

**ACLI Paid Leave National Online Survey**

Interview Schedule

August 17-31, 2021

N=1,000 Registered Voters

Credibility Interval:  $\pm 3.53\%$



- 
- *An asterisk (\*) in a response category means that less than 0.5% of respondents chose that response category and a dash (-) represents no response.*
  - *Sample A asked of  $\frac{1}{2}$  the sample = 498 voters.*
  - *Sample B asked of  $\frac{1}{2}$  the sample = 502 voters.*
  - *Sample C asked of  $\frac{1}{4}$  the sample = 250 voters.*
  - *Sample D asked of  $\frac{1}{4}$  the sample = 248 voters.*
  - *Sample E asked of  $\frac{1}{4}$  the sample = 250 voters.*
  - *Sample F asked of  $\frac{1}{4}$  the sample = 252 voters.*
  - *"Asked" is the percentage of respondents that are asked a question because they meet criteria based on a response to a previous question, meaning not all respondents received that question.*
  - *"All" is the percentage of the total sample.*
-

Now, getting started...

1. Thinking about you and your family's overall economic situation compared to last year, would you say you are ... **(ROTATE)** better off, worse off... or about the same?

| <u>10/10</u> | <u>3/21</u> | <u>8/21</u> |                   |
|--------------|-------------|-------------|-------------------|
| 17%          | 26%         | 30%         | Better off        |
| 29%          | 23%         | 22%         | Worse off         |
| 54%          | 51%         | 48%         | Same as last year |

- 
2. The following is a list of several things that people worry about in their own lives. Please choose one or two that you worry most about in your own life. **(RANDOMIZE 1-7) (ALLOW UP TO TWO RESPONSES)**

**SUM IS GREATER THAN 100% BECAUSE MULTIPLE RESPONSES WERE ACCEPTED**

|     |  |
|-----|--|
| 32% | Saving enough or outliving retirement savings                            |
| 24% | Social Security and Medicare's financial status                          |
| 22% | Access to affordable health care   |
| 20% | Being able to pay bills during a period of disability or serious illness |
| 18% | The cost of housing or a mortgage  |
| 18% | Financial security of family in case of your death                       |
| 15% | Affording long-term care   |
| 15% | None of these  |

---

Changing Topics... (SHOW ALL ON SEPARATE PAGE)

**(IF D8:1-2 / EMPLOYED, ASK) (N=639)**

Listed below are some different types of extended leave benefits that some employers offer to their employees. Extended leave benefits allow employees to take an extended period of time off from work during which employees retain their job while they are away from work for specific situations.

Please indicate if your employer offers you each of the extended leave benefits below. (RANDOMIZE)

|  | Yes | No  | Not Sure |
|--|-----|-----|----------|
| 3. <b>Unpaid leave</b> , employees are not paid while they are away from work to recover from a serious illness or to take care of a seriously ill family member or following the birth or adoption of a child.          |     |     |          |
| <b>8/21 ASKED</b>  | 54% | 35% | 11%      |
| <b>8/21 ALL</b>  | 35% | 22% | 7%       |
| 4. <b>Paid MEDICAL leave</b> , employees are paid (either full or partial wages) while they are away from work to recover from serious illness or for maternity leave.   |     |     |          |
| <b>3/21 ASKED</b>  | 56% | 32% | 12%      |
| <b>3/21 ALL</b>  | 35% | 20% | 7%       |
| <b>8/21 ASKED</b>  | 60% | 31% | 9%       |
| <b>8/21 ALL</b>  | 38% | 20% | 6%       |
| 5. <b>Paid FAMILY leave</b> , employees are paid (either full or partial wages) while they are away from work to care for a loved one who is seriously ill, or if you are a new father and want to take paternity leave. |     |     |          |
| <b>3/21 ASKED</b>  | 48% | 40% | 12%      |
| <b>3/21 ALL</b>  | 30% | 25% | 7%       |
| <b>8/21 ASKED</b>  | 50% | 40% | 10%      |
| <b>8/21 ALL</b>  | 32% | 25% | 7%       |

---

**(IF QD8:3-6 / NOT EMPLOYED, SHOW)** Listed below are some different types of extended leave benefits that some employers offer to their employees. Extended leave benefits allow employees to take an extended period of time off from work during which employees retain their job while they are away from work for specific situations.

