



Opinion Poll

New York Small Businesses Support Family Medical Leave

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Small Business Majority

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Executive Summary

Small business owners in the Empire State have been working tirelessly to pull the state's economy back from the brink of the Great Recession. The long hours and commitment they put into their businesses are rivaled only by their employees, whose hard work is crucial to the success of the business. That's why New York small business owners feel it makes good business sense to take care of their employees, as it's crucial they retain a loyal, talented workforce. It's not surprising then that scientific opinion polling found small business owners statewide support the creation of publicly administered family medical leave insurance pools.

These programs provide employees with a portion of their wages for a limited number of weeks when the employee has a serious illness, has a new baby to care for or needs to take care of a seriously ill family member. A majority of New York small businesses support a proposal to set up publicly administered family and medical leave insurance pools where the insurance premiums are paid with payroll contributions shared by employees and employers— each contributing just one-fifth of 1% of an employee's wages. A 59% majority of small employers support this type of policy, while just 23% oppose it.

New York small businesses' support doesn't end at the creation of a publicly administered family medical leave insurance pool, either. More than 8 in 10 New York small business owners favor expanding the state's disability insurance program to provide paid leave to care for a new baby or seriously ill family member, if the insurance premiums are paid through modest payroll contributions by employees, and 72% favor expanding the state's disability insurance system to provide workers up to 12 weeks of paid leave to care for a new baby or seriously ill family member if it is entirely funded by employee contributions of less than \$1 per week.

Small businesses' support for these policies is not surprising when you look at the policies—some formal, some not—that they've already incorporated into their business models. Nearly 8 in 10 New York small business owners have either a formal written policy, a consistent but not written policy or an informal policy provided on a case-by-case basis to provide family medical leave to their employees. These policies are established for unpaid as well as paid leave. Of those who provide family medical leave, nearly four in 10 offer full or partial pay and 28% offer pay depending on the employee.

Nearly 8 in 10 New York small business owners have a formal written policy, a consistent but not written policy or an informal policy provided on a case-by-case basis to provide employees with parental leave—meaning time the employee can take to care for a new baby. Of the small business owners who do offer parental leave, 41% offer full or partial pay and 22% offer pay depending on the employee.

Eighty-five percent of New York small businesses have a formal written policy, a consistent but not written policy or an informal policy provided on a case-by-case basis to offer employees medical leave (for their own non-routine illnesses lasting longer than a week). Of the small business owners who do offer medical leave, 43% offer full or partial pay and a third offer pay depending on the employee.

Significantly, a robust 86% of New York small businesses support the Family and Medical Leave Act, signed into law 20 years ago, with 54% saying they strongly support it. This law allows eligible employees to take a limited amount of unpaid, job-protected leave for specified family and medical reasons like a serious personal illness, the birth or adoption of a child or to care for a seriously ill family member. It applies to firms with 50 or more employees. This poll surveyed small businesses with 100 employees or fewer. The strong support of those surveyed, coupled with the fact that many small business owners already have formal or informal policies in place, makes it clear why small businesses support creating publicly administered plans for paid leave. A new program of pooled funds for these purposes would help employees who are not offered this leave, as well as those who draw on such existing sources as paid vacation or sick days.

It's important to note the sample of small business owners was politically diverse. Of the 244 business owners polled by Lake Research Partners, 44% of respondents identified as Republican, 43% as Democrats and 11% as independent.

Main Findings

- **Majority of New York small businesses support publicly administered family and medical leave insurance pools paid with payroll contributions by employees and employers:**

59% of New York small business owners support creating publicly administered family and medical leave insurance pools funded by contributions shared by employees and employers—with each contributing just one-fifth of 1% of an employee’s wages. Only 23% oppose this.

- **Vast majority of New York small business owners support the federal Family and Medical Leave Act:**

86% of surveyed entrepreneurs support the Family and Medical Leave Act, signed into law 20 years ago, which allows eligible employees of covered employers to take a limited amount of unpaid, job-protected leave for specified family and medical reasons like a serious personal illness, the birth or adoption of a child or to care for a seriously ill family member.

- **New York small business owners strongly support expanding the state disability insurance program to provide paid leave for a new baby or ill family member:**

The vast majority (83%) of New York small business owners favor expanding the state’s disability insurance program to provide paid leave to care for a new baby or seriously ill family member, if the insurance premiums are paid through modest payroll contributions by employees (less than \$1 a week per employee). Forty-seven percent of the respondents said they *strongly favor* expanding the program.

- **New York small businesses also support expanding the state disability insurance program to provide paid benefits to care for a new baby or ill family member like other states such as California and New Jersey have done:**

75% of New York small businesses favor expanding the current system to provide paid leave to care for a new baby or seriously ill family member, like California and New Jersey have done, where the insurance premiums are paid through modest payroll contributions by employees (less than \$1 a week per employee). Thirty-two percent of respondents *strongly* favor this.

- **Majority of respondents support expanding the state disability insurance to provide workers up to 12 weeks of paid leave to care for a new baby or ill family member:**

A strong 72% of New York small businesses favor expanding the state’s disability insurance system to provide workers up to 12 weeks of paid leave to care for a new baby or seriously ill family member if it is entirely funded by employee contributions of less than \$1 per week.

- **Majority of New York small businesses have some type of policy—formal or informal—in place when it comes to family medical leave—time an employee would take to care for a family member with a serious illness or caregiving need:**

76% of New York small business owners have either a formal written policy, a consistent but not written policy or informal policy provided on a case-by-case basis to provide family medical leave. Twenty-one percent of small business owners do not offer family medical leave at all. Of the small business owners who do offer family medical leave, nearly four in 10 offer full or partial pay and 28% offer pay depending on the employee.

- **Majority of New York small businesses have some type of policy—formal or informal—in place when it comes to parental leave:**

Nearly 8 out of 10 New York small business owners have either a formal written policy, a consistent but not written policy, or informal policy provided on a case-by-case basis to provide parental leave. Only 19% of small business owners do not offer parental leave at all. Of the small business owners who do offer parental leave, 41% offer full or partial pay and 22% offer pay depending on the employee.

