

Voters' Views on Paid Family + Medical Leave

Findings from a National Survey

October 2018

Methods.

National survey of n = 1004 registered voters.

Conducted July 9-23, 2018.

Using NORC's AmeriSpeak nationally representative panel at the University of Chicago.

Margin of sampling error on the total results: +/- 4.3 percentage points.

Commissioned by the National Partnership for Women & Families.

Research firms PerryUdem (non-partisan) and Bellwether (Republican) developed the survey and conducted the analysis.

Prior to the survey, PerryUdem and Bellwether conducted 8 focus groups with conservative-leaning voters in September 2017 in four sites: Dallas, Las Vegas, Richmond VA, and Steelville MO (rural).

Summary.

8 in 10 voters support a comprehensive national *paid* family and medical leave policy that covers all people who work (84%).

Most Democrats (94%), Independents (83%), and Republicans (74%) support a national policy that would cover all working people who need leave to care for a newborn or newly adopted child; their own serious illness or injury; a seriously ill, injured, elderly, or disabled family member; or to deal with the effects of a deployment or injury of a military service member.

Summary.

More than 6 in 10 voters say they would face serious financial hardship if they had to take up to a few months of *unpaid* leave for family or medical reasons (66%).

In fact, more than 4 in 10 say it is *very likely* they would face serious financial hardship (42%). Women (48% *very likely*) are much more likely than men (35%) to say they would face serious financial hardship if they had to take unpaid leave.

8 in 10 feel the Family and Medical Leave Act (FMLA) needs an update (82%).

After hearing a description and learning the FMLA, which provides unpaid leave, is 25 years old, a majority of Democrats (94%), Independents (80%), and Republicans (71%) feel our national policy for family and medical leave should be updated.

Half of voters (53%) believe they could benefit from a national paid family and medical leave policy now or in the future and another 19% of voters don't rule it out.

Younger voters (18-44 years old) are most likely to think they could be helped by a national paid leave policy (72%). Of those who think they might need paid leave at some point:

- 65% said they might use it to care for an elderly, seriously ill, injured, or disabled family member;
- 57% think they might need leave to treat or recover a serious illness of their own;
- 39% think they might need leave to care for a new baby or adopted child.

Summary.

Voters prefer paying for a national paid family and medical leave policy through a shared cost between employers and employees.

Republican voters are most likely to prefer this funding option (42%), although it is also the top choice of Independent (37%) and Democratic (35%) voters. Of note, hardly any voters (3%) prefer the option of drawing early from Social Security to pay for leave. Also, 1 in 10 (11%) chose the option, "I do not support a national paid family and medical leave policy." Here is how the various funding methods tested:

- 38% A shared contribution between employers and employees
- 21% Employers or companies only funding it
- 19% Federal budget funds, even if it means a tax increase
- 3% Individuals drawing early from Social Security
- 2% Employees only funding it

Summary.

After considering four ideas for a national paid family and medical leave policy, the top choice is the comprehensive “Personal and Family Security Fund” (80% support this plan).¹

This plan makes paid leave available to *all* workers who need time away from work to care for a new child; their own illness; an ill family member; or to deal with the impacts of a military deployment. It would be paid for through shared employer and employee contributions that go into a national fund, and would allow up to 12 weeks of leave at 66 percent of their regular pay.

When asked to rank the four policy ideas from best to worst, the Personal and Family Security Fund was the top choice for Democrats (68%), Independents (61%), and Republicans (60%).

The least popular idea is the “Social Security Parental Leave Program” (58% oppose this plan).²

This plan offers paid leave to parents of a new child and would require workers to draw early from Social Security to pay for it. A parent of a new child could take up to 12 weeks of leave per year and receive on average 45 percent of their pay. Individuals would need to delay their retirement by about 25 weeks for each 12 weeks of leave or see a cut in their Social Security retirement benefits if they retire earlier.

¹The “Personal and Family Security Fund” is actually the FAMILY Act (Family And Medical Insurance Leave Act), a national paid leave proposal sponsored by Rep. Rosa DeLauro (D – CT.) and Sen. Kirsten Gillibrand (D – NY.).

²The “Social Security Parental Leave Program” is actually the plan developed by the Independent Women’s Forum and is closely related to the “Economic Security for New Parents Act” recently introduced by Marco Rubio (R-FL) and sponsored by Rep. Ann Wagner (R-MO).

Summary.

Most voters (70%) believe that political party shouldn't matter when it comes to supporting a national paid family and medical leave policy.

The majority of Democrats (86%), Independents (66%), and Republicans (54%) agree that "Regardless of which political party you identify with more, your party should support a comprehensive national paid family and medical leave policy that covers all working people."

7 in 10 say they are more likely to vote for a 2018 Congressional candidate who publicly supports a national paid family and medical leave policy (70%).

Most Democrats (86%), Independents (66%), and Republicans (58%) say this.

Conversely, close to two-thirds (64%) say they are less likely to vote for a 2018 Congressional candidate who publicly opposes a national paid family and medical leave policy.

Majorities of Democrats (77%), Independents (60%) and Republicans (53%) feel this way.



FINDINGS.

Many have personal experience going to work when seriously ill or have faced financial pressure because they took unpaid leave.

Q: Please indicate if any of the following has happened to you...



50%

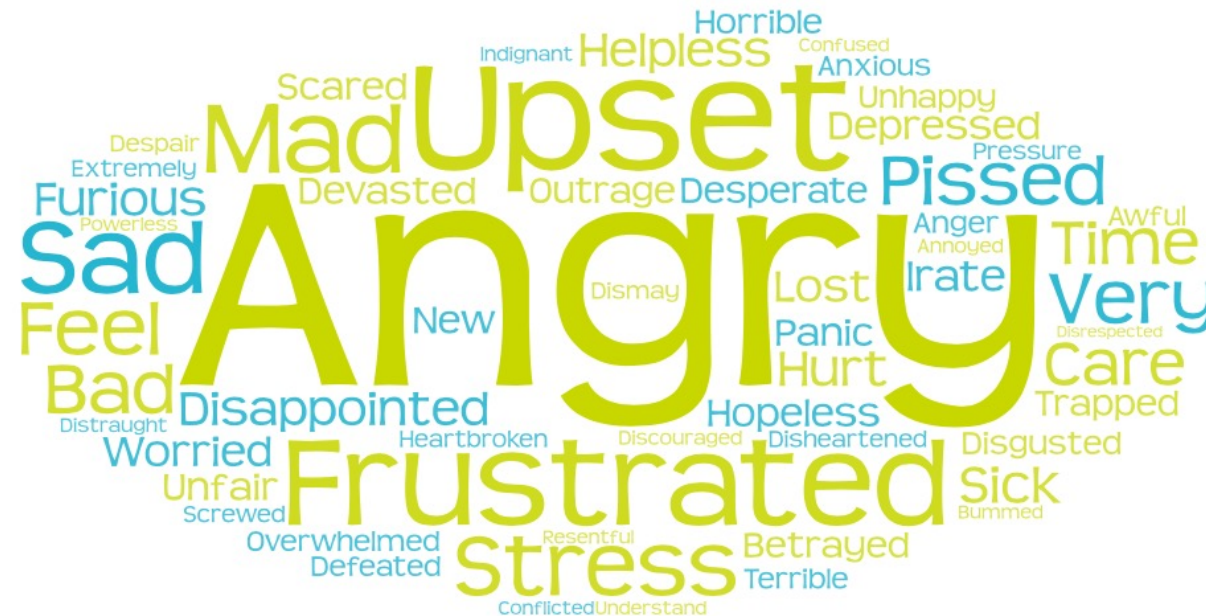
Of voters say they have experienced at least one of these situations.

76%

Say balancing a job with the demands of caring for a family is very or somewhat difficult.

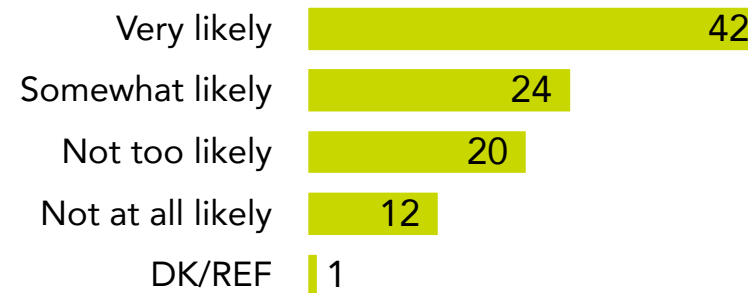
Many would feel angry, upset, and frustrated if they couldn't take leave from their job when ill, having/adopting a child, or caring for a sick family member.

Q: Please write a word that describes how you would feel if you were seriously ill, having or adopting a child, or caring for a sick, injured, or elderly family member and your employer would not allow you to take time off?



Most (66%) say they would face serious financial hardship if they had to take up to a few months of unpaid leave for family or medical reasons.