**(SHOW ALL)** Please indicate how important is it to you that **(IF EMPLOYED: your /IF NOT EMPLOYED: an)** employer offer you... **(ROTATE)**

|  | <b>Very<br/>Important</b> | <b>Somewhat<br/>Important</b> | <b>Not Too<br/>Important</b> | <b>Not At All<br/>Important</b> |
|--|---------------------------|-------------------------------|------------------------------|---------------------------------|
| 6. <b>Unpaid leave</b> , employees are not paid while they are away from work to recover from a serious illness or to take care of a seriously ill family member or following the birth or adoption of a child.          |                           |                               |                              |                                 |
| <b>8/21 EMPLOYED</b>   | 40%                       | 37%                           | 13%                          | 10%                             |
|  |                           | <b>77%</b>                    |                              | <b>23%</b>                      |
| <b>8/21 NOT EMPLOYED</b>   | 31%                       | 28%                           | 14%                          | 27%                             |
|  |                           | <b>59%</b>                    |                              | <b>41%</b>                      |
| 7. <b>Paid MEDICAL leave</b> , employees are paid (either full or partial wages) while they are away from work to recover from serious illness or for maternity leave.   |                           |                               |                              |                                 |
| <b>8/21 EMPLOYED</b>   | 65%                       | 25%                           | 3%                           | 7%                              |
|  |                           | <b>90%</b>                    |                              | <b>10%</b>                      |
| <b>8/21 NOT EMPLOYED</b>   | 59%                       | 20%                           | 5%                           | 16%                             |
|  |                           | <b>79%</b>                    |                              | <b>21%</b>                      |
| 8. <b>Paid FAMILY leave</b> , employees are paid (either full or partial wages) while they are away from work to care for a loved one who is seriously ill, or if you are a new father and want to take paternity leave. |                           |                               |                              |                                 |
| <b>8/21 EMPLOYED</b>   | 54%                       | 30%                           | 6%                           | 10%                             |
|  |                           | <b>84%</b>                    |                              | <b>16%</b>                      |
| <b>8/21 NOT EMPLOYED</b>   | 50%                       | 24%                           | 7%                           | 19%                             |
|  |                           | <b>74%</b>                    |                              | <b>26%</b>                      |

---

Thinking now about one of these types of extended leave...unpaid Leave...

9. As you may be aware, the Family and Medical Leave Act (FMLA) which was passed by Congress in 1993 requires employers with at least 50 employees to allow eligible employees to take up to 12 work weeks of unpaid leave during any 12-month period for a new child, or to recover from a serious illness, or to care for a seriously ill family member. Eligible employees are defined as having worked for the employer for at least 12 months and to have worked at least 1,250 hours over the past 12 months.

Please indicate if you have a very positive, somewhat positive, neutral, somewhat negative, or very negative impression of Family and Medical Leave Act (FMLA).

**72% TOTAL POSITIVE**  
**7% TOTAL NEGATIVE**

42% Very Positive  
30% Somewhat Positive

21% Neutral

4% Somewhat Negative  
3% Very Negative

- 
10. The FMLA covers unpaid extended leave. Thinking now about paid extended leave benefits that some employers offer to their employees to be able to care for a new child, or to recover from a serious illness, or to care for a seriously ill family member. Today, these paid leave benefits are provided through employer-based plans either paid for by the employer, the employer and the employee, or just the employee in the form of monthly premiums or payroll taxes.

Do you think all employers should be required to offer paid extended leave benefits to all of their employees who have worked for the employer for at least 12 months or do you not have an opinion one way or the other about this?

