

Survey Toplines

Opinion Poll: Michigan, Pennsylvania, North Carolina and South Carolina small businesses support paid family and medical leave

Released: October 24, 2024

Download the full reports from our website: <https://smallbusinessmajority.org/our-research/workforce/small-businesses-support-national-paid-family-medical-leave-program>

Methodology

This poll reflects a survey of small business owners from Michigan, Pennsylvania, North Carolina and South Carolina. The poll was conducted August 13-21, 2024. Unless otherwise noted, numbers represent percentages.

	MI	PA	NC	SC
Number of respondents	110	129	116	105
1. Are you the owner of a small business in the United States?				
Yes - An owner	100	100	100	100
2. In which state is your business headquartered?				
Pennsylvania.....	0	100	0	0
Michigan	100	0	0	0
North Carolina	0	0	100	0
South Carolina	0	0	0	100
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.				
2	23	14	15	13
3-4.....	17	17	16	16
5-9.....	14	19	13	17
10-19	19	19	12	13
20-49.....	7	7	19	15
50-100.....	20	24	25	25
4. Which of the following terms best describes your business?				
For-profit.....	100	100	100	100
5. Please indicate what category your age falls into.				
18-24 years.....	2	3	0	0
25-29 years.....	8	4	7	4

	MI	PA	NC	SC
30-34 years	9	12	12	11
35-39 years.....	17	15	23	26
40-44 years	14	11	16	19
45-49 years.....	14	14	18	18
50-54 years	16	11	10	9
55-59 years.....	13	13	8	7
60-64 years	0	5	2	1
65-69 years	1	3	3	3
70-74 years.....	3	1	1	0
Over 74 years	3	8	0	1
Under 30.....	10	7	7	4
30 - 39.....	27	27	34	38
40 - 49.....	28	25	34	37
50 - 64.....	29	29	21	18
65 & over.....	7	12	3	4

6. What is your gender? (Select all that apply)

Man	74	75	72	75
Woman.....	26	25	28	25
Nonbinary.....	0	0	0	0
Prefer to self describe.....	0	0	0	0
Prefer not to answer.....	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	66	69	68	63
Black or African American	19	15	18	21
Latino/Latina or Hispanic	9	12	10	0
Asian American or Pacific Islander.....	7	11	7	9
Native or Indigenous American	4	7	3	7
Middle Eastern or North African	1	3	2	0
None of these/other	0	0	0	0

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

Construction & Mining	19	10	14	13
Retail.....	10	20	16	24
Arts, Entertainment & Recreation	3	9	6	6
Consulting.....	7	6	9	3
Hospitality & Food Services	8	11	7	22
Finance, Insurance, & Economics.....	8	7	7	6

	MI	PA	NC	SC
Computers, Science, & Technology.....	1	4	3	3
Transportation & Warehousing	2	5	3	5
Agriculture, Forestry, Fishing & Hunting.....	2	2	5	1
Manufacturing	10	3	2	4
Education.....	5	3	3	2
Real Estate	3	5	1	1
Communications & Marketing.....	4	2	6	3
Administrative & Business Support.....	0	3	1	0
Health Care & Pharmaceutical.....	2	2	4	1
Media & Information	3	2	2	2
Other	13	6	9	5

9. Approximately what percentage of your employees are women? A rough estimate is OK.

0-25%.....	32	25	33	31
26-50%.....	41	29	30	29
51-75%.....	8	22	11	16
76-100%.....	19	25	25	24
Not sure	1	0	0	0

10. Approximately what percentage of your employees are disabled? A rough estimate is OK.

0-25%.....	91	91	89	95
26-50%.....	4	4	8	1
51-75%.....	0	1	2	1
76-100%.....	3	2	1	3
Not sure	2	1	0	0

11. Approximately what percentage of your employees are people of color (Black, Hispanic or Latino/a, Asian/Pacific Islander, Native American, or Middle Eastern)? A rough estimate is OK.

0-25%.....	54	53	54	40
26-50%.....	22	13	19	20
51-75%.....	7	14	9	13
76-100%.....	15	20	18	25
Not sure	2	0	0	1

12. Approximately what percentage of your employees work part-time (less than 30 hours per week)? A rough estimate is OK.