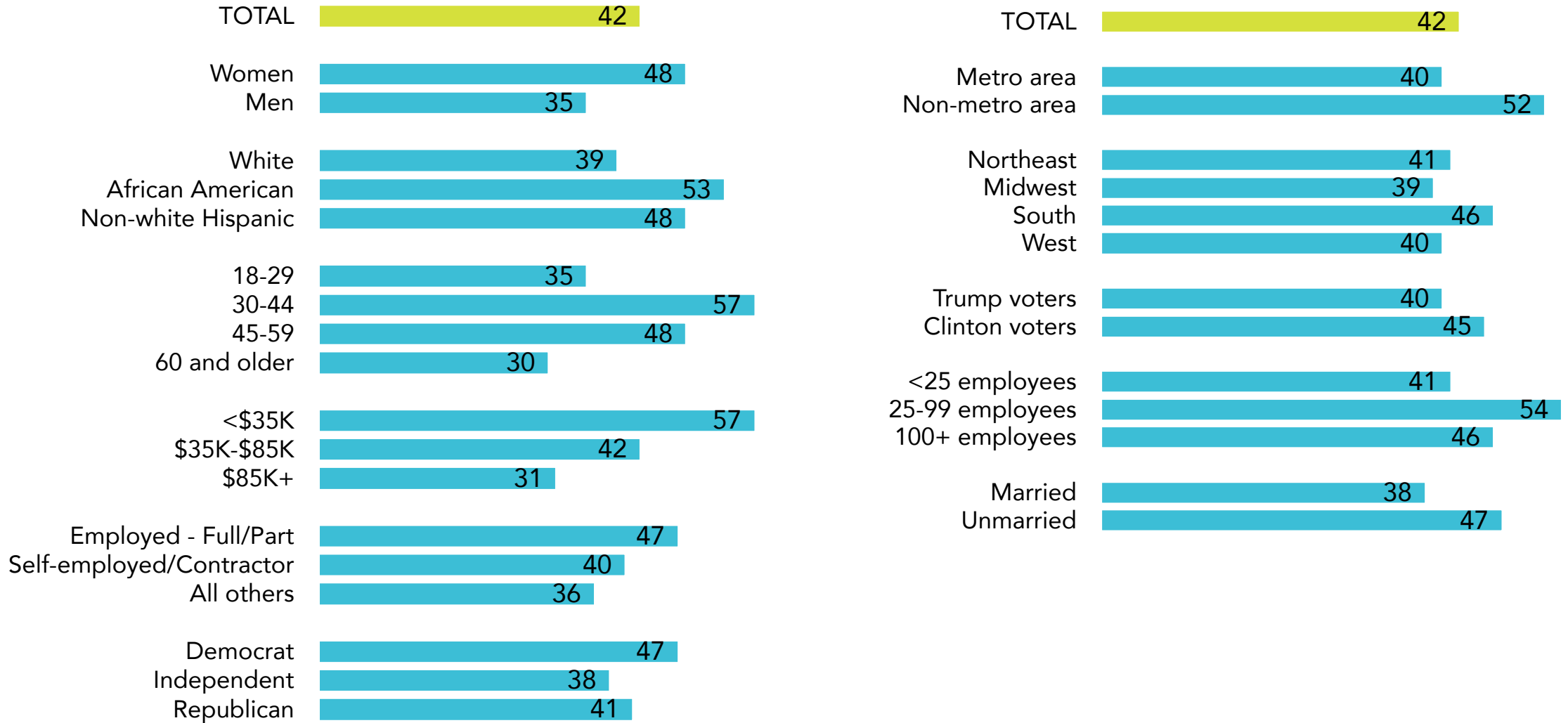
Q: How likely is it that you or your family would face serious financial hardship if you had to take up to a few months of unpaid time off from your work because of a serious illness or injury, to care for a new child, or to care for a family member with a serious illness, injury, or disability?



Women...

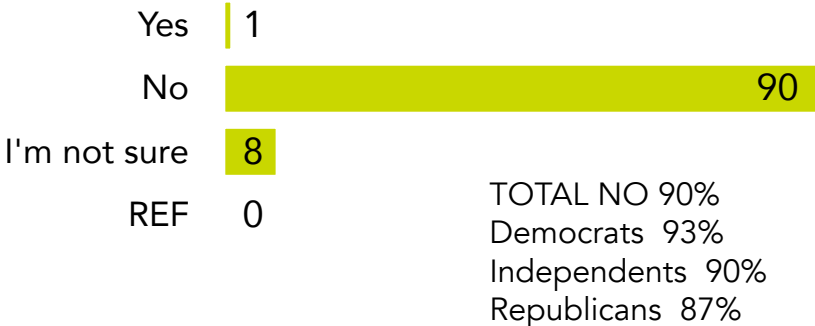
Are much more likely than men to say they would *very likely* face serious financial hardship if they had to take unpaid leave (48% vs. 35%).

Percent “very likely” to face hardship if they had to take up to a few months of unpaid time off from work.

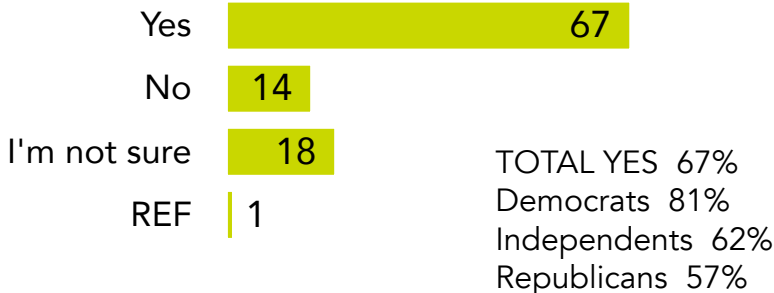


Two-thirds believe that people in the U.S. who work should be able to take up to a few months of paid leave for family or medical reasons.

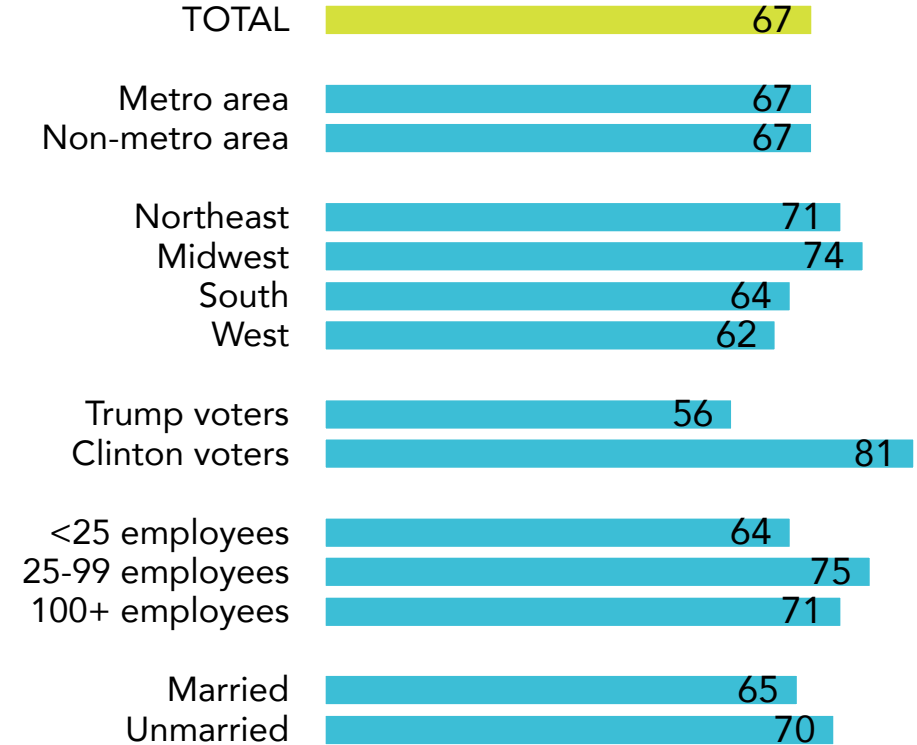
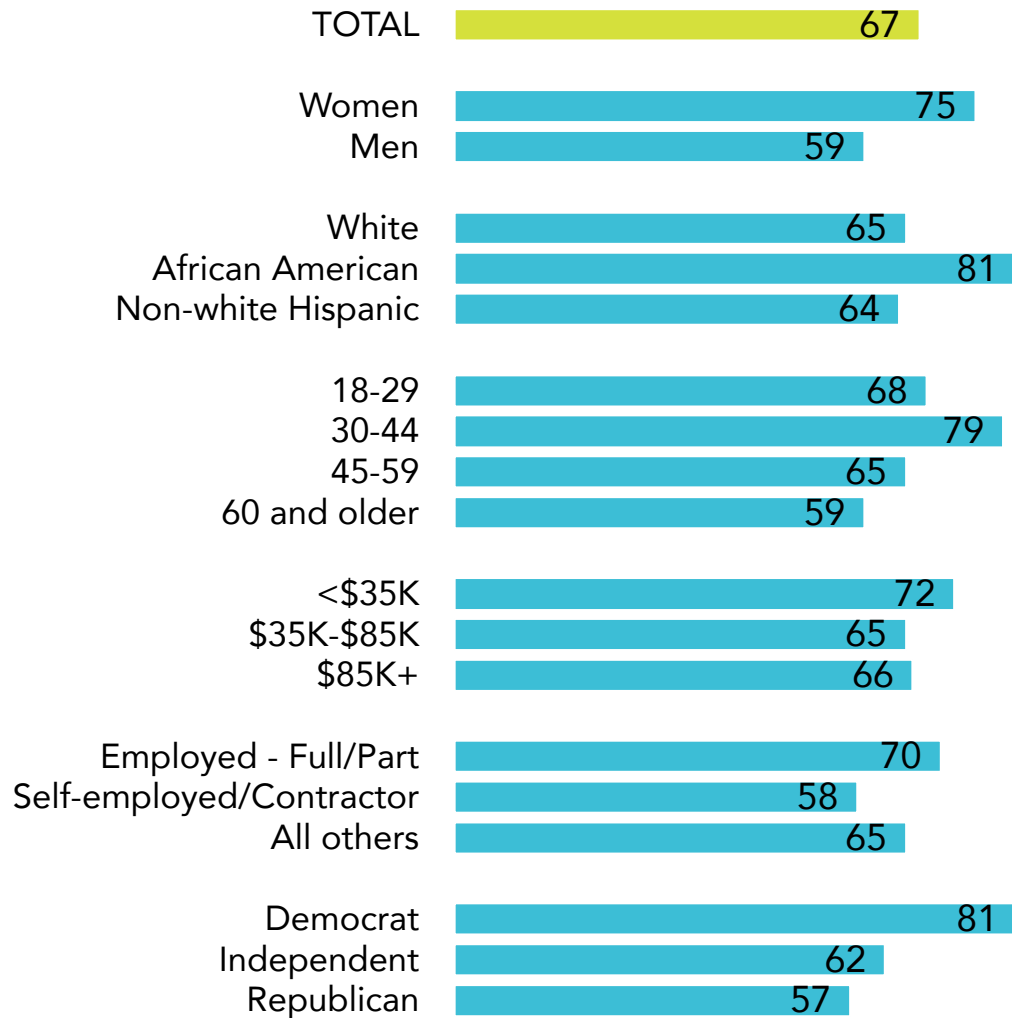
Q: Do you think most people who work in the U.S. can afford to take up to a few months of unpaid time off from their job if they have a new child, a serious illness or injury, or a family member who is seriously ill, injured, or disabled?



Q: Do you think most people in the U.S. who work should be able to take up to a few months of paid time off from their job if they have a new child, a serious illness or injury, or a family member who is seriously ill, injured, or disabled?



Percent saying "yes" that most people in the U.S. who work should be able to take up to a few months of paid time off from their job for family or medical reasons...

