

Survey Toplines

Opinion poll: California small business owners support expanding paid family leave protections, increasing paid sick days

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Download full report from our website: <https://smallbusinessmajority.org/our-research/workforce/ca-small-business-owners-support-expanding-paid-family-leave-protections-increasing-paid-sick-days>

Methodology

This poll reflects a survey of 400 small business owners with between 3-100 employees in California. The poll was an online survey conducted by Lake Research Partners on behalf of Small Business Majority. The margin of error is +/- 4.9%.

Unless otherwise noted, numbers represent percentages and questions are single choice.

	Total	Men	Women	Number of employees		
				3-4	5-9	10-100
1. Are you the owner of a small business in California?						
Yes - An owner	100	100	100	100	100	100
2. In which county is your business located?						
LA County	25	21	35	44	30	17
Orange.....	4	3	7	6	5	3
Inland Empire.....	8	10	2	0	9	9
San Diego	10	13	2	2	11	11
Central Coast.....	7	6	10	9	7	6
Fresno	7	7	8	5	8	7
Sacramento	13	14	10	6	6	19
Bay Area	22	22	21	29	22	21
North.....	4	3	6	0	2	6
3. Approximately how many people work 30+ hours a week at your business, including yourself? Please do not include contractors. If you own more than one business, please answer for the largest business you own.						
3-4	12	9	19	100	0	0
5-9	33	30	41	0	100	0
10-19.....	28	30	24	0	0	52
20-49.....	18	20	12	0	0	33
50-100.....	8	9	5	0	0	15

	Total	Men	Women	Number of employees		
				3-4	5-9	10-100
4. Which of the following terms best describes your business?						
For-profit.....	100	100	100	100	100	100
5. What is your age?						
Under 30	9	13	1	12	9	9
30 - 39.....	27	30	23	20	36	24
40 - 49.....	32	35	27	15	24	41
50 - 64.....	24	23	26	18	23	25
65 & over	7	0	23	35	8	0
18-24 years	0	0	1	0	1	0
25-29 years.....	9	12	1	12	8	9
30-34 years.....	9	11	5	16	12	6
35-39 years.....	18	18	18	4	24	18
40-44 years	18	20	13	7	13	24
45-49 years.....	14	14	14	8	11	17
50-54 years.....	11	13	7	8	7	14
55-59 years	11	10	15	11	11	12
60-64 years	1	0	5	0	4	0
65-69 years.....	7	0	23	35	8	0
70-74 years.....	0	0	0	0	0	0
Over 74 years.....	0	0	0	0	0	0
6. What is your gender? Select all that apply						
Man	69	100	0	53	62	77
Woman.....	31	0	100	47	38	23
Nonbinary	0	0	0	0	0	0
Prefer to self describe.....	0	0	0	0	0	0
Prefer not to answer.....	0	0	0	0	0	0
7. Just to make sure we have a representative sample, please choose one or more of these racial or ethnic groups that you identify with. Select all that apply						
White or Caucasian	54	49	65	64	58	49
Black or African American	9	6	16	9	14	6
Latino/Latina or Hispanic	14	17	8	14	11	16
Asian American or Pacific Islander.....	22	27	11	9	17	28
Native American.....	0	1	0	3	0	0
Middle Eastern.....	0	0	0	0	0	0
None of these/other	1	1	0	0	0	1

Number of employees
Total Men Women 3-4 5-9 10-100

8. Again thinking about the largest business you own, which of the following categories best describes your industry?

Retail	29	28	31	34	35	24
Hospitality & Food Services	11	12	9	5	8	14
Manufacturing.....	9	9	9	14	9	9
Real Estate	9	11	4	6	8	10
Construction & Mining.....	7	7	7	14	6	7
Arts, Entertainment & Recreation	7	5	10	7	6	7
Transportation & Warehousing	6	5	7	7	8	4
Consulting	5	5	6	7	1	8
Finance, Insurance, & Economics.....	3	2	5	2	3	3
Computers, Science, & Technology	3	1	6	0	2	4
Health Care & Pharmaceutical.....	3	3	3	0	5	2
Agriculture, Forestry, Fishing & Hunting	3	4	0	6	1	3
Media & Information	2	3	2	0	2	3
Education	2	3	0	0	5	0
Communications & Marketing.....	1	0	1	0	0	1
Administrative & Business Support	1	1	0	0	0	1
Other	1	1	0	0	1	1

9. Approximately what percentage of your employees are women?

0-25%	26	31	14	21	32	23
26-50%.....	49	52	42	52	39	54
51-75%.....	18	16	23	20	18	18
76-100%	7	1	21	7	11	5

10. Approximately what percentage of your employees are people of color (Black, Hispanic or Latino/a, Asian/Pacific Islander, Native American, or Middle Eastern)?

0-25%	25	23	30	25	27	24
26-50%.....	34	31	41	46	31	34
51-75%.....	26	29	20	15	28	27
76-100%	14	17	9	14	12	15

11. Approximately what percentage of your employees work part-time (less than 30 hours per week)?

0-25%	68	70	64	65	59	75
26-50%.....	24	25	23	29	31	19
51-75%.....	5	4	6	0	6	4
76-100%	3	1	7	6	4	2
Not sure.....	0	0	0	0	0	0

12. Approximately what percentage of your employees work MORE than 40 hours per week?

0-25%	17	13	27	12	19	18
26-50%	19	21	16	29	29	11
51-75%	25	24	25	16	30	23
76-100%	39	42	32	43	22	48
Not sure.....	0	0	0	0	0	0

13. Has your headcount of employees at this time declined, stayed the same, or increased compared to the same time last year?