- **Majority of New York small businesses have some type of policy in place when it comes to medical leave for non-routine illnesses lasting longer than a week:**

Forty-two percent of New York small business owners have a formal or not formal but consistent policy in place when it comes to medical leave, and 43% have an informal policy where they offer medical leave to employees on a case-by-case basis. Only 15% of small firms do not offer any medical leave. Of the small business owners who do offer medical leave, 43% offer full or partial pay and a third offer pay depending on the employee.

- **Small business owners are politically diverse:**

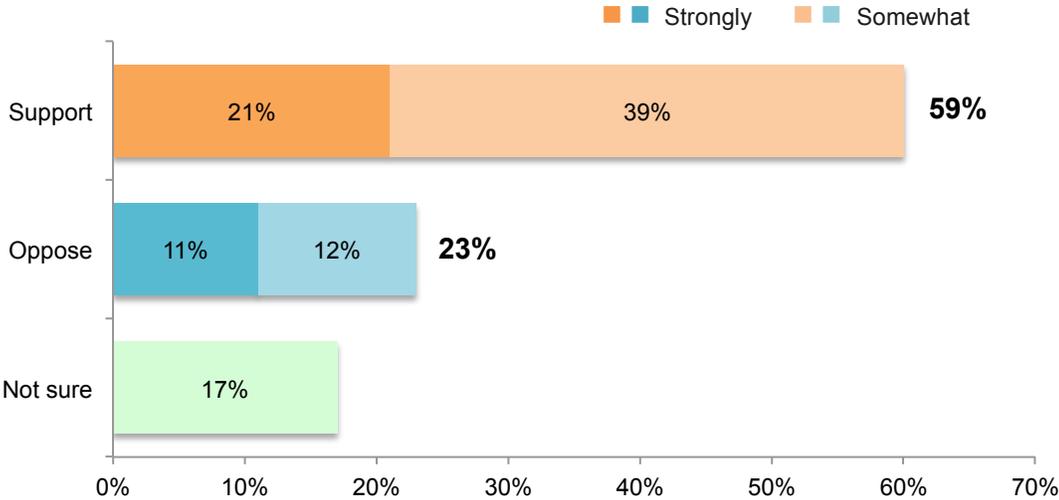
Forty-four percent identified as Republican or independent-leaning Republican; 43% as Democrats or independent-leaning Democrats and 11% as independent.

New York Small Business Owners Support Creating Paid Family Medical Leave Insurance Pools

New York small business owners favor policies that support their employees. Small Business Majority’s poll found this is true when it comes to publicly-administered family and medical leave insurance pools. In fact, a majority of New York small businesses support creating publicly administered family and medical leave insurance pools where the insurance premiums are paid with payroll contributions shared by employees and employers— each contributing just one-fifth of 1% of an employee’s wages. A 59% majority of New York small business owners support this proposal while only 23% opposes it.

Figure 1: Majority of small businesses support insurance pools paid with contributions shared by employees and employers

There are proposals to set up publicly administered family and medical leave insurance pools at the state or national levels. These insurance programs would provide employees with a portion of their wages for a limited number of weeks when the employee has a serious illness, has a new baby to care for, or needs to care for a seriously ill family member. The insurance premiums would be paid with payroll contributions shared by employees and employers— each contributing just one-fifth of 1% of an employee’s wages. Would you support or oppose such an insurance system, funded equally by employees and employers, or are you not sure?

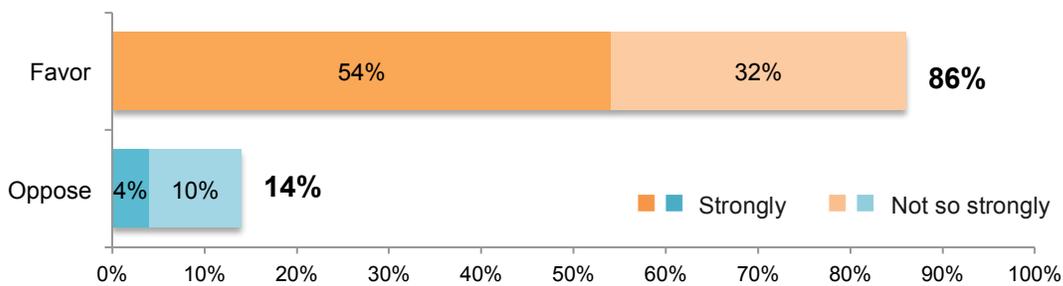


Vast Majority of New York Small Business Owners Support the Federal Family and Medical Leave Act

Signed into law on Feb. 5, 1993, the Family and Medical Leave Act allows eligible employees of covered employers to take a limited amount of unpaid, job-protected leave for certain family and medical reasons, and have their benefits maintained. Twenty years later, New York small businesses still strongly support the law. Eighty-six percent of respondents favor the law, including more than half (54%) who strongly favor it. Just 14% oppose the law overall, and a mere 4% strongly oppose it.

Figure 2: By a 6:1 ratio, entrepreneurs favor Family Medical Leave Act

As you may know, the 20-year anniversary of the Family and Medical Leave Act is coming up. Under the Act, eligible employees of covered employers can take a limited amount of unpaid, job-protected leave for specified family and medical reasons like a serious personal illness, the birth or adoption of a child, to care for a seriously ill family member, or for qualifying reasons arising out of a family member being an active member of the military. Would you say you generally FAVOR or OPPOSE the Family and Medical Leave Act?