**71% TOTAL YES**  
**16% TOTAL NO**

41% Definitely Yes  
30% Probably Yes  
10% Probably No  
6% Definitely No

13% No Opinion

---

11. The following are two options for how paid leave could be done. If you had to choose which one of these options would you prefer even if neither is exactly right? **(ROTATE :1-2)**

- 52% Build on and expand existing employer-based paid leave benefits and create new partnerships between the government and the employer-based system so all employers can offer paid leave benefits to their employees  
...OR...
- 21% Create a new national federal government program that provides paid leave benefits to all workers in the U.S. that is run by a government agency
  
- 27% No Strong Opinion

---

**(IF Q11:3 / NO STRONG OPINION, ASK) (N=275)**

12. If you had to choose, which one option do you lean more towards? **(ROTATE)**

- | <u>ASKED</u> | <u>ALL</u> |  |
|--------------|------------|--|
| 74%          | 20%        | Build on and expand existing employer-based paid leave benefits and create new partnerships between the government and the employer-based system so all employers can offer paid leave benefits to their employees<br>...OR... |
| 26%          | 7%         | Create a new national federal government program that provides paid leave benefits to all workers in the U.S. that is run by a government agency   |

---

**11/12 Combined.**

- 72% Build on and expand existing employer-based paid leave benefits and create new partnerships between the government and the employer-based system so all employers can offer paid leave benefits to their employees  
...OR...
- 28% Create a new national federal government program that provides paid leave benefits to all workers in the U.S. that is run by a government agency

---

**(ASK SAMPLES C/E)**

13. In the space below, please describe the reasons you selected **(IF Q11:1 OR Q12:1 - create a new national federal government program that provides paid leave benefits / IF Q11:2 OR Q12:2 - build on and expand existing employer-based paid leave benefits)**. What specifically made you choose this option?

**SEE VERBATIM RESPONSES**

---

14. Next, below is a list of some phrases that could be used to describe how paid leave could be integrated into the existing benefits system. Which one of the following phrases gives you the most favorable opinion? (**RANDOMIZE :1-5**)

|     |                               |
|-----|-------------------------------|
| 25% | Expand existing coverage      |
| 23% | Build on existing coverage    |
| 16% | Modify existing coverage      |
| 7%  | Model after existing coverage |
| 7%  | Leverage existing coverage    |
| 22% | No strong preference          |

---

**(IF 14:6 / NO STRONG PREFERENCE, ASK) (N=220)**

15. And, if you had to choose, which phrase gives you the most favorable opinion?

| <u>ASKED</u> | <u>ALL</u> |                               |
|--------------|------------|-------------------------------|
| 42%          | 9%         | Expand existing coverage      |
| 27%          | 6%         | Build on existing coverage    |
| 14%          | 3%         | Modify existing coverage      |
| 13%          | 3%         | Leverage existing coverage    |
| 4%           | 1%         | Model after existing coverage |

---

**14/15 Combined.**

|     |                               |
|-----|-------------------------------|
| 34% | Expand existing coverage      |
| 29% | Build on existing coverage    |
| 19% | Modify existing coverage      |
| 10% | Leverage existing coverage    |
| 8%  | Model after existing coverage |

---

Thinking about these phrases again but a bit differently...

16. Which one of the following would you most want to happen? (**RANDOMIZE :1-5**)

|     |                               |
|-----|-------------------------------|
| 30% | Expand existing coverage      |
| 27% | Build on existing coverage    |
| 19% | Modify existing coverage      |
| 8%  | Model after existing coverage |
| 6%  | Leverage existing coverage    |
| 10% | None of these                 |

---

Listed below are some of the ways paid leave benefits could work. For each, please record whether it gives you a much more favorable opinion of paid leave benefits, somewhat more favorable, somewhat less favorable or much less favorable opinion of paid leave benefits or if it does not make a difference in your opinion one way or the other. **(RANDOMIZE)**