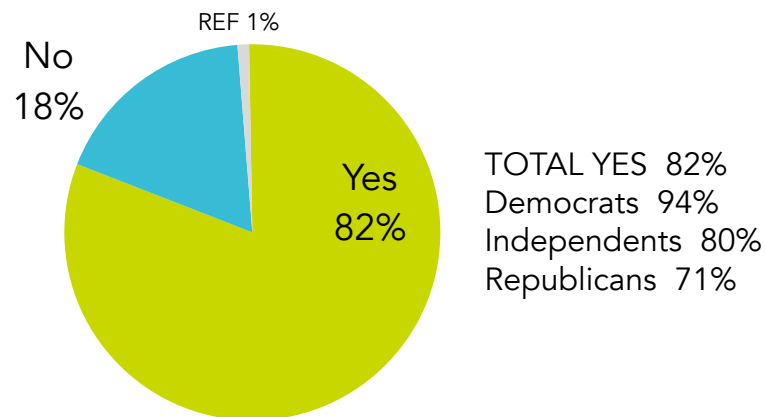


8 in 10 feel the Family Medical Leave Act (FMLA) should be updated.

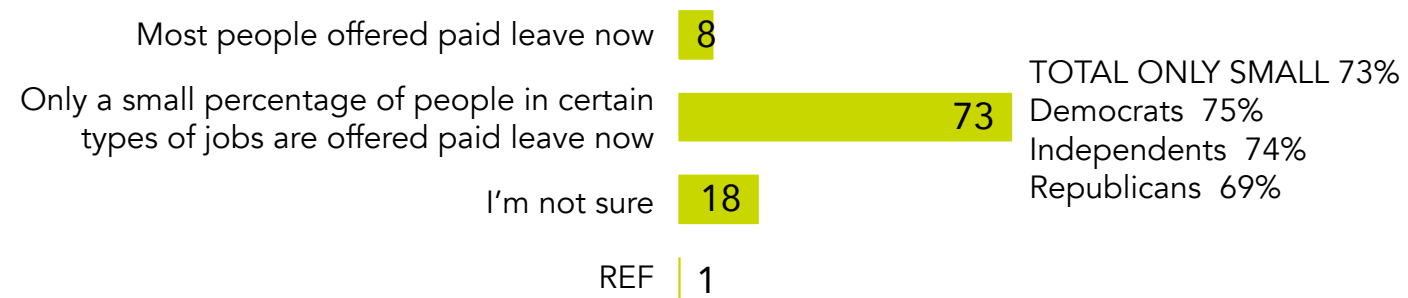
Survey respondents read the following...

“Currently, there is no national paid family and medical leave policy. The Family and Medical Leave Act (FMLA), which became law 25 years ago, does not require employers to provide paid leave. The FMLA guarantees about 60 percent of employees in the U.S. up to 12 weeks of unpaid leave to bond with a new child, care for a parent, child or spouse with a serious illness or injury, or address their own serious health issue each year with no threat of job loss and with continuation of their health insurance benefits.”

Q: The Family Medical and Leave Act (FMLA) is 25 years old. Do you think our national policy for family and medical leave should be updated or not?



Q: While the FMLA requires unpaid leave, employers can choose to offer more. Do you think most workers are offered paid family and medical leave right now or do you think it is only offered to a small percentage of workers who are in certain types of jobs? Keep in mind, paid family and medical leave is a specific type of leave that is different from sick time, vacation time, or general paid time off.





VIEWS ON PAID FAMILY AND MEDICAL LEAVE.

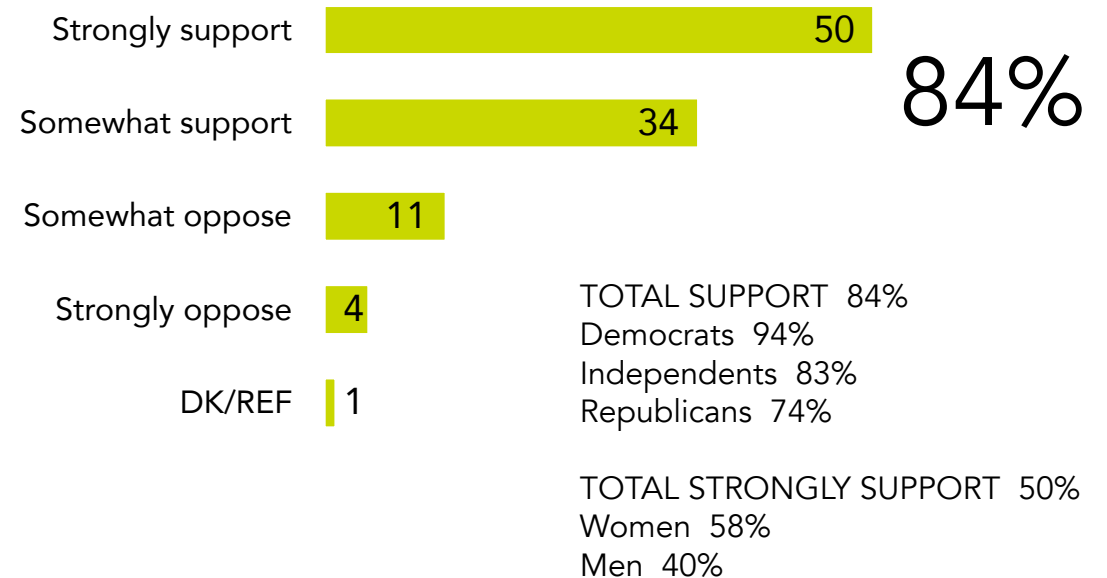
8 in 10 support a national paid family and medical leave policy that would cover all people who are working.

Survey respondents read the following...

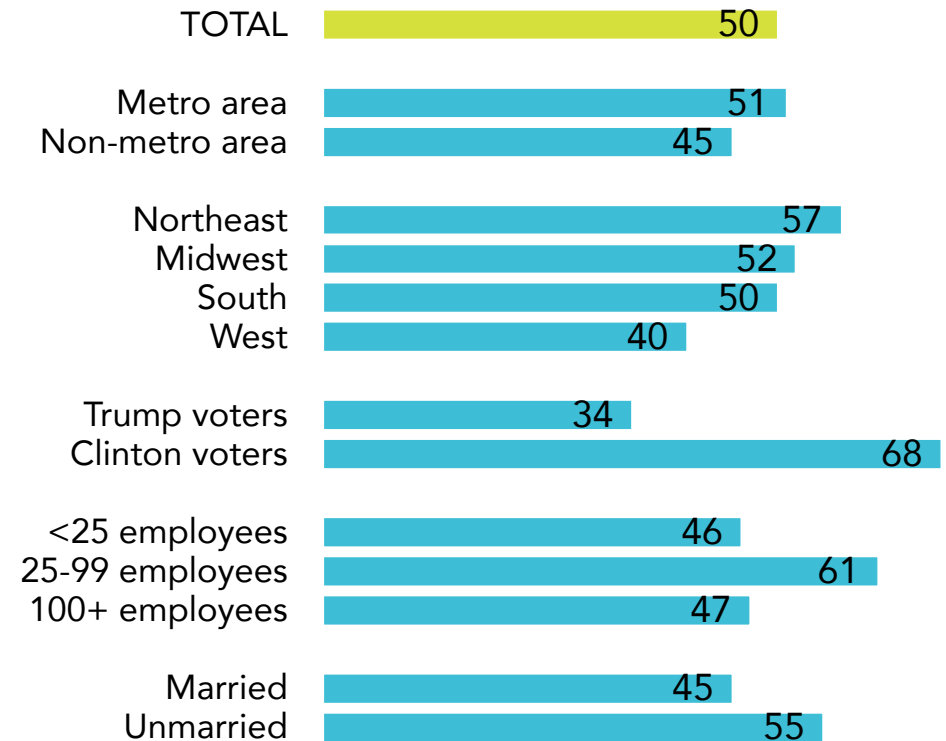
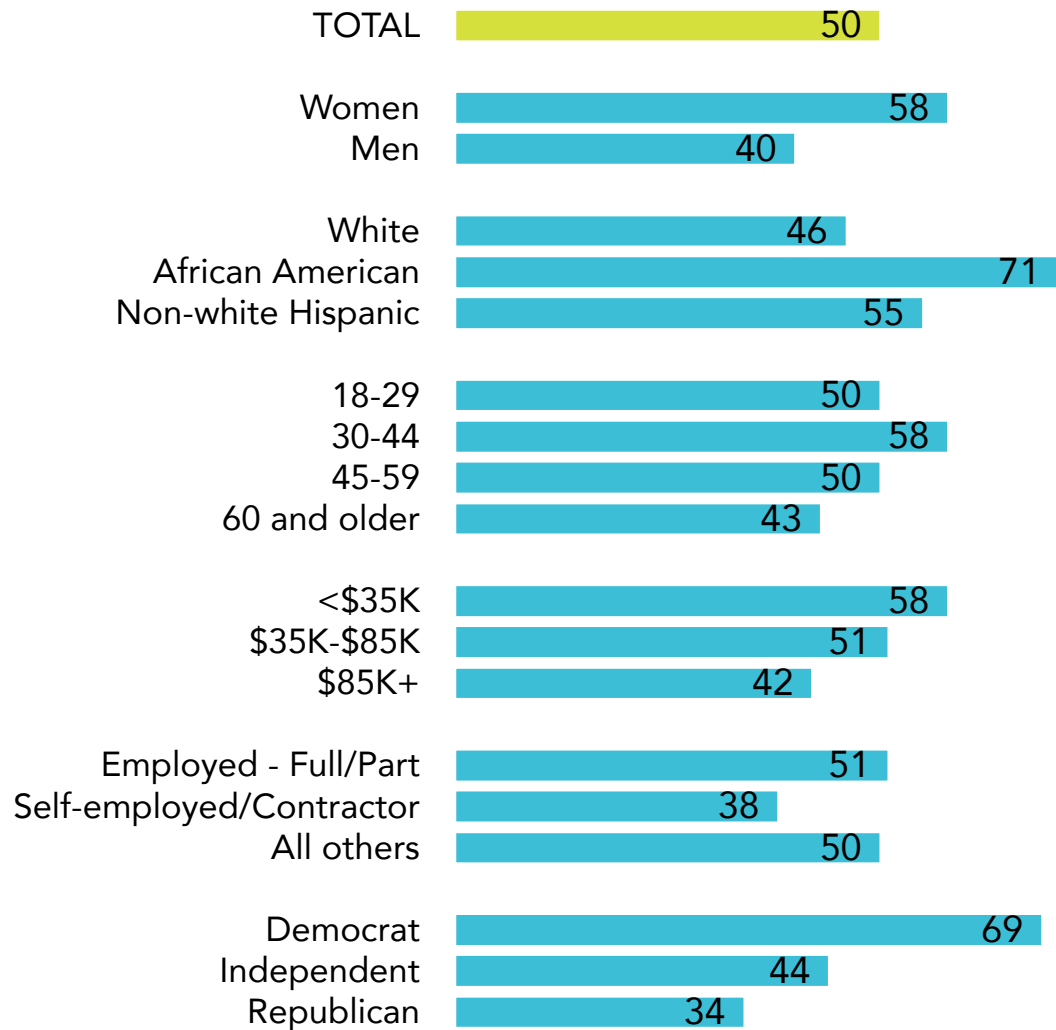
“The next few questions are about a national paid family and medical leave policy. Just to be clear, this would be a national paid leave policy for all people who work, including:

- mothers and fathers caring for a newborn or newly adopted child
- people who are dealing with a serious illness like cancer or have an injury that keeps them out of work temporarily
- spouses and family members affected by the deployment or injury of a military service member
- people who need to take time away from work to care for a seriously ill, injured, elderly, or disabled family member.”