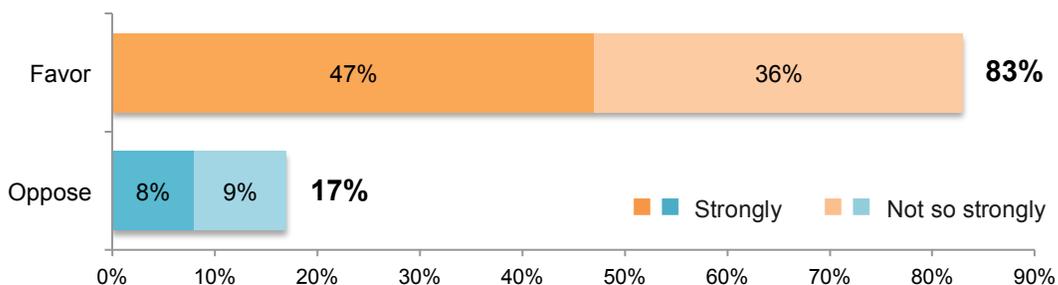


New York small business owners strongly support expanding the state disability insurance program

The vast majority (83%) of New York small business owners favor expanding the state's disability insurance program to provide paid leave to care for a new baby or seriously ill family member, if the insurance premiums are paid through modest payroll contributions by employees (less than \$1 a week per employee). Forty-seven percent of the respondents said they *strongly favor* expanding the program.

Figure 3: Vast majority of small businesses favor expanding the state's disability insurance program to provide paid leave to care for a new baby or seriously ill family member

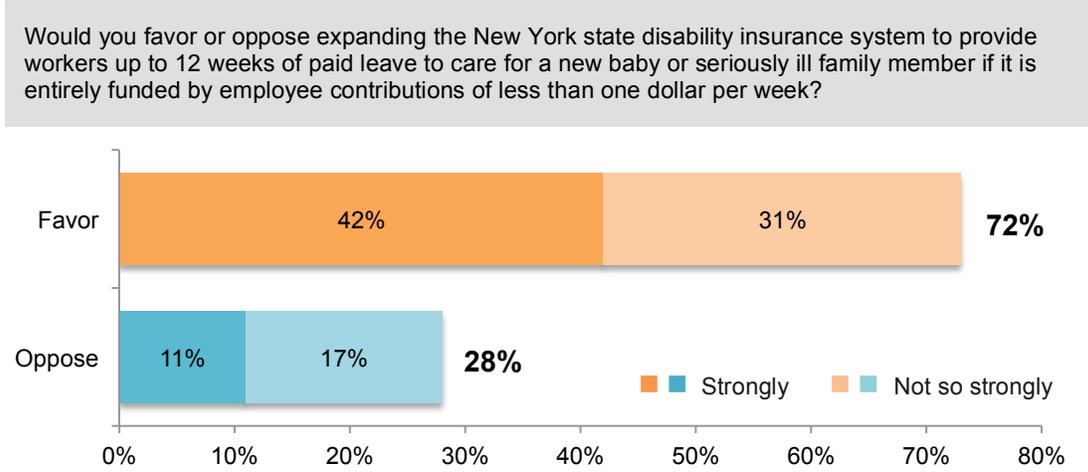
Employees in New York State are currently covered by state disability insurance that replaces some lost wages when someone is temporarily out of work because of a disability. Would you favor or oppose expanding this system to provide paid leave to care for a new baby or seriously ill family member, if the insurance premiums are paid through modest payroll contributions by employees—less than 1 dollar a week per employee?



Seventy-five percent of New York small businesses favor expanding the current system to provide paid leave to care for a new baby or seriously ill family member, like California and New Jersey have done, where the insurance premiums are paid through modest payroll contributions by employees (less than \$1 a week per employee). Thirty-two percent of respondents *strongly* favor this.

Finally, a strong 72% of New York small businesses favor expanding the state's disability insurance system to provide workers up to 12 weeks of paid leave to care for a new baby or seriously ill family member if it is entirely funded by employee contributions of less than \$1 per week. Forty-two percent of respondents *strongly* favor this.

■ **Figure 4: Majority of small businesses favor expanding the state's disability insurance program to provide workers up to 12 weeks of paid leave to care for a new baby or seriously ill family member**



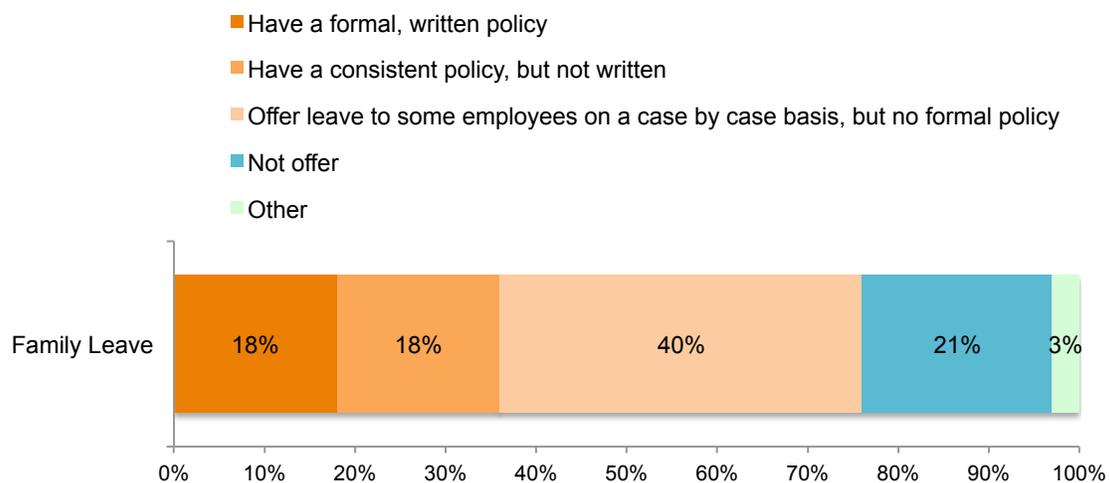
Majority of New York Small Businesses Already Offer Some Kind of Family Medical Leave

A majority (76%) of New York small businesses offer some sort of family medical leave for any employee that needs to take care of a seriously ill family member or one with extreme caregiving needs. Thirty-six percent of New York small businesses offer a formal or informal, but consistent, policy for employees to do so, with another 40% offering this policy on an informal, case-by-case basis. This leaves only 21% of small businesses that do not offer some sort of family medical leave to employees.