0-25%.....	56	58	61	56
26-50%.....	21	14	12	20
51-75%.....	3	5	2	5
76-100%.....	17	23	24	18
Not sure	3	0	1	0

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

0-1	5	2	4	2
2-4.....	23	18	18	26
5-9.....	28	30	31	38
10-14.....	21	21	30	24
15-19.....	8	6	13	7
20-24.....	6	6	4	3
25+	10	18	0	0

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

Less than \$100,000	16	12	19	10
\$100,000 to under \$250,000.....	19	8	6	13
\$250,000 to under \$500,000	12	18	17	14
\$500,000 to under \$1 million	25	19	20	29
\$1 million to under \$2 million	20	29	25	23
\$2 million or more.....	8	14	12	10
Not sure	0	0	1	0

15. 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	21	24	25	24
Stayed the same	39	25	29	27
Increased.....	41	50	45	48
Not sure	0	1	0	1

16. How challenging is it to find and retain good employees for your business?

Very challenging	30	37	29	55
Somewhat challenging	36	38	40	29
Not too challenging.....	21	18	20	10
Not at all challenging	11	5	11	6
Not sure	2	2	0	0
Challenging	66	75	69	85
Not challenging	32	24	31	15

17. 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?

Sorted by “Very important”

Health insurance coverage.....	65	66	68	72
Paid medical leave for serious health conditions.....	53	57	54	70
Job protection while on family or medical leave	56	51	60	46
Paid family leave for a new child	40	46	50	53
Paid sick days for preventive care or short-term illness	47	44	49	38

	MI	PA	NC	SC
Affordable childcare.....	48	44	48	45
Paid family leave for a family member's serious health condition.....	42	40	45	37
Health insurance coverage				
Very important.....	65	66	68	72
Somewhat important	30	28	26	21
Not too important	5	3	5	6
Not important at all	0	1	2	1
Not sure	0	1	0	0
Important.....	94	94	94	93
Not important.....	5	5	6	7
Paid sick days for preventive care or short-term illness				
Very important.....	47	44	49	38
Somewhat important	35	44	40	56
Not too important	12	9	9	6
Not important at all	4	1	1	0
Not sure	1	2	0	0
Important.....	83	88	89	94
Not important.....	16	11	11	6
Paid family leave for a new child				
Very important.....	40	46	50	53
Somewhat important	38	30	31	37
Not too important	14	13	12	7
Not important at all	5	9	7	2
Not sure	3	2	0	0
Important.....	78	76	81	91
Not important.....	20	22	19	9
Paid family leave for a family member's serious health condition				
Very important.....	42	40	45	37
Somewhat important	36	41	41	51
Not too important	16	15	12	9
Not important at all	1	3	2	3
Not sure	5	2	0	0
Important.....	78	80	86	88
Not important.....	17	17	14	12

	MI	PA	NC	SC
Paid medical leave for serious health conditions				
Very important.....	53	57	54	70
Somewhat important	36	32	38	27
Not too important	7	7	6	2
Not important at all	0	2	1	0
Not sure	4	1	0	0
Important.....	88	89	93	98
Not important.....	7	10	7	2
Affordable childcare				
Very important.....	48	44	48	45
Somewhat important	27	42	31	42
Not too important	15	6	14	8
Not important at all	8	5	7	4
Not sure	3	3	0	0
Important.....	75	86	79	88
Not important.....	22	11	21	12
Job protection while on family or medical leave				
Very important.....	56	51	60	46
Somewhat important	29	40	32	49
Not too important	8	7	5	4
Not important at all	5	1	3	1
Not sure	2	1	0	0
Important.....	85	90	92	95
Not important.....	13	9	8	5
18. 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.....	51	62	54	73
Flex time	36	35	49	41
Profit sharing or bonuses.....	41	50	45	54
Option to work from home	31	29	39	23
Contributions to a retirement fund.....	37	39	38	60
Help with health care costs outside of insurance coverage.....	30	28	31	39
Help with childcare.....	18	28	28	21
Other	0	3	1	0
None.....	10	4	8	3
Not sure	0	1	0	0

19. 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.