Declined	8	8	7	7	10	7
Stayed the same.....	43	45	39	36	38	48
Increased.....	49	47	54	58	52	45
Not sure.....	0	0	0	0	0	0

14. Approximately how many years has your business been in operation?

0-1	2	2	2	5	0	3
2-4	33	31	36	40	46	23
5-9	45	47	41	41	41	48
10-14.....	13	12	16	5	10	18
15-19.....	6	7	3	3	2	9
20-24.....	0	0	1	0	1	0
25+	1	1	0	6	0	0

15. What is your company's approximate yearly gross revenue? Just a rough estimate is OK.

Less than \$100,000	1	0	1	3	1	0
\$100,000 to under \$250,000	4	4	3	14	5	1
\$250,000 to under \$500,000.....	24	21	30	47	35	12
\$500,000 to under \$1 million.....	33	37	24	27	34	34
\$1 million to under \$2 million	22	20	24	7	14	30
\$2 million or more	17	17	17	3	11	23
Not sure.....	0	0	0	0	0	0

16. Would you say that your revenue at this point in the year has declined, stayed the same, or increased compared to the same time last year?

Declined	12	15	7	13	14	11
Stayed the same.....	26	26	28	23	28	26
Increased.....	61	59	65	65	58	63
Not sure.....	0	0	0	0	0	0

Number of employees
Total Men Women 3-4 5-9 10-100

17. Which of these are the top two challenges facing your business? Select two

Future business opportunities	22	20	26	29	21	21
Retaining good employees	21	23	18	18	21	22
Financial health.....	21	22	19	5	21	25
Health and safety of your workers	18	17	20	23	16	17
Supply chain issues	17	18	15	24	18	15
Competition from other companies	17	19	14	25	17	15
Future of your industry	16	18	12	24	17	14
Inflation	16	16	14	15	17	15
Access to capital and loans.....	15	13	19	19	7	19
Attracting new employees	14	11	22	7	17	14
Economic conditions.....	13	13	11	2	15	13
Making payroll	8	8	8	2	9	8

18. Now on a slightly different topic, in your opinion, how important is it for people to have access to the following items to obtain financial security? Select one for each option

Sorted by “Very important”

Health insurance coverage	49	50	48	44	40	56
Wage replacement.....	46	40	58	49	45	46
Paid sick leave	45	45	45	42	38	50
Paid family medical leave.....	42	43	37	22	38	48
Job protection	40	39	43	40	41	39
Affordable childcare	39	41	36	36	41	39

a. Health insurance coverage

Very important.....	49	50	48	44	40	56
Somewhat important.....	39	41	35	39	46	35
A little important.....	11	9	16	13	13	9
Not important at all.....	0	1	0	4	0	0
Not sure.....	0	0	0	0	0	0
Important.....	89	91	84	83	87	91
Not important	11	9	16	17	13	9

	Total	Men	Women	Number of employees		
				3-4	5-9	10-100
b. Paid sick leave						
Very important.....	45	45	45	42	38	50
Somewhat important.....	43	45	39	26	45	45
A little important.....	12	11	16	32	17	5
Not important at all.....	0	0	1	0	0	0
Not sure.....	0	0	0	0	0	0
Important.....	87	89	83	68	83	95
Not important	13	11	17	32	17	5
c. Paid family medical leave						
Very important.....	42	43	37	22	38	48
Somewhat important.....	47	47	46	63	45	44
A little important.....	11	9	15	15	15	7
Not important at all.....	1	0	2	0	2	0
Not sure.....	0	0	0	0	0	0
Important.....	88	91	83	85	83	93
Not important	12	9	17	15	17	7
d. Affordable childcare						
Very important.....	39	41	36	36	41	39
Somewhat important.....	47	46	49	42	43	50
A little important.....	12	12	12	15	14	10
Not important at all.....	1	1	2	4	2	1
Not sure.....	0	1	0	4	0	0
Important.....	86	87	85	78	84	89
Not important	13	13	15	18	16	11
e. Job protection while on sick leave or family medical leave						
Very important.....	40	39	43	40	41	39
Somewhat important.....	48	49	45	37	46	51
A little important.....	12	12	12	23	13	9
Not important at all.....	0	0	0	0	1	0
Not sure.....	0	0	0	0	0	0
Important.....	88	88	87	77	87	91
Not important	12	12	13	23	13	9

	Total	Men	Women	Number of employees		
				3-4	5-9	10-100
f. Wage replacement while on sick leave or family medical leave						
Very important.....	46	40	58	49	45	46
Somewhat important.....	42	48	28	38	40	43
A little important.....	11	11	13	6	15	10
Not important at all.....	0	0	0	0	0	0
Not sure.....	1	1	0	8	0	0
Important.....	88	88	86	86	85	89
Not important	12	11	14	6	15	11

19. Which two of the following financial concerns worry you most personally? Select two

Mortgage/rent and home costs	36	38	32	28	37	38
Health care costs	31	34	26	33	29	32
Income not keeping up with costs.....	30	32	27	27	29	32
Access to paid family and medical leave	20	19	21	32	19	17
Retirement security.....	18	17	20	33	21	12
Barriers in business due to race and/or gender	17	14	24	18	16	19
The ability to afford starting or growing my family.....	15	14	18	7	15	18
Taxes	11	11	12	14	7	14
College tuition and/or student loans.....	9	7	13	9	8	10
Cost of child care	9	10	5	0	14	7
Other	0	0	0	0	0	0
None.....	0	0	0	0	1	0