**RANKED BY % TOTAL MORE FAVORABLE**

|   | <b>Much<br/>More<br/>Favorable</b> | <b>Somewhat<br/>More<br/>Favorable</b> | <b>Somewhat<br/>Less<br/>Favorable</b> | <b>Much<br/>Less<br/>Favorable</b> | <b>No<br/>Difference</b> |
|---|------------------------------------|--|--|------------------------------------|--------------------------|
| 18. Eligible employees would receive roughly 60% of their monthly wages while on paid leave, up to a maximum amount of \$4,000 per month for three months of leave. | 35%                                | 35%                                    | 12%                                    | 6%                                 | 12%                      |
|   | <b>70%</b>                         |  | <b>18%</b>                             |                                    |                          |
| 17. Eligible employees would be guaranteed partial wages for up to 12 work weeks of paid leave during any 12-month period of time.                                  | 32%                                | 36%                                    | 11%                                    | 7%                                 | 14%                      |
|   | <b>68%</b>                         |  | <b>18%</b>                             |                                    |                          |
| 19. Eligible employees would be defined as having worked for the employer for at least 1,250 hours (roughly six months) over the last 12 months.                    | 31%                                | 37%                                    | 11%                                    | 6%                                 | 15%                      |
|   | <b>68%</b>                         |  | <b>17%</b>                             |                                    |                          |
| 20. Every individual who has a work history of any kind would be eligible regardless of their employer's size or the length of time they worked at a job.           | 29%                                | 28%                                    | 12%                                    | 18%                                | 13%                      |
|   | <b>57%</b>                         |  | <b>30%</b>                             |                                    |                          |

---



Listed below are some different proposals to increase access to paid leave benefits for working Americans so they are able to care for a new child, or recover from a serious illness, or care for a seriously ill family member.

Please indicate whether you strongly support, somewhat support, somewhat oppose, or strongly oppose each proposal. **(RANDOMIZE)**

**RANKED BY % TOTAL SUPPORT**

|  | <b>Strongly Support</b> | <b>Somewhat Support</b> | <b>Somewhat Oppose</b> | <b>Strongly Oppose</b> |
|--|-------------------------|-------------------------|------------------------|------------------------|
| 21. Modify and expand the unpaid leave available through employers today to also include paid leave. Employers would be required to offer eligible employees guaranteed partial wages. The money and benefits would be provided through an employer-based system and coverage.   | 36%                     | 46%                     | 11%                    | 7%                     |
|  | <b>82%</b>              |                         | <b>18%</b>             |                        |
| 22. Create a paid leave program via a partnership between the government and private plans for employees who work for small businesses unable to afford paid leave or workers that do not have employers (e.g. self-employed people, independent contractors, “gig” workers, etc.). The money and benefits would be provided through private paid leave plans with the government setting the standard benefits for the plans. Federal government support and funding would be provided to low-income workers to help them pay the monthly premium for coverage. | 34%                     | 41%                     | 14%                    | 11%                    |
|  | <b>75%</b>              |                         | <b>25%</b>             |                        |

Thinking about another way to help expand access to paid leave benefits for working Americans...

Please indicate whether you strongly support, somewhat support, somewhat oppose, or strongly oppose:

23. Providing tax credits and incentives to employers and small businesses who offer paid leave benefits to their employees. Employers would receive a tax credit based on the percentage of partial wages they provide to an employee who uses paid leave. The tax credit would range from 12.5% to 25% for employers who pay 50% to 100% of employees’ normal wages.

**86% TOTAL SUPPORT**

**14% TOTAL OPPOSE**

40% Strongly Support  
46% Somewhat Support  
8% Somewhat Oppose  
6% Strongly Oppose

Thinking some more about you...

Other than because of the pandemic, please select whether you, your spouse/partner, or both of you did any of the following over the past year or two. **(RANDOMIZE)**

**RANKED BY % TOTAL YES**

|   | <b>Total Yes</b> | <b>Yes, Self</b> | <b>Yes,<br/>Spouse/Partner</b> | <b>Yes, Both</b> | <b>No</b> |
|---|------------------|------------------|--------------------------------|------------------|-----------|
| 24. Been diagnosed with or recovering from a serious illness  | <b>31%</b>       | 19%              | 8%                             | 4%               | 69%       |
| 25. Provided care for a family member or friend on a regular basis who has a serious illness, disability, or developmental disorder | <b>31%</b>       | 16%              | 10%                            | 5%               | 69%       |
| 26. Had or adopted a baby or cared for a new child  | <b>21%</b>       | 13%              | 5%                             | 3%               | 79%       |

---

Now just a few more questions for statistical purposes only...