Sorted by "Offer at least some /Offer paid leave"

Vacation time.....	84	91	85	90
Sick days for short-term illness or preventive care.....	88	89	88	90
Medical leave or short-term disability leave for their own serious health needs.....	84	84	90	95
Parental leave for a newborn child	73	79	86	93
Family leave to care for relatives with serious health needs	81	75	83	86
Parental leave for pregnancy and/or childbirth.....	76	77	86	88
Parental leave for adoptive and/or foster parents	62	64	75	70

Parental leave for pregnancy and/or childbirth

Offer at least some paid leave to employees	47	42	52	65
Offer unpaid leave to employees.....	29	35	34	22
Do not offer.....	23	19	14	11
Not sure	1	3	0	1

Parental leave for a newborn child

Offer at least some paid leave to employees	41	43	54	55
Offer unpaid leave to employees.....	33	37	33	37
Do not offer.....	25	18	14	7
Not sure	1	3	0	0

Parental leave for adoptive and/or foster parents

Offer at least some paid leave to employees	26	29	30	24
Offer unpaid leave to employees.....	36	35	44	45
Do not offer.....	37	33	25	30
Not sure	0	3	0	0

Sick days for short-term illness or preventive care

Offer at least some paid leave to employees	47	47	42	40
Offer unpaid leave to employees.....	41	42	46	50
Do not offer.....	11	10	12	10
Not sure	1	1	0	0

Family leave to care for relatives with serious health needs

Offer at least some paid leave to employees	35	32	35	22
Offer unpaid leave to employees.....	46	44	48	65
Do not offer.....	19	24	17	14
Not sure	0	1	0	0

Medical leave or short-term disability leave for their own serious health needs

Offer at least some paid leave to employees	50	48	52	62
Offer unpaid leave to employees.....	33	36	38	33
Do not offer.....	16	13	10	5
Not sure	0	3	0	0

Vacation time

Offer at least some paid leave to employees	44	59	50	63
Offer unpaid leave to employees.....	40	32	35	27
Do not offer.....	16	8	15	10
Not sure	0	1	0	0

20. How much of each of the following types of paid leave do you offer to your employees?
(Asked of those who offer paid benefit)

Parental leave for pregnancy and/or childbirth

<i>(Number of respondents.....</i>	<i>55</i>	<i>60</i>	<i>60</i>	<i>71</i>)
Less than one week	2	4	13	4
One to two weeks	15	23	16	15
Two weeks+ to one month	25	27	16	33
One month+ to three months	46	34	31	41
Three months+ to six months.....	8	9	17	4
More than six months but not unlimited	3	1	6	2
Unlimited.....	0	2	0	0
Not sure	0	0	0	0

Parental leave for a newborn child

<i>(Number of respondents.....</i>	<i>47</i>	<i>57</i>	<i>65</i>	<i>59</i>)
Less than one week	5	5	4	5
One to two weeks	13	16	17	11
Two weeks+ to one month	26	30	20	37
One month+ to three months	43	34	42	41
Three months+ to six months.....	10	9	18	7
More than six months but not unlimited	3	3	0	0
Unlimited.....	0	2	0	0
Not sure	0	0	0	0

Parental leave for adoptive and/or foster parents

<i>(Number of respondents.....</i>	<i>35</i>	<i>47</i>	<i>35</i>	<i>26)</i>
Less than one week	12	11	0	0
One to two weeks	33	42	32	42
Two weeks+ to one month	42	29	24	48
One month+ to three months	10	10	30	10
Three months+ to six months.....	3	4	9	0
More than six months but not unlimited	0	0	6	0
Unlimited.....	0	3	0	0
Not sure	0	2	0	0

Sick days for short-term illness or preventive care

<i>(Number of respondents.....</i>	<i>52</i>	<i>63</i>	<i>55</i>	<i>40)</i>
Less than one week	21	40	27	41
One to two weeks	31	42	27	23
Two weeks+ to one month	20	11	29	18
One month+ to three months	5	4	6	14
Three months+ to six months.....	19	0	5	4
More than six months but not unlimited	4	1	5	0
Unlimited.....	0	2	0	0
Not sure	0	0	0	0

