



Opinion Poll

Pennsylvania Small Businesses Support Workplace Nondiscrimination Policies

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Executive Summary

Small business owners nationwide and in Pennsylvania are doing all they can to strengthen their businesses and put the Great Recession's effects behind them. Now more than ever, it's critical they have the help of smart employment laws allowing them to attract and retain the best talent. Scientific opinion polling shows the vast majority of Pennsylvania small business owners believe we're long overdue for federal and state policies protecting all workers from discrimination, regardless of sexual orientation or gender identity. It's good for business, it helps companies attract and retain talent and it's the right thing to do, according to our leading job creators.

A Pennsylvania poll conducted April 8-17 for Small Business Majority by Greenberg Quinlan Rosner Research reveals 68% of the state's entrepreneurs believe federal law should prohibit employment discrimination against gay and transgender people. Furthermore, 68% of owners believe Pennsylvania should have a state law prohibiting this type of discrimination.

In fact, the vast majority of small business owners already thought such laws existed. A whopping 84% of entrepreneurs didn't realize it's currently legal under federal law to fire or refuse to hire someone because they are gay, lesbian or transgender. A mere 7% knew it is legal. In terms of state law, 78% of entrepreneurs were unaware it is legal in Pennsylvania to refuse to hire someone based on sexual orientation or gender identity. Small employers also strongly believe that an employer should not be able to fire or refuse to hire someone who is gay, lesbian or transgender based on their (the employer's) religious beliefs. Sixty-two percent agree this should not be permitted to occur, whether or not working with a gay or transgender employee conflicts with an employer's religious beliefs.

The majority of Pennsylvania small business owners oppose the current federal law allowing employers to deny married same-sex couples the family benefits they offer to heterosexual couples, and more than two-thirds oppose employees with a same-sex partner or spouse being taxed for their dependent's health benefits while employees who have heterosexual partners or spouses aren't. Sixty-six percent oppose the federal law prohibiting lesbian and gay workers' spouses from being provided with the Social Security benefits that are extended to heterosexual spouses, even though gay and lesbian employees, as well as their employers, contribute to the Social Security system. More than six in 10 Pennsylvania small business owners say businesses are hurt by the federal law—known as the Defense of Marriage Act—that requires them to treat married same-sex couples as unmarried for benefit and payroll purposes. Six in 10 owners also say employers are hurt by laws prohibiting gay or lesbian people from sponsoring their partners for immigration purposes.

Considering the widespread small business support for protecting gay and transgender people from employment discrimination, it makes sense that 56% of small business owners in the state believe laws that protect against discrimination can improve their bottom line. Entrepreneurs agree these kinds of laws help employers attract the best and brightest employees, regardless of whether an employee is gay or transgender. Additionally, entrepreneurs strongly believe implementing a nondiscrimination policy is the right thing to do. Of employers who have a nondiscrimination policy, 79% say it's because they believe all employees should be treated fairly and equally, and 75% say they have it because it's the right thing to do.

Many Pennsylvania small businesses already have their own formal or informal policies protecting gay and transgender workers from employment discrimination. One-third of survey respondents have such a policy already. Among the reasons employers with nondiscrimination policies have them, 40% say their policy improves their ability to attract and retain talented employees. Of employers who offer family benefits, seven in 10 either already offer benefits to same-sex spouses and partners of their employees, or would do so if they had a gay or lesbian employee.

It's also important to note Pennsylvania small business owners see little to no cost associated with having this kind of policy in place. Of those who have adopted their own nondiscrimination policy to protect gay and transgender workers from discrimination, 91% report the policy cost them "nothing or next to nothing."

There are a number of federal laws that provide different types of protections for employees. Poll results revealed that entrepreneurs in the state strongly believe gay, lesbian and transgender employees should be afforded those same employment protections.

With regard to political affiliation, 42% of small business owners identified as Republican, 32% as Democrat and 11% as independent.

Main Findings

- **Vast majority of Pennsylvania business owners favor federal and state laws protecting gay and transgender people from discrimination in employment:**
The majority of entrepreneurs (68%) believe federal law should prohibit employment discrimination against gay and transgender people. Sixty-eight percent also agree Pennsylvania should have a law prohibiting this type of discrimination.
- **The vast majority of small business owners didn't know it is legal under federal and/or state law to fire or refuse to hire someone because they are gay or lesbian:**
When asked if, to the best of their knowledge, it is legal or illegal under federal law to fire or refuse to hire someone because they are gay or transgender, a striking 84% of small business owners said it is illegal. Merely 7% knew it is legal. In terms of state law, 78% of entrepreneurs were unaware that it is legal in Pennsylvania to refuse to hire someone based on sexual orientation or gender identity.
- **Six in 10 small employers believe an employer should not be able to fire or refuse to hire someone who is gay or transgender based on their (the employer's) religious beliefs:**
A 62% majority believes an employer should not be able to fire or refuse to hire someone who is gay or transgender if working with a gay or transgender employee conflicts with their (the employer's) religious beliefs. What's more, 71% believe a business should not be legally allowed to refuse services to some customers but not others based on religious beliefs.
- **More than half of entrepreneurs in Pennsylvania agree laws protecting employees from discrimination help boost bottom lines because they enable employers to attract the best and the brightest:**
Fifty-six percent of small business owners believe laws that protect against discrimination improve the business's bottom line by attracting the best and brightest employees, regardless of whether an employee is gay or transgender.
- **Many businesses have their own policy protecting gay and transgender people from discrimination; nearly the same number say having the policy helps them attract talent:**
One-third of small businesses surveyed have a policy protecting gay and transgender employees. Among the reasons employers with nondiscrimination policies have them, four in 10 say their policy improves their ability to attract and retain talented employees. Additionally, entrepreneurs strongly believe implementing a nondiscrimination policy is the right thing to do. Of employers who have a nondiscrimination policy, 79% say it's because they believe all employees should be treated fairly and equally, and 75% say they have it because it's the right thing to do.
- **Seven in 10 employers that offer family benefits already provide or would provide family health benefits to same-sex partners and spouses of their employees:**
Forty-four percent of owners offer family benefits and 16% of these employers already provide benefits to same-sex partners or spouses of their employees. An additional 53% say they would do so if they had a gay or lesbian employee. The 30% minority says they would not.
- **Policies protecting gay and transgender people from discrimination have nearly no business cost associated with them, according to the vast majority of owners that have a policy:**
An overwhelming 91% of small business owners in the state who have adopted their own nondiscrimination policy to protect gay and transgender people from discrimination report the policy has a cost of "nothing or next to nothing." Merely 6% say it had a small but significant cost, and none say it had a substantial cost.
- **The majority of respondents oppose the current federal law allowing employers to deny married same-sex couples the benefits they offer to heterosexual couples; more than two-thirds oppose same-sex couples being taxed for family benefits while heterosexual couples aren't:**
Sixty-three percent of small employers oppose the current federal law permitting employers to offer family benefits to married heterosexual couples while denying those benefits to married same-sex couples. Sixty-nine percent oppose the fact that if a small business elects to provide benefits to a same-

