



TO: INTERESTED PARTIES
FROM: PUBLIC OPINION STRATEGIES & RG STRATEGIES
RE: PAID LEAVE NATIONAL SURVEY -- EXECUTIVE SUMMARY KEY FINDINGS
DATE: SEPTEMBER 20, 2021

KEY FINDINGS:

Voters overwhelmingly say it is or would be important to them that their employer offer paid family and medical 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).

<i>Please indicate how important is it to you that (If Employed: your /If Not Employed: an) employer offer you...</i>				
	Employed Voters		Not Employed Voters	
	<i>Total Important</i>	<i>Total Not Important</i>	<i>Total Important</i>	<i>Total Not Important</i>
<u>Paid medical leave</u> , employees are paid (either full or partial wages) while they are away from work to recover from serious illness or for maternity leave.	90%	10%	79%	21%
<u>Paid family leave</u> , 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.	84%	16%	74%	26%

More than seven in ten voters (71%) say 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. Majorities of voters support this premise across party affiliation. Only 16% of voters say all employers should not be required to do so and 13% say they have no opinion about this one way or the other.

“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?”

	<u>All Voters</u>	<u>Democrats</u>	<u>Independents</u>	<u>Republicans</u>
Yes	71%	84%	60%	63%
No	16%	8%	19%	23%
No Opinion	13%	8%	21%	14%

Three out of four voters or more support:

- 1) ***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 (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. (75% support)***
- 2) ***Modifying and expanding 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. (82% support)***
- 3) ***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% support)***

There is substantial support across party affiliation for each of these approaches to increasing access to paid leave benefits for working Americans.

% Total Support	All Voters	Democrats	Independents	Republicans
Creating paid leave program via a partnership between government & private plans for employees who work for small businesses...	75%	87%	67%	66%
Modifying/expanding unpaid leave available through employers to include paid leave...	82%	89%	75%	78%
Providing tax credits/incentives to employers...	86%	92%	77%	84%

Voters want paid leave to be accomplished by building on and expanding existing employer-based paid leave benefits (72%) instead of creating 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 (28%). This is true across party affiliation.

“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?”

	All Voters	Democrats	Independents	Republicans
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	72%	63%	76%	79%
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	28%	37%	24%	21%

METHODOLOGY:

Public Opinion Strategies and RG Strategies conducted a national online survey among N=1,000 registered voters from August 17-31, 2021, on behalf of The American Council of Life Insurers (ACLI). The survey has a confidence interval of +/- 3.53%.