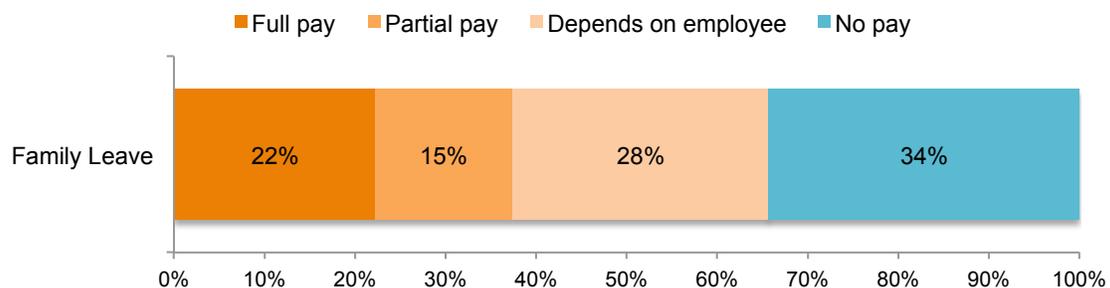
Sixty-five percent of small businesses offer some form of pay to employees taking family medical leave, with nearly four in 10 offering either full or partial pay. The remaining 28% offers pay depending on the employee. Only 34% of small businesses do not offer any sort of pay for family medical leave.

Figure 5: Majority of small businesses already offer some sort of family medical leave; two-thirds offer some form of pay to employees

Family medical leave is time an employee would take to care for a family member with a serious illness or caregiving need (such as if a spouse has cancer, or an aging relative needs to be moved to a nursing home). It does not refer to sick days, personal days or vacation days. As a business owner, do you:



Specifically for family medical leave (leave to care for a family member with a non-routine illness such as cancer or other serious caregiving need), do you offer full pay to employees, partial pay, no pay or does it depend on the employee?



Many New York Small Businesses Already Have Parental Leave/Medical Leave Policies in Place

Forty-four percent of New York small employers have a formal or informal but consistent policy to provide parental leave, and 35% offer parental leave to some employees, on a case-by-case basis. Nineteen percent of small business owners do not offer parental leave at all.

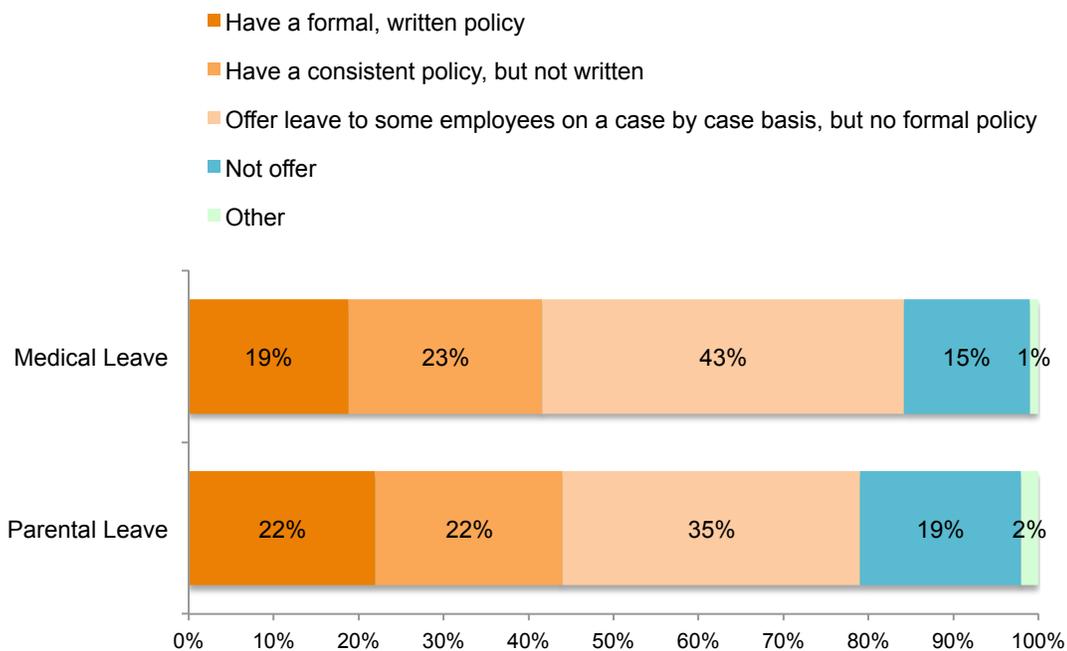
Of the New York small businesses that offer parental leave, 63% offer some form of pay to the employee, with 41% offering either full or partial pay. The remaining 22% of businesses offer pay depending on the employee. Thirty-seven percent of small businesses that offer parental leave do not offer any pay to the employee.

■ **Figure 6: Nearly half of small businesses have a formal or informal parental and or medical leave policy**

Medical leave is time employees take off to treat their own serious illness (such as cancer, or other non-routine illnesses that last longer than a week). It does not refer to sick days for routine illnesses like the flu.

Parental leave is time employees take off to care for a new baby (maternity or paternity leave). It does not refer to sick days, personal days or vacation days.