20. Which two of the following financial concerns do you believe worry your employees most? Select two

Health care costs	38	43	29	38	35	41
Wages not keeping up with costs	24	26	21	32	17	27
Retirement security.....	23	25	18	16	23	24
Access to paid family and medical leave	22	21	26	18	19	25
Mortgage/rent and home costs	21	20	24	15	26	20
Income inequality due to race and/or gender	20	21	19	33	20	18
The ability to afford starting or growing a family.....	14	14	13	8	17	13
College tuition and/or student loans.....	11	9	14	6	15	10
Cost of child care	10	9	14	10	15	8
Taxes	10	9	13	7	7	13
Not sure.....	0	0	0	0	1	0

	Total	Men	Women	Number of employees		
				3-4	5-9	10-100
21. Do you personally have any form of health insurance or a health plan right now, or not?						
Yes	88	88	89	83	79	95
No, not right now	11	11	10	17	20	4
Not sure.....	1	1	1	0	1	1
22. What is your main source of health insurance coverage? (Asked of those who have health insurance)						
<i>Number of respondents</i>	353	243	109	41	106	206
I'm covered under my company's insurance.....	45	50	33	31	38	51
I buy my insurance directly from a company	22	20	26	31	22	20
I buy my insurance through the exchange or ACA marketplace, such Healthcare.gov.....	15	12	21	22	21	10
I'm covered under spouse's/partner's or parent's plan where they work.....	11	10	12	8	15	9
I have Medicaid.....	4	5	3	4	1	6
I have Medicare.....	4	2	6	4	4	3
I get my insurance through Veteran's Affairs.....	0	0	0	0	0	0
23. Thinking about your business, which of the following benefits do you provide to most or all of your employees? Select all that apply						
Health insurance coverage	53	57	44	49	48	56
Vacation time	44	44	44	41	38	49
Sick leave.....	43	46	35	27	45	45
Maternity leave.....	34	33	35	21	27	40
Flex time.....	27	26	30	27	24	29
Option to work from home.....	26	27	23	10	28	28
Help with health care costs outside of insurance coverage.....	22	21	26	25	22	22
Family medical leave.....	19	19	18	10	21	19
Paternity leave.....	17	14	24	7	18	19
Help with child care	16	15	20	24	19	13
Contributions to a retirement fund.....	15	14	18	17	16	14
Profit sharing or bonuses	14	16	9	14	11	15

	Total	Men	Women	Number of employees		
				3-4	5-9	10-100
24. What is your main source of health insurance for employees of your business? (Asked of those who offer health insurance)						
<i>Number of respondents</i>	211	158	54	24	65	122
I buy my company's insurance through the exchange or ACA marketplace, such as Covered California	42	43	41	46	42	42
I buy my company's insurance directly from a health insurance company or broker	58	57	59	54	58	58
25. Which of the following types of leave do you offer to most or all of your employees? If you do offer it, please select if it is paid or unpaid. Select one for each option						
Sorted by "Offer paid leave"						
Sick leave	68	68	67	67	62	71
Vacation time	58	56	62	53	56	60
Paternity leave	56	55	57	62	50	58
Family medical leave	48	47	52	64	42	49
Maternity leave	48	48	48	48	43	52
a. Maternity leave						
Offer at least some paid leave to employees	48	48	48	48	43	52
Offer unpaid leave to employees	49	48	52	42	55	47
Do not offer	3	4	0	10	3	1
b. Paternity leave						
Offer at least some paid leave to employees	56	55	57	62	50	58
Offer unpaid leave to employees	41	41	40	28	46	41
Do not offer	3	3	2	10	4	1
c. Sick leave						
Offer at least some paid leave to employees	68	68	67	67	62	71
Offer unpaid leave to employees	31	31	33	24	38	29
Do not offer	1	2	0	9	0	0
d. Family medical leave to care for sick relatives						
Offer at least some paid leave to employees	48	47	52	64	42	49
Offer unpaid leave to employees	49	50	46	27	54	51
Do not offer	3	3	2	9	4	0
e. Vacation time						
Offer at least some paid leave to employees	58	56	62	53	56	60
Offer unpaid leave to employees	41	42	38	38	44	39
Do not offer	2	2	1	9	0	1

26. How much of each of the following types of paid leave do you offer to your employees? Select one for each option. (Asked of those who offer paid benefits)

Number of respondents193 133 60 23 57 112

a. Maternity leave

Less than one week	7	8	5	0	7	8
One to two weeks	22	25	16	28	36	14
Two weeks+ to one month	30	34	23	29	31	30
One month+ to three months.....	17	12	27	8	8	23
Three months+ to six months	16	13	22	35	6	16
More than six months but not unlimited	8	8	7	0	10	8
Unlimited	0	0	0	0	0	0

b. Paternity leave

Less than one week	17	19	14	6	11	23
One to two weeks	32	29	39	54	43	21
Two weeks+ to one month	21	20	24	33	26	16
One month+ to three months.....	17	19	14	0	12	24
Three months+ to six months	6	6	6	8	2	7
More than six months but not unlimited	6	7	4	0	6	8
Unlimited	0	0	0	0	0	0

c. Sick leave

Less than one week	22	22	20	31	18	22
One to two weeks	44	44	43	34	42	47
Two weeks+ to one month	22	21	26	28	33	15
One month+ to three months.....	8	8	9	0	6	12
Three months+ to six months	2	2	2	0	2	2
More than six months but not unlimited	3	4	0	7	0	3
Unlimited	0	0	0	0	0	0

d. Family medical leave to care for sick relatives

Less than one week	19	23	12	18	16	21
One to two weeks	47	46	49	64	44	44
Two weeks+ to one month	21	17	27	6	22	24
One month+ to three months.....	9	10	7	12	9	9
Three months+ to six months	2	3	0	0	1	2
More than six months but not unlimited	0	0	0	0	0	0
Unlimited	2	1	5	0	7	0

