



Opinion Poll

Small Businesses Support Family Medical Leave

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Small Business Majority

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Executive Summary

Small business owners have been working tirelessly to pull the economy back from the brink of the Great Recession. The long hours and commitment they put into their businesses is rivaled only by their employees, whose hard work is crucial to the success of the business. That's why small business owners feel it makes good business sense to take care of their employees, as it's crucial they retain a loyal, talented workforce. It's not surprising then that scientific opinion polling found small business owners nationwide support the creation of publicly administered family medical leave insurance pools.

These programs provide employees with a portion of their wages for a limited number of weeks when the employee has a serious illness, has a new baby to care for or needs to take care of a seriously ill family member. A plurality of small businesses support a proposal to set up publicly administered family and medical leave insurance pools where the insurance premiums are paid with payroll contributions shared by employees and employers— each contributing just one-fifth of 1% of an employee's wages. More small employers (45%) support this type of policy than oppose it (41%).

Small businesses' support is also not surprising when you look at the policies—some formal, some not—that they've already incorporated into their business models. Two-thirds of small business owners have either a formal written policy, a consistent but not written policy or an informal policy provided on a case-by-case basis to provide family medical leave to their employees. These policies are established for unpaid as well as paid leave. Of those who provide family medical leave, nearly four in 10 offer full or partial pay and 26% offer pay depending on the employee.

Another two-thirds of small business owners have a formal written policy, a consistent but not written policy or an informal policy provided on a case-by-case basis to provide employees with parental leave—meaning time the employee can take to care for a new baby. Of the small business owners who do offer parental leave, nearly half (46%) offer full or partial pay and 21% offer pay depending on the employee.

And nearly 8 in 10 small businesses a formal written policy, a consistent but not written policy or an informal policy provided on a case-by-case basis to offer employees medical leave (for their own non-routine illnesses lasting longer than a week). Of the small business owners who do offer medical leave, four in 10 offer full or partial pay and a third offer pay depending on the employee.

Significantly, a robust 80% of small businesses support the Family and Medical Leave Act, signed into law 20 years ago. This law allows eligible employees to take a limited amount of unpaid, job-protected leave for specified family and medical reasons like a serious personal illness, the birth or adoption of a child or to care for a seriously ill family member. It applies to firms with 50 or more employees. This poll surveyed small businesses with 100 employees or fewer. The strong support of those surveyed, coupled with the fact that many small business owners already have formal or informal policies in place, makes it clear why small businesses support creating publicly administered plans for paid leave. A new program of pooled funds for these purposes would help employees who are not offered this leave, as well as those who draw on such existing sources as paid vacation or sick days.

It's important to note the sample of small business owners was politically diverse. Of the 507 business owners polled by Lake Research Partners, 51% of respondents identified as Republican, 34% as Democrats and 13% as independent.

Main Findings

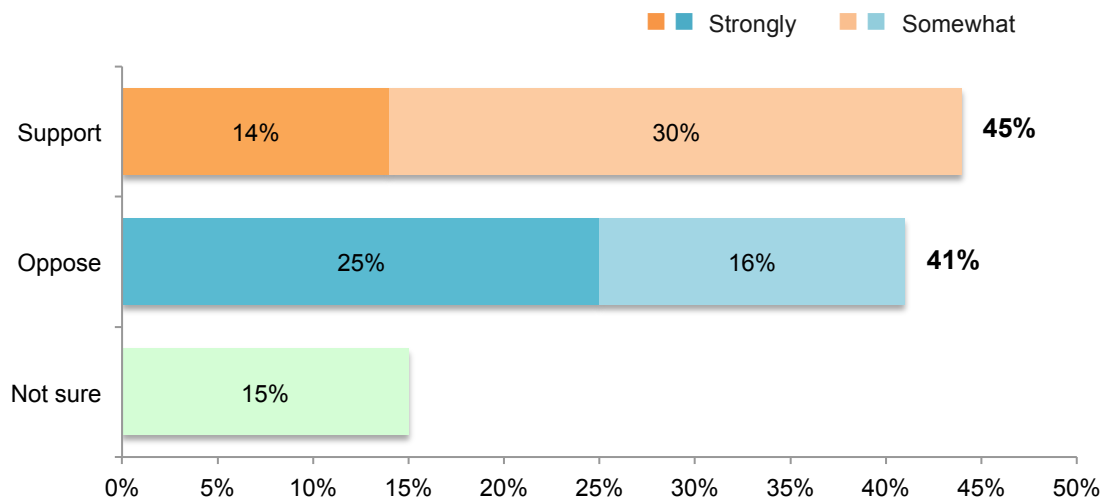
- **Plurality of small businesses support publicly administered family and medical leave insurance pools paid with payroll contributions by employees and employers:**
More small business owners support (45%) than oppose (41%) creating publicly administered family and medical leave insurance pools funded by contributions shared by employees and employers—with each contributing just one-fifth of 1% of an employee's wages.
- **Vast majority of small business owners support the federal Family and Medical Leave Act:**
80% of surveyed entrepreneurs support the Family and Medical Leave Act, signed into law 20 years ago, which allows eligible employees of covered employers to take a limited amount of unpaid, job-protected leave for specified family and medical reasons like a serious personal illness, the birth or adoption of a child or to care for a seriously ill family member.
- **Majority of small businesses have some type of policy—formal or informal—in place when it comes to family medical leave—time an employee would take to care for a family member with a serious illness or caregiving need:**
68% of small business owners have either a formal written policy, a consistent but not written policy or informal policy provided on a case-by-case basis to provide family medical leave. 29% of small business owners do not offer family medical leave at all. Of the small business owners who do offer family medical leave, nearly four in 10 offer full or partial pay and 26% offer pay depending on the employee.
- **Majority of small businesses have some type of policy—formal or informal—in place when it comes to parental leave:**
66% of small business owners have either a formal written policy, a consistent but not written policy, or informal policy provided on a case-by-case basis to provide parental leave. Thirty percent of small business owners do not offer parental leave at all. Of the small business owners who do offer parental leave, nearly half (46%) offer full or partial pay and 21% offer pay depending on the employee.
- **Majority of small businesses have some type of policy in place when it comes to medical leave for non-routine illnesses lasting longer than a week:**
44% of small business owners have a formal or not formal but consistent policy in place when it comes to medical leave, and 35% have an informal policy where they offer medical leave to employees on a case-by-case basis. Only 18% of small firms do not offer any medical leave. Of the small business owners who do offer medical leave, four in 10 offer full or partial pay and a third offer pay depending on the employee.
- **Small business owners are politically diverse:**
51% of respondents identified as Republican, 34% as Democrats and 13% as independent.

