sanctions Law is having no impact on their business. This quarter, that proportion is 73%, down insignificantly from the 75% reported last quarter

A subtle, but interesting, change has occurred since the first two quarters of 2008. During the first quarter, considerably more employers reported that the law had a negative impact (22%) than said it had a positive impact (13%). While the same relationship was evident in Q2, the disparity was greatly diminished. In Q3 and Q4 however, we found virtually identical numbers of businesses reporting a positive impact from the law as reported a negative impact.

According to the poll's director, Dr. Michael O'Neil,

*“The pattern that we see here is that after Q1 of 2008 when the law first took affect, the impact has stabilized. Of course, the context of this law’s implementation is that it took effect in a time of significant economic downturn. When workers are being laid off and unemployment rates are growing, concerns about an adequate labor force are far less salient then they would be during a time of economic growth. This may account in part for the relative lack of concern about the effects of this legislation.”*

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*These results are taken from the Q4 O'Neil Associates/ASBA Arizona Economic Indicators Monitor. This project provides insights to support business leaders in companies of all sizes to make key economic decisions, as well as sharing small business attitudes on major political issues. O'Neil Associates, a national public opinion research firm based in Tempe, sent surveys to ASBA's membership of 3,000 small businesses across the state as it did at the end of Q1, Q2 and Q3 2008. The survey covered a wide range of economic issues, including business performance, revenue and job growth, and overall business confidence ratings. Results provide insights into the perceptions of business owners on the economic health and vitality of the Arizona economy. Based on 285 responses, the survey has a margin of error (at the 95% confidence level) of approximately +/-6%.*  
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**Results of this survey may be cited freely with the proviso that they be cited as the O'Neil Associates/ASBA Arizona Economic Indicators Monitor"**

The O'Neil Associates/ASBA Arizona Economic Indicators Monitor is made possible by a cooperative effort of

- [ASBA](#), the Arizona Small Business Association, is the leading voice for small businesses in the State of Arizona.
- [O'Neil Associates](#), a national public opinion research firm based in Tempe, has done over 1700 public opinion and marketing research projects since 1981. These include surveys and focus group projects for a wide array of businesses throughout the country.

For a complete copy of all **O'Neil Associates/ASBA Arizona Economic Indicators Monitor** reports released to date, as well as opinion research reports on an array of other topics visit <http://www.oneilresearch.com/publicdomain> or click on the banner below.



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