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PUBLIC OPINION  
STRATEGIES

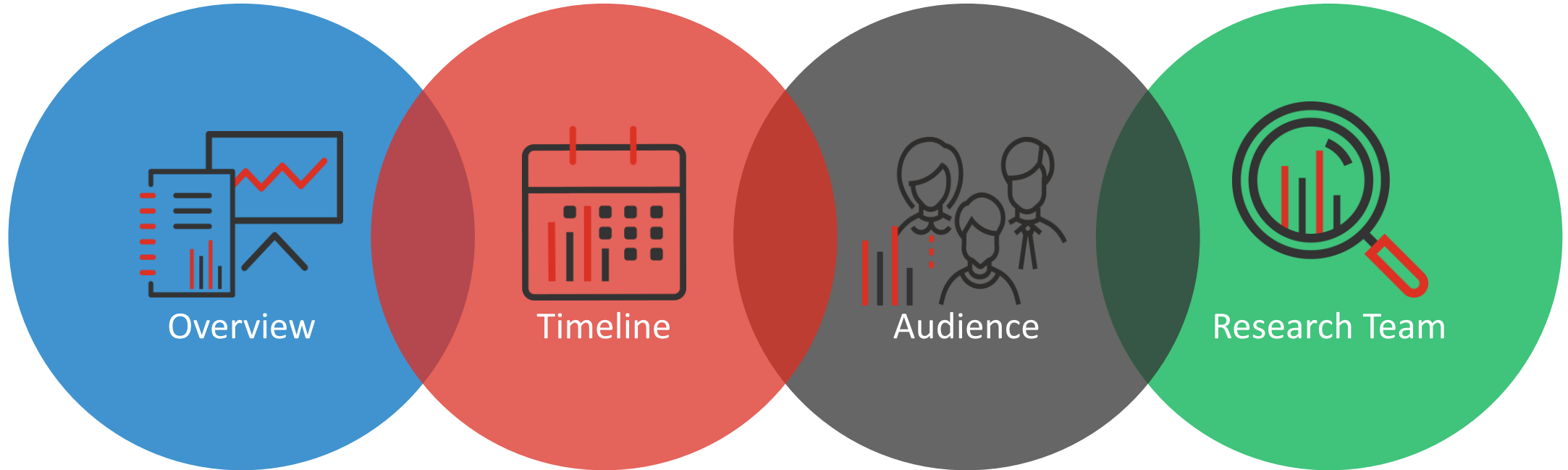
turning questions into answers



# National Paid Leave Survey: Key Highlights

September 20, 2021

# Methodology:



- Public Opinion Strategies & RG Strategies conducted a national online survey on behalf of ACLI.

- The survey was conducted August 17-31, 2021.

- The survey was conducted among N=1,000 registered voters.
- The confidence interval for a survey of N=1,000 is +/- 3.53%.

- Bill McInturff, Elizabeth Harrington, Will Gudelunas & Matt Rodriguez were the principal researchers on this project. Russ Brunner was the project director and Rob Frey provided analytical support.

# Key Findings:

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- Voters overwhelmingly say it is or would be important to them that their employer offer paid leave.
  - This is true of both voters who are currently employed as well as those voters who are not currently employed (retired, stay at home parents, students, unemployed).
- More than seven in ten voters say all employers should be required to offer paid extended leave benefits to all their employees who have worked for the employer for at least 12 months.
  - Majorities of voters support this premise across party affiliation.

# Key Findings:

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- Three out of four voters or more support paid leave policy approaches that focus on:
  - Creating a paid leave program via a partnership between government and private plans for employees working in small businesses or those who do not have employers
  - Modifying and expanding unpaid leave available through employers to also include paid leave
  - Providing tax credits or incentives to employers
- There is substantial support for these three approaches across party affiliation.