	Total	Men	Women	Number of employees		
				3-4	5-9	10-100
e. Vacation time						
Less than one week	11	11	11	10	10	11
One to two weeks	50	52	45	54	42	53
Two weeks+ to one month	29	26	34	35	40	21
One month+ to three months.....	9	9	10	0	8	12
Three months+ to six months	0	1	0	0	0	1
More than six months but not unlimited	0	0	0	0	0	1
Unlimited	0	1	0	0	0	1

27. Thinking about your business, how much would you say you struggle financially to offer the following benefits to your employees? Select one for each option. (Asked of those who offer paid benefits)

<i>Number of respondents</i>	211	158	54	24	65	122
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Sorted by “Struggle a lot”

Maternity leave.....	47	54	32	25	48	49
Flex time.....	42	41	44	41	36	45
Family medical leave	41	49	23	53	58	28
Help with health care costs outside of insurance coverage	30	34	23	15	38	30
Option to work from home.....	30	36	14	0	34	30
Vacation time	29	30	27	25	19	35
Sick leave.....	29	29	29	0	32	31
Paternity leave.....	29	34	23	54	13	36
Health insurance coverage	28	27	34	25	30	28
Contributions to a retirement fund.....	26	32	15	9	18	36
Profit sharing or bonuses	25	19	49	50	34	15
Help with child care	24	25	22	24	19	28

a. Health insurance coverage

Struggle a lot	28	27	34	25	30	28
Struggle somewhat	53	60	34	47	54	54
Do not struggle at all	18	14	31	28	16	17
Not sure.....	0	0	0	0	0	0

b. Help with health care costs outside of insurance coverage

Struggle a lot	30	34	23	15	38	30
Struggle somewhat	42	48	31	67	46	33
Do not struggle at all	28	17	46	19	15	38
Not sure.....	0	0	0	0	0	0

	Total	Men	Women	Number of employees		
				3-4	5-9	10-100
c. Help with child care						
Struggle a lot	24	25	22	24	19	28
Struggle somewhat	60	63	55	70	59	57
Do not struggle at all	16	12	23	5	22	15
Not sure.....	0	0	0	0	0	0
d. Option to work from home						
Struggle a lot	30	36	14	0	34	30
Struggle somewhat	49	43	62	100	43	48
Do not struggle at all	21	20	24	0	23	22
Not sure.....	0	0	0	0	0	0
e. Flex time						
Struggle a lot	42	41	44	41	36	45
Struggle somewhat	49	51	45	45	49	49
Do not struggle at all	9	9	11	14	14	6
Not sure.....	0	0	0	0	0	0
f. Profit sharing or bonuses						
Struggle a lot	25	19	49	50	34	15
Struggle somewhat	52	56	37	29	47	60
Do not struggle at all	23	25	14	21	19	25
Not sure.....	0	0	0	0	0	0
g. Contributions to a retirement fund						
Struggle a lot	26	32	15	9	18	36
Struggle somewhat	58	51	70	69	77	42
Do not struggle at all	16	17	15	22	6	22
Not sure.....	0	0	0	0	0	0
h. Sick leave						
Struggle a lot	29	29	29	0	32	31
Struggle somewhat	58	61	50	55	49	64
Do not struggle at all	13	10	21	45	19	5
Not sure.....	0	0	0	0	0	0
i. Family medical leave						
Struggle a lot	41	49	23	53	58	28
Struggle somewhat	42	41	43	47	26	51
Do not struggle at all	18	10	35	0	17	20
Not sure.....	0	0	0	0	0	0

	Total	Men	Women	Number of employees		
				3-4	5-9	10-100
j. Vacation time						
Struggle a lot	29	30	27	25	19	35
Struggle somewhat	52	55	45	39	54	53
Do not struggle at all	18	14	28	36	27	10
Not sure.....	1	1	0	0	0	1

k. Maternity leave						
Struggle a lot	47	54	32	25	48	49
Struggle somewhat	41	38	47	61	26	44
Do not struggle at all	12	8	21	14	25	7
Not sure.....	0	0	0	0	0	0

l. Paternity leave						
Struggle a lot	29	34	23	54	13	36
Struggle somewhat	37	45	28	0	69	22
Do not struggle at all	34	22	50	46	18	42
Not sure.....	0	0	0	0	0	0

28. Thinking about your business, of the benefits that you do not already offer, which have been requested by your employees? Select all that apply. (Asked of those who don't offer benefit)

a. Health insurance coverage						
<i>Number of respondents</i>	189	119	69	25	69	94
Yes	32	23	47	42	26	33
No.....	68	77	53	58	74	67

b. Help with health care costs outside of insurance coverage						
<i>Number of respondents</i>	310	219	91	37	104	169
Yes	30	28	34	22	28	32
No.....	70	72	66	78	72	68

c. Help with child care						
<i>Number of respondents</i>	335	235	99	38	108	189
Yes	25	27	21	14	24	28
No.....	75	73	79	86	76	72

d. Option to work from home						
<i>Number of respondents</i>	296	202	95	45	96	155
Yes	22	23	19	9	20	26
No.....	78	77	81	91	80	74