sex couple, the employee must pay income taxes on their spouse's/partner's benefits and the employer must pay the additional payroll taxes—while businesses and their employees do *not* have to pay such taxes for health benefits provided for heterosexual employees' spouses.

■ **Two-thirds of Pennsylvania owners oppose the federal law prohibiting lesbian and gay workers' spouses from being provided with the Social Security benefits that are extended to heterosexual spouses:**

Under federal law, lesbian and gay workers, as well as their employers, contribute to the Social Security system, but these workers' spouses are not provided with the Social Security benefits extended to heterosexual spouses. Sixty-six percent of entrepreneurs oppose this law.

■ **Nearly six in 10 respondents believe the federal Family and Medical Leave Act should provide unpaid leave for gay and lesbian employees, like it does for heterosexual workers:**

Currently, businesses covered under the federal Family and Medical Leave Act are required to provide unpaid leave when a heterosexual employee needs to care for a sick or injured spouse, but not when a gay or lesbian employee needs to care for a sick or injured spouse or partner. A 59% majority of entrepreneurs believe this law should be adjusted to include gay and lesbian employees.

■ **Almost two-thirds of respondents say businesses are hurt by the federal law requiring them to treat married same-sex couples as unmarried for benefit and payroll purposes, and by laws prohibiting gay and lesbian people from sponsoring their partners for immigration purposes:**

The federal Defense of Marriage Act requires employers to treat married same-sex couples as unmarried for benefit and payroll purposes. Sixty-five percent of those surveyed agree that this law hurts businesses by requiring them to treat their employees differently and to administer two systems of benefits. Furthermore, 62% believe immigration laws prohibiting gay or lesbian people from sponsoring their partners can hurt businesses—particularly those competing internationally.

■ **Respondents were politically diverse:**

Forty-two percent of respondents identified themselves as Republican or independent-leaning Republican, 32% as Democrat or independent-leaning Democrat and 11% as independent.

Vast Majority of Entrepreneurs Support Protecting Gay, Transgender People from Employment Discrimination

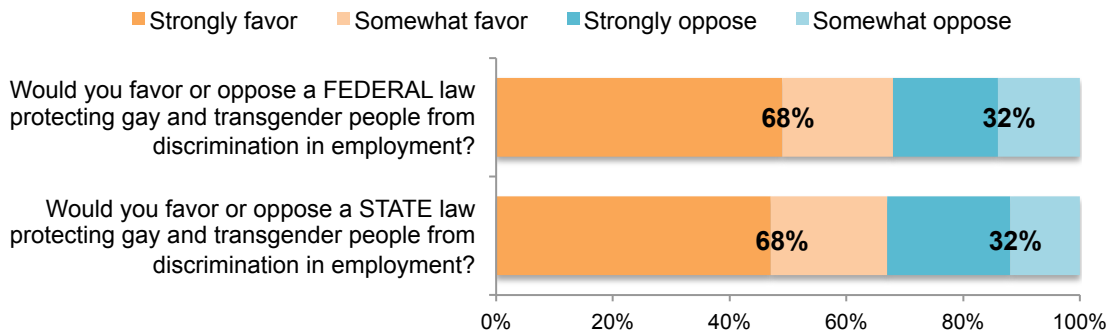
Scientific opinion polling reveals small business owners of all industries and political affiliations believe gay and transgender individuals should have equal workplace discrimination protections.

Sixty-eight percent of entrepreneurs believe federal law should prohibit employment discrimination against gay and transgender people. Sixty-eight percent of owners in Pennsylvania also believe their state should have a law prohibiting this type of discrimination.

Figure 1: Strong majority of owners believe federal law and Pennsylvania law should prohibit employment discrimination against gay and transgender people

As you may know, federal law prohibits discrimination on the basis of gender, sex, age, race, and color. However, federal law does NOT protect gay and transgender people from discrimination in employment. Would you favor or oppose such a federal law?