# Key Findings:

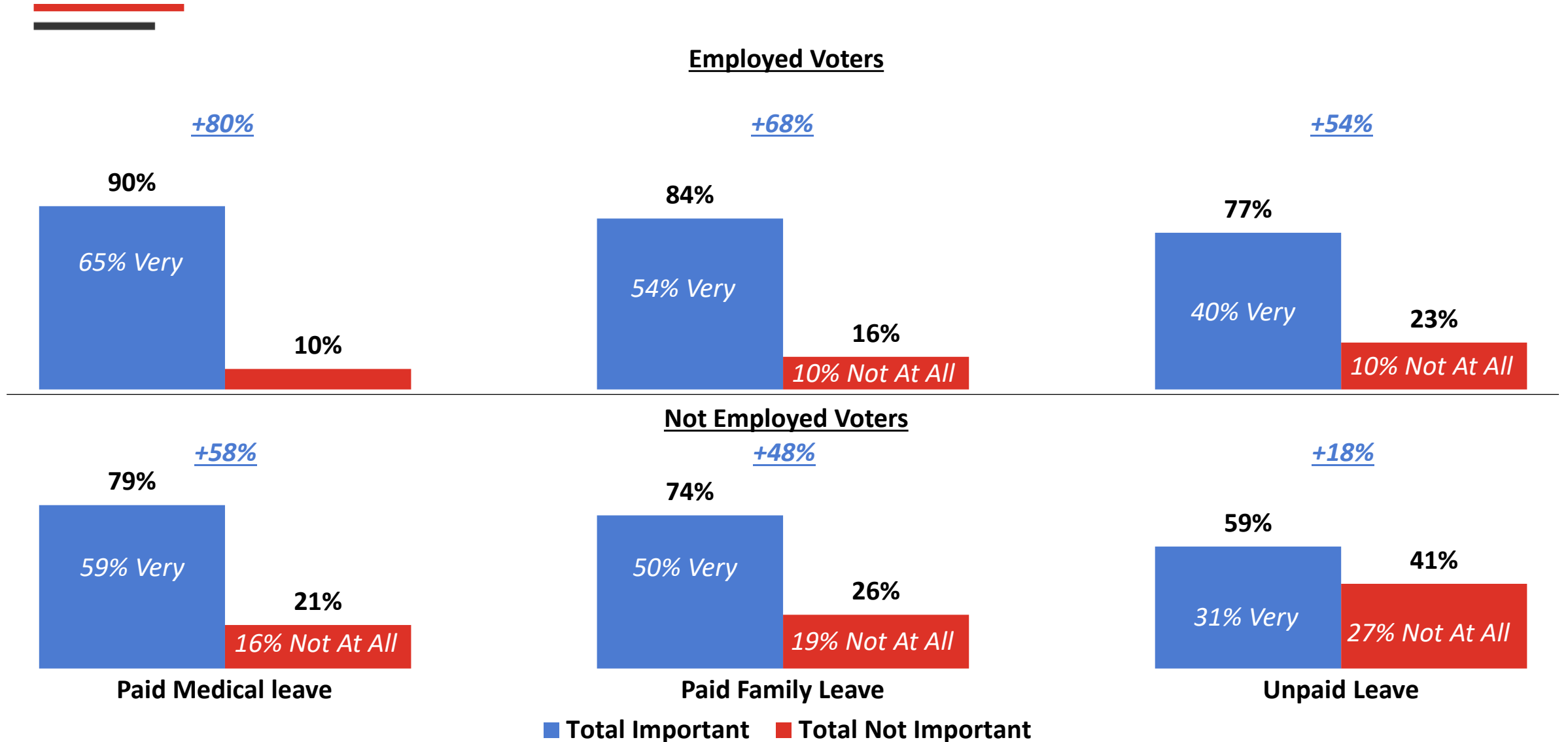
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- Voters overwhelmingly want paid leave to be accomplished by building on and expanding existing employer-based paid leave benefits not by creating a new national federal government program.
  - This is true across party affiliation.

Voters overwhelmingly say it is or would be important that their employer offer paid leave. This is true of voters who are currently employed as well as those voters who are not.