Small Business Owners Support Creating Paid Family Medical Leave Insurance Pools

Small business owners favor policies that support their employees. Small Business Majority's poll found this is true when it comes to publicly-administered family and medical leave insurance pools. In fact, a plurality of small businesses support creating publicly administered family and medical leave insurance pools where the insurance premiums are be paid with payroll contributions shared by employees and employers— each contributing just one-fifth of 1% of an employee's wages. More small business owners (45%) support this proposal than oppose it (41%). Fifteen percent said they were unsure whether they would support this proposal or not.

■ **Figure 1: Plurality of small businesses support insurance pools paid with contributions shared by employees and employers**

There are proposals to set up publicly administered family and medical leave insurance pools at the state or national levels. These insurance programs would provide employees with a portion of their wages for a limited number of weeks when the employee has a serious illness, has a new baby to care for, or needs to care for a seriously ill family member. The insurance premiums would be paid with payroll contributions shared by employees and employers— each contributing just one-fifth of 1% of an employee's wages. Would you support or oppose such an insurance system, funded equally by employees and employers, or are you not sure?

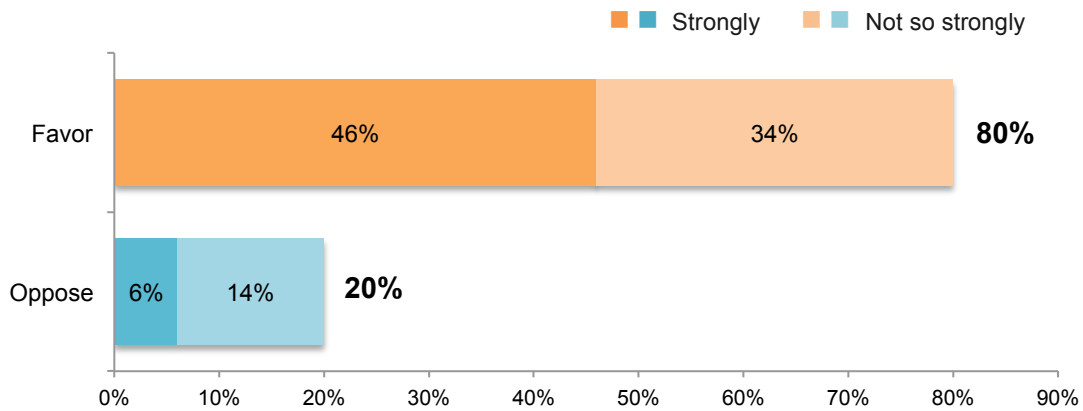


Vast Majority of Small Business Owners Support the Federal Family and Medical Leave Act

Signed into law on Feb. 5, 1993, the Family and Medical Leave Act allows eligible employees of covered employers to take a limited amount of unpaid, job-protected leave for certain family and medical reasons, and have their benefits maintained. Twenty years later, small businesses still strongly support the law. Four out of five respondents favor the law, including close to half (46%) who strongly favor it. Just one in five oppose the law overall, and a mere 6% strongly oppose it.

■ **Figure 2: By four to one ratio, entrepreneurs favor Family Medical Leave Act**

As you may know, the 20-year anniversary of the Family and Medical Leave Act is coming up. Under the Act, eligible employees of covered employers can take a limited amount of unpaid, job-protected leave for specified family and medical reasons like a serious personal illness, the birth or adoption of a child, to care for a seriously ill family member, or for qualifying reasons arising out of a family member being an active member of the military. Would you say you generally FAVOR or OPPOSE the Family and Medical Leave Act?