Family leave to care for relatives with serious health needs

<i>(Number of respondents.....</i>	<i>45</i>	<i>47</i>	<i>42</i>	<i>26)</i>
Less than one week	18	25	17	11
One to two weeks	35	31	20	27
Two weeks+ to one month	17	28	10	34
One month+ to three months	13	9	33	29
Three months+ to six months.....	15	0	11	0
More than six months but not unlimited	2	0	3	0
Unlimited.....	0	6	6	0
Not sure	0	0	0	0

Medical leave or short-term disability leave for their own serious health needs

<i>(Number of respondents.....</i>	<i>61</i>	<i>67</i>	<i>63</i>	<i>64)</i>
Less than one week	6	8	9	6
One to two weeks	27	22	23	25
Two weeks+ to one month	34	24	23	28
One month+ to three months	6	25	20	24

	MI	PA	NC	SC
Three months+ to six months.....	3	10	11	10
More than six months but not unlimited.....	20	5	5	6
Unlimited.....	4	7	10	0
Not sure.....	0	0	0	0

Vacation time

<i>(Number of respondents.....</i>	<i>47</i>	<i>76</i>	<i>62</i>	<i>67)</i>
Less than one week.....	17	11	7	17
One to two weeks.....	41	59	45	48
Two weeks+ to one month.....	33	25	28	31
One month+ to three months.....	8	4	18	4
Three months+ to six months.....	2	0	2	0
More than six months but not unlimited.....	0	0	0	0
Unlimited.....	0	1	0	0
Not sure.....	0	0	0	0

21. Within the past year, have you had one or more employees take extended (more than a week) paid or unpaid leave to care for a new child, for their own serious health needs, or for a family member with a serious illness, or have you not?

Many employees.....	12	18	21	20
A handful of employees.....	21	19	18	32
At least one employee.....	21	24	25	26
No.....	41	35	33	20
Not sure.....	4	4	3	1

22. What do you do when an employee takes extended time off? (Select all that apply)

Take on more work yourself.....	52	49	52	53
Assign work temporarily to other employees.....	37	45	42	62
Cover work some other way.....	37	30	33	18
Hire a temporary replacement.....	27	40	28	35
Put the work on hold until the employee returns from leave.....	23	19	14	15
Have the employee perform some work while on leave.....	13	31	17	15
Reduce business output or availability.....	21	16	18	21
Call-in an employee on vacation.....	13	16	14	17
Hire a permanent replacement.....	7	16	11	12
Not sure.....	2	1	3	0

23. [If Q21 = 1-3] For what reason have your employee(s) taken extended time off within the past year? (Select all that apply)

<i>(Number of respondents.....</i>	<i>71</i>	<i>83</i>	<i>81</i>	<i>88)</i>
Sick days.....	56	44	46	50
Vacation time.....	34	34	27	19

	MI	PA	NC	SC
Medical leave or short-term disability leave	51	50	54	45
Maternity leave	44	46	39	50
Family leave to care for sick relatives	43	54	44	48
Parental leave for new parents not giving birth.....	33	50	32	42
Not sure	1	0	0	0

24. Have any of the following caused a valued employee to quit or leave your business?

Sorted by "Yes"

Work-from-home or flex time needs	21	28	24	38
Childcare needs or expenses	19	32	29	33
Cost or lack of health insurance coverage.....	15	33	31	28
Insufficient paid family leave to care for relatives with serious health conditions.....	27	27	26	38
Insufficient paid vacation time	21	27	28	33
Insufficient paid sick days.....	22	29	28	27
Insufficient paid leave for pregnancy/childbirth	17	24	22	30
Insufficient paid parental leave for newborn, adopted, or foster children.....	18	35	28	25
Insufficient paid medical leave to care for their own serious health condition.....	20	24	25	27

