

Opinion poll: New Mexico small businesses support state-run paid family & medical leave program

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Download full report from our website: <https://smallbusinessmajority.org/our-research/workforce/new-mexico-small-businesses-support-state-run-paid-family-medical-leave-program>

Methodology

This poll reflects a survey of 305 small business owners in the state of New Mexico. The poll was an online survey conducted Nov. 14-28, 2023 by Chesapeake Beach Consulting for Small Business Majority. The margin of error is +/- 5.8% at 95% confidence level.

Survey Toplines

1. Please indicate your gender.

Male	77%
Female.....	23%
Gender nonconforming and/or nonbinary	0%
Prefer not to disclose	0%

2. Which race or ethnicity best describes you?

Asian/Pacific Islander.....	3%
Black/African American	2%
Latino/Hispanic.....	10%
Native American	2%
White/Caucasian	81%
Other race	1%
Multiple races/ethnicities	1%
Decline to say	1%

3. Just to confirm, are you the owner of a for-profit business?

Yes.....	100%
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4. How many people does your company employ including yourself? Please include full-time and part-time employees, but do not include independent contractors.

One.....	0%
2 to 10	35%
11 to 25	21%
26 to 50	18%
51 to 75	18%
75 to 99	8%
100+	0%

5. Do you pay your employees through a salary or by the hour?

Hourly	28%
Salary	25%
Both, depends on the employee	48%
Don't know.....	<1%

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

Agriculture & Mining	1%
Consulting & Business Services	4%
Education & Youth Services.....	1%
Energy & Utilities.....	1%
Engineering.....	3%
Food & Beverage	14%
Health, Beauty, Fitness	5%
Healthcare, Pharmaceuticals & Biotech.....	6%
Insurance & Financial Services	4%
Manufacturing	12%
Media & Entertainment	3%
Non-profit.....	2%
Real Estate & Construction.....	10%
Retail.....	19%
Service and Consumer Services	3%
Software & Internet.....	<1%
Technology, Computers & Electronics	4%
Telecommunications.....	<1%
Transportation & Storage	3%
Travel, Recreation & Leisure.....	2%
Wholesale & Distributors.....	2%
Other	2%

7. 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	43%
Woman-Owned Business.....	26%
Veteran-Owned Business.....	10%
None of the above	37%

8. Now thinking about your business, do you offer maternity leave, paternity leave, both, or neither?

Maternity leave	21%
Paternity leave	8%
Both.....	50%
Neither	20%

9. Specifically, for parental leave, do you now offer full pay to employees, partial pay, no pay, or does it depend on the employee? (Asked of those offering parental leave. N=243)

Full pay	48%
Partial pay	38%
No pay	2%
Depends on employee	12%

10. The next question is just about family leave, meaning extended time off for an employee to care for a family member with a serious illness or caregiving need (such as if a spouse has cancer, or an aging relative is hospitalized and needs care). It does not refer to sick days, parental leave, personal days or vacation days. As a business owner, do you currently:

Have a formal, written policy to provide family leave, either paid, unpaid or both.	29%
Have a consistent policy, but not written, to provide family leave, either paid, unpaid or both	24%
Offer family leave to some employees on a case-by-case basis, but no formal policy, either paid, unpaid or both	38%
Not offer this type of leave	8%
Other - Please specify	1%

11. Specifically, for family 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? (Asked of those offering family leave. N=280)

Full pay	42%
Partial pay	31%
No pay	6%
Depends on employee	21%

12. Still thinking about employees taking leave...How important is it for employees to be able to take extended paid leave for each of the following?

a. When the employee has a serious illness.

Very important.....	60%
Somewhat important	36%
Not very important	3%
Not important at all	<1%
Not sure	1%

b. When the employee needs to care for a seriously ill family member.

Very important.....	51%
Somewhat important	44%
Not very important	4%
Not important at all	<1%
Not sure	1%

c. When the employee needs to take bereavement following the death of a child.

Very important.....	62%
Somewhat important	33%
Not very important	3%
Not important at all	<1%
Not sure	1%

d. When the employee needs to take parental or maternal leave to bond with a new child.

Very important.....	54%
Somewhat important	37%
Not very important	7%
Not important at all	1%
Not sure	1%

The State of New Mexico is considering creating a state-administered paid family and medical leave insurance program, funded by payroll contributions shared by employees and employers—with employees paying 0.5% of their wages and employers contributing 0.4% of the employee’s wages. Only businesses with five or more employees would pay the 0.4% contribution.

13. Would you support or oppose the creation of such a program that would pay your employees a portion of their wages for up to 12 weeks if the employee has a serious illness, needs to care for a seriously ill family member, needs bereavement for the death of a child, or needs to care for a new baby?

Strongly support	44%
Somewhat support	41%
Somewhat oppose	6%
Strongly oppose	8%
Not sure	2%

14. The following are additional components that may be included in this paid family and medical leave insurance program proposal. For each of the following, indicate whether you support or oppose.

a. A requirement that the employee pay into the fund for at least six of the prior 12 months before they are eligible to take leave.

Strongly support	49%
Somewhat support	40%
Somewhat oppose	6%
Strongly oppose	4%
Not sure	2%

b. A requirement that the employee provide proof of the need for leave.

Strongly support	51%
Somewhat support	41%
Somewhat oppose	5%
Strongly oppose	3%
Not sure	1%

c. A requirement that would prevent the employee from taking paid leave at the same time as using sick days, workers' compensation or unemployment insurance.