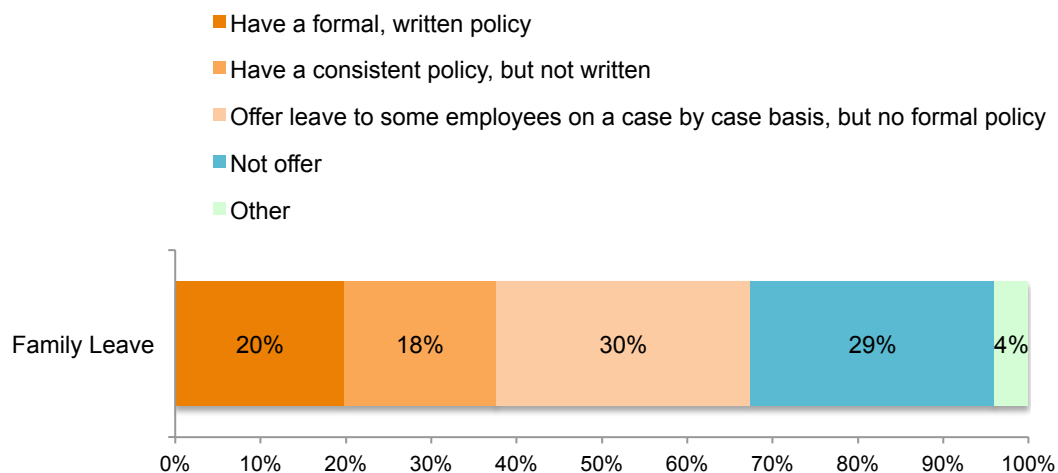
Majority of Small Businesses Already Offer Some Kind of Family Medical Leave

A majority of small businesses offer some sort of family medical leave for any employee that needs to take care of a seriously ill family member or one with extreme caregiving needs. Nearly four in 10 small businesses offer a formal or informal, but consistent, policy for employees to do so, with another 30% offering this policy on an informal, case-by-case basis. This leaves only 29% of small businesses that do not offer some sort of family medical leave to employees.

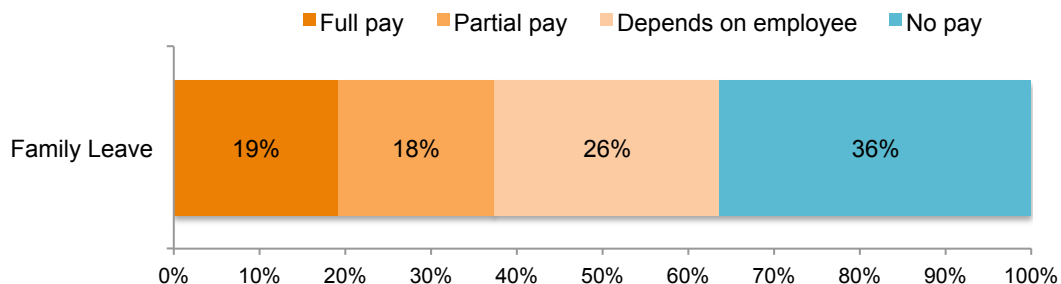
Sixty-three percent of small businesses offer some form of pay to employees taking family medical leave, with nearly four in 10 offering either full or partial pay. The remaining 26% offers pay depending on the employee. Only 36% of small businesses do not offer any sort of pay for family medical leave.

■ **Figure 3: Majority of small businesses already offer some sort of family medical leave; two-thirds offer some form of pay to employees**

Family medical leave is time an employee would take to care for a family member with a serious illness or caregiving need (such as if a spouse has cancer, or an aging relative needs to be moved to a nursing home). It does not refer to sick days, personal days or vacation days. As a business owner, do you:



Specifically for family medical leave (leave to care for a family member with a non-routine illness such as cancer or other serious caregiving need), do you offer full pay to employees, partial pay, no pay or does it depend on the employee?



Many Small Businesses Already Have Medical Leave/Parental Leave Policies in Place

Nearly four in 10 small employers have a formal or informal but consistent policy to provide parental leave, and 20% offer parental leave to some employees, on a case-by-case basis. Thirty percent of small business owners do not offer parental leave at all.

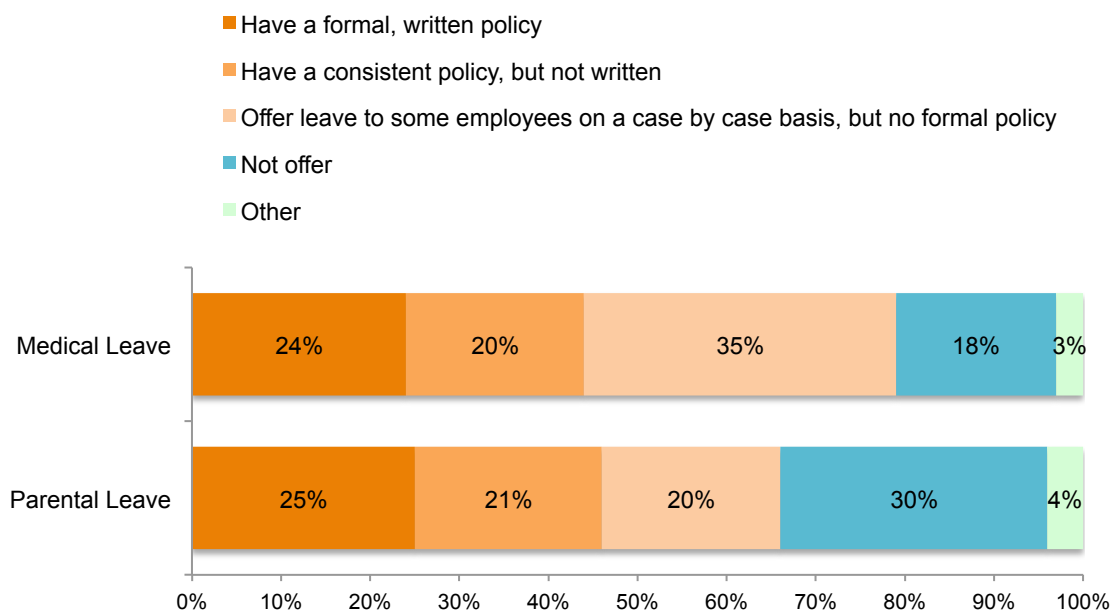
Of the small businesses that offer parental leave, nearly seven in 10 offer some form of pay to the employee, with 46% offering either full or partial pay. The remaining 21% of businesses offer pay depending on the employee. Only a third of small businesses that offer parental leave do not offer any pay to the employee.