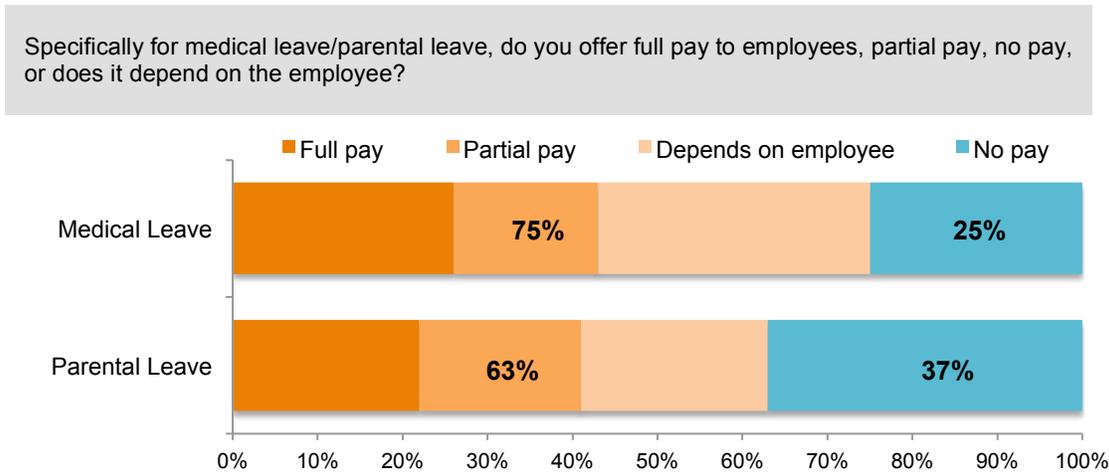
As a business owner, do you:



When it comes to medical leave, 42% of New York small businesses have a formal or informal but consistent policy in place to offer employees medical leave, and 43% offer this kind of leave to some employees on a case-by-case basis. Only 15% of small business owners do not offer any kind of medical leave.

For those employers who do provide medical leave for their employees, 43% provide either full or partial pay when an employee takes a medical leave for a non-routine illness lasting longer than a week. Another 32% offers pay depending on the employee. Twenty-five percent offer no pay for medical leave.

Figure 7: Majority of small firms already offer some form of pay for parental and/or medical leave to employees

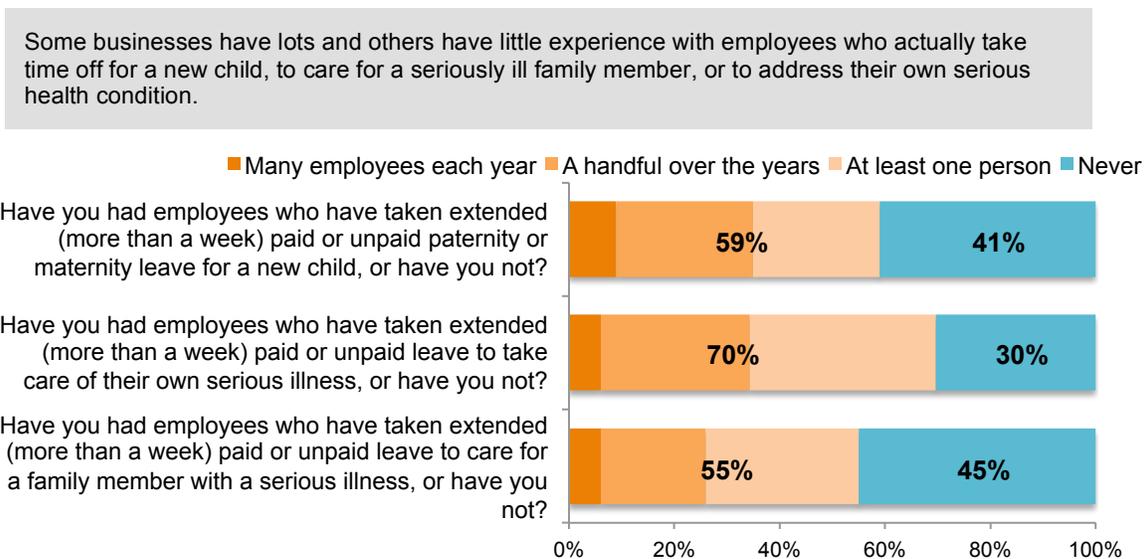


Small Businesses Look Out for Their Employees and their Families

Fifty-three percent of New York small businesses offer short-term disability insurance for employees with their own serious health conditions, and 70% have offered leave and pay options to employees with serious health conditions who have needed to take extended time off (more than a week). What's more, a majority of New York small businesses have had employees take extended medical leave to deal with either a newborn child or to care for an ailing family member: nearly six in 10 small businesses say they've dealt with employees taking extended time off for maternity or paternity leave.

The exact same can be said about small businesses dealing with employees taking extended time off to care for a seriously ill family member: 55% have had at least one of their employees take time off to care for an ill family member.

Figure 8: Majority of small firms have experience with employees taking time off for medical, paternal or family medical leave

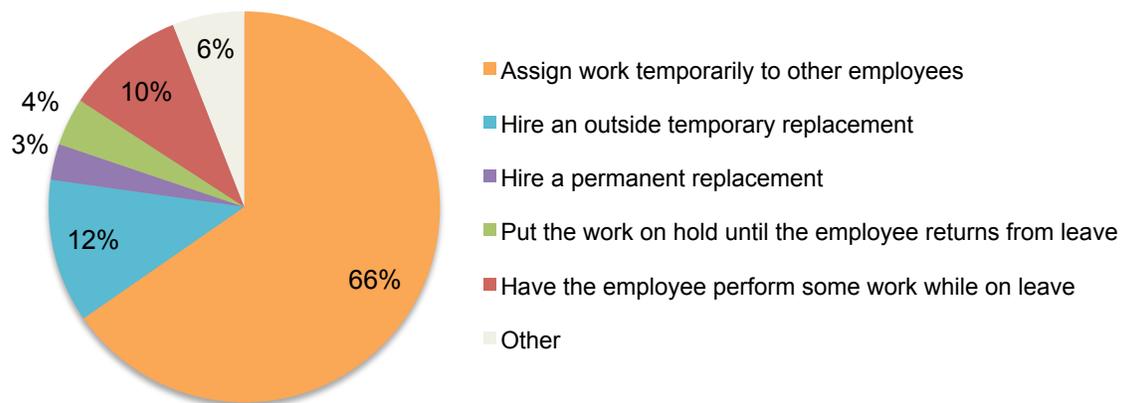


How Small Businesses Handle the Workload of Extended-Leave Employees

Small businesses understand the necessity for their employees to have extended-leave medical options and policies at their disposal should they need to take them. This does not lead to a drastic decline in productivity, however. Sixty-six percent of New York small businesses claim they simply reassign an employee's workload to another employee temporarily. Only 15% say they hire some sort of replacement.