Q: Do you support or oppose a national paid family and medical leave policy that would cover all people who are working?

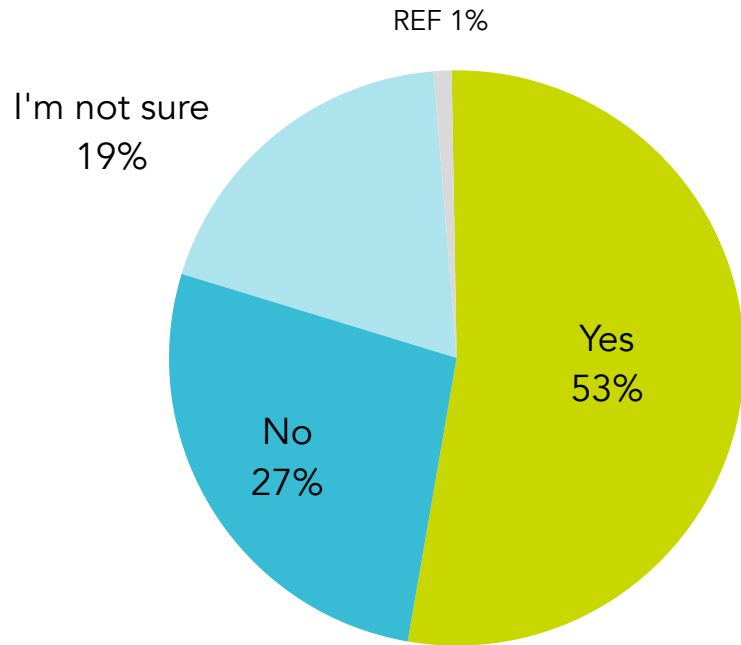


Percent who "strongly support" a national paid family and medical leave policy that would cover all people who are working...



Half of voters think a paid family and medical leave policy could help them now or in the future – and another one-fifth don't rule it out.

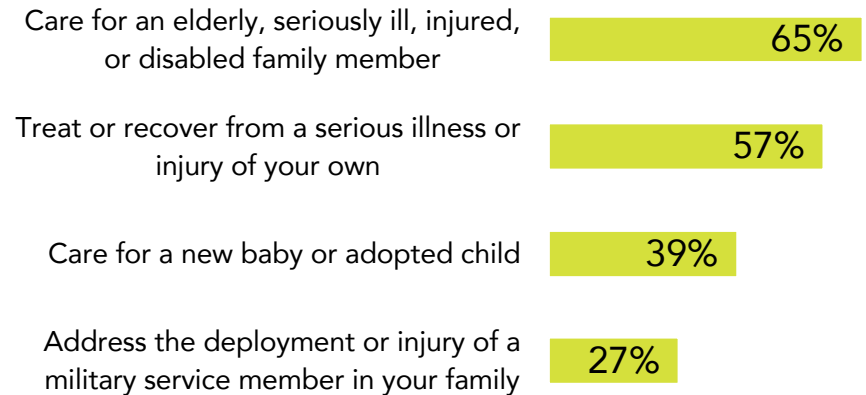
Q: Do you think a national paid family and medical leave policy could help you now or sometime in the future?



TOTAL YES 53%
 Democrats 65%
 Independents 54%
 Republicans 39%

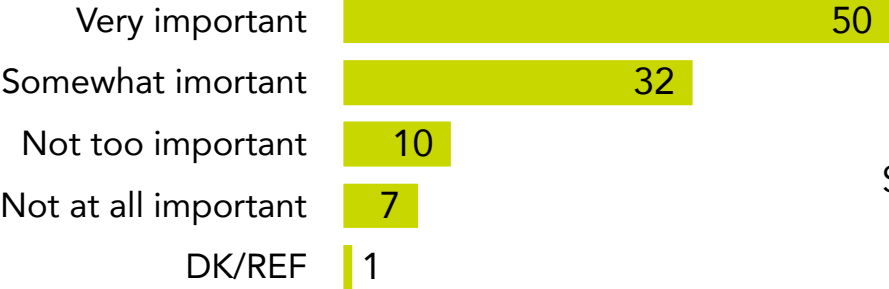
Younger voters (18-44 years old) are the most likely to think they will benefit from a national paid family and medical leave policy (72%).

Q: IF YES/NOT SURE: For you personally, within the next 10 years, do you think a national paid family and medical leave policy would be useful in helping you afford paid leave to: N=729



8 in 10 feel it is important for a national policy to be available and affordable for higher-, middle-, and lower-wage employees.

Q: How important is it to you that paid leave provided through a national policy be available and affordable for both higher-wage, management-level people in a workplace as well as middle-level and lower-wage, front-line workers?



82%
Say this is important.

TOTAL IMPORTANT 82%
Democrats 92%
Independents 79%
Republicans 76%

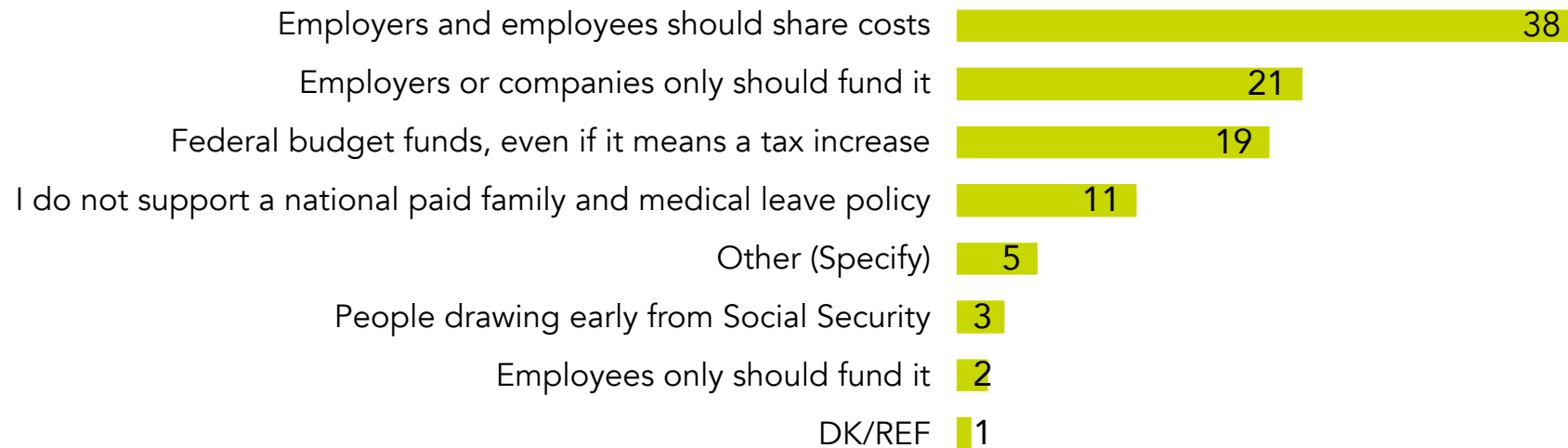
Much more likely to support	Smwt more likely to support	Q: Here are some facts about paid family and medical leave. For each, indicate if it makes you more likely or less likely to support a national paid family and medical leave policy.
43%	32%	Many people who do not have paid medical leave try to work through their illnesses instead of getting care when they first become sick. They often become sicker, need more costly medical care later on, and need a longer time to recover.
43%	29%	Women leave their jobs for family or medical reasons much more frequently than men. Parenting or caregiving for a sick family member usually falls on women – and most do not have the option of paid family leave right now.
41%	28%	Right now, only 15 percent of people in the United States who work are able to get paid family leave through their employers. These are usually high wage workers and people in management positions, which means that workers without paid leave are those with middle and lower incomes and little-to-no savings.
40%	35%	Less than 40 percent of people who work are able to get personal medical leave through their employer’s short-term disability insurance policy for serious health issues, like cancer or unforeseen injuries like a broken leg.
40%	32%	New mothers and fathers with paid leave are less likely to turn to public assistance or other government programs in the year after their child’s birth. (n = 513)
39%	26%	Nearly half of people with an annual household income of \$30,000 or less said they used public assistance to help make ends meet after an <u>unpaid</u> parental leave. (n = 491)
38%	32%	New mothers who have paid leave are more likely to return to work and to earn higher wages in the year after their child’s birth. (n = 519)
36%	30%	Forty percent of adults in the U.S. say they are unable to cover an unexpected expense of \$400 or more, including for an unexpected family or medical need, without borrowing money or selling some of their possessions. (n = 485)
33%	33%	People who do not have paid leave are much more likely to leave their job when they need to provide care for a new child or seriously ill family member. For businesses, the cost of hiring and retraining workers is 16 percent to 200 percent of a worker’s annual wages.
29%	29%	Many small business owners say they think of their employees like family, but can’t afford to offer paid leave to their employees on their own.



REACTIONS TO POLICY PROPOSALS.