Cost or lack of health insurance coverage

Yes.....	15	33	31	28
No.....	78	64	66	67
Not sure	7	3	3	5

Childcare needs or expenses

Yes.....	19	32	29	33
No.....	71	64	65	55
Not sure	10	3	5	12

Insufficient paid leave for pregnancy/childbirth

Yes.....	17	24	22	30
No.....	76	71	78	65
Not sure	7	5	0	5

Insufficient paid parental leave for newborn, adopted, or foster children

Yes.....	18	35	28	25
No.....	76	60	67	69
Not sure	5	5	5	5

	MI	PA	NC	SC
Insufficient paid sick days				
Yes.....	22	29	28	27
No.....	74	67	69	73
Not sure	4	4	3	0
Insufficient paid family leave to care for relatives with serious health conditions				
Yes.....	27	27	26	38
No.....	70	70	73	58
Not sure	3	3	1	4
Insufficient paid medical leave to care for their own serious health condition				
Yes.....	20	24	25	27
No.....	77	71	71	66
Not sure	3	5	4	7
Insufficient paid vacation time				
Yes.....	21	27	28	33
No.....	73	70	65	62
Not sure	6	3	7	4
Work-from-home or flex time needs				
Yes.....	21	28	24	38
No.....	71	69	71	56
Not sure	7	3	5	6
25. Thinking about your own experiences, have you personally spent an extended period of time (more than a week) focused mostly on providing care for a loved one? (Select all that apply)				
Yes, immediate family member	46	49	54	56
Yes, extended family member or friend	16	24	24	15
No.....	41	37	27	31
26. [If yes] Did the caregiving you provided ever cause you to start a new business or modify the business you run?				
<i>Number of respondents</i>	76	87	86	75
Yes, start new business	25	40	26	32
Yes, modify existing business	28	22	25	21
Yes, both	5	8	10	7
No.....	42	29	38	39
Not sure	1	1	2	0

27. Would you support or oppose a national paid family leave program that guaranteed employees wage replacement for up to 12 weeks, funded by 0.5% employer and employee contributions each? The family leave could be for welcoming a new child (born or adopted) or a serious health condition or injury for the employee or a family member.

Strongly support	35	44	46	49
Somewhat support	43	34	36	42
Somewhat oppose	9	4	10	4
Strongly oppose	4	11	6	1
Not sure	9	7	1	4
Support	79	78	82	90
Oppose	12	15	17	6

28. Here is a list of reasons some people say that having support to help businesses with family leave is beneficial for small businesses as well as employees. Please indicate whether you agree or disagree with each of the reasons listed.

Sorted by “Strongly agree”

Employee morale is better when they know they can take care of themselves and their families if needed without losing their job.....	60	52	51	60
Employees are more invested in the business when they know they can stay despite changes in life circumstances	51	45	46	52
Businesses have more reason to invest in employees, resulting in a more skilled and specialized workforce	38	39	45	44
Businesses have more cohesive teams when turnover is lower	41	50	45	50
Businesses are better able to retain highly skilled and experienced employees and do not have to do retraining.....	43	49	39	50
Businesses have the ability to attract and retain a more diverse workforce (women, people with disabilities, etc.)	41	28	32	44

Businesses are better able to retain highly skilled and experienced employees and do not have to do retraining.

Strongly agree	43	49	39	50
Somewhat agree	37	42	51	46
Somewhat disagree	12	7	9	3
Strongly disagree	3	0	1	1
Not sure	4	3	1	0
Agree	80	90	89	96
Disagree	15	7	10	4

Employees are more invested in the business when they know they can stay despite changes in life circumstances.

Strongly agree	51	45	46	52
Somewhat agree.....	41	46	45	39
Somewhat disagree	2	4	8	6
Strongly disagree	5	0	1	0
Not sure	1	4	0	2
Agree	92	91	91	92
Disagree	7	4	9	6

Businesses have more cohesive teams when turnover is lower.

Strongly agree	41	50	45	50
Somewhat agree.....	48	42	40	39
Somewhat disagree	8	5	10	7
Strongly disagree	3	0	3	1
Not sure	0	3	2	2
Agree	89	92	85	89
Disagree	11	5	13	9

Businesses have more reason to invest in employees, resulting in a more skilled and specialized workforce.

Strongly agree	38	39	45	44
Somewhat agree.....	43	48	40	50
Somewhat disagree	9	8	12	1
Strongly disagree	2	2	3	2
Not sure	7	3	0	3
Agree	81	87	85	94
Disagree	11	10	15	4

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

Strongly agree	60	52	51	60
Somewhat agree.....	32	41	36	33
Somewhat disagree	5	6	6	5
Strongly disagree	2	0	5	1
Not sure	1	2	3	0
Agree	92	92	87	93
Disagree	7	6	11	7

Businesses have the ability to attract and retain a more diverse workforce (women, people with disabilities, etc.).