■ **Figure 4: Nearly half of small businesses have a formal or informal parental and or medical leave policy**

Medical leave is time employees take off to treat their own serious illness (such as cancer, or other non-routine illnesses that last longer than a week). It does not refer to sick days for routine illnesses like the flu.

Parental leave is time employees take off to care for a new baby (maternity or paternity leave). It does not refer to sick days, personal days or vacation days.

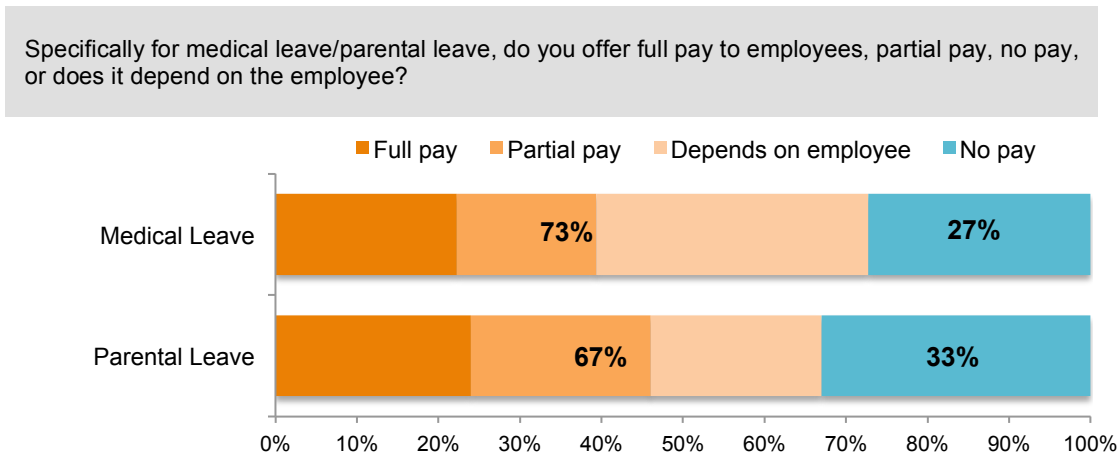
As a business owner, do you:



When it comes to medical leave, another four in 10 small businesses have a formal or informal but consistent policy in place to offer employees medical leave, and 35% offer this kind of leave to some employees on a case-by-case basis. Only 18% of small business owners do not offer any kind of medical leave.

For those employers who do provide medical leave for their employees, four in 10 provide either full or partial pay when an employee takes a medical leave for a non-routine illness lasting longer than a week. Another 33% offers pay depending on the employee. Twenty-seven percent offer no pay for medical leave.

Figure 5: Majority of small firms already offer some form of pay for parental and/or medical leave to employees