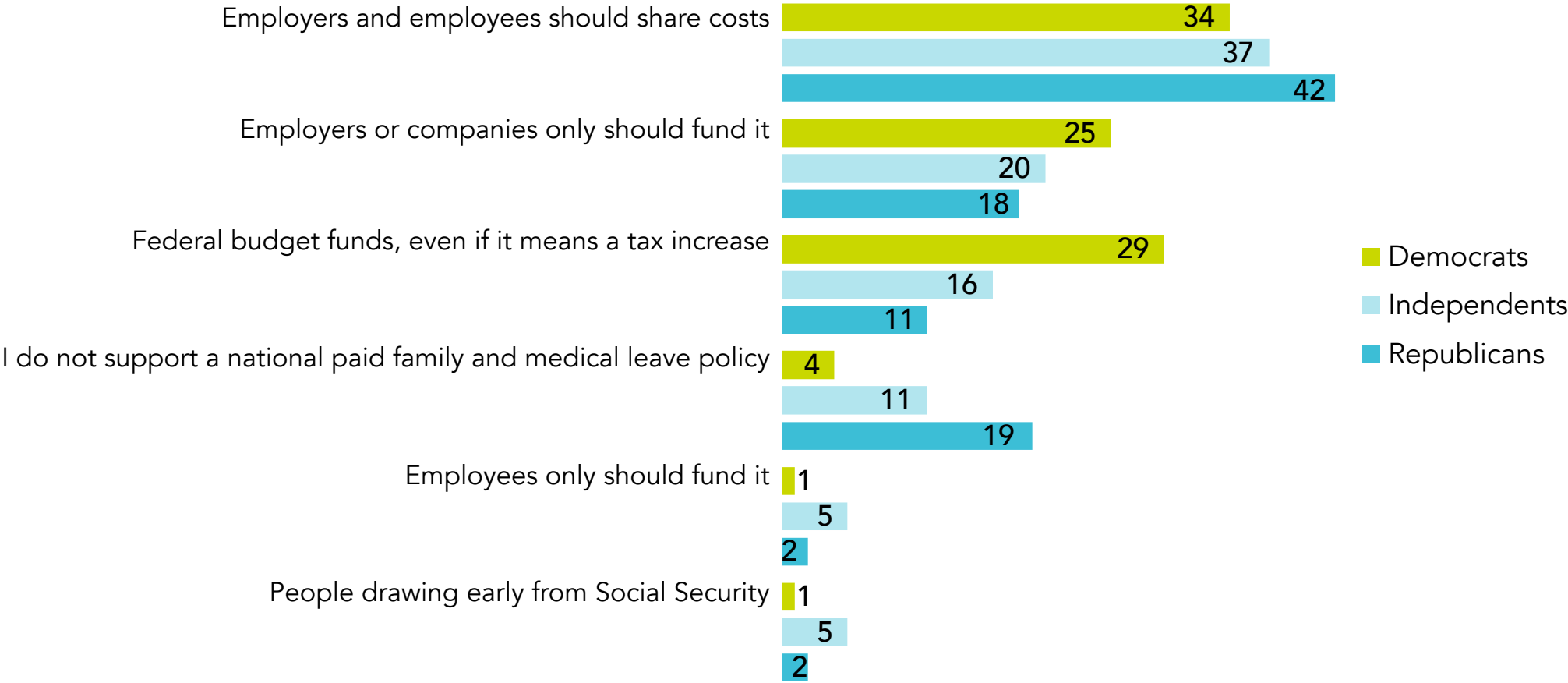
Voters feel the best way to pay for a national paid family and medical leave policy is through employers and employees sharing the costs. There is little support for drawing early on Social Security.

Q: How do you think a national paid family and medical leave policy should be funded?



Preferences for how a national paid family and medical leave policy should be funded by Party ID...

Q: How do you think a national paid family and medical leave policy should be funded?

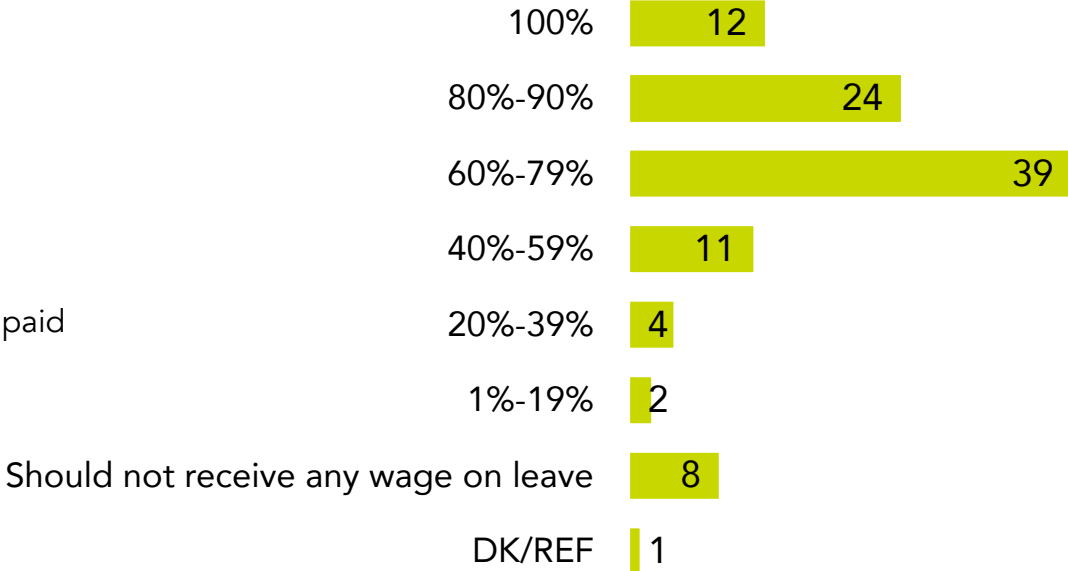


More than 7 in 10 of those currently employed are willing to contribute at least one cent per every dollar they earn to pay for a national paid family and medical leave program

Q: IF EMPLOYED/SELF-EMPLOYED The few U.S. states that have paid family and medical leave laws in place pay for their programs through small payroll deductions from employees, employers or both. If a national paid leave policy were designed the same way to cover all people who work, how much would you be willing to contribute through your paycheck? (n = 621)

- 23% 5 cents for every \$1 you are paid
- 17% 3-5 cents for every \$1 you are paid
- 18% 2-3 cents for every \$1 you are paid
- 13% 1-2 cents for every \$1 you are paid
- 13% A quarter of a cent to 1 cent for every \$1 you are paid
- 16% Nothing at all

Q: IF EMPLOYED/SELF-EMPLOYED If you were to take paid time family or medical leave and the U.S. had a national paid leave policy in place, what percentage of your usual wages do you think you should receive during your leave as a result of the policy? (n = 621)



Survey respondents read the following...

“This year, Members of Congress have been considering a number of proposals for paid leave. Below are descriptions of four of these proposals. Each proposal would have rules that require people to show that they have a legitimate need for leave. Indicate whether you would support or oppose each proposal as a way to make sure that all working people can get paid leave.”

Parental Leave Savings Account.

Savings accounts would be available to people who choose to participate in this policy. Workers would contribute pre-tax income into a Parental Leave Savings Account similar to a Health Savings Account. Withdrawals would not be taxed and could be used when parents have or adopt a child. Employees could voluntarily participate and employers could choose to make a matching contribution. The savings account would not guarantee parents any specific length of leave and employers would not have to guarantee continued employment unless the unpaid FMLA law or state law required it.

Personal and Family Security Fund.

Paid family and medical leave benefits would be available to all working people because all employers and working people would participate. The Personal and Family Security Fund would cover people’s time away from work to care for a new child, to care for family member with a serious health issue, or to care for their own illness and for military family care. Employees and employers would share the cost through a small payroll tax of about .5% or less (one-half of one percent or less) per employee – less than \$2.00 per week each for a typical US worker and employer – that would go into a national fund. Working people would receive 66 percent of their usual pay during their leave, up to \$4000 per month and could take up to 12 weeks per year to provide or receive care. Their employer could not retaliate against them for taking leave and FMLA protections would also still apply for eligible workers.

Social Security Parental Leave Program.

Parental leave benefits would be available only to parents of a new child and not to people who are recovering from their own illness or caring for a sick family member. Workers would receive income during a leave from their job to care for a new baby or adopted child by drawing early from Social Security. Workers who receive benefits during a parental leave would delay their retirement by about 25 weeks for each 12 weeks of leave or see a cut in their Social Security retirement benefits if they are forced or choose to retire earlier. No new revenue would be added to the Social Security Trust Fund, which means there would be no new taxes raised to pay for the program but also a small drop in the Social Security Trust Fund for retirement benefits. A parent of a new child could take up to 12 weeks per year and receive on average 45 percent of their pay, and the average worker would receive \$1,175 per month. Employers would not have to guarantee continued employment unless the unpaid FMLA law or state law required it.

Universal Paid Leave Benefit.

Paid family and medical leave benefits would be available to all working people and funded through general tax revenues like many other public programs. The Universal Leave Benefit would cover people’s time away from work to care for a new child, to care for family member with a serious health issue, or to care for their own illness. Working people would receive benefits on a sliding scale – workers with very low usual wages would receive 80-90 percent of their usual wages, while workers with usual wages at or above the country’s median wage would receive a meaningful portion of their usual wages, up to a cap of \$4000 per month. Working people could take a total of 24 weeks per year to provide or receive care, and their job would be protected while they are out even if they are not currently eligible for job-protected leave under the FMLA or existing state law.

Voters give the strongest support to the “Personal and Family Security Fund” (i.e., the FAMILY Act).

Q: Indicate whether you would support or oppose each proposal as a way to make sure that all working people can get paid leave.

	Strongly Support	Smwt Support	Smwt Oppose	Strongly Oppose
Personal and Family Security Fund	36	44	12	8
Universal Paid Leave Benefit	28	43	14	14
Parental Leave Savings Account	24	45	20	9
Social Security Parental Leave Program	11	30	31	27

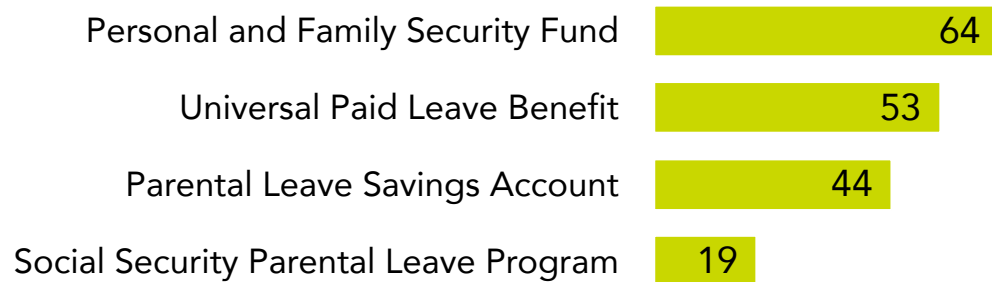
80%

Support the Personal and Family Security Fund, which is the top choice among voters for making sure working people get paid leave.