D1. Please indicate your age:

|     |                   |
|-----|-------------------|
| 22% | 18-34             |
| 20% | 35-44             |
| 16% | 45-54             |
| 17% | 55-64             |
| 25% | 65+               |
| --  | Prefer not to say |

---

D2. Please record your gender.

|     |                         |
|-----|-------------------------|
| 47% | Male                    |
| 53% | Female                  |
| *   | Identify some other way |

---

D7a. To ensure that we have a representative sample, are you from a Hispanic, Latino or Spanish-speaking background?

13% Yes, Hispanic  
87% No, not Hispanic

---

D7b. And again, for statistical purposes only, what is your race? **(RANDOMIZE 1-4)**

**72% Non-Hispanic White**

74% White  
12% Black  
10% Hispanic  
3% Asian  
1% Other **(Please specify)**

---

D8. Are you currently... **(ROTATE TOP-TO-BOTTOM, BOTTOM-TO-TOP)**

**64% TOTAL EMPLOYED**

51% Employed full-time  
13% Employed part-time  
2% Student  
7% Stay at home parent  
20% Retired  
7% Unemployed and looking for work

---

**(IF D8:1-2 / EMPLOYED, ASK) (N=639)**

D8A. Are you paid on an hourly basis or with a yearly salary or in some other way (for example, when a project was completed)?

| <u>ASKED</u> | <u>ALL</u> |                |
|--------------|------------|----------------|
| 52%          | 33%        | Hourly         |
| 42%          | 27%        | Salary         |
| 6%           | 4%         | Some other way |

---

**(IF D8:1-2 / EMPLOYED, ASK) (N=639)**

D8b. Thinking now about the company where you work, in total, how many employees work at the company?

| <u>ASKED</u> | <u>ALL</u> |            |
|--------------|------------|------------|
| 28%          | 18%        | <50        |
| 19%          | 12%        | 50-150     |
| 18%          | 11%        | 151-500    |
| 34%          | 22%        | 501+       |
| 1%           | 1%         | DON'T KNOW |
| 200          | 200        | MEDIAN     |

---

**(IF D8:1-2 / EMPLOYED, ASK) (N=639)**

D8c. Are you the owner of the company where you primarily work?

| <u>ASKED</u> | <u>ALL</u> |     |
|--------------|------------|-----|
| 28%          | 18%        | Yes |
| 72%          | 46%        | No  |

---

D3. What was the last grade you completed in school?

|            |  |
|------------|--|
| <b>28%</b> | <b>HIGH SCHOOL OR LESS</b>                                     |
| <b>27%</b> | <b>SOME COLLEGE</b>  |
| <b>45%</b> | <b>COLLEGE+</b>  |
| 1%         | Some grade school (Grades 1-8)                                 |
| 2%         | Some high school (Grades 9-11)                                 |
| 25%        | Graduated high school (Grades 9-12)                            |
| 5%         | Technical or vocational school                                 |
| 22%        | Some college   |
| 31%        | Graduated college (e.g. Bachelor of Arts, Bachelor of Science) |
| 14%        | Graduate/professional school (e.g. PhD, MD, JD)                |

---

D4. In politics today, do you consider yourself a... **(ROTATE TOP TO BOTTOM/BOTTOM TO TOP)**

**39% TOTAL REPUBLICAN**  
**43% TOTAL DEMOCRAT**

23% Strong Republican  
8% Not-so-strong Republican  
8% Lean towards the Republicans

18% Something else/Independent

8% Lean towards the Democrats  
9% Not-so-strong Democrat  
26% Strong Democrat

---

D16A. Do you have children at home under the age of 18 you are responsible for raising who are not yet in college or the workforce?

35% Yes  
65% No

---

D9B. How would you describe your economic circumstances? **(ROTATE TOP TO BOTTOM, BOTTOM TO TOP)**

**35% TOTAL POOR/WORKING**  
**23% TOTAL UPPER/WELL TO DO**

12% Poor  
23% Working class  
42% Middle class  
15% Upper middle class  
8% Well-to-do

---