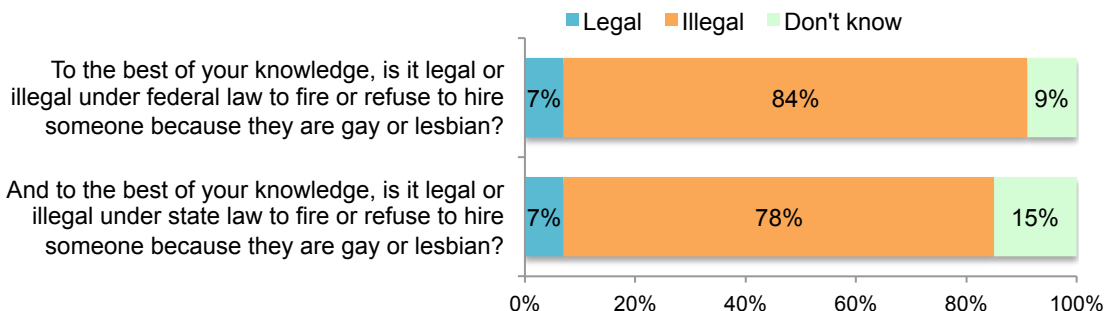
In addition state law does NOT protect gay and transgender people from discrimination in employment. Would you favor or oppose such a federal law?



We also asked small business owners if it is legal or illegal, to the best of their knowledge, to fire or refuse to hire someone because they are gay or lesbian under federal law. A striking 84% of small business owners incorrectly believed it is illegal, while merely 7% correctly believed it is legal. In terms of state law, 78% of entrepreneurs were unaware that it is legal in Pennsylvania to refuse to hire someone based on sexual preference or gender identity.

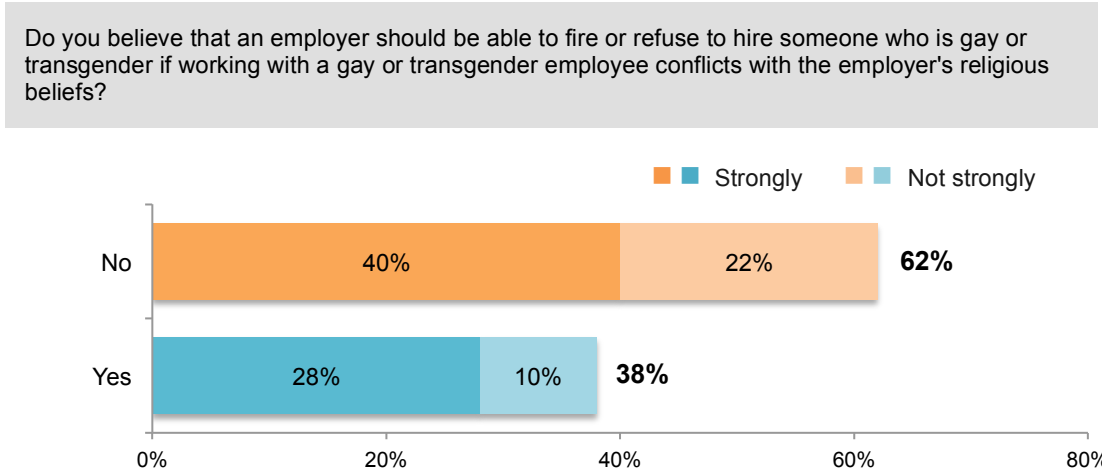
Figure 2: Vast majority of small employers didn't know it is legal to fire or refuse to hire someone because they are gay or lesbian

To the best of your knowledge, is it legal or illegal under state or federal law to fire or refuse to hire someone because they are gay or lesbian?



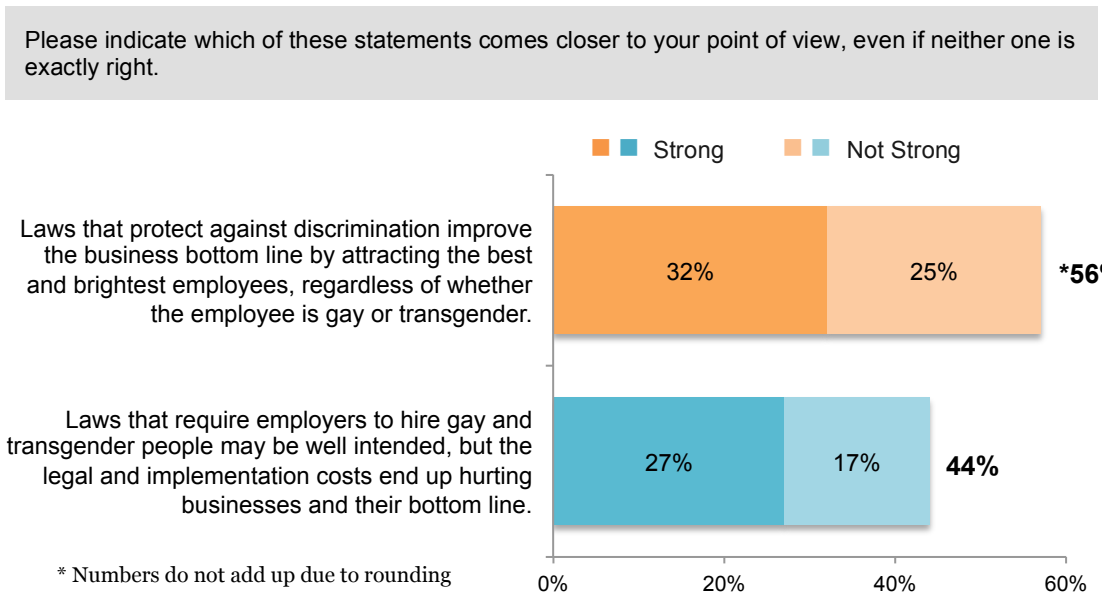
A 62% majority believes an employer should not be able to fire or refuse to hire someone who is gay or transgender, regardless of whether working with a gay or transgender employee conflicts with their (the employer's) religious beliefs. What's more, 71% believe a business should not be legally allowed to refuse services to some customers but not others based on religious beliefs.