	Total	Men	Women	Number of employees		
				3-4	5-9	10-100
e. Flex time						
<i>Number of respondents</i>	291	204	87	36	102	154
Yes	17	19	12	18	15	18
No.....	83	81	88	82	85	82
f. Profit sharing or bonuses						
<i>Number of respondents</i>	345	233	112	42	119	184
Yes	32	33	29	18	31	36
No.....	68	67	71	82	69	64
g. Contributions to a retirement fund						
<i>Number of respondents</i>	339	238	101	41	112	186
Yes	21	21	23	25	21	21
No.....	79	79	77	75	79	79
h. Sick leave						
<i>Number of respondents</i>	229	149	80	36	74	118
Yes	16	15	18	15	13	19
No.....	84	85	82	85	87	81
i. Family medical leave						
<i>Number of respondents</i>	223	154	69	29	83	111
Yes	19	22	12	0	14	27
No.....	81	78	88	100	86	73
j. Vacation time						
<i>Number of respondents</i>	331	238	93	46	110	175
Yes	11	11	10	5	15	10
No.....	89	89	90	95	85	90
k. Maternity leave						
<i>Number of respondents</i>	266	186	80	39	98	130
Yes	19	15	29	33	19	15
No.....	81	85	71	67	81	85
l. Paternity leave						
<i>Number of respondents</i>	326	225	101	44	106	175
Yes	11	11	11	14	12	10
No.....	89	89	89	86	88	90

Number of employees
Total Men Women 3-4 5-9 10-100

29. Is the time off you provide offered for family medical/paternity/maternity leave in addition to any state-run programs, such as the California Paid Family Leave Program through the Employment Development Department (EDD)? (Asked of those who offer family medical leave)

Yes	84	84	84	100	71	89
No.....	16	15	16	0	29	10
Not sure.....	1	1	0	0	0	1

30. Is the time off you provide for sick leave offered in addition to the three days required by the state of California? (Asked of those who offer sick leave)

Yes	86	90	76	68	80	93
No.....	14	10	24	32	20	7
Not sure.....	0	0	0	0	0	0

31. Have any of the following caused a valued employee to quit or leave your business? Select one for each option

Sorted by “Yes”

Child care needs or expenses	45	47	42	46	43	46
Insufficient paid sick days.....	42	42	41	42	41	42
Insufficient paid vacation time	42	43	40	43	33	47
Insufficient paid paternity leave	41	40	45	28	43	43
Work-from-home or flex time needs.....	41	40	43	29	39	44
Insufficient paid leave to care for sick relatives	41	41	41	26	43	43
Insufficient paid maternity leave	39	38	40	36	41	39
Cost or lack of health insurance coverage	38	39	34	21	43	38

a. Cost or lack of health insurance coverage

Yes	38	39	34	21	43	38
No.....	59	59	60	79	55	57
Not sure.....	3	2	7	0	2	5

b. Child care needs or expenses

Yes	45	47	42	46	43	46
No.....	52	51	56	54	56	50
Not sure.....	3	3	3	0	1	4

c. Insufficient paid maternity leave

Yes	39	38	40	36	41	39
No.....	58	58	58	61	57	58
Not sure.....	3	3	1	3	2	3

	Total	Men	Women	Number of employees		
				3-4	5-9	10-100
d. Insufficient paid paternity leave						
Yes	41	40	45	28	43	43
No.....	58	60	52	72	57	55
Not sure.....	1	0	3	0	0	2
e. Insufficient paid sick days						
Yes	42	42	41	42	41	42
No.....	55	57	52	51	54	57
Not sure.....	3	1	7	6	5	1
f. Insufficient paid leave to care for sick relatives						
Yes	41	41	41	26	43	43
No.....	58	58	58	74	57	56
Not sure.....	1	1	1	0	0	2
g. Insufficient paid vacation time						
Yes	42	43	40	43	33	47
No.....	56	55	57	57	65	50
Not sure.....	2	2	3	0	3	3
h. Work-from-home or flex time needs						
Yes	41	40	43	29	39	44
No.....	57	58	54	65	56	55
Not sure.....	3	2	4	6	4	1
32. For each of the following statements, please indicate if you agree or disagree with that statement. Select one for each option						
Sorted by “Strongly agree”						
I would like to offer more paid family leave than my business can currently afford.....	44	47	39	57	35	47
I support access to paid family leave, not just as an employer but as someone who cares about the people who work for me.....	44	44	45	37	40	48
There are only so many benefits that I can cover, and I need to consider the costs of benefits like paid family leave	40	39	42	36	34	44
Having access to paid family leave is important to my employees’ economic security	37	38	33	41	29	41

Number of employees
Total Men Women 3-4 5-9 10-100

a. I support access to paid family leave, not just as an employer but as someone who cares about the people who work for me.

Strongly agree	44	44	45	37	40	48
Somewhat agree	46	44	49	44	43	48
Somewhat disagree	10	11	6	16	17	4
Strongly disagree.....	1	0	1	3	0	0
Not sure.....	0	0	0	0	0	0
Agree	90	88	93	81	83	96
Disagree	10	12	7	19	17	4

b. Having access to paid family leave is important to my employees' economic security.