Strongly agree	41	28	32	44
Somewhat agree.....	39	52	52	44
Somewhat disagree	9	12	11	10
Strongly disagree	8	2	5	1
Not sure	3	6	1	1
Agree	80	80	84	88
Disagree	17	14	15	11

29. For each of the following statements, please indicate if you agree or disagree with that statement.

Sorted by “Strongly agree”

I support access to paid family leave, as an employer and also as someone who cares about the people who work for me	45	44	45	53
There are only so many benefits that I can cover, and I need to consider the costs of benefits like paid family leave	41	51	38	44
Having access to paid family leave is important to my employees' economic security.....	39	43	44	46
I would like to offer more paid family leave than my business can currently afford.....	41	45	45	42

I support access to paid family leave, as an employer and also as someone who cares about the people who work for me.

Strongly agree	45	44	45	53
Somewhat agree.....	41	45	39	41
Somewhat disagree	7	8	10	3
Strongly disagree	6	1	5	0
Not sure	1	2	1	2
Agree	86	89	84	94
Disagree	13	10	15	3

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

Strongly agree	39	43	44	46
Somewhat agree.....	40	39	35	46
Somewhat disagree	10	11	11	4
Strongly disagree	6	3	6	3
Not sure	4	3	4	1
Agree	79	83	79	92
Disagree	17	14	17	7

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	41	51	38	44
Somewhat agree.....	49	39	40	49
Somewhat disagree	7	7	13	6
Strongly disagree	2	1	4	0
Not sure	0	1	5	1
Agree	90	90	78	93
Disagree	9	8	17	6

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

Strongly agree	41	45	45	42
Somewhat agree.....	44	38	29	45
Somewhat disagree	10	7	17	7
Strongly disagree	4	5	7	5
Not sure	1	6	1	1
Agree	84	82	74	87
Disagree	14	11	25	12

30. If you had to choose, which of the following two statements comes closest to your view, even if neither is exactly right:

I would prefer a universal paid family leave program for small businesses which levels the playing field and makes it affordable for small businesses to offer family leave to employees and compete with large corporations.....	62	60	67	69
I would prefer a voluntary insurance program for paid family leave that businesses could choose to buy into, with premiums set by the insurance companies rather than the government.....	23	35	31	29
Not sure	15	6	2	2

31. [If choice in Q30] And do you believe that strongly or not so strongly?

Universal paid family leave program – strongly.....	48	51	52	57
Universal paid family leave program - not so strongly	14	9	15	12
Voluntary insurance program - not so strongly.....	3	10	6	5
Voluntary insurance program – strongly.....	20	24	24	24
Not sure	15	6	2	2

32. Here is a statement people have made about paid family and medical leave. Please select whether this statement raises SERIOUS doubts, SOME doubts, MINOR doubts, or NO real doubts about paid family and medical leave. If you are not sure how you feel, please indicate not sure.

Benefits like paid family, parental, and medical leave are nice, but this big-government one-size-fits-all policy is unworkable. The cost of covering workers will fall on small businesses or come at the expense of taxpayers. With prices for essentials rising, businesses can't afford another expense and families can't afford another tax.

Serious doubts	19	25	17	24
Some doubts	40	35	25	33
Minor doubts	27	20	30	33
No real doubts.....	9	18	21	8
Not sure	5	2	8	2
Doubts	59	60	41	57
No doubts	36	38	51	41

33. Here are some statements people have made about paid family and medical leave. For each, please select whether the statement is a VERY convincing, SOMEWHAT convincing, NOT TOO convincing, or NOT AT ALL convincing reason to support paid family and medical leave. If you are not sure how you feel about a particular item, please say not sure.

Sorted by "Very convincing"

Values.....	40	42	38	47
Increase productivity	33	46	36	55
Compete.....	33	43	38	53
Reduce cost.....	29	33	43	45

Paid family and medical leave is good for small businesses' ability to retain talented employees and compete with larger companies. Universal paid family leave insurance will offer small businesses the chance to care for their employees and provide similar benefits as larger companies, leveling the playing field and incentivizing workers to stay in their jobs at small businesses.