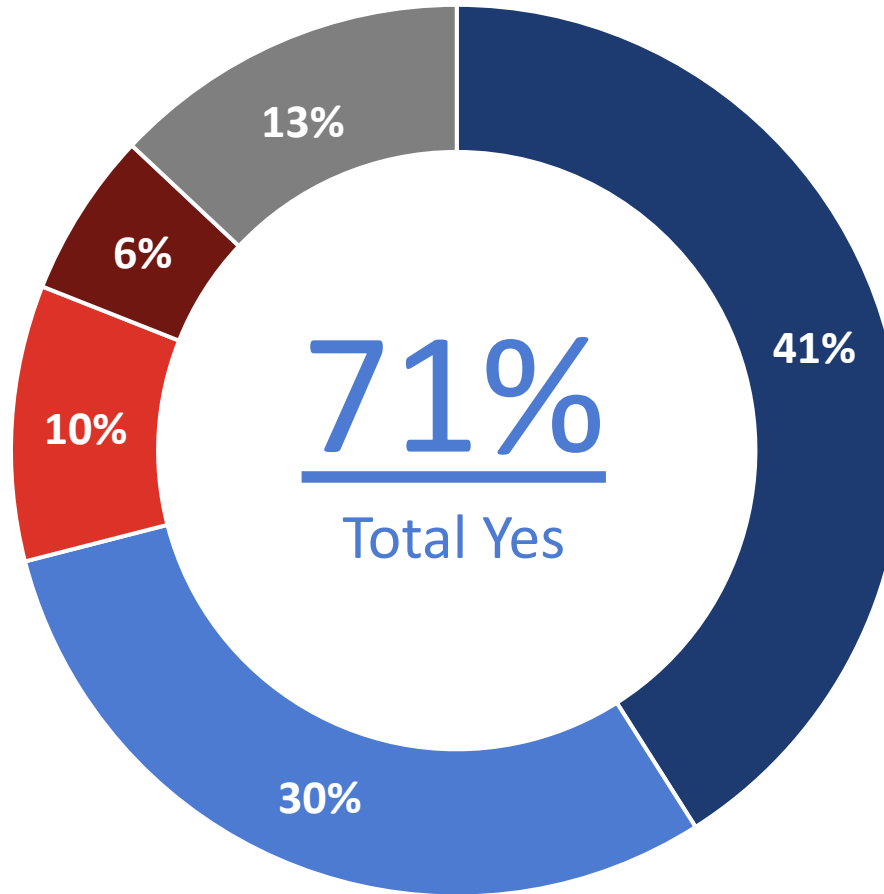
Listed below are some different types of EXTENDED leave benefits that some employers offer to their employees. Extended leave benefits allow employees to take an extended period of time off from work during which employees retain their job while they are away from work for specific situations. Please indicate how important is it to you that (IF EMPLOYED: your /IF NOT EMPLOYED: an) employer offer you...

More than seven in ten voters say all employers should be required to offer paid extended leave benefits to all their employees who have worked for the employer for a year plus. There is support across party affiliation.

*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?*



By Party	Total Yes	Total No
Democrats	84%	8%
Independents	60%	19%
Republicans	63%	23%

■ Definitely Yes ■ Probably Yes ■ Probably No ■ Definitely No ■ No Opinion

# Approaches To Increase Access To Paid Leave:



- ***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.***
- ***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.***
- ***Provide 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.***



