

To: National Partnership for Women & Families
Fr: Lake Research Partners
Re: Findings from National Survey Shows Strong Support for Paid Family and Medical Leave¹
Date: February 4, 2016

- **Voters show strong support for establishing a national paid family and medical leave fund.**² Over three quarters of voters (76 percent) favor this proposed paid leave law, with six out of ten strongly in favor (61 percent). Support crosses gender and party lines, with nearly all demographic groups net in favor of this proposed law.
 - Women show high levels of support with 85 percent overall in favor and 71 percent strongly in favor, but even two-thirds of men favor the proposed new law (66 percent favor, 51 percent strong).
 - While Democrats show the greatest support (92 percent favor, 82 percent strong), three quarters of Independents express support (75 percent favor, 58 percent strong), followed by a majority of Republicans (57 percent favor, 37 percent strong).
 - Voters who form the base of support include women (71 percent strongly favor), voters under 30 (68 percent), voters in the Northeast (70 percent), unmarried women (76 percent), African Americans (85 percent), Latinos (67 percent), and voters making under \$60,000 (66 percent), especially those making under \$30,000 (71 percent).
 - Nearly all voters net favor establishing a paid family and medical leave fund, but demographic groups who show more opposition tend to be men (31 percent), men in the Midwest (43 percent), men in the South (31 percent), married men (37 percent), Republicans (39 percent), and voters making over \$100,000 (34 percent). Republican men net oppose establishing the fund (50 percent oppose to 47 percent favor)
- **After voters hear some information on the Family and Medical Leave Act, nearly eight in ten say it is important for elected officials to update the law to guarantee access to paid family and medical leave** (79 percent important, 57 percent very important).³

¹ Methodology: Lake Research Partners designed this survey, which was administered by ORC International's CARAVAN national omnibus survey, and was conducted by telephone using professional interviewers. The survey reached a total of 1,004 adults nationwide in the continental United States (504 by landline, and 500 by cell phone), including 808 likely voters. The survey was conducted from January 28-31, 2016, and has a margin of error among adults of +/-3.1% and among likely voters of +/-3.5%, both at the 95% confidence interval. The margin of error is higher among subgroups.

² Respondents were asked, "A proposed law would establish a national PAID family and medical leave fund that would allow workers to take up to 12 weeks of leave from their jobs with some pay when they need to care for a new baby or adopted child, have a serious illness or need to care for a seriously ill family member. Would you favor or oppose this new paid family and medical leave law?"

³ Respondents heard the following information and question, "Twenty-three (23) years ago, the United States adopted the Family and Medical Leave Act, or FMLA, which allows some workers UNPAID leave from their jobs when they need to care for a new baby or adopted child, have a serious illness or need to care for a seriously ill family member. But 40 percent of the workforce isn't covered by the FMLA and millions more can't afford to take leave without pay. How important is it for elected officials to update the law to guarantee access to PAID family and medical leave?"

- We again see importance crossing gender and party lines. Eighty-six percent of women say it is important to update the law (65 percent very important) and 72 percent of men see the importance (47 percent very important).
- Again, Democrats are most likely to say it is important to update the law (94 percent important, 79 percent very important), followed by Independents (80 percent, 59 percent), and Republicans (61 percent, 32 percent).
- Voters who say it is very important for elected officials to update the law include women (65 percent very important), especially non-college women (70 percent) and unmarried women (72 percent), voters under 30 (65 percent), voters ages 40-49 (62 percent), voters in the South (62 percent), African Americans (82 percent), and voters making under \$60,000 (66 percent).
- All voters say it is net important to update the law, but demographic groups who feel it is less important include men (27 percent), especially older men (32 percent), men in the Midwest (36 percent), men in the Northeast (25 percent), men in the South (25 percent), married men (32 percent), Republican men (48 percent), and voters making over \$100,000 (29 percent).
- **Voters say they are more likely to see an elected official who supports paid family and medical leave as in touch with their needs and those of their family.**⁴ A majority of voters (52 percent) say they are more likely to feel that an elected official understands their needs and those of their family if they support the law (7 percent less likely, 39 percent no difference).
 - Sixty percent of women say they are more likely to see the connection (34 percent no difference), while men split between more likely (44 percent) and saying it makes no difference (44 percent).
 - While Democrats and Independents say they would be more likely to think elected officials would be in touch with their needs (74 percent and 52 percent respectively), Republicans say it makes no difference (51 percent).
 - Voters who are “much more” likely to see an elected official in touch based on their support of paid leave include women (37 percent much more likely), voters ages 40-49 (37 percent), non-college educated women (35 percent), college women (40 percent), younger college graduates (37 percent), women in the South (44 percent), unmarried women (45 percent), African Americans (51 percent), and voters making under \$60,000 (36 percent).

⁴ Respondents were asked, “If an elected official supported a PAID family and medical leave law, would you be more or less likely to feel that they understand your needs and those of your family, or would it make no difference?”