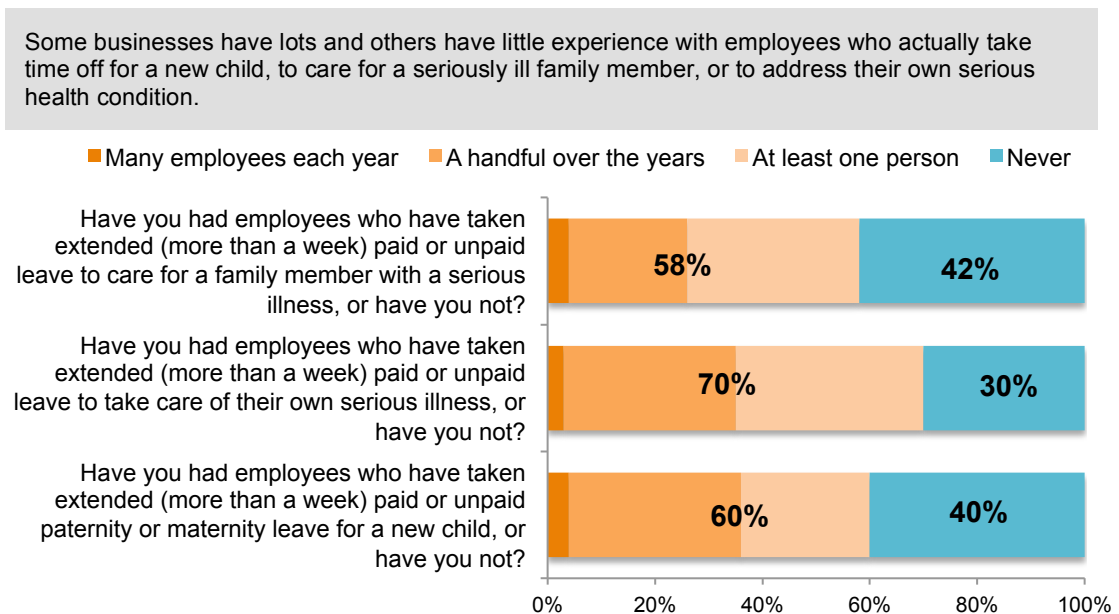


Small Businesses Look Out for Their Employees and their Families

Four in 10 small businesses offer short-term disability insurance for employees with their own serious health conditions, and 70% have offered leave and pay options to employees with serious health conditions who have needed to take extended time off (more than a week). What's more, a majority of small businesses have had employees take extended medical leave to deal with either a newborn child or to care for an ailing family member: six in 10 small businesses say they've dealt with employees taking extended time off for maternity or paternity leave.

The exact same can be said about small businesses dealing with employees taking extended time off to care for a seriously ill family member: nearly 6 in 10 have had at least one of their employees take time off to care for an ill family member.

Figure 6: Majority of small firms have experience with employees taking time off for medical, paternal or family medical leave

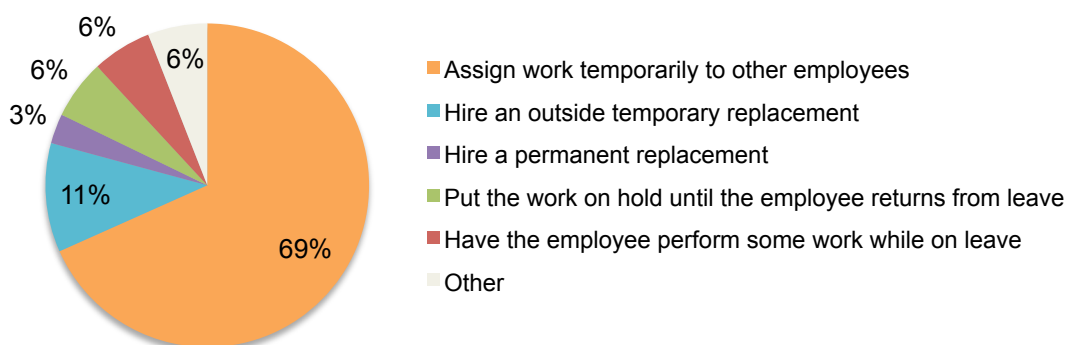


How Small Businesses Handle the Workload of Extended-Leave Employees

Small businesses understand the necessity for their employees to have extended-leave medical options and policies at their disposal should they need to take them. This does not lead to a drastic decline in productivity, however. Seven out of 10 small businesses claim they simply reassign an employee's workload to another employee temporarily. Only 14% say they hire some sort of replacement.

■ **Figure 7: How small businesses handle workload when an employee takes time off**

When an employee takes leave for more than a week, you may have to get the work covered in different ways. As a business do you:



Conclusion

Small business owners believe it's important for employees who need to balance their work and family responsibilities to have reasonable options for doing so—options that also meet the needs of employers. Small businesses' support for creating publicly administered family and medical leave insurance pools is proof of this. These insurance programs would provide employees with a portion of their wages for a limited number of weeks when the employee has a serious illness, a newborn or a gravely ill family member to care for. The vast majority already has formal or informal policies for family medical, paternal and medical leave in place. With that in mind, it's easy to understand why small businesses support a policy that would create an insurance pool that will help take care of their employees and their bottom lines.

Methodology

This Internet poll was conducted for Small Business Majority by Lake Research Partners from Jan. 24-Feb. 1, 2013. The national sample of 507 small business owners was taken from the Research Now Panel and has a margin of error of +/- 4.4%.

Poll Toplines

National online sample

Field Dates: January 24th-February 1st, 2013

507 Small Business Owners nation-wide 3-99 employees

	TOTAL	3 - 9 EMPL	10 - 49 EMPL	50 - 99 EMPL
N=	507	205	202	100

1. Just to confirm, are you the owner of a for-profit small business, who handles operations of the business or manages the employees?

Owner-operator	37	38	38	32
Owner-manager	26	21	30	29
Both	37	41	33	38
Neither	TERMINATE			
Don't know	TERMINATE			

2. Approximately how many people work 30 or more hours per week at your company, including yourself? Please don't include contractors.