Very convincing	33	43	38	53
Somewhat convincing.....	38	43	35	38
Not too convincing.....	22	11	25	6
Not at all convincing.....	6	2	1	3
Not sure	1	2	0	0
Convincing	72	85	73	91
Not convincing	28	13	26	9

A program to provide paid family and medical leave for employees of small businesses will reduce costs for small business owners while also caring for valued employees. Small business owners won't have to bear the burden of care for employees themselves with a program that spreads the load and ensures that small businesses are treated fairly.

Very convincing	29	33	43	45
Somewhat convincing	49	48	35	44
Not too convincing.....	19	13	14	5
Not at all convincing.....	3	5	7	5
Not sure	0	2	0	1
Convincing	78	81	79	88
Not convincing	22	17	21	10

Paid family leave boosts employee morale and productivity. An analysis of firms' outcomes after implementing paid leave found that on average, they experienced 4.6% greater revenue and 6.8% greater profit. In New Jersey, employers noted that the state's paid leave program helped reduce stress and improve morale among employees who took leave and their co-workers.

Very convincing	33	46	36	55
Somewhat convincing	43	39	34	37
Not too convincing.....	15	12	24	4
Not at all convincing.....	7	0	5	3
Not sure	2	3	0	2
Convincing	76	85	70	92
Not convincing	22	12	30	6

Especially in times of economic uncertainty, people need to be able to take care of their families and keep their jobs. We never know when care may be necessary, but many people cannot afford to lose wages to provide it. Paid family and medical leave is the right thing to do, because no one should have to choose between caring for family or themselves and keeping their job.

Very convincing	40	42	38	47
Somewhat convincing	43	38	49	41
Not too convincing.....	12	14	9	10
Not at all convincing.....	4	6	4	1
Not sure	1	0	0	1
Convincing	83	80	87	88
Not convincing	16	20	13	11

One alternative to paid family leave programs is tax credits, which Congress has already enacted and is considering extending. Here is some information about these tax credits:

Under the current tax credit enacted in 2017, employers who offer up to 12 weeks of paid family and medical leave to employees and pay at least 50 percent of the wages normally paid to the employee are eligible. The leave can be used to take care of a worker's own health, a family member or newborn, or a newly adopted or fostered child. In exchange for offering the leave, employers who provide full wage replacement will receive up to a 25 percent tax credit for the amount of wages replaced. This tax credit is set to expire in 2025.

34. Have you used this Paid Family and Medical Leave tax credit for your small business?

Yes.....	40	45	42	61
No.....	59	52	57	36
Not sure	1	3	1	2

35. [If yes] How helpful was this tax credit to your business?

<i>(Number of respondents.....</i>	<i>61</i>	<i>65</i>	<i>58</i>	<i>74)</i>
Very helpful.....	41	59	55	45
Somewhat helpful	56	34	40	46
A little helpful	3	6	5	10
Not at all helpful	0	0	0	0
Not sure	0	0	0	0
Helpful	97	94	95	90
Not helpful	3	6	5	10

36. [If no] How helpful does this tax credit sound for your small business?

<i>(Number of respondents.....</i>	<i>47</i>	<i>60</i>	<i>57</i>	<i>29)</i>
Very helpful.....	21	18	23	21
Somewhat helpful	35	39	52	33
A little helpful	26	27	17	41
Not at all helpful	15	14	5	5
Not sure	4	2	4	0
Helpful	55	57	74	54
Not helpful	41	40	22	46

37. Here are some statements people have made comparing two different approaches to family leave for small businesses - family leave insurance or tax credits. For each, please select whether the statement is a VERY convincing, SOMEWHAT convincing, NOT TOO convincing, or NOT AT ALL convincing reason to support a family and medical leave insurance program rather than tax credits. If you are not sure how you feel about a particular item, please say not sure.