Strongly agree	37	38	33	41	29	41
Somewhat agree	52	51	55	46	59	50
Somewhat disagree	11	10	12	12	12	10
Strongly disagree.....	0	0	0	0	0	0
Not sure.....	0	0	0	2	0	0
Agree	89	89	88	86	88	90
Disagree	11	10	12	12	12	10

c. There are only so many benefits that I can cover, and I need to consider the costs of benefits like paid family leave.

Strongly agree	40	39	42	36	34	44
Somewhat agree	50	53	42	58	47	49
Somewhat disagree	10	8	14	6	17	6
Strongly disagree.....	1	0	3	0	2	1
Not sure.....	0	0	0	0	0	0
Agree	89	92	83	94	81	93
Disagree	11	8	17	6	19	7

d. I would like to offer more paid family leave than my business can currently afford.

Strongly agree	44	47	39	57	35	47
Somewhat agree	48	47	51	43	54	45
Somewhat disagree	7	6	9	0	11	7
Strongly disagree.....	1	1	1	0	0	1
Not sure.....	0	0	0	0	0	0
Agree	92	93	90	100	89	92
Disagree	8	7	10	0	11	8

33. If you had to choose, which of the following two statements comes closest to your view, even if neither is exactly right. And do you believe that strongly or not so strongly?

Comprehensive employee benefits offered by the state, such as family leave policies, can contribute to the retention of healthy employees, resulting in a more steady workforce and enabling small businesses to stay competitive with larger companies that have greater resources.

- Strongly	72	70	76	76	63	77
- Not so strongly.....	7	6	8	12	7	5

Excessive state-imposed employee benefit mandates can place burdensome bureaucratic requirements on small businesses, making it difficult for them to operate when their employees take extended leaves of absence frequently.

- Not so strongly.....	5	6	3	6	7	4
- Strongly	16	17	12	6	23	13
Not sure.....	0	0	0	0	1	0
Pro-mandate	79	76	85	88	70	82
Anti-mandate	21	23	15	12	30	18

34. Are you aware that the state of California reimburses employees who need to take time off work to care for an ill family member or bond with a new child?

Yes	78	80	73	67	69	86
No.....	20	18	24	30	31	11
Not sure.....	2	2	3	3	0	3

35. As you may know, the California State Legislature has recently passed new legislation around employee benefits and is considering passing more. For each of the following policies, please indicate if you support or oppose that policy. Select one for each option

Sorted by “Strongly support”

Guaranteeing up to 12 weeks of job protection for employees while on extended sick, family, medical, disability, or parental leave.....	44	43	46	50	35	48
Lowering the threshold for part-time employees to qualify for state benefits	42	45	37	30	51	40
Expanding the state’s definition of paid family leave to include people who are considered family but not related by blood or marriage	40	40	38	30	41	42
Eliminating the requirement that employees use up to two weeks of vacation time before they can access their state-provided family leave or disability benefits.....	38	38	37	27	34	42
Expanding state-funded wage replacement from 60-70% of wages to 90%.	37	35	41	33	28	43

	Total	Men	Women	Number of employees		
				3-4	5-9	10-100
a. Expanding the state’s definition of paid family leave to include people who are considered family but not related by blood or marriage.						
Strongly support.....	40	40	38	30	41	42
Somewhat support	46	47	45	52	40	48
Somewhat oppose	13	11	15	9	18	10
Strongly oppose.....	1	2	0	9	0	0
Not sure.....	0	0	1	0	1	0
Support.....	86	87	83	82	81	90
Oppose	14	13	16	18	18	10
b. Eliminating the requirement that employees use up to two weeks of vacation time before they can access their state-provided family leave or disability benefits.						
Strongly support.....	38	38	37	27	34	42
Somewhat support	50	51	50	62	48	49
Somewhat oppose	11	11	11	11	17	8
Strongly oppose.....	1	0	2	0	2	0
Not sure.....	0	0	0	0	0	0
Support.....	88	89	86	89	81	92
Oppose	12	11	14	11	19	8
c. Lowering the threshold for part-time employees to qualify for state benefits.						
Strongly support.....	42	45	37	30	51	40
Somewhat support	42	43	41	48	31	47
Somewhat oppose	15	12	21	20	17	12
Strongly oppose.....	0	0	1	0	0	1
Not sure.....	0	0	0	2	0	0
Support.....	85	87	78	78	83	87
Oppose	15	12	22	20	17	13
d. Guaranteeing up to 12 weeks of job protection for employees while on extended sick, family, medical, disability, or parental leave.						
Strongly support.....	44	43	46	50	35	48
Somewhat support	43	42	43	20	49	43
Somewhat oppose	13	13	11	24	15	8
Strongly oppose.....	1	1	0	6	0	0
Not sure.....	0	0	0	0	0	0
Support.....	87	86	89	70	85	92
Oppose	13	14	11	30	15	8

Number of employees
Total Men Women 3-4 5-9 10-100

e. Expanding state-funded wage replacement from 60-70% of wages to 90%.

Strongly support.....	37	35	41	33	28	43
Somewhat support	51	54	43	57	53	47
Somewhat oppose	11	9	15	4	18	8
Strongly oppose.....	2	2	1	6	0	1
Not sure.....	0	0	0	0	0	0
Support.....	87	89	84	90	82	90
Oppose	13	11	16	10	18	10

36. Do you support or oppose the California State Legislature expanding guaranteed annual paid sick days from three to seven?