The “Personal and Family Security Fund” is also the preferred policy across Party ID.

Q: Now, think again about the different proposals for paid leave. Please rank from 1 to 4 – with 1 being the proposal you like the most and 4 being the proposal you like the least.

Percent of voters ranking this policy 1 or 2



71%

Of voters ranked the Social Security Parental Leave Program policy in the bottom two. This is also the least popular policy across Party ID.

Percent this policy was ranked 1 or 2 by Party ID...

Democrats

- Personal and Family Security Fund 68%
- Universal Paid Leave Benefit 63%
- Parental Leave Savings Account 36%
- Social Security Parental Leave Program 19%

Independents

- Personal and Family Security Fund 61%
- Universal Paid Leave Benefit 51%
- Parental Leave Savings Account 41%
- Social Security Parental Leave Program 21%

Republicans

- Personal and Family Security Fund 60%
- Universal Paid Leave Benefit 43%
- Parental Leave Savings Account 55%
- Social Security Parental Leave Program 18%

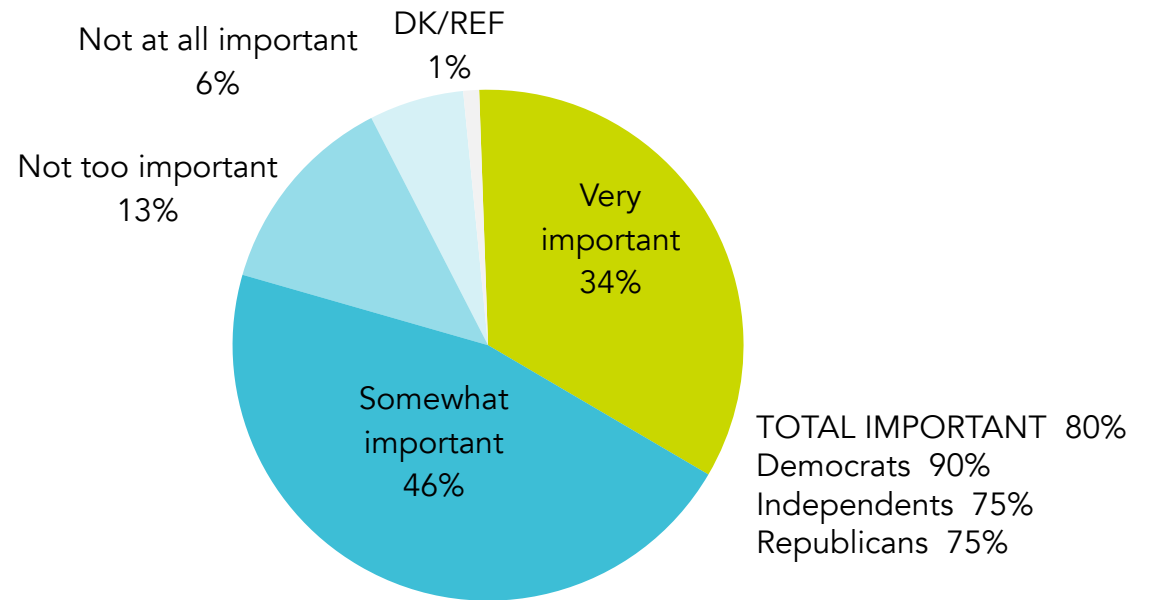
The top reason to support a national paid family and medical leave policy is that it keeps families financially secure.

Q: What are the best TWO reasons to support a national paid family and medical leave policy?

- 50% It fills an important gap that helps keep people and families financially secure
- 42% It allows people to be there for important first moments in the lives of their children and last moments in the lives of their loved ones
- 35% It is a pro-family policy, and families are a key building block of our country
- 21% It rewards and supports people staying connected to the workforce
- 19% It helps businesses provide their employees with leave and levels the playing field for smaller businesses
- 12% It promotes gender equity and reduces economic inequality

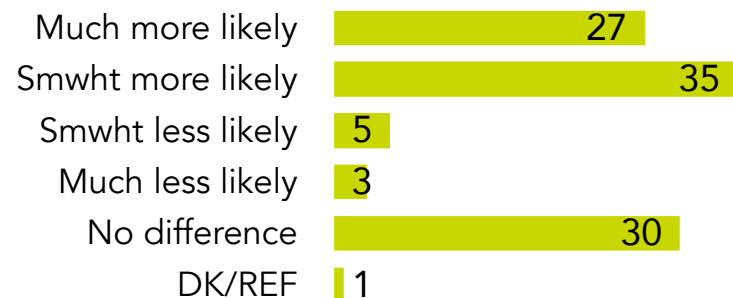
8 in 10 say it is important that a national paid family and medical leave policy covers self-employed, freelance, and contract workers too.

Q: How important is it that any approach to a national paid leave policy cover self-employed workers, freelance workers and contract workers, who make up about 10 percent of the workforce now and may be a larger percentage in the future?

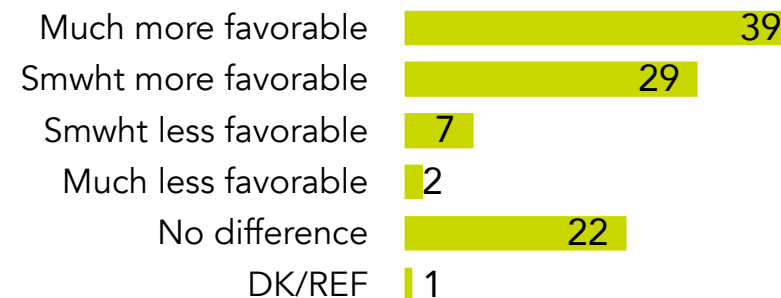


6 in 10 say a well-known national company's public support for a national paid family and medical leave policy would positively affect their feelings toward the company and could affect their purchasing decisions.

Q: If a well-known national business that sells consumer goods and services came out publicly in support of a national paid family and medical leave policy, would you be more or less likely to buy products and services you need from that company?
(n = 513)



Q: If a well-known national business came out publicly in support of a national paid family and medical leave policy, would you feel more or less favorable toward the business?
(n = 491)





**2018 MIDTERM ELECTIONS +
PAID FAMILY AND MEDICAL LEAVE.**

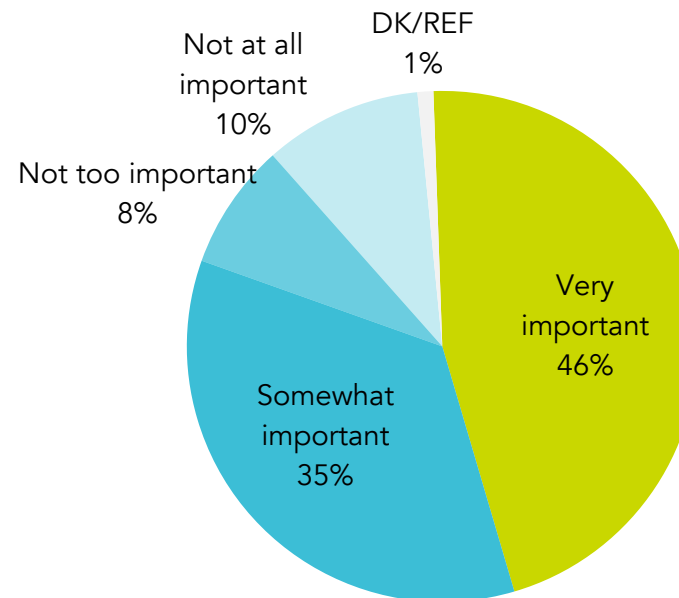
8 in 10 say it is important that a 2018 candidate for Congress supports a national paid family and medical leave policy that allows people who work to have a meaningful portion of their wages during leave.

70% say "yes" ...

Regardless of which political party you identify with more, do you think your party should support a comprehensive national paid family and medical leave policy that covers all working people?

Democrats 86%
Independents 66%
Republicans 54%

Q: How important is it to you that a candidate for Congress in 2018 supports a national paid family and medical leave policy that would allow people who work to have a meaningful portion of their wages to care for a newly born or adopted child, treat their own serious illness or injury, or care for a parent, spouse/partner or child with a serious illness, injury or disability?

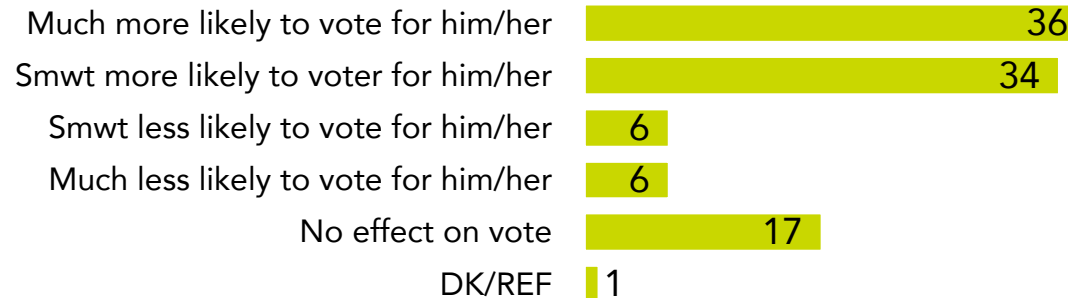


TOTAL IMPORTANT 81%
Democrats 95%
Independents 77%
Republicans 72%

TOTAL VERY IMPORTANT 46%
Women 54%
Men 37%

7 in 10 would be more likely to vote for a 2018 Congressional candidate who publicly supports a national paid family and medical leave policy.

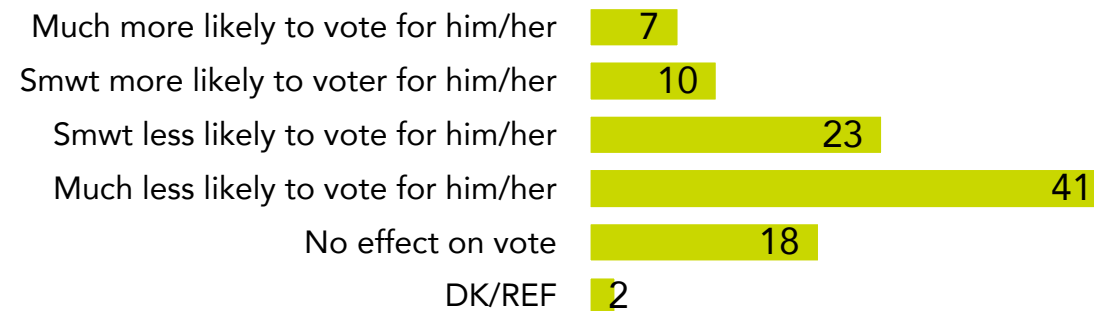
Q: If a candidate for Congress in 2018 publicly supported a national paid family and medical leave policy, would that make you more likely to vote for him/her, less likely to vote for him/her, or have no effect on your vote for him/her?