Sorted by "Very convincing"

Unfair to small	45	38	34	44
Out of pocket.....	28	38	33	36
Uneven.....	37	40	30	29

Under tax credit plans, employers are required to make out-of-pocket expenditures to provide paid family and medical leave, in exchange for a tax credit that would not be available until year-end tax filings. Waiting up to a year for a credit that only covers 25% of the cost is not really going to help most small businesses.

Very convincing	28	38	33	36
Somewhat convincing	47	37	40	32
Not too convincing.....	13	13	16	19
Not at all convincing.....	9	9	9	11
Not sure	3	3	2	1
Convincing	75	75	73	69
Not convincing	22	22	25	30

The current tax credit puts many small businesses at a competitive disadvantage. If the business is in a state with a paid family leave program, they get no credit for the leave they already must provide to their employees, so businesses in other states get an unfair tax advantage. A guaranteed national program would put small businesses in all states on a level playing field. [65 WORDS]

Very convincing	37	40	30	29
Somewhat convincing	45	37	41	42
Not too convincing.....	11	11	21	24
Not at all convincing.....	7	8	5	4
Not sure	0	4	3	1
Convincing	82	77	71	71
Not convincing	18	19	26	28

Small businesses that can't afford to wait for tax credits to pay off at the end of the year get no help from the tax credit, but still have to compete with larger corporations that can use their higher revenues to easily take advantage. Almost 90% of the tax credits have been claimed by billion-dollar corporations, giving them a leg up in retaining employees and driving small companies out of business.

Very convincing	45	38	34	44
Somewhat convincing	33	38	47	38
Not too convincing.....	14	12	15	14
Not at all convincing.....	6	5	2	2
Not sure	2	6	3	1
Convincing	78	77	80	82
Not convincing	20	18	17	17

38. If you had to choose, which of the following two statements about the proposed tax credit resonates the most with you:

The tax credit is too little to make a difference. Under this scheme, small business owners still pay for family and medical leave out of our own pockets and receive a tax credit only up to 25% of these expenses. A guaranteed program of paid family and medical leave is better for small businesses.	35	56	55	46
These tax credits give small business owners the flexibility we need to run our businesses the way we see fit. The federal government should provide tax credits to businesses who provide paid leave for their employees, rather than require it.	54	42	36	52
Not sure	11	2	9	2

39. [If choice in Q38] And do you believe that strongly or not so strongly?

Too little to make a difference – strongly	27	45	40	39
Too little to make a difference - not so strongly.....	8	11	15	7
Give small business owners flexibility - not so strongly	21	8	12	9
Give small business owners flexibility – strongly	34	34	25	42
Not sure	11	2	9	2

40. The Family Leave Tax Credit is currently set to expire in 2025. Which of the following actions would you prefer Congress to take on family leave for small businesses?

Extend the Family Leave Tax Credit as currently written.....	15	21	22	24
Replace the Family Leave Tax Credit with a guaranteed Family Leave Insurance program that would cover the full cost of family leave for most businesses	37	33	35	44
Both.....	34	24	26	27
Neither	11	12	7	1
Don't know.....	4	9	10	4

The remaining questions are for statistical purposes only.

41. 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	37	30	29	41
Woman-Owned Business.....	29	24	30	23
Veteran-Owned Business.....	6	5	7	5
None of the above	38	48	43	42

42. 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	34	42	39	49
Suburban.....	45	44	47	34
Rural	10	13	10	10
No physical office.....	8	0	4	7
Not sure	4	0	0	0

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

Yes.....	51	49	59	69
No.....	48	51	41	30
Not sure	1	0	0	1

44. [If yes] As far as you know, were you required to keep that employee’s job open for them to return to?

<i>(Number of respondents.....</i>	<i>67</i>	<i>66</i>	<i>76</i>	<i>77)</i>
Yes.....	68	84	79	67
No.....	14	15	17	22
Not sure	18	1	4	11

45. 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	23	22	30
Not-so-strong Democrat	4	10	12	10
Independent - lean Democrat	1	8	9	2
Democrat	41	41	42	42
Independent.....	14	6	13	5
Republican	44	48	44	53
Independent - lean Republican.....	5	7	7	5
Not-so-strong Republican.....	11	9	15	12
Strong Republican	28	32	22	36
Other	0	5	1	0
Not sure	0	0	0	0
Prefer not to answer.....	1	1	0	0