Figure 3: Majority agrees an employer shouldn't be able to fire or refuse to hire someone who is gay or transgender, based on their religious beliefs



A majority of entrepreneurs (56%) agree laws protecting employees from discrimination help boost bottom lines because they enable employers to attract the best and the brightest workers.

Figure 4: Majority of entrepreneurs believe laws protecting gay and transgender employees from discrimination boost the business bottom line

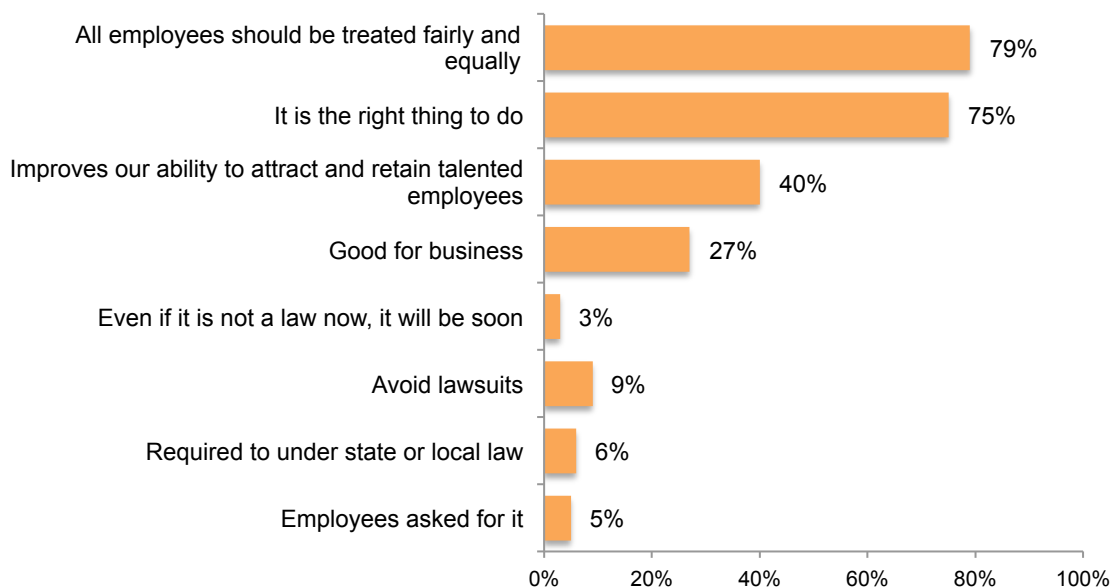


Many Entrepreneurs Have a Nondiscrimination Policy and Agree it Benefits Business, Costs Next to Nothing

One-third of businesses have their own policy protecting gay and transgender people from discrimination. Among the reasons employers with nondiscrimination policies have them, 40% report the policy improves their ability to attract and retain talented employees. This is the third most cited reason, next to entrepreneurs' belief that all employees should be treated fairly and equally (79%), and that having this kind of policy is the right thing to do (75%).

■ **Figure 5: Reasons why employers have adopted policies protecting gay and transgender employees from workplace discrimination**

Which of the following best describes the reasons your company adopted a policy protecting gay and transgender people from discrimination in hiring and promotion? You may mark as many responses as you want.



Overall, 44% of owners offer family benefits. Of that group, 69% say they either provide or would provide family health benefits to same-sex partners and same-sex spouses of their employees: 16% already provide benefits to same-sex partners and spouses of their employees, and an additional 53% say they would do so if they had a gay or lesbian employee. The 30% minority says they would not.

According to the vast majority of owners who have policies protecting gay and transgender employees from discrimination, these policies have a business cost that is nothing or next to nothing.

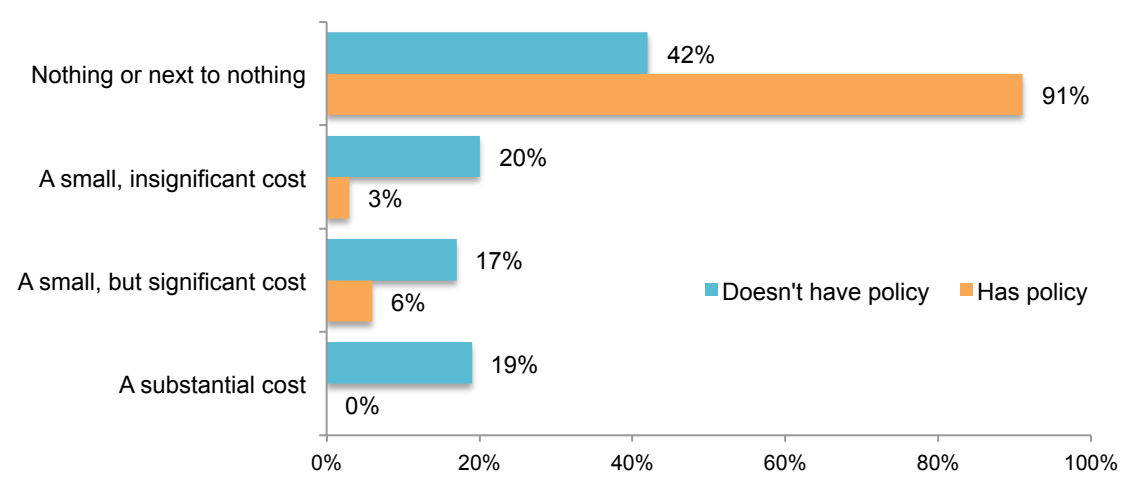
Of business owners who do *not* have a formal policy, 42% estimated the cost of creating a policy protecting gay and transgender people from discrimination to be nothing or next to nothing. Twenty percent estimated a small but insignificant cost. Seventeen percent estimated a small but significant cost, and 19% estimated a substantial cost.