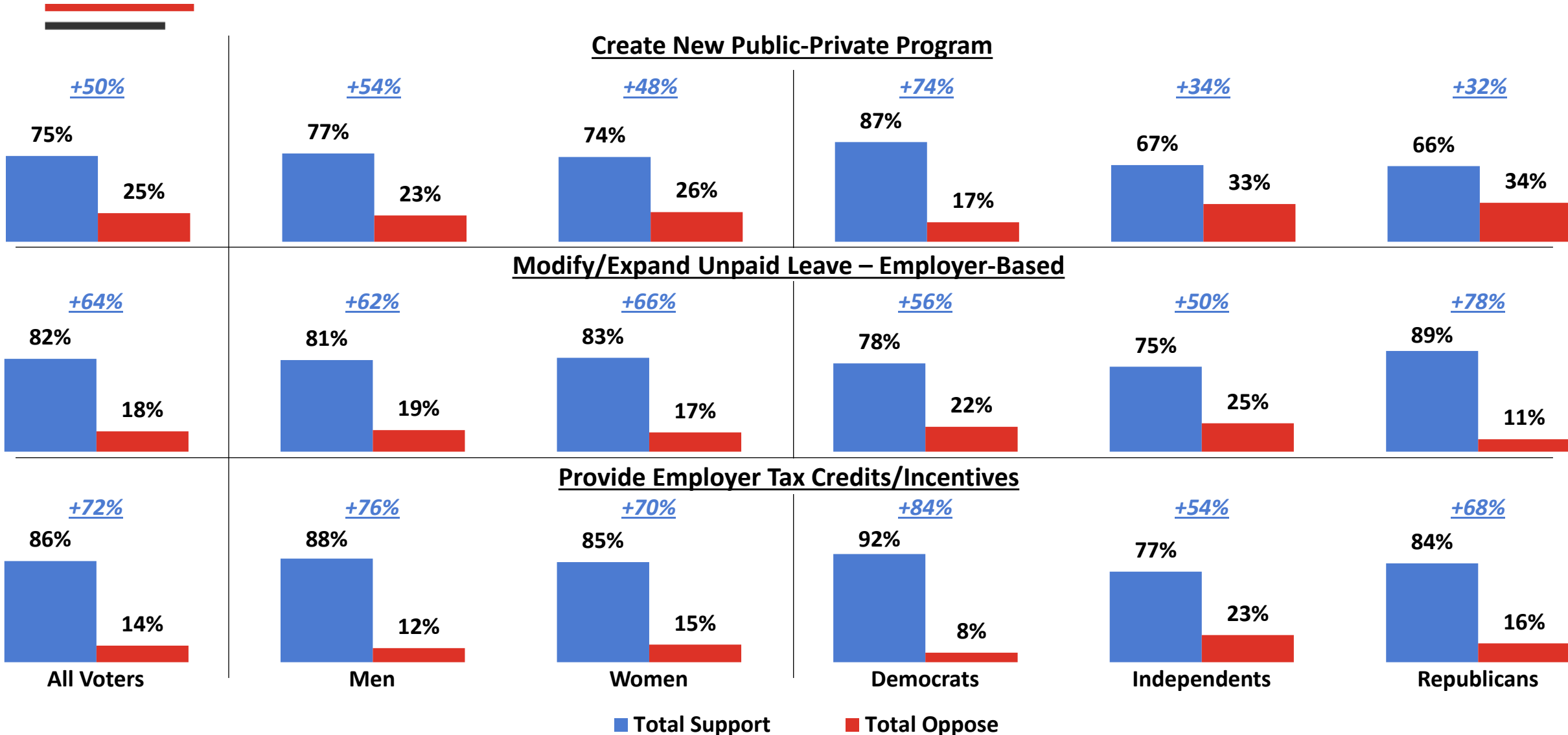
Three out of four voters or more support these policy approaches to increasing access to paid leave:

	Strongly Support	Total Support	Total Oppose	Strongly Oppose
<i>Creating 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.</i>	<b>34%</b>	<b>75%</b>	<b>25%</b>	<b>11%</b>
<i>Modifying and expanding the unpaid leave available through employers today to also include paid leave.</i>	<b>36%</b>	<b>82%</b>	<b>18%</b>	<b>7%</b>
<i>Providing tax credits and incentives to employers and small businesses who offer paid leave benefits to their employees.</i>	<b>40%</b>	<b>86%</b>	<b>14%</b>	<b>6%</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.