TOTAL MORE LIKELY 70%
 Democrats 86%
 Independents 66%
 Republicans 58%

TOTAL LESS LIKELY 12%
 Democrats 5%
 Independents 13%
 Republicans 19%

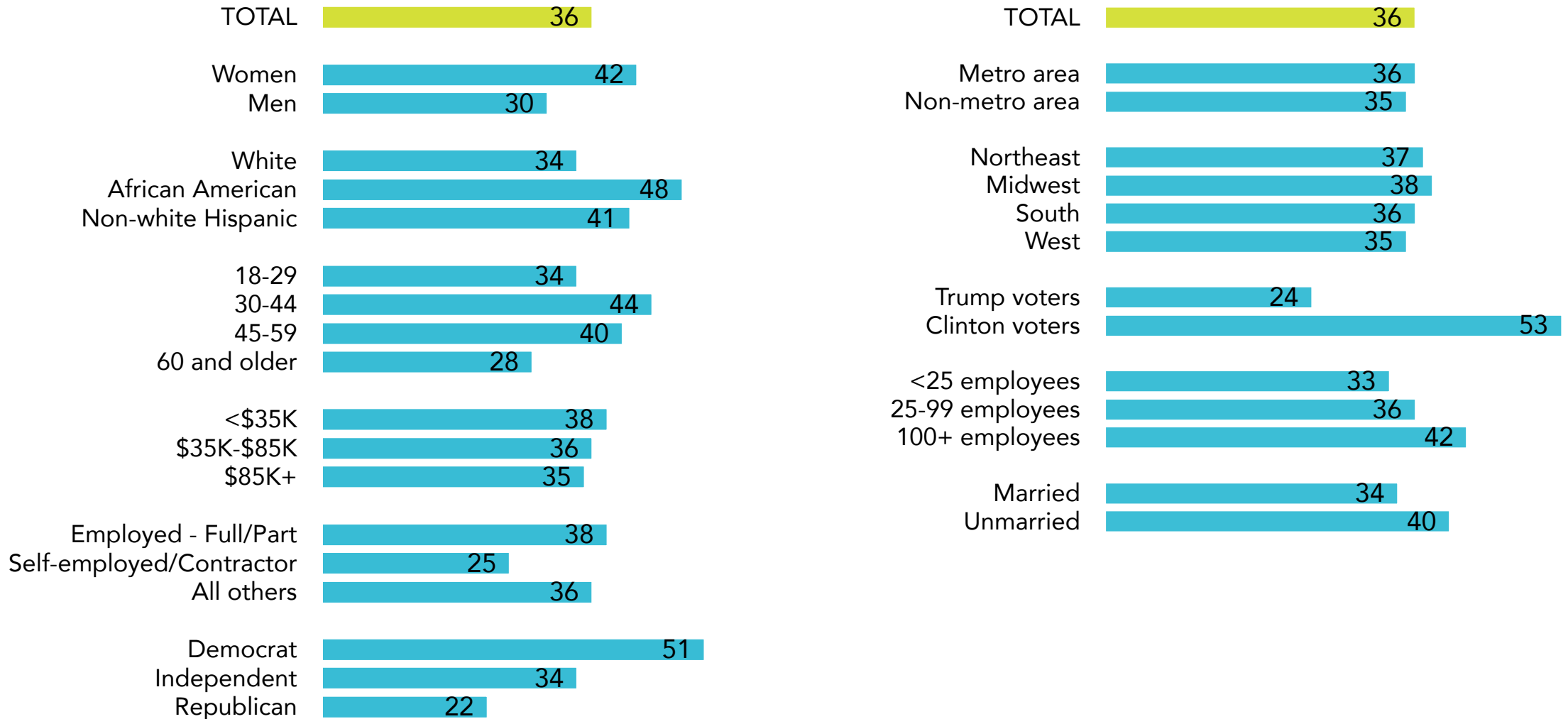
Q: If a candidate for Congress in 2018 publicly opposed a national paid family and medical leave policy, would that make you more likely to vote for him/her, less likely to vote for him/her, or would that have no effect on your vote for him/her?



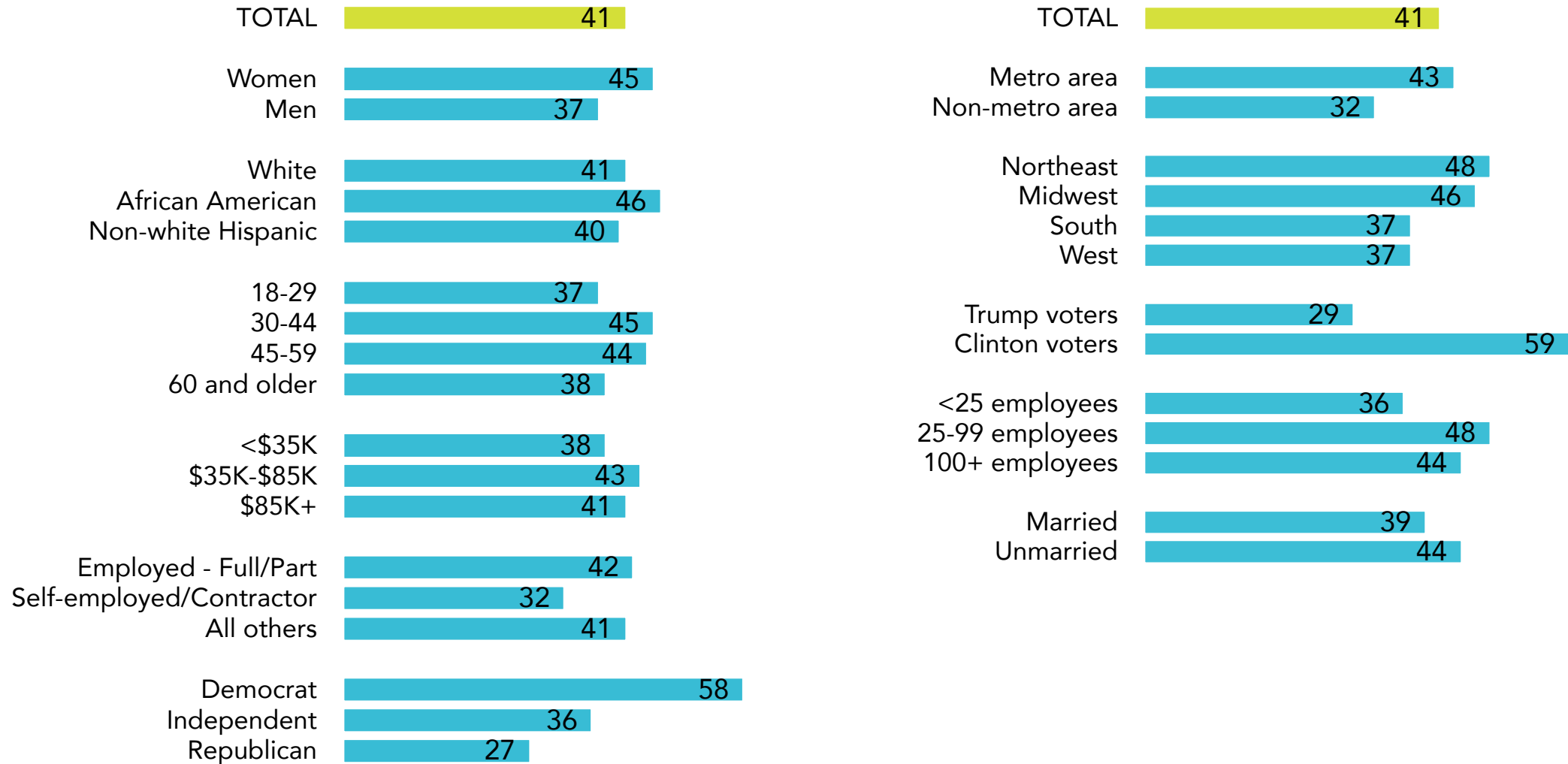
TOTAL MORE LIKELY 17%
 Democrats 13%
 Independents 18%
 Republicans 20%

TOTAL LESS LIKELY 64%
 Democrats 76%
 Independents 60%
 Republicans 53%

Percent who are “much more likely” to support a 2018 Congressional candidate who publicly supported a national paid family and medical leave policy...



Percent who are “much less likely” to support a 2018 Congressional candidate who publicly opposed a national paid family and medical leave policy...



Appendix.

Republican Women

Would Face Financial Hardship	Total	Rep. Women
Very likely	42%	47%
Somewhat likely	24%	23%
Not too likely	20%	15%
Not likely at all	12%	15%
Could Paid Leave Help in the Future		
Yes	53%	46%
No	27%	28%
I'm not sure	19%	26%
Vote for Candidate Who Supports		
Much more likely to vote	36%	31%
Somewhat more likely to vote	34%	35%
Somewhat less likely to vote	6%	5%
Much less likely to vote	6%	7%
No effect on vote	17%	21%

Support a National Policy	Total	Rep. Women
Strongly support	50%	44%
Somewhat support	34%	34%
Somewhat oppose	11%	16%
Strongly oppose	4%	6%
Personal Family and Security Fund		
Strongly support	36%	33%
Somewhat support	44%	46%
Somewhat oppose	12%	12%
Strongly oppose	8%	9%
Rank Paid Leave Plans (1 or 2)		
Personal Family and Security Fund	64%	62%
Universal Paid Leave Benefit	53%	46%
Parental Leave Savings Account	44%	56%
Social Security Parental Leave Program	19%	19%

Republican Men

Would Face Financial Hardship	Total	Rep. Men
Very likely	42%	34%
Somewhat likely	24%	23%
Not too likely	20%	18%
Not likely at all	12%	23%
Could Paid Leave Help in the Future		
Yes	53%	32%
No	27%	36%
I'm not sure	19%	32%
Vote for Candidate Who Supports		
Much more likely to vote	36%	11%
Somewhat more likely to vote	34%	37%
Somewhat less likely to vote	6%	10%
Much less likely to vote	6%	17%
No effect on vote	17%	25%