According to business owners who actually have a policy, the cost of creating the policy is nearly non-existent. An overwhelming 91% of small business owners that have adopted their own nondiscrimination policy to protect gay and transgender people from discrimination report the policy has a cost of nothing or next to nothing.

■ **Figure 6: Four in 10 owners estimate that a nondiscrimination policy costs little to nothing; nearly all who have them report that to be true**

Which of the following best describes how much you estimate it would cost your business to create a policy protecting gay and transgender people from discrimination? (Asked of those who don't have a policy)

Thinking back, which of the following best describes how much it cost your business to adopt a non-discrimination policy protecting gay and transgender people from discrimination? (Asked of those with policy)



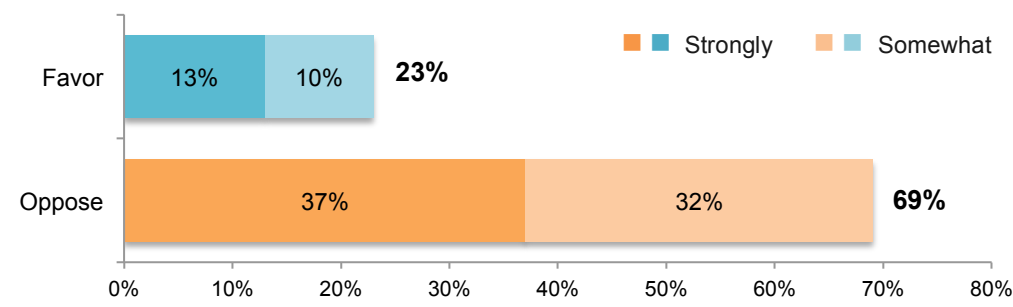
Majorities Say Various Federal Benefits for Heterosexual Employees Should Also Apply to Gay and Lesbian Employees

There are a number of federal laws that provide different types of protections for employees. Poll results revealed that entrepreneurs strongly believe gay, lesbian and transgender employees should be afforded the same employment protections.

Specifically, 63% of small employers oppose the current federal law permitting employers to offer family benefits to married heterosexual couples while denying those benefits to married same-sex couples. And, 69% oppose the federal law requiring that when a small business elects to provide benefits to a same-sex couple, the employee must pay income taxes on their spouse's/partner's benefits and the employer must pay the additional payroll taxes—while businesses and their employees *do not* have to pay such taxes for health benefits provided for heterosexual employees' spouses.

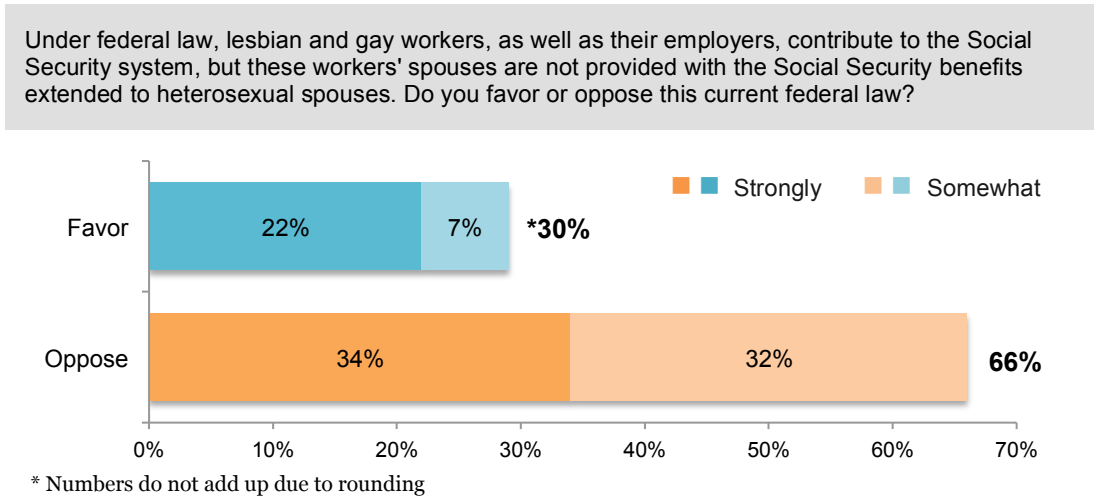
■ **Figure 7: Two-thirds of owners believe same-sex couples and their employers should not have to pay extra taxes for family benefits**

Do you favor or oppose this different taxation of health benefits for same-sex couples?



In addition, under current federal law, lesbian and gay workers, as well as their employers, contribute to the Social Security system—but these workers' spouses are not provided with the Social Security benefits extended to heterosexual workers' spouses. Sixty-six percent of entrepreneurs oppose this law.