■ **Figure 9: How small businesses handle workload when an employee takes time off**

When an employee takes leave for more than a week, you may have to get the work covered in different ways. As a business do you:



Conclusion

New York small business owners believe it's important for employees who need to balance their work and family responsibilities to have reasonable options for doing so—options that also meet the needs of employers. Small businesses' support for creating publicly administered family and medical leave insurance pools is proof of this. These insurance programs would provide employees with a portion of their wages for a limited number of weeks when the employee has a serious illness, a newborn or a gravely ill family member to care for. The vast majority already have formal or informal policies for family medical, paternal and medical leave in place. With that in mind, it's easy to understand why small businesses support policies that would create insurance pools that will help take care of their employees and their bottom lines.

Methodology

This Internet poll was conducted for Small Business Majority by Lake Research Partners from Jan. 24-Feb. 1, 2013. The New York sample of 244 small business owners was taken from the Research Now Panel and has a margin of error of +/- 6.9%.

Poll Toplines

National online sample

Field Dates: January 24th-February 1st, 2013

244 New York Small Business Owners 3-99 employees

	TOTAL	MEN	WOMEN
N=	244	171	73

1. Just to confirm, are you the owner of a for-profit small business, who handles operations of the business or manages the employees?

Owner-operator	44	50	29
Owner-manager	18	15	27
Both	38	36	44
Neither	TERMINATE		
Don't know	TERMINATE		

2. Approximately how many people work 30 or more hours per week at your company, including yourself? Please don't include contractors.

RECORD NUMBER: _____

TERMINATE IF 2 EMPLOYEES OR SELF-EMPLOYED

TERMINATE IF OVER 99 EMPLOYEES OR REFUSED

3-4 Employees.....	28	21	46
5-9 Employees.....	29	29	29
10-19 Employees	13	19	4
20-49 Employees	18	21	11
50-99 Employees	12	13	10

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

_ Manufacturing or construction	18	20	15
_ Retail or restaurant	24	22	30
_ Non-retail services.....	31	32	30
_ Other	26	27	25

4. And just to make sure we have a representative sample, could you please identify which of the following descriptions best fit your company? Please check all that apply:

Minority-Owned Business	17	16	18
Woman-Owned Business.....	29	8	76
Veteran-Owned Business.....	9	12	3
None of the Above.....	52	66	20

5. What is the zip code of your business? _____

	TOTAL	MEN	WOMEN
N=	244	171	73

6. As you may know, the 20-year anniversary of the Family and Medical Leave Act is coming up. Under the Act, eligible employees of covered employers can take a limited amount of unpaid, job-protected leave for specified family and medical reasons like a serious personal illness, the birth or adoption of a child, to care for a seriously ill family member, or for qualifying reasons arising out of a family member being an active member of the military. Would you say you generally FAVOR or OPPOSE the Family and Medical Leave Act?

Strongly favor.....	54	46	72
Not so strongly favor.....	32	38	18
Not so strongly oppose	10	10	8
Strongly oppose.....	4	6	1
 Favor	 86	 84	 90
Oppose	14	16	10

7. The next question is just about medical leave, meaning time employees take off to treat their own serious illness (such as cancer, or other non-routine illnesses that last longer than a week). It does not refer to sick days for routine illnesses like the flu. As a business owner, do you:

RANDOMIZE:

Have a formal, written policy to provide medical leave	19	24	5
Have a consistent policy, but not written, to provide medical leave.....	23	22	27
Offer medical leave to some employees on a case by case basis, but no formal policy.....	43	40	50
Not offer medical leave	15	14	17
(Other).....	1	0	2

IF DO NOT OFFER MEDICAL LEAVE (4), SKIP TO Q9.

8. Specifically for medical leave (non-routine illnesses lasting longer than a week), do you offer full pay to employees, partial pay, no pay or does it depend on the employee?

Full pay.....	26	29	17
Partial pay	17	19	11
No pay	25	21	36
Depends on employee.....	32	31	36

	TOTAL	MEN	WOMEN
N=	244	171	73

9. The next question is just about parental leave, meaning time employees take off to care for a new baby (maternity or paternity leave). It does not refer to sick days, personal days or vacation days. As a business owner, do you:

RANDOMIZE:

Have a formal, written policy to provide parental leave	22	28	8
Have a consistent policy, but not written, to provide parental leave	22	21	25
Offer parental leave to some employees on a case by case basis, but no formal policy.....	35	30	46
Not offer parental leave	19	21	15
(Other).....	2	0	6

IF DO NOT OFFER FAMILY LEAVE (4), SKIP TO Q11.

10. Specifically for parental leave, do you offer full pay to employees, partial pay, no pay, or does it depend on the employee?

Full pay.....	22	27	11
Partial pay	19	21	13
No pay	37	35	41
Depends on employee	22	17	34

11. The next question is just about family medical leave, meaning time an employee would take to care for a family member with a serious illness or caregiving need (such as if a spouse has cancer, or an aging relative needs to be moved to a nursing home). It does not refer to sick days, personal days or vacation days. As a business owner, do you:

RANDOMIZE:

Have a formal, written policy to provide this type of leave.....	18	22	7
Have a consistent policy, but not written, to provide this type of leave	18	18	18
Offer this type of leave to some employees on a case by case basis, but no formal policy.....	40	35	52
Not offer this type of leave	21	23	18
(Other).....	3	2	5

IF DO NOT OFFER THIS TYPE OF LEAVE (4), SKIP TO Q13.

	TOTAL	MEN	WOMEN
N=	244	171	73

12. Specifically for family medical leave (leave to care for a family member with a non-routine illness such as cancer or other serious caregiving need), do you offer full pay to employees, partial pay, no pay or does it depend on the employee?