RECORD NUMBER: _____
TERMINATE IF 2 EMPLOYEES OR SELF-EMPLOYED
TERMINATE IF OVER 99 EMPLOYEES OR REFUSED

3-4 Employees.....	21	52	0	0
5-9 Employees.....	19	48	0	0
10-19 Employees	12	0	31	0
20-49 Employees	28	0	69	0
50-99 Employees	20	0	0	100

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

_ Manufacturing or construction	21	13	25	28
_ Retail or restaurant	25	28	25	16
_ Non-retail services.....	29	33	25	31
_ Other	26	26	25	25

4. And just to make sure we have a representative sample, could you please identify which of the following descriptions best fit your company? Please check all that apply:

Minority-Owned Business	20	18	20	24
Woman-Owned Business.....	25	26	26	22
Veteran-Owned Business.....	11	14	10	8
None of the Above.....	51	48	52	57

5. What is the zip code of your business? _____

	TOTAL	3 - 9	10 - 49	50 - 99
N=	507	EMPL	EMPL	EMPL
		205	202	100

6. As you may know, the 20-year anniversary of the Family and Medical Leave Act is coming up. Under the Act, eligible employees of covered employers can take a limited amount of unpaid, job-protected leave for specified family and medical reasons like a serious personal illness, the birth or adoption of a child, to care for a seriously ill family member, or for qualifying reasons arising out of a family member being an active member of the military. Would you say you generally FAVOR or OPPOSE the Family and Medical Leave Act?

Strongly favor.....	46	45	45	51
Not so strongly favor.....	34	31	40	32
Not so strongly oppose	14	20	7	13
Strongly oppose.....	6	5	8	4
Favor	80	75	84	83
Oppose	20	25	16	17

7. The next question is just about medical leave, meaning time employees take off to treat their own serious illness (such as cancer, or other non-routine illnesses that last longer than a week). It does not refer to sick days for routine illnesses like the flu. As a business owner, do you:

RANDOMIZE:

Have a formal, written policy to provide medical leave	24	11	30	40
Have a consistent policy, but not written, to provide medical leave.....	20	21	20	18
Offer medical leave to some employees on a case by case basis, but no formal policy.....	35	38	34	29
Not offer medical leave	18	26	13	11
(Other).....	3	4	3	2

IF DO NOT OFFER MEDICAL LEAVE (4), SKIP TO Q9.

8. Specifically for medical leave (non-routine illnesses lasting longer than a week), do you offer full pay to employees, partial pay, no pay or does it depend on the employee?

Full pay.....	22	24	19	26
Partial pay	17	15	18	21
No pay	27	24	31	26
Depends on employee.....	33	37	32	27

	TOTAL	3 - 9 EMPL	10 - 49 EMPL	50 - 99 EMPL
N=	507	205	202	100

9. The next question is just about parental leave, meaning time employees take off to care for a new baby (maternity or paternity leave). It does not refer to sick days, personal days or vacation days. As a business owner, do you:

RANDOMIZE:

Have a formal, written policy to provide parental leave	25	10	30	45
Have a consistent policy, but not written, to provide parental leave	21	23	18	22
Offer parental leave to some employees on a case by case basis, but no formal policy.....	20	23	22	12
Not offer parental leave	30	38	28	17
(Other).....	4	6	2	4

IF DO NOT OFFER FAMILY LEAVE (4), SKIP TO Q11.

10. Specifically for parental leave, do you offer full pay to employees, partial pay, no pay, or does it depend on the employee?

Full pay.....	24	22	23	27
Partial pay	22	20	21	26
No pay	33	31	34	35
Depends on employee.....	21	27	22	12

11. The next question is just about family medical leave, meaning time an employee would take to care for a family member with a serious illness or caregiving need (such as if a spouse has cancer, or an aging relative needs to be moved to a nursing home). It does not refer to sick days, personal days or vacation days. As a business owner, do you:

RANDOMIZE:

Have a formal, written policy to provide this type of leave	20	9	23	35
Have a consistent policy, but not written, to provide this type of leave	18	20	17	16
Offer this type of leave to some employees on a case by case basis, but no formal policy.....	30	31	31	26
Not offer this type of leave.....	29	34	28	19
(Other).....	4	6	1	3

IF DO NOT OFFER THIS TYPE OF LEAVE (4), SKIP TO Q13.

	TOTAL	3 - 9	10 - 49	50 - 99
N=	507	EMPL 205	EMPL 202	EMPL 100

12. Specifically for family medical leave (leave to care for a family member with a non-routine illness such as cancer or other serious caregiving need), do you offer full pay to employees, partial pay, no pay or does it depend on the employee?

Full pay.....	19	20	17	22
Partial pay	18	15	21	19
No pay	36	30	41	39
Depends on employee.....	26	35	22	19

13. Do you make available short-term disability insurance for employees for their own serious health condition?

Yes	44	24	57	59
No	50	71	36	35
Depends on the employee.....	6	5	7	6

Some businesses have lots and others have little experience with employees who actually take time off for a new child, to care for a seriously ill family member, or to address their own serious health condition.

14. Have you had employees who have taken extended (more than a week) paid or unpaid paternity or maternity leave for a new child, or have you not?

Many employees each year	4	2	6	6
A handful over the years	32	14	38	58
At least one person.....	24	24	22	27
Never	40	61	34	9

15. Have you had employees who have taken extended (more than a week) paid or unpaid leave to take care of their own serious illness, or have you not?

Many employees each year	3	1	6	3
A handful over the years	32	16	36	55
At least one person.....	35	37	37	29
Never	30	46	22	13

16. Have you had employees who have taken extended (more than a week) paid or unpaid leave to care for a family member with a serious illness, or have you not?