Support a National Policy	Total	Rep. Men
Strongly support	50%	23%
Somewhat support	34%	48%
Somewhat oppose	11%	19%
Strongly oppose	4%	10%
Personal Family and Security Fund		
Strongly support	36%	25%
Somewhat support	44%	46%
Somewhat oppose	12%	14%
Strongly oppose	8%	14%
Rank Paid Leave Plans (1 or 2)		
Personal Family and Security Fund	64%	58%
Universal Paid Leave Benefit	53%	41%
Parental Leave Savings Account	44%	54%
Social Security Parental Leave Program	19%	18%

African-Americans

Would Face Financial Hardship	Total	AA
Very likely	42%	53%
Somewhat likely	24%	27%
Not too likely	20%	7%
Not likely at all	12%	12%
Could Paid Leave Help in the Future		
Yes	53%	70%
No	27%	16%
I'm not sure	19%	14%
Vote for Candidate Who Supports		
Much more likely to vote	36%	48%
Somewhat more likely to vote	34%	29%
Somewhat less likely to vote	6%	4%
Much less likely to vote	6%	4%
No effect on vote	17%	15%

Support a National Policy	Total	AA
Strongly support	50%	71%
Somewhat support	34%	23%
Somewhat oppose	11%	6%
Strongly oppose	4%	0%
Personal Family and Security Fund		
Strongly support	36%	49%
Somewhat support	44%	31%
Somewhat oppose	12%	15%
Strongly oppose	8%	4%
Rank Paid Leave Plans (1 or 2)		
Personal Family and Security Fund	64%	50%
Universal Paid Leave Benefit	53%	63%
Parental Leave Savings Account	44%	27%
Social Security Parental Leave Program	19%	20%

Hispanics

Would Face Financial Hardship	Total	Hispanic
Very likely	42%	48%
Somewhat likely	24%	14%
Not too likely	20%	28%
Not likely at all	12%	7%
Could Paid Leave Help in the Future		
Yes	53%	52%
No	27%	22%
I'm not sure	19%	24%
Vote for Candidate Who Supports		
Much more likely to vote	36%	41%
Somewhat more likely to vote	34%	23%
Somewhat less likely to vote	6%	13%
Much less likely to vote	6%	7%
No effect on vote	17%	16%

Support a National Policy	Total	Hispanic
Strongly support	50%	55%
Somewhat support	34%	36%
Somewhat oppose	11%	6%
Strongly oppose	4%	3%
Personal Family and Security Fund		
Strongly support	36%	28%
Somewhat support	44%	45%
Somewhat oppose	12%	17%
Strongly oppose	8%	9%
Rank Paid Leave Plans (1 or 2)		
Personal Family and Security Fund	64%	36%
Universal Paid Leave Benefit	53%	48%
Parental Leave Savings Account	44%	37%
Social Security Parental Leave Program	19%	38%

18-29 year olds

Would Face Financial Hardship	Total	18-29
Very likely	42%	35%
Somewhat likely	24%	27%
Not too likely	20%	33%
Not likely at all	12%	4%
Could Paid Leave Help in the Future		
Yes	53%	69%
No	27%	19%
I'm not sure	19%	12%
Vote for Candidate Who Supports		
Much more likely to vote	36%	34%
Somewhat more likely to vote	34%	43%
Somewhat less likely to vote	6%	9%
Much less likely to vote	6%	2%
No effect on vote	17%	11%

Support a National Policy	Total	18-29
Strongly support	50%	50%
Somewhat support	34%	40%
Somewhat oppose	11%	7%
Strongly oppose	4%	2%
Personal Family and Security Fund		
Strongly support	36%	28%
Somewhat support	44%	52%
Somewhat oppose	12%	17%
Strongly oppose	8%	3%
Rank Paid Leave Plans (1 or 2)		
Personal Family and Security Fund	64%	60%
Universal Paid Leave Benefit	53%	53%
Parental Leave Savings Account	44%	43%
Social Security Parental Leave Program	19%	22%

30-44 year olds

Would Face Financial Hardship	Total	30-44
Very likely	42%	57%
Somewhat likely	24%	21%
Not too likely	20%	13%
Not likely at all	12%	7%
Could Paid Leave Help in the Future		
Yes	53%	74%
No	27%	6%
I'm not sure	19%	20%
Vote for Candidate Who Supports		
Much more likely to vote	36%	44%
Somewhat more likely to vote	34%	34%
Somewhat less likely to vote	6%	5%
Much less likely to vote	6%	3%
No effect on vote	17%	13%

Support a National Policy	Total	30-44
Strongly support	50%	58%
Somewhat support	34%	30%
Somewhat oppose	11%	7%
Strongly oppose	4%	4%
Personal Family and Security Fund		
Strongly support	36%	37%
Somewhat support	44%	47%
Somewhat oppose	12%	10%
Strongly oppose	8%	5%
Rank Paid Leave Plans (1 or 2)		
Personal Family and Security Fund	64%	63%
Universal Paid Leave Benefit	53%	61%
Parental Leave Savings Account	44%	42%
Social Security Parental Leave Program	19%	20%

Married

Would Face Financial Hardship	Total	Married
Very likely	42%	38%
Somewhat likely	24%	23%
Not too likely	20%	23%
Not likely at all	12%	14%
Could Paid Leave Help in the Future		
Yes	53%	50%
No	27%	30%
I'm not sure	19%	19%
Vote for Candidate Who Supports		
Much more likely to vote	36%	34%
Somewhat more likely to vote	34%	33%
Somewhat less likely to vote	6%	8%
Much less likely to vote	6%	5%
No effect on vote	17%	20%

Support a National Policy	Total	Married
Strongly support	50%	45%
Somewhat support	34%	37%
Somewhat oppose	11%	12%
Strongly oppose	4%	5%
Personal Family and Security Fund		
Strongly support	36%	37%
Somewhat support	44%	42%
Somewhat oppose	12%	12%
Strongly oppose	8%	8%
Rank Paid Leave Plans (1 or 2)		
Personal Family and Security Fund	64%	65%
Universal Paid Leave Benefit	53%	51%
Parental Leave Savings Account	44%	45%
Social Security Parental Leave Program	19%	19%

Unmarried

Would Face Financial Hardship	Total	Unmarried
Very likely	42%	47%
Somewhat likely	24%	25%
Not too likely	20%	17%
Not likely at all	12%	10%
Could Paid Leave Help in the Future		
Yes	53%	57%
No	27%	23%
I'm not sure	19%	19%
Vote for Candidate Who Supports		
Much more likely to vote	36%	40%
Somewhat more likely to vote	34%	35%
Somewhat less likely to vote	6%	5%
Much less likely to vote	6%	7%
No effect on vote	17%	13%

Support a National Policy	Total	Unmarried
Strongly support	50%	55%
Somewhat support	34%	31%
Somewhat oppose	11%	10%
Strongly oppose	4%	3%
Personal Family and Security Fund		
Strongly support	36%	35%
Somewhat support	44%	46%
Somewhat oppose	12%	12%
Strongly oppose	8%	7%
Rank Paid Leave Plans (1 or 2)		
Personal Family and Security Fund	64%	62%
Universal Paid Leave Benefit	53%	56%
Parental Leave Savings Account	44%	41%
Social Security Parental Leave Program	19%	20%

Employed: Full-time/part-time

Would Face Financial Hardship	Total	Full/part-time
Very likely	42%	47%
Somewhat likely	24%	25%
Not too likely	20%	19%
Not likely at all	12%	8%
Could Paid Leave Help in the Future		
Yes	53%	67%
No	27%	15%
I'm not sure	19%	18%
Vote for Candidate Who Supports		
Much more likely to vote	36%	38%
Somewhat more likely to vote	34%	33%
Somewhat less likely to vote	6%	5%
Much less likely to vote	6%	6%
No effect on vote	17%	17%

Support a National Policy	Total	Full/part-time
Strongly support	50%	51%
Somewhat support	34%	33%
Somewhat oppose	11%	9%
Strongly oppose	4%	6%
Personal Family and Security Fund		
Strongly support	36%	35%
Somewhat support	44%	44%
Somewhat oppose	12%	11%
Strongly oppose	8%	9%
Rank Paid Leave Plans (1 or 2)		
Personal Family and Security Fund	64%	64%
Universal Paid Leave Benefit	53%	52%
Parental Leave Savings Account	44%	44%
Social Security Parental Leave Program	19%	20%

Employed: Self-employed/contractor/freelancer

Would Face Financial Hardship	Total	Self-employed
Very likely	42%	40%
Somewhat likely	24%	39%
Not too likely	20%	15%
Not likely at all	12%	6%
Could Paid Leave Help in the Future		
Yes	53%	46%
No	27%	28%
I'm not sure	19%	26%
Vote for Candidate Who Supports		
Much more likely to vote	36%	25%
Somewhat more likely to vote	34%	48%
Somewhat less likely to vote	6%	6%
Much less likely to vote	6%	1%
No effect on vote	17%	19%

Support a National Policy	Total	Self-employed
Strongly support	50%	38%
Somewhat support	34%	51%
Somewhat oppose	11%	11%
Strongly oppose	4%	0%
Personal Family and Security Fund		
Strongly support	36%	31%
Somewhat support	44%	48%
Somewhat oppose	12%	17%
Strongly oppose	8%	4%
Rank Paid Leave Plans (1 or 2)		
Personal Family and Security Fund	64%	68%
Universal Paid Leave Benefit	53%	47%
Parental Leave Savings Account	44%	50%
Social Security Parental Leave Program	19%	15%

Non-metro

Would Face Financial Hardship	Total	Non-metro
Very likely	42%	52%
Somewhat likely	24%	19%
Not too likely	20%	21%
Not likely at all	12%	8%
Could Paid Leave Help in the Future		
Yes	53%	46%
No	27%	32%
I'm not sure	19%	22%
Vote for Candidate Who Supports		
Much more likely to vote	36%	35%
Somewhat more likely to vote	34%	28%
Somewhat less likely to vote	6%	14%
Much less likely to vote	6%	4%
No effect on vote	17%	19%

Support a National Policy	Total	Non-metro
Strongly support	50%	45%
Somewhat support	34%	35%
Somewhat oppose	11%	18%
Strongly oppose	4%	3%
Personal Family and Security Fund		
Strongly support	36%	36%
Somewhat support	44%	40%
Somewhat oppose	12%	21%
Strongly oppose	8%	3%
Rank Paid Leave Plans (1 or 2)		
Personal Family and Security Fund	64%	54%
Universal Paid Leave Benefit	53%	52%
Parental Leave Savings Account	44%	49%
Social Security Parental Leave Program	19%	20%