Strongly support.....	37	36	38	45	29	40
Somewhat support	48	50	45	23	57	49
Somewhat oppose	13	13	13	26	13	10
Strongly oppose.....	2	1	3	5	1	2
Not sure.....	0	0	0	0	0	0
Support.....	85	86	84	68	86	89
Oppose	15	14	16	32	14	11

37. For each of the following policies, please indicate whether the state of California offering that benefit would help your business compete with larger businesses or not.

Sorted by “Helps a lot”

Eliminating the requirement that employees use two weeks of vacation time before they can access their state-provided family leave or disability benefits.....	52	52	53	44	55	53
Expanding the state’s definition of paid family leave to include people who are considered family but not related by blood or marriage	46	44	51	41	46	47
Guaranteeing up to 12 weeks of job protection for employees while on extended sick, family, medical, disability, or parental leave.....	41	39	46	50	41	40
Lowering the threshold for part-time employees to qualify for state benefits.....	40	40	38	47	30	44
Expanding state-funded wage replacement from 60-70% of wages to 90%	38	37	40	27	37	41

a. Expanding the state’s definition of paid family leave to include people who are considered family but not related by blood or marriage.

Helps my business compete a lot	46	44	51	41	46	47
Helps my business compete somewhat.....	44	47	37	45	38	48
Does not help my business compete at all.....	9	8	12	10	16	5
Not sure.....	1	1	0	4	1	0

	Number of employees					
	Total	Men	Women	3-4	5-9	10-100

b. Eliminating the requirement that employees use two weeks of vacation time before they can access their state-provided family leave or disability benefits.

Helps my business compete a lot	52	52	53	44	55	53
Helps my business compete somewhat.....	40	41	36	42	34	43
Does not help my business compete at all.....	8	6	11	11	10	5
Not sure.....	0	0	0	3	0	0

c. Lowering the threshold for part-time employees to qualify for state benefits.

Helps my business compete a lot	40	40	38	47	30	44
Helps my business compete somewhat.....	50	51	48	39	56	49
Does not help my business compete at all.....	10	8	14	13	13	7
Not sure.....	1	1	0	0	1	1

d. Guaranteeing up to 12 weeks of job protection for employees while on extended sick, family, medical, disability, or parental leave.

Helps my business compete a lot	41	39	46	50	41	40
Helps my business compete somewhat.....	48	49	45	25	52	50
Does not help my business compete at all.....	11	11	9	21	8	10
Not sure.....	0	0	0	3	0	0

e. Expanding state-funded wage replacement from 60-70% of wages to 90%.

Helps my business compete a lot	38	37	40	27	37	41
Helps my business compete somewhat.....	54	56	48	52	55	54
Does not help my business compete at all.....	8	6	11	19	8	5
Not sure.....	0	0	0	2	0	0

38. As you may know, one of the new policies recently passed by the California state legislature is guaranteed 12 weeks of job protection for employees while on extended sick/family medical/disability/parental leave under the Family and Medical Leave Act. Were you previously aware of this policy?

Yes	73	73	73	78	66	76
No.....	24	26	18	19	32	19
Not sure.....	4	1	9	3	2	5

39. Has the new policy guaranteeing 12 weeks of job protection for employees while on extended sick/family medical/disability/parental leave directly impacted your business?

Yes	9	8	11	11	7	10
No.....	87	90	82	87	88	87
Not sure.....	3	2	7	3	5	3

Number of employees
Total Men Women 3-4 5-9 10-100

40. How has the new policy guaranteeing 12 weeks of job protection for employees while on extended sick/family medical/disability/parental leave impacted your business? Please briefly describe the situation(s) in which your business was affected. (Asked of those who responded “Yes” to Q 39)

<i>Number of respondents</i>	37	23	14	5	10	22
Hurt productivity	40	35	49	36	60	33
Improved employee satisfaction/loyalty	26	34	14	64	17	22
Increased costs	14	3	32	0	4	21
Other	7	8	5	0	8	9
None/NA	12	20	0	0	11	16

41. Have any of your employees taken more than 3 weeks of family/medical/parental leave in the past 5 years?

Yes	53	51	59	53	48	56
No	45	48	38	47	51	41
Not sure	2	1	3	0	1	3

42. As far as you know, were you required to keep that employee’s job open for them to return to? (Asked of those who responded “Yes” to Q 41)

<i>Number of respondents</i>	213	141	73	26	65	122
Yes	64	68	57	29	58	75
No	32	28	39	58	38	23
Not sure	4	4	4	13	5	2

43. Which of the following actions did you take to help manage the employee’s extended absence? Select all that apply. (Asked of those who responded “Yes” to Q 42)

<i>Number of respondents</i>	213	141	73	26	65	122
Covered some of their work myself	36	37	34	14	30	44
Offered other employees overtime	32	34	27	32	34	31
Hired temporary help	31	30	33	42	33	27
Reassigned duties to other employees	30	29	32	18	25	35
Hired another permanent employee	29	29	29	24	38	26
Retrained other employees	26	28	23	23	17	31
Cut back on workload	25	27	22	14	29	26
Other	0	0	0	0	0	0
None	1	1	0	0	2	0

44. If the state of California had a grant program to help small businesses cover up to \$2,000 per employee of the costs associated with keeping employees' jobs available while they are on extended family medical/parental leave, how interested would you be in applying for a grant?