Many employees each year	4	1	5	6
A handful over the years	22	14	24	37
At least one person.....	32	27	31	44
Never	42	58	40	13

	TOTAL	3 - 9	10 - 49	50 - 99
N=	507	EMPL	EMPL	EMPL
		205	202	100

17. When an employee takes leave for more than a week, you may have to get the work covered in different ways. As a business do you typically (if more than one, choose the approach you have used most often):

RANDOMIZE

Assign work temporarily to other employees.....	69	64	77	62
Hire an outside temporary replacement	11	9	10	16
Hire a permanent replacement	3	3	2	4
Put the work on hold until the employee returns from leave	6	7	4	9
Have the employee perform some work while on leave.....	6	6	5	6
Other	6	11	2	3

18. There are proposals to set up publicly administered family and medical leave insurance pools at the state or national levels. These insurance programs, which already exist in some states, provide employees with a portion of their wages for a limited number of weeks when the employee has a serious illness, has a new baby to care for, or needs to care for a seriously ill family member. The insurance premiums are paid with payroll contributions by employees—just two-fifths of 1% of an employee’s wages. Would you support or oppose such an insurance system, funded entirely by employees, or are you not sure?

Strongly support	21	24	16	23
Somewhat support	38	37	39	40
Somewhat oppose	10	8	13	7
Strongly oppose.....	10	6	12	13
Not sure	22	26	20	17
Support.....	59	60	55	63
Oppose	19	14	24	20

19. There are proposals to set up publicly administered family and medical leave insurance pools at the state or national levels. These insurance programs would provide employees with a portion of their wages for a limited number of weeks when the employee has a serious illness, has a new baby to care for, or needs to care for a seriously ill family member. The insurance premiums would be paid with payroll contributions shared by employees and employers— each contributing just one-fifth of 1% of an employee’s wages. Would you support or oppose such an insurance system, funded equally by employees and employers, or are you not sure?

Strongly support	14	5	23	15
Somewhat support	30	35	26	29
Somewhat oppose	16	19	10	20
Strongly oppose.....	25	21	30	23
Not sure	15	20	11	13
Support.....	45	40	48	45
Oppose	41	40	40	43

	TOTAL	3 - 9 EMPL	10 - 49 EMPL	50 - 99 EMPL
N=	507	205	202	100

20. Below is a pair of statements about family and medical leave insurance systems maintained by some states. Of the two, please indicate which statement is closer to your own views.

RANDOMIZE

A. _ (Some/other people say) family and medical leave insurance systems already work well in several states. They give employees the financial security they need to care for themselves and their families without burdening employers' bottom lines. The insurance system provides a partial wage and the employer can "top up" to a higher benefit level if they choose, making it affordable for employers to provide employees the support they need.

B. _ (Some/other people say) family and medical leave insurance programs burden businesses by giving employees greater ability to stay away from work longer when a baby is born or a family member needs care. This puts the onus on employers to fill the gaps to get work done or face productivity losses, while they also have to bear additional costs of paying into the government insurance system.

Statement A – much closer.....	23	22	25	25
Statement A – somewhat closer	26	28	22	29
Statement B – somewhat closer	23	22	23	26
Statement B – much closer.....	17	16	20	13
(Neither/Both)	11	13	11	7
Statement A.....	49	50	46	53
Statement B.....	40	37	43	39

Next you will see a series of statements some other business owners have made about the family and medical leave insurance programs in their states. For each statement, please indicate whether it is a very convincing, somewhat convincing, not very convincing, or not at all convincing reason to SUPPORT a family and medical leave insurance program.

RANDOMIZE

21. Family and medical leave insurance programs take the burden off businesses to provide employee benefits on their own. Businesses who want to provide greater benefits can always do that, but for businesses too small to provide benefits on their own, the state insurance program offers a useful floor that employees appreciate and is affordable for employers.

Very convincing.....	20	22	18	18
Somewhat convincing	46	48	43	48
Not very convincing	24	20	27	25
Not at all convincing	11	11	12	9
Very /somewhat convincing	66	70	61	66
Not very /not at all convincing	34	30	39	34

22. Family and medical leave insurance programs give employees the financial security they need to be with their families and care for themselves without burdening employers' bottom lines. Employers report that their employees are happier and more productive when they return.

Very convincing.....	20	19	21	19
Somewhat convincing	46	47	40	55
Not very convincing	28	26	31	23
Not at all convincing	7	9	8	2
Very /somewhat convincing	65	65	61	74
Not very /not at all convincing	35	35	39	26

	TOTAL	3 - 9	10 - 49	50 - 99
N=	507	EMPL	EMPL	EMPL
		205	202	100

23. In states with family and medical leave insurance programs, the overwhelming majority of employers report positive impacts on their businesses and their employees, and very few have faced difficulties with administration or abuse. Employees use family and medical leave because they want to keep their job and focus on work when they return.

Very convincing.....	20	19	20	22
Somewhat convincing	44	43	43	46
Not very convincing	26	29	24	25
Not at all convincing	10	9	12	7
Very /somewhat convincing	64	62	63	68
Not very /not at all convincing	36	38	37	32

24. Family and medical leave insurance programs are more important now than ever before since our workforce today is nearly half women, and increasingly all adults in households are workers and not full time caretakers. Without family leave insurance, many of these people would have to choose between quitting their job and caring for their family when a serious illness strikes, which hurts both families and businesses.