Full pay.....	22	27	12
Partial pay.....	15	17	12
No pay.....	34	30	44
Depends on employee.....	28	26	32

13. Do you make available short-term disability insurance for employees for their own serious health condition?

Yes.....	53	54	50
No.....	39	40	39
Depends on the employee.....	7	6	11

Some businesses have lots and others have little experience with employees who actually take time off for a new child, to care for a seriously ill family member, or to address their own serious health condition.

14. Have you had employees who have taken extended (more than a week) paid or unpaid paternity or maternity leave for a new child, or have you not?

Many employees each year.....	9	11	4
A handful over the years.....	26	29	17
At least one person.....	24	20	34
Never.....	41	39	45

15. Have you had employees who have taken extended (more than a week) paid or unpaid leave to take care of their own serious illness, or have you not?

Many employees each year.....	6	7	4
A handful over the years.....	28	34	16
At least one person.....	35	33	42
Never.....	30	27	39

16. Have you had employees who have taken extended (more than a week) paid or unpaid leave to care for a family member with a serious illness, or have you not?

Many employees each year.....	6	7	4
A handful over the years.....	20	24	11
At least one person.....	29	27	34
Never.....	45	42	51

	TOTAL	MEN	WOMEN
N=	244	171	73

17. When an employee takes leave for more than a week, you may have to get the work covered in different ways. As a business do you typically (if more than one, choose the approach you have used most often):

RANDOMIZE

Assign work temporarily to other employees.....	66	68	61
Hire an outside temporary replacement	12	12	14
Hire a permanent replacement	3	1	5
Put the work on hold until the employee returns from leave	4	5	0
Have the employee perform some work while on leave.....	10	11	7
Other	6	2	13

18. There are proposals to set up publicly administered family and medical leave insurance pools at the state or national levels. These insurance programs, which already exist in some states, provide employees with a portion of their wages for a limited number of weeks when the employee has a serious illness, has a new baby to care for, or needs to care for a seriously ill family member. The insurance premiums are paid with payroll contributions by employees—just two-fifths of 1% of an employee’s wages. Would you support or oppose such an insurance system, funded entirely by employees, or are you not sure?

Strongly support	33	36	25
Somewhat support	39	35	49
Somewhat oppose	8	7	11
Strongly oppose.....	9	11	4
Not sure.....	11	11	12
Support.....	72	71	73
Oppose	17	18	12

19. There are proposals to set up publicly administered family and medical leave insurance pools at the state or national levels. These insurance programs would provide employees with a portion of their wages for a limited number of weeks when the employee has a serious illness, has a new baby to care for, or needs to care for a seriously ill family member. The insurance premiums would be paid with payroll contributions shared by employees and employers— each contributing just one-fifth of 1% of an employee’s wages. Would you support or oppose such an insurance system, funded equally by employees and employers, or are you not sure?

Strongly support	21	22	17
Somewhat support	39	39	37
Somewhat oppose	12	16	3
Strongly oppose.....	11	11	11
Not sure.....	17	11	32
Support.....	59	62	54
Oppose	23	27	14

TOTAL MEN WOMEN
N= 244 171 73

20. Below is a pair of statements about family and medical leave insurance systems maintained by some states. Of the two, please indicate which statement is closer to your own views.

RANDOMIZE

A. _ (Some/other people say) family and medical leave insurance systems already work well in several states. They give employees the financial security they need to care for themselves and their families without burdening employers' bottom lines. The insurance system provides a partial wage and the employer can "top up" to a higher benefit level if they choose, making it affordable for employers to provide employees the support they need.

B. _ (Some/other people say) family and medical leave insurance programs burden businesses by giving employees greater ability to stay away from work longer when a baby is born or a family member needs care. This puts the onus on employers to fill the gaps to get work done or face productivity losses, while they also have to bear additional costs of paying into the government insurance system.

Statement A – much closer	29	30	29
Statement A – somewhat closer	25	26	24
Statement B – somewhat closer	23	24	19
Statement B – much closer	13	14	9
(Neither/Both)	10	6	19
Statement A.....	55	55	53
Statement B.....	36	39	29

Next you will see a series of statements some other business owners have made about the family and medical leave insurance programs in their states. For each statement, please indicate whether it is a very convincing, somewhat convincing, not very convincing, or not at all convincing reason to SUPPORT a family and medical leave insurance program.

RANDOMIZE

21. Family and medical leave insurance programs take the burden off businesses to provide employee benefits on their own. Businesses who want to provide greater benefits can always do that, but for businesses too small to provide benefits on their own, the state insurance program offers a useful floor that employees appreciate and is affordable for employers.

Very convincing.....	29	23	43
Somewhat convincing	49	52	44
Not very convincing	18	22	10
Not at all convincing	3	3	3
Very /somewhat convincing	79	75	87
Not very /not at all convincing	21	25	13

22. Family and medical leave insurance programs give employees the financial security they need to be with their families and care for themselves without burdening employers' bottom lines. Employers report that their employees are happier and more productive when they return.

Very convincing.....	29	26	36
Somewhat convincing	45	43	48
Not very convincing	22	25	13
Not at all convincing	4	5	2
Very /somewhat convincing	74	70	85
Not very /not at all convincing	26	30	15

	TOTAL	MEN	WOMEN
N=	244	171	73

23. In states with family and medical leave insurance programs, the overwhelming majority of employers report positive impacts on their businesses and their employees, and very few have faced difficulties with administration or abuse. Employees use family and medical leave because they want to keep their job and focus on work when they return.

Very convincing.....	27	27	29
Somewhat convincing.....	42	41	43
Not very convincing.....	26	27	23
Not at all convincing.....	5	5	6
Very /somewhat convincing.....	69	68	71
Not very /not at all convincing.....	31	32	29

24. Family and medical leave insurance programs are more important now than ever before since our workforce today is nearly half women, and increasingly all adults in households are workers and not full time caretakers. Without family leave insurance, many of these people would have to choose between quitting their job and caring for their family when a serious illness strikes, which hurts both families and businesses.