Figure 8: Two-thirds of owners oppose gay and transgender employees' spouses not being extended the Social Security benefits extended to heterosexual workers' spouses

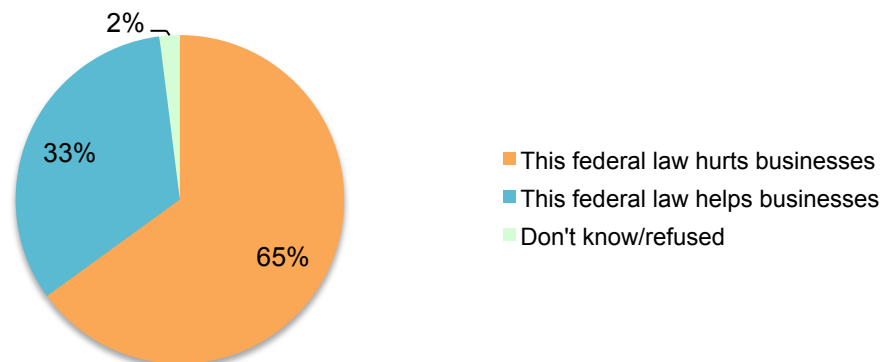


Furthermore, businesses covered under the federal Family and Medical Leave Act are required to provide unpaid leave when a heterosexual employee needs to care for a sick or injured spouse, but not when a gay or lesbian employee needs to care for a sick or injured spouse or partner. A 59% majority of entrepreneurs favor adjusting this law to include gay and lesbian employees.

Federal law also requires employers to treat married same-sex couples as unmarried for benefit and payroll purposes. Sixty-five percent of those surveyed agree this hurts businesses by requiring them to treat their employees differently and to administer two systems of benefits. On the other hand, only 33% agree this law helps businesses by allowing them to offer benefits to heterosexual couples but avoid offering benefits to same-sex couples.

Figure 9: Owners agree current federal law hurts employers by making them treat married same-sex couples as unmarried for benefit and payroll purposes

Currently, federal law requires employers to treat married same-sex couples as unmarried for benefit and payroll purposes. Some businesses have argued that this law hurts businesses by requiring them to treat their employees differently and to administer two systems of benefits and payroll—one for heterosexual couples and another for same-sex couples. Other businesses have argued this law helps businesses by allowing them to offer benefits to heterosexual couples but avoid offering benefits to same-sex couples. Which comes closer to your opinion?



Turning to another topic, current law prohibits gay or lesbian people from sponsoring their partners for the purpose of immigration. Sixty-two percent agree this can hurt businesses—particularly those that compete internationally—by making it harder to attract and retain workers, and therefore oppose the law prohibiting gay or lesbian people from sponsoring their partners for the purpose of immigration.

Conclusion

Small business owners' views clearly underscore the need to for improved employment laws that protect all American workers from discrimination, regardless of sexual orientation and gender identity. Entrepreneurs in Pennsylvania resoundingly favor federal and state laws protecting gay and transgender people from discrimination in employment. In fact, the vast majority was under the impression that such laws already existed. This shows our employment laws are lagging much too far behind common perceptions and expectations people have about employment.

Many small businesses voluntarily provide protections to gay, lesbian and transgender employees and report positive outcomes of implementing these policies. This shows why they want these laws officially on the books. Protecting all employees from workplace discrimination, regardless of sexual orientation and gender identity, helps small business owners in the state attract and retain the best talent—and it costs virtually nothing. The vast majority of Pennsylvania entrepreneurs who provide family health benefits either already offer those benefits to same-sex partners and spouses, or would do so if they had gay or lesbian employees. Entrepreneurs' opinions make it evident: it's time for our employment laws to reflect the modern day workplace and the views of the people who shape it.

Methodology

This poll reflects a national Internet survey of 508 small business owners with oversamples of 100 respondents each in Pennsylvania, Missouri, Michigan, North Carolina and Ohio, creating a combined data set of 1,008 small business owners. This report reflects the data from a combined database where the state oversamples were weighted down to reflect their proportion of the target population. The sample was drawn from Research Now and conducted by Greenberg Quinlan Rosner Research for Small Business Majority. The survey was conducted from April 8-17, 2013. The overall margin of error is +/- 3.1%. The margin of error for state-level data is +/- 9.8%.

Poll Toplines

April 8-17, 2013

100 Small Business Owners with 100 or fewer employees

Q.1 Do you own your own business?

	PA
Yes	100
No.....	-
Not sure.....	-

(ref:SBOSCR)

Q.2 How many people are directly employed by your business or company, including yourself?

	PA
1	-
2-5	58
6-10	17
11-25	14
26-50.....	10
51-100.....	1
More than 100	-
(TERMINATE IF NOT ANSWERED)	-

(ref:NUMEMPLY)

Q.3 Which ONE of the following categories best describes your business? -

	PA
Retail (such as a shop or store)	14
Service industry	16
Finance and insurance.....	10
Real estate.....	10
Construction	4
Information technology.....	2
Manufacturing	5
Whole sale trade	4
Arts, entertainment and recreation.....	4
Retail services (such as car repair, home repair, landscaping).....	5
Restaurant.....	2
Scientific and technical services	4
Administrative support and accounting	1
Agriculture	1
Legal.....	-
Medical or dental	-
Other	19
(Prefer not to say)	-

(ref:BUSTYPE)

Q.4 Now we're going to ask you some questions about lesbian, gay, bisexual and transgender workers. To the best of your knowledge, is it legal or illegal under federal law to fire or refuse to hire someone because they are gay or lesbian?

	PA
Legal.....	7
Illegal	84
Don't know.....	9

(ref:KNOWFED)

Q.5 And to the best of your knowledge, is it legal or illegal under state law to fire or refuse to hire someone because they are gay or lesbian?

	PA
Legal.....	7
Illegal	78
Don't know.....	15
(ref:KNOWST)	

Q.6 As you may know, federal law prohibits discrimination on the basis of gender, sex, age, race, and color. However, federal law does NOT protect gay and transgender people from discrimination in employment. Would you favor or oppose such a federal law?