Very convincing.....	18	18	19	18
Somewhat convincing	43	44	42	45
Not very convincing	27	27	26	26
Not at all convincing	12	11	14	11
Very /somewhat convincing	61	62	60	63
Not very /not at all convincing	39	38	40	37

25. Since family leave insurance is entirely paid for by employees through small deductions from their weekly paychecks—about a dollar a week—it is a good way to provide a needed benefit without creating a burden on business.

Very convincing.....	29	33	24	29
Somewhat convincing	47	41	48	55
Not very convincing	19	21	20	15
Not at all convincing	5	5	8	1
Very /somewhat convincing	75	74	72	84
Not very /not at all convincing	25	26	28	16

26. Since family leave insurance is entirely paid for by small contributions from employers and employees—about a dollar a week—sharing the cost is a good way to provide a needed benefit without creating a burden on business.

Very convincing.....	13	17	11	10
Somewhat convincing	46	43	48	48
Not very convincing	25	24	22	32
Not at all convincing	16	16	19	10
Very /somewhat convincing	59	60	59	58
Not very /not at all convincing	41	40	41	42

END ROTATION

	TOTAL	3 - 9 EMPL	10 - 49 EMPL	50 - 99 EMPL
N=	507	205	202	100

27. Sometimes in a survey like this, people change their minds. Again, there are proposals to set up publicly administered family and medical leave insurance pools at the state or national levels. These insurance programs, which already exist in some states, provide employees with a portion of their wages for a limited number of weeks when the employee has a serious illness, has a new baby to care for, or needs to care for a seriously ill family member. The insurance premiums are paid with payroll contributions by employees—just two-fifths of 1% of an employee’s wages. Would you support or oppose such an insurance system, funded entirely by employees, or are you not sure?

Strongly support	21	22	21	16
Somewhat support	43	40	42	51
Somewhat oppose	15	11	17	17
Strongly oppose.....	6	3	9	6
Not sure	16	24	10	10
Support.....	63	62	63	67
Oppose	21	14	27	23

28. Sometimes in a survey like this, people change their minds. Again, there are proposals to set up publicly administered family and medical leave insurance pools at the state or national levels. These insurance programs would provide employees with a portion of their wages for a limited number of weeks when the employee has a serious illness, has a new baby to care for, or needs to care for a seriously ill family member. The insurance premiums would be paid with payroll contributions shared by employees and employers— each contributing just one-fifth of 1% of an employee’s wages. Would you support or oppose such an insurance system, funded equally by employees and employers, or are you not sure?

Strongly support	15	11	20	10
Somewhat support	32	30	29	46
Somewhat oppose	19	24	14	23
Strongly oppose.....	24	20	30	19
Not sure	9	15	8	1
Support.....	47	41	48	56
Oppose	44	44	44	42

The few remaining questions are for statistical purposes only.

29. Generally speaking, do you think of yourself as a Republican, a Democrat, an independent, or something else?

IF INDEPENDENT: Would you say that you lean more toward the Republicans or more toward the Democrats?

Republican	36	33	42	32
independent - lean Republican	15	17	14	12
Republican	51	50	56	44
independent	13	12	14	12
Democrat.....	34	34	29	41
independent - lean Democratic	9	10	8	10
Democrat	24	25	21	31
Other	2	3	1	3

	TOTAL N= 507	3 - 9 EMPL 205	10 - 49 EMPL 202	50 - 99 EMPL 100
30. What is your age?				
18-24.....	0	0	1	0
25-29	2	1	3	5
30-34	5	3	3	11
35-39	8	7	6	11
40-44	9	6	8	16
45-49	14	10	19	12
50-54	17	19	18	13
55-59.....	18	21	19	11
60-64	17	20	14	18
65-69	5	7	4	3
70-74	3	5	2	1
75 and over	1	1	3	0
31. Are you male or female?				
Male.....	71	70	72	71
Female.....	29	30	28	29
32. For statistical purposes only, which of these categories best describes the gross revenue of your business in 2012?				
Less than \$100,000	8	13	5	5
\$100,000 to under \$250,000.....	17	24	13	9
\$250,000 to under \$500,000	15	22	7	15
\$500,000 to under \$1 million	15	22	10	10
\$1 million to under \$2 million.....	15	10	26	6
\$2 million or more	30	9	39	55
For how many years have you been the owner of your current business?				
Less than 1 year	2	1	3	0
1-2 years	4	2	5	2
2-5 years	16	16	11	23
6-10 years	22	23	18	28
11-20 years	23	24	21	23
More than 20 years	34	32	41	24
Region				
Northeast.....	18	21	18	15
Midwest.....	23	23	25	21
South	35	36	34	37
West.....	23	21	23	28
New England.....	5	5	6	3
Middle Atlantic	13	16	11	12
East North Central	15	14	15	18
West North Central	8	9	10	3
South Atlantic	19	16	22	20
East South Central	5	8	3	4
West South Central	11	12	10	12
Mountain.....	7	4	9	9
Pacific	16 17 14 19			