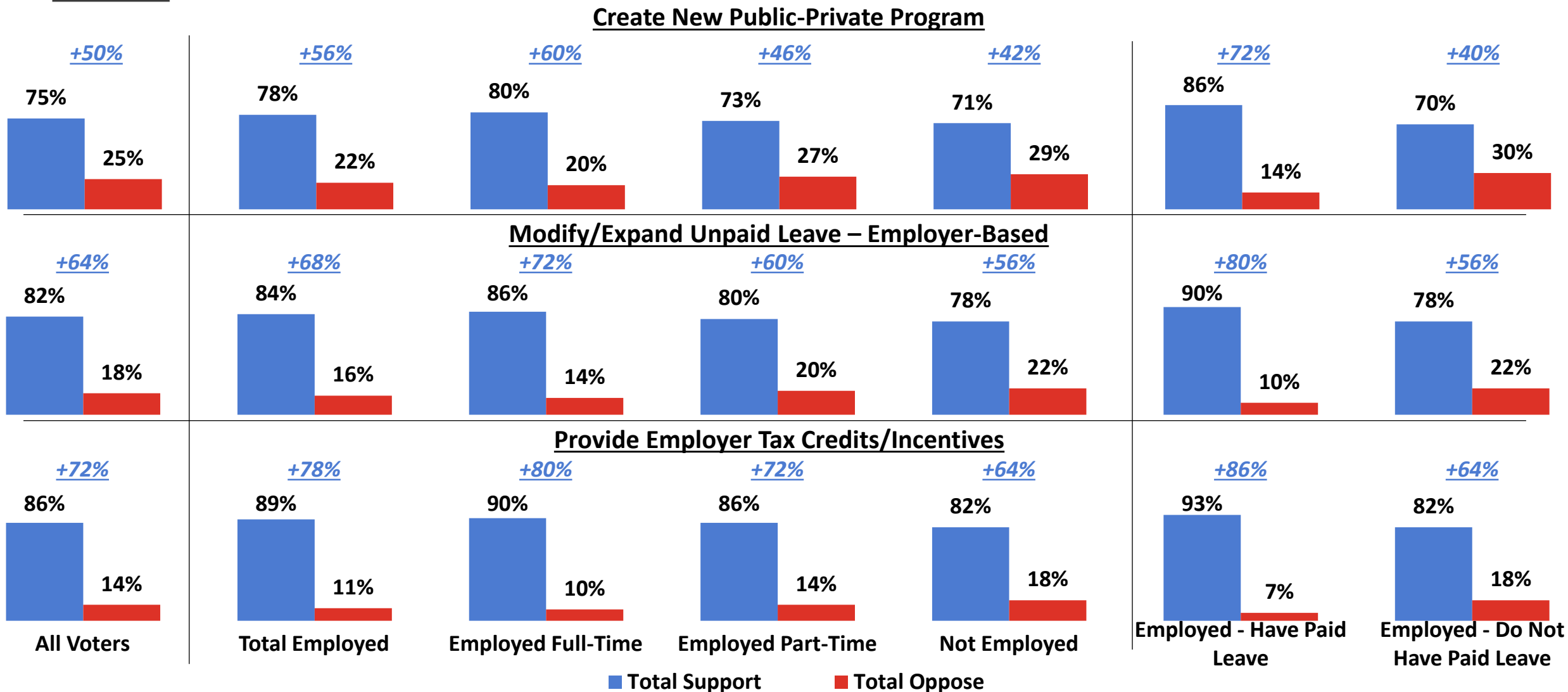


# Support for Different Approaches to Increase Access to Paid Leave by Gender & Party



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

# Support for Different Approaches to Increase Access to Paid Leave by Employment & Paid Leave Status



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

More than seven in ten voters want paid leave to be accomplished by building on and expanding the existing employer-based paid leave benefits. Majorities of voters across party affiliation agree.

*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.*

*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.*

All Voters

Democrats

Independents

Republicans

**72%**

**63%**

**76%**

**79%**

**28%**

**37%**

**24%**

**21%**

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?



# PUBLIC OPINION STRATEGIES

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