	PA
Strongly favor	49
Somewhat favor	19
Somewhat oppose.....	14
Strongly oppose	18
(Don't know/refuse)	-
Total Favor.....	68
Total Oppose	32
Favor-Oppose.....	36
(ref:SUPENDA1)	

Q.7 (SKIP IN ENDA STATES) In addition (STATE) state law does NOT protect gay and transgender people from discrimination in employment. Would you favor or oppose a STATE law protecting gay and transgender people from discrimination in employment?

	PA
Strongly favor	47
Somewhat favor	20
Somewhat oppose.....	12
Strongly oppose	21
(Don't know/refuse)	-
Total Favor.....	68
Total Oppose	32
Favor-Oppose.....	35
(ref:SUPENDA2)	

Q.8 Do you believe that an employer should be able to fire or refuse to hire someone who is gay or transgender if working with a gay or transgender employee conflicts with the employer's religious beliefs?

	PA
Yes, strongly.....	28
Yes, not strongly	10
No, not strongly	22
No, strongly.....	40
(Don't know/refuse)	-
Total Yes	38
Total No	62
Yes-No	-24
(ref:SUPENDA3)	

Q.9 Please indicate which of these statements comes closer to your point of view, even if neither one is exactly right.

	1st Stmt Strng	1st Not Strng	2nd Not Strng	2nd Stmt Strng	DK/ Ref	Total 1st Stmt	Total 2nd Stmt	1st - 2nd
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Laws that protect against discrimination improve the business bottom line by attracting the best and brightest employees, regardless of whether the employee is gay or transgender.

OR

Laws that require employers to hire gay and transgender people may be well intended, but the legal and implementation costs end up hurting businesses and their bottom line.

PA.....	32	25	17	27	-	56	44	13
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(ref:PAIRS2)

Q.10 Does your business have a policy, formal or informal, protecting gay and transgender people from discrimination?

PA

Yes	33
No	55
(Don't know/refused)	12

(ref:POLICY4)

Q.11 (IF YES ON POLICY4, ASK) Which of the following best describes this policy?

PA

This policy is a formal, written non-discrimination or Equal Employment Opportunity policy.....	25
This policy is an informal policy that is not written down.....	75
(Don't know/refused)	-

(ref:POLICY5)

Q.12 (IF YES ON POLICY4, ASK) Which of the following best describes the reasons your company adopted a policy protecting gay and transgender people from discrimination in hiring and promotion? You may mark as many responses as you want.

PA

All employees should be treated fairly and equally	79
It is the right thing to do.....	75
Improves our ability to attract and retain talented employees	40
Good for business	27
Even if it is not a law now, it will be soon	3
Avoid lawsuits	9
Required to under state or local law	6
Employees asked for it.....	5
(Don't know/refused)	-

(ref:REASON1)

Q.13 (IF NO ON POLICY4) Which of the following best describes how much you estimate it would cost your business to create a policy protecting gay and transgender people from discrimination?

	PA
Nothing or next to nothing	42
A small, insignificant cost.....	20
A small, but significant cost.....	17
A substantial cost.....	19
(Don't know/refused)	2
(ref:COST3)	

Q.14 (IF YES ON POLICY4) Thinking back, which of the following best describes how much it cost your business to adopt a non-discrimination policy protecting gay and transgender people from discrimination?

	PA
Nothing or next to nothing	91
A small, insignificant cost.....	3
A small, but significant cost.....	6
A substantial cost.....	-
(Don't know/refused)	-
(ref:COST4)	

Q.15 (IF NO ON POLICY4, ASK) Which of the following best describes the reasons your company has not adopted a policy protecting gay and transgender people from discrimination?

	PA
Never came up	56
Business is too small to worry about things like this.....	44
Do not have gay or transgender employees	19
Moral or religious objections.....	20
Will cost too much	1
(Don't know/refused)	-
(ref:REASON2)	

Q.16 Does your company provide FAMILY health benefits to your employees?

	PA
Yes	44
No	56
(Don't know/refused)	-
(ref:BNFITS1)	

Q.17 (IF YES ON BNFITS1) Does your company provide family health benefits to the same-sex partners or same-sex spouses of your employees?

	PA
Yes	16
I would if I had a gay or lesbian employee	53
No	30
(Don't know/refused)	-
(ref:BNFITS2)	

Q.18 Currently, federal law allows employers who offer family benefits to married heterosexual couples to deny those family benefits to married same-sex couples. Do you favor or oppose the current federal law?

	PA
Strongly favor	21
Somewhat favor	8
Somewhat oppose	33
Strongly oppose	31
(Don't know/refused)	8
Total Favor.....	29
Total Oppose	63
Favor-Oppose.....	-34
(ref:BENFIT3)	

Q.19 Under the same federal law, when an employer does provide health benefits for a same-sex spouse or partner of one of their employees, the employee is required to pay income taxes on the value of this benefit, and the employer is required to pay the additional payroll taxes. Businesses and their employees do not have to pay such taxes when a business provides health benefits to an employee's heterosexual spouse. Do you favor or oppose this different taxation of health benefits for same-sex couples?

	PA
Strongly favor	13
Somewhat favor	10
Somewhat oppose	32
Strongly oppose	37
(Don't know/refused)	8
Total Favor.....	23
Total Oppose	69
Favor-Oppose.....	-47
(ref:BENFIT4)	

Q.20 Under federal law, lesbian and gay workers, as well as their employers, contribute to the Social Security system, but these workers' spouses are not provided with the Social Security benefits extended to heterosexual spouses. Do you favor or oppose this current federal law?