Very convincing.....	29	23	43
Somewhat convincing.....	44	43	47
Not very convincing.....	22	29	4
Not at all convincing.....	5	4	7
Very /somewhat convincing.....	73	67	90
Not very /not at all convincing.....	27	33	10

25. Since family leave insurance is entirely paid for by employees through small deductions from their weekly paychecks—about a dollar a week—it is a good way to provide a needed benefit without creating a burden on business.

Very convincing.....	29	28	30
Somewhat convincing.....	51	49	56
Not very convincing.....	18	20	13
Not at all convincing.....	3	4	1
Very /somewhat convincing.....	79	77	86
Not very /not at all convincing.....	21	23	14

26. Since family leave insurance is entirely paid for by small contributions from employers and employees—about a dollar a week—sharing the cost is a good way to provide a needed benefit without creating a burden on business.

Very convincing.....	27	21	42
Somewhat convincing.....	37	42	28
Not very convincing.....	26	29	19
Not at all convincing.....	10	9	11
Very /somewhat convincing.....	64	62	70
Not very /not at all convincing.....	36	38	30

END ROTATION

	TOTAL	MEN	WOMEN
N=	244	171	73

27. Sometimes in a survey like this, people change their minds. Again, there are proposals to set up publicly administered family and medical leave insurance pools at the state or national levels. These insurance programs, which already exist in some states, provide employees with a portion of their wages for a limited number of weeks when the employee has a serious illness, has a new baby to care for, or needs to care for a seriously ill family member. The insurance premiums are paid with payroll contributions by employees—just two-fifths of 1% of an employee’s wages. Would you support or oppose such an insurance system, funded entirely by employees, or are you not sure?

Strongly support	38	34	47
Somewhat support	34	35	30
Somewhat oppose	12	14	8
Strongly oppose.....	8	10	3
Not sure.....	9	7	13
Support.....	71	69	76
Oppose	20	24	10

28. Sometimes in a survey like this, people change their minds. Again, there are proposals to set up publicly administered family and medical leave insurance pools at the state or national levels. These insurance programs would provide employees with a portion of their wages for a limited number of weeks when the employee has a serious illness, has a new baby to care for, or needs to care for a seriously ill family member. The insurance premiums would be paid with payroll contributions shared by employees and employers— each contributing just one-fifth of 1% of an employee’s wages. Would you support or oppose such an insurance system, funded equally by employees and employers, or are you not sure?

Strongly support	26	28	22
Somewhat support	41	38	47
Somewhat oppose	14	15	14
Strongly oppose.....	13	16	6
Not sure.....	6	4	11
Support.....	67	66	69
Oppose	27	31	20

29. SSC: Employees in New York State are currently covered by state disability insurance that replaces some lost wages when someone is temporarily out of work because of a disability. Would you favor or oppose expanding this system to provide paid leave to care for a new baby or seriously ill family member, if the insurance premiums are paid through modest payroll contributions by employees— less than 1 dollar a week per employee?

N=	127	89	38
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Strongly favor	47	43	58
Not so strongly favor	36	39	30
Not so strongly oppose	9	10	6
Strongly oppose	8	8	6
Favor	83	81	88
Oppose	17	19	12

	TOTAL	MEN	WOMEN
N=	244	171	73

30. SSD: Employees in New York State are currently covered by state disability insurance that replaces some lost wages when someone is temporarily out of work because of a disability. Would you favor or oppose expanding this system to provide paid leave to care for a new baby or seriously ill family member, like other states such as California and New Jersey have done, where the insurance premiums are paid through modest payroll contributions by employees— less than 1 dollar a week per employee?

	N=	117	82	35
Strongly favor	32	25	46	
Not so strongly favor	44	46	37	
Not so strongly oppose	11	10	11	
Strongly oppose	14	18	5	
Favor	75	72	83	
Oppose	25	28	17	

31. Would you favor or oppose expanding the New York state disability insurance system to provide workers up to 12 weeks of paid leave to care for a new baby or seriously ill family member if it is entirely funded by employee contributions of less than one dollar per week?

	N=	244	171	73
Strongly favor	42	34	59	
Not so strongly favor	31	33	25	
Not so strongly oppose	17	20	8	
Strongly oppose	11	12	9	
Favor	72	67	84	
Oppose	28	33	16	

The few remaining questions are for statistical purposes only.

32. Generally speaking, do you think of yourself as a Republican, a Democrat, an independent, or something else?

IF INDEPENDENT: Would you say that you lean more toward the Republicans or more toward the Democrats?

Republican	32	35	26
independent - lean Republican	12	14	6
Republican	44	49	33
independent	11	7	20
Democrat.....	43	43	43
independent - lean Democratic	11	12	7
Democrat	32	31	36
Other	2	1	4

	TOTAL	MEN	WOMEN
N=	244	171	73

33. What is your age?

18-24.....	1	2	0
25-29	5	5	4
30-34.....	4	2	7
35-39	7	7	7
40-44.....	5	3	10
45-49	12	15	6
50-54	21	16	30
55-59.....	21	21	22
60-64.....	16	20	6
65-69	7	7	6
70-74	2	2	1
75 and over	0	0	0

34. Are you male or female?

Male.....	70	100	0
Female.....	30	0	100

35. For statistical purposes only, which of these categories best describes the gross revenue of your business in 2012?

Less than \$100,000	10	8	15
\$100,000 to under \$250,000.....	19	17	25
\$250,000 to under \$500,000	19	19	20
\$500,000 to under \$1 million	17	14	23
\$1 million to under \$2 million.....	13	13	13
\$2 million or more	22	30	5

36. For how many years have you been the owner of your current business?

Less than 1 year	2	3	0
1-2 years	4	3	7
2-5 years	13	12	16
6-10 years.....	19	18	23
11-20 years	32	32	33
More than 20 years	29	32	21