Very interested	44	44	45	40	39	48
Somewhat interested.....	38	37	41	38	36	40
A little interested.....	16	18	13	17	25	11
Not at all interested.....	1	2	0	5	0	1
Not sure.....	0	0	0	0	0	0
Interested	82	80	87	78	75	88
Not interested.....	18	20	13	22	25	12

45. Please indicate all of the ways that you would want the California Employment Development Department to help your business provide job protection to employees on extended leave. Select all that apply

Making paperwork to apply the benefit easily available, and quick and easy to complete	53	54	50	38	54	56
Providing more information about the benefit to employers.....	52	53	50	54	48	55
Helping to find good temporary replacement workers.....	49	54	37	47	47	50
Providing education about the benefit and how to apply for it to employees	47	48	44	31	49	49
Other	0	0	0	0	0	0
Not sure.....	0	0	0	0	0	0
None.....	0	0	0	0	1	0

46. Below is a list of reasons some people say that having state support to help small businesses retain employees while on extended leave is beneficial for the business as well as the employees. Please indicate whether you agree or disagree with each of the reasons listed. Select one for each option

Sorted by “Strongly agree”

Businesses are better able to retain highly skilled and experienced employees and do not have to do retraining.....	48	48	49	52	49	47
Businesses have more reason to invest in employees, resulting in a more skilled and specialized workforce.....	44	47	36	27	40	50
Employees are more invested in the business when they know they can stay despite changes in life circumstances	42	42	43	39	42	43
Employee morale is better when they know they can take care of themselves and their families if needed without losing their job.....	41	40	41	30	34	47
Businesses have more cohesive teams when turnover is lower	37	34	43	43	35	36

	Total	Men	Women	Number of employees		
				3-4	5-9	10-100
a. Businesses are better able to retain highly skilled and experienced employees and do not have to do retraining.						
Strongly agree	48	48	49	52	49	47
Somewhat agree	44	45	40	36	42	46
Somewhat disagree	8	7	12	12	10	6
Strongly disagree.....	0	0	0	0	0	0
Not sure.....	0	0	0	0	0	0
Agree	92	93	88	88	90	93
Disagree	8	7	12	12	10	7
b. Employees are more invested in the business when they know they can stay despite changes in life circumstances.						
Strongly agree	42	42	43	39	42	43
Somewhat agree	47	49	43	50	44	49
Somewhat disagree	10	9	14	11	14	8
Strongly disagree.....	0	0	1	0	0	1
Not sure.....	0	0	0	0	0	0
Agree	89	91	86	89	86	91
Disagree	11	9	14	11	14	9
c. Businesses have more cohesive teams when turnover is lower.						
Strongly agree	37	34	43	43	35	36
Somewhat agree	51	55	41	38	51	54
Somewhat disagree	12	11	14	19	13	9
Strongly disagree.....	0	0	1	0	0	1
Not sure.....	0	0	1	0	1	0
Agree	87	89	83	81	86	90
Disagree	12	11	15	19	13	10
d. Businesses have more reason to invest in employees, resulting in a more skilled and specialized workforce.						
Strongly agree	44	47	36	27	40	50
Somewhat agree	48	44	55	69	48	42
Somewhat disagree	9	9	9	4	12	8
Strongly disagree.....	0	0	0	0	0	0
Not sure.....	0	0	0	0	0	0
Agree	91	91	91	96	88	92
Disagree	9	9	9	4	12	8

e. Employee morale is better when they know they can take care of themselves and their families if needed without losing their job.

Strongly agree	41	40	41	30	34	47
Somewhat agree	48	49	46	61	53	42
Somewhat disagree	10	10	12	8	13	9
Strongly disagree.....	1	1	1	0	0	1
Not sure.....	0	0	0	0	0	0
Agree	89	89	88	92	87	89
Disagree	11	10	12	8	13	11

The remaining questions are for statistical purposes only.

47. Just to make sure we have a representative sample, could you please identify which of the following descriptions best fit your company? Select all that apply

Minority-Owned Business.....	46	54	28	41	45	47
Woman-Owned Business	26	11	60	33	31	21
Veteran-Owned Business	22	24	18	29	27	18
None of the above.....	13	16	5	0	5	20

48. Would you best describe the area in which your business’s office is located as urban, suburban, or rural? If you do business in multiple locations please answer for the location of your largest business.

Urban	54	56	48	32	54	59
Suburban.....	37	32	47	57	37	32
Rural.....	9	11	4	8	9	9
No physical office	0	0	0	3	0	0
Not sure.....	0	0	0	0	0	0

49. Generally speaking, do you think of yourself as a Republican, a Democrat, an independent, or something else? If Democrat, do you consider yourself a strong or a not-so-strong Democrat? If Republican, do you consider yourself a strong or a not-so-strong Republican? If Independent, towards which party do you lean, even a little bit?

Strong Democrat	35	36	33	43	31	36
Not-so-strong Democrat	7	8	6	3	8	8
Independent/lean Democrat.....	8	7	10	5	14	5
Democrat.....	50	51	49	51	52	49
Independent.....	12	12	13	12	10	14
Republican	36	36	36	37	32	38
Independent/lean Republican	8	8	9	14	10	6
Not-so-strong Republican.....	5	4	7	4	5	5
Strong Republican.....	23	24	20	19	18	27
Other/Don’t know/Refused	1	2	2	0	5	0