



AMERICAN
SUSTAINABLE
BUSINESS
COUNCIL

Good Workplace Business Profile

UncommonGoods, LLC

UncommonGoods (www.uncommongoods.com) is an online marketplace offering creatively designed, high-quality merchandise at affordable prices. At UncommonGoods, they believe that creativity and the expression of individuality represent two great human treasures. They have set out to create a business that makes uncommon goods accessible to everyone. Founded in August 1999, UncommonGoods is privately held and headquartered in New York City.



Dave Bolotsky of UncommonGoods, LLC

“The FAMILY Act is an important piece of legislation and UncommonGoods is proud to support it. Paid family leave insurance should be in every business model and the benefit is clear; a more productive workforce leads to a better bottom line. When workers succeed, businesses succeed and the FAMILY Act will help make this happen.”

– Dave Bolotsky

Why did you make it a priority to provide good leave to your employees?

We believe it is the right thing to do - if you have to take leave, it should not be a financial hardship. In addition, we think it is good for business - it should help us attract and retain a strong team.

What, if any, hurdles did you encounter implementing the policy and how did you address them?

As a relatively small company, we found it best to use an outside insurance company to administer the disability program and we would have liked to go beyond the maximum 60% of salary payout during the disability period. We offer a period of fully paid maternity/paternity leave in addition to this policy.

How does your company justify spending the money on these practices/policies?

Again, we believe it is simply the right thing to do. It's good for business, helps us build the strongest team possible, and makes us a better business from top to bottom. The effect is seen not just in our employees, but in our bottom line as well.

How has providing good leave affected your business's profits?

We look at this issue as part of an entire benefits package that we think is key to attracting and retaining a strong team and that is responsible for generating our profits.

We believe the profits we have wouldn't exist if we didn't have the reputation for being a responsible company that treats its employees well.

How does your company advocate for the broader adoption of these practices in the economy?

Our founder has met with the staff of Senator Kristen Gillibrand, who is a leader on this issue, to express our support for extending paid leave. As a member of the American Sustainable Business Council, we have signed onto a number of letters in support of this cause and hope other businesses do the same.

Please briefly describe your company's employee leave policy.

UncommonGoods provides short term disability insurance at no cost to all qualified team members. Coverage is provided by Guardian. A team member may be eligible for up to 60% of their weekly salary, or \$1,000/week (whichever is less) for up to 26 weeks for any illness/disability that is approved by Guardian. Female team members who have given birth are eligible for up to 6 weeks of benefits (8 weeks for cesarean birth).

New Parent Leave (FT/PT): New mothers are eligible for four weeks of paid time off after the birth or adoption of a child. New fathers are eligible for two weeks of paid time off after the birth or adoption of a child.

About Dave Bolotsky, Founder & CEO, UncommonGoods, LLC



After graduating Phi Beta Kappa from Binghamton University, where Dave managed the school's record store, he spent twelve years as a retail research analyst for Goldman, Sachs & Co. Not the typical Wall Street analyst; he also obtained a license to drive a pedicab and moonlighted as a bicycle taxi driver. Finding the retail landscape of the late 1990s homogenized by mass-produced merchandise, Dave recognized an opportunity with the internet. Combining his interests in artistic creativity, individuality, social responsibility, and retailing, he founded UncommonGoods in 1999, a pioneering website in the field of independent design. UncommonGoods became a founding B Corp in 2007 and has been focused on delivering a positive social and environmental impact, in addition to generating profits.