Strongly support	39%
Somewhat support	39%
Somewhat oppose	12%
Strongly oppose	7%
Not sure	3%

d. A requirement that the employer hold the position open so long as the employee has been in the position for 90 days.

Strongly support	30%
Somewhat support	50%
Somewhat oppose	11%
Strongly oppose	8%
Not sure	1%

15. Now you are going to see a series of statements about paid family and medical leave programs. Please indicate if you agree or disagree with each statement on a scale of 0 to 10 where 0 means you strongly disagree and 10 means you strongly agree. You can use any number between 0 and 10.

a. When my staff currently take leave, it's a strain to get coverage and recover the costs associated with their absence.

Zero - Strongly disagree	5%
One.....	4%
Two	2%
Three.....	1%
Four.....	1%
Five	6%
Six	6%
Seven.....	12%
Eight.....	23%
Nine.....	20%
Ten - Strongly agree.....	20%
Not sure	<1%

b. Job-seekers are increasingly interested in applying to jobs that provide family-friendly benefits and are evaluating employers based on the benefits they offer.

Zero - Strongly disagree	5%
One.....	1%
Two	2%
Three.....	2%
Four.....	1%
Five	10%
Six	5%
Seven.....	18%

Eight.....	25%
Nine.....	16%
Ten - Strongly agree.....	15%
Not sure	<1%

c. It is important that the administration of a paid family and medical leave program does not fall on my shoulders.

Zero - Strongly disagree.....	3%
One.....	2%
Two	3%
Three.....	3%
Four.....	3%
Five	8%
Six	4%
Seven.....	14%
Eight.....	19%
Nine.....	18%
Ten - Strongly agree.....	21%
Not sure	<1%

d. A state-administered paid family and medical leave insurance program would allow small businesses like mine to compete with larger companies that can afford to offer these programs voluntarily and pay for extended leave out-of-pocket.

Zero - Strongly disagree.....	7%
One.....	3%
Two	1%
Three.....	2%
Four.....	1%
Five	6%
Six	6%
Seven.....	12%
Eight.....	21%
Nine.....	21%
Ten - Strongly agree.....	18%
Not sure	<1%

e. As a small business owner, I support paid family and medical leave because I know it's the right thing to do – not just as an employer but as someone who cares about the people who work for me.

Zero - Strongly disagree.....	4%
One.....	3%
Two	2%
Three.....	1%
Four.....	1%

Five	2%
Six	3%
Seven.....	17%
Eight.....	22%
Nine.....	21%
Ten - Strongly agree.....	25%
Not sure	<1%

f. Paid family and medical leave insurance programs can bring certain workers back into the job market, such as people who care give and people who have had a child. My business would benefit from the additional workforce and employees who return to their positions after leave.

Zero - Strongly disagree.....	7%
One.....	2%
Two	3%
Three.....	<1%
Four.....	1%
Five	9%
Six	4%
Seven.....	13%
Eight.....	22%
Nine.....	21%
Ten - Strongly agree.....	17%
Not sure	1%

Sometimes in a survey like this, people change their minds.

16. Would you support or oppose the State of New Mexico creating a state-administered paid family and medical leave insurance program, that would pay your employees a portion of their wages for up to 12 weeks if the employee has a serious illness, needs to care for a seriously ill family member, needs bereavement for the death of a child, or needs to care for a new baby?

The program would be funded by payroll contributions shared by employees and employers—with employees paying 0.5% of their wages and employers contributing 0.4% of the employee’s wages. Only businesses with five or more employees would pay the 0.4%

Strongly support	43%
Somewhat support.....	42%
Somewhat oppose	6%
Strongly oppose	9%
Not sure	1%

These few remaining questions are for statistical purposes only.

17. Are you a member of a New Mexico Business Chamber of Commerce? N=269

Yes.....	49%
No.....	50%
Prefer not to answer.....	<1%

18. Do you think of yourself as a Republican, a Democrat, an Independent or something else? IF REPUBLICAN/DEMOCRAT: Do you consider yourself a strong, not-so-strong or moderate (Republican/Democrat)? IF INDEPENDENT: Do you lean more toward the Republicans or more toward the Democrats?

Strong Democrat.....	13%
Not-so-strong Democrat.....	5%
Moderate Democrat.....	18%
Independent - lean Democrat.....	16%
Independent.....	20%
Independent - lean Republican.....	10%
Moderate Republican.....	4%
Not-so-strong Republican.....	<1%
Strong Republican.....	7%
Other.....	2%
Not sure.....	4%

19. What is your age?

18-24.....	1%
25-29.....	4%
30-34.....	10%
35-39.....	31%
40-44.....	18%
45-49.....	12%
50-54.....	7%
55-59.....	5%
60-64.....	4%
65-69.....	6%
70-74.....	1%
75 and over.....	2%
Refused.....	1%

20. For statistical purposes only, which of these categories best describes the gross revenue of your business in 2022?

Less than \$50,000.....	2%
\$50,000 to \$100,000.....	3%
\$100,000 to under \$250,000.....	14%
\$250,000 to under \$500,000.....	16%
\$500,000 to under \$1 million.....	24%

\$1 million to under \$2 million	21%
\$2 million or more	14%
Not sure	2%
Refused	4%

21. For how many years have you been the owner or business manager of your current business?

Less than 1 year	2%
1-2 years	7%
3-5 years.....	42%
6-10 years.....	28%
11-20 years	11%
More than 20 years	10%
Refused	<1%