	PA
Strongly favor	22
Somewhat favor	7
Somewhat oppose	32
Strongly oppose	34
(Don't know/refused)	4
Total Favor.....	30
Total Oppose	66
Favor-Oppose.....	-37
(ref:SOCSEC)	

Q.21 Businesses covered under the federal Family and Medical Leave Act ARE required to provide unpaid leave when a heterosexual employee needs to care for a sick or injured spouse, but not when a gay or lesbian employee needs to care for a sick or injured spouse or partner. Regardless of whether your business is covered by the federal Family and Medical Leave Act, do you favor or oppose changing the act to require businesses to provide equal leave for same-sex couples?

	PA
Strongly favor	31
Somewhat favor	28
Somewhat oppose	13
Strongly oppose	22
(Don't know/refused)	6
Total Favor	59
Total Oppose	35
Favor-Oppose	24
(ref:FMLA)	

Q.22 Currently, federal law requires employers to treat married same-sex couples as unmarried for benefit and payroll purposes. Some businesses have argued that this law hurts businesses by requiring them to treat their employees differently and to administer two systems of benefits and payroll--one for heterosexual couples and another for same-sex couples. Other businesses have argued this law helps businesses by allowing them to offer benefits to heterosexual couples but avoid offering benefits to same-sex couples. Which comes closer to your opinion?

	PA
This federal law hurts businesses.....	65
This federal law helps businesses.....	33
(Don't know/refused)	2
(ref:DOMA1)	

Q.23 Unlike married heterosexual couples, current law prohibits gay or lesbian people from sponsoring their partners for the purpose of immigration. Some have argued this hurts businesses, particularly those that compete internationally, by making it harder to attract and retain workers. Do you favor or oppose the law prohibiting gay or lesbian people from sponsoring their partners for the purpose of immigration?

	PA
Strongly favor	25
Somewhat favor	13
Somewhat oppose	36
Strongly oppose	26
(Don't know/refused)	-
Total Favor	38
Total Oppose	62
Favor-Oppose	-24
(ref:IMMIG)	

Q.24 Which one or two of these is the best reason to support laws protecting gay and transgender people from discrimination?

PA

Gay and transgender people should be judged on their work performance alone.....	61
It is the right thing to do.....	42
It can attract and retain the most talented employees	16
It is good for business.....	-
Small businesses can better compete with bigger companies	4
None of these	17
(Don't know/refused)	-
(ref:LIST)	

Q.25 Should a business owner be legally allowed to refuse to provide services to some customers but not others based on religious beliefs?

PA

Yes, strongly.....	17
Yes, not strongly	12
No, not strongly	19
No, strongly.....	51
(Don't know/refused)	-

Total Yes 29

Total No 71

Yes-No -41

(ref:ALLOW1)

Q.26 In what year were you born?

PA

18 - 24.....	2
25 - 29	1
30 - 34	4
35 - 39	6
40 - 44	11
45 - 49	9
50 - 54	22
55 - 59.....	18
60 - 64	11
65 and over	12
(No answer)	4
(ref:AGE)	

Q.27 Generally speaking, do you think of yourself as a Republican, a Democrat, an Independent, or something else?

PA

Democrat	24
Independent-lean Democrat	8
Independent.....	11
Independent-lean Republican.....	7
Republican	35
Other	7
Don't know/Refused.....	6
(ref:PTYID1)	

Q.28 For statistical purposes only, which of these categories best describes the gross revenue of your business in 2012?

	PA
Less than \$100,000	20
\$100,000 to under \$250,000	19
\$250,000 to under \$500,000	15
\$500,000 to under \$1 million	16
\$1 million to under \$2 million	8
\$2 million or under \$5 million	9
\$5 million or more	3
Don't know	-
Prefer not to say	12

(ref:INCOME)

Q.29 For statistical purposes only, which of these categories best describes your family's personal income- including any pass through income from your business- in 2011?

	PA
Less than \$50,000	7
\$50,000-\$99,999	31
\$100,000-\$249,999	39
\$250,000-\$999,999	9
Over \$1 million	-
Don't know	-
Prefer not to say	14

(ref:PERSINC)

Q.30 Do you currently have or have you had anyone in the past working for you that you know to be gay,lesbian, bisexual or transgender?

	PA
Yes	37
No	41
Not sure.....	22

(ref:KNOWGAY5)

Q.31 For statistical reasons only, do you consider yourself to be heterosexual or straight, gay, lesbian, bisexual or transgender?

	PA
Straight or heterosexual	96
Gay	-
Lesbian	-
Bisexual.....	2
Transgender	-
(Don't know/refused)	2

(ref:LGBT)

Q.32 What is your religion?

	PA
Protestant.....	21
Catholic	34
Other Christian	18
Not affiliated or nothing in particular	12
Jewish	11
Mormon	-
Other non-Christian religion	1
Muslim/Islam	-
(Don't know/refused)	3

(ref:RELIGTFN)

Q.33 How often do you attend church or other religious services?

	PA
Every week	33
Once or twice a month.....	10
Several times a year	21
Hardly ever	23
(Never)	11
(Don't know/refused)	2
(ref:RELIGB)	

Q.34 What is your race?

	PA
White.....	90
African American or Black	5
Hispanic or Latino	3
Asian or Pacific Islander.....	1
American Indian or Native American	-
Other	-
Biracial or multiracial.....	-
Prefer not to say.....	2
(ref:RACE)	

Q.35 What is your gender?

	PA
Male.....	59
Female.....	41
(ref:GENDER)	