



# Voters' Policy Preferences on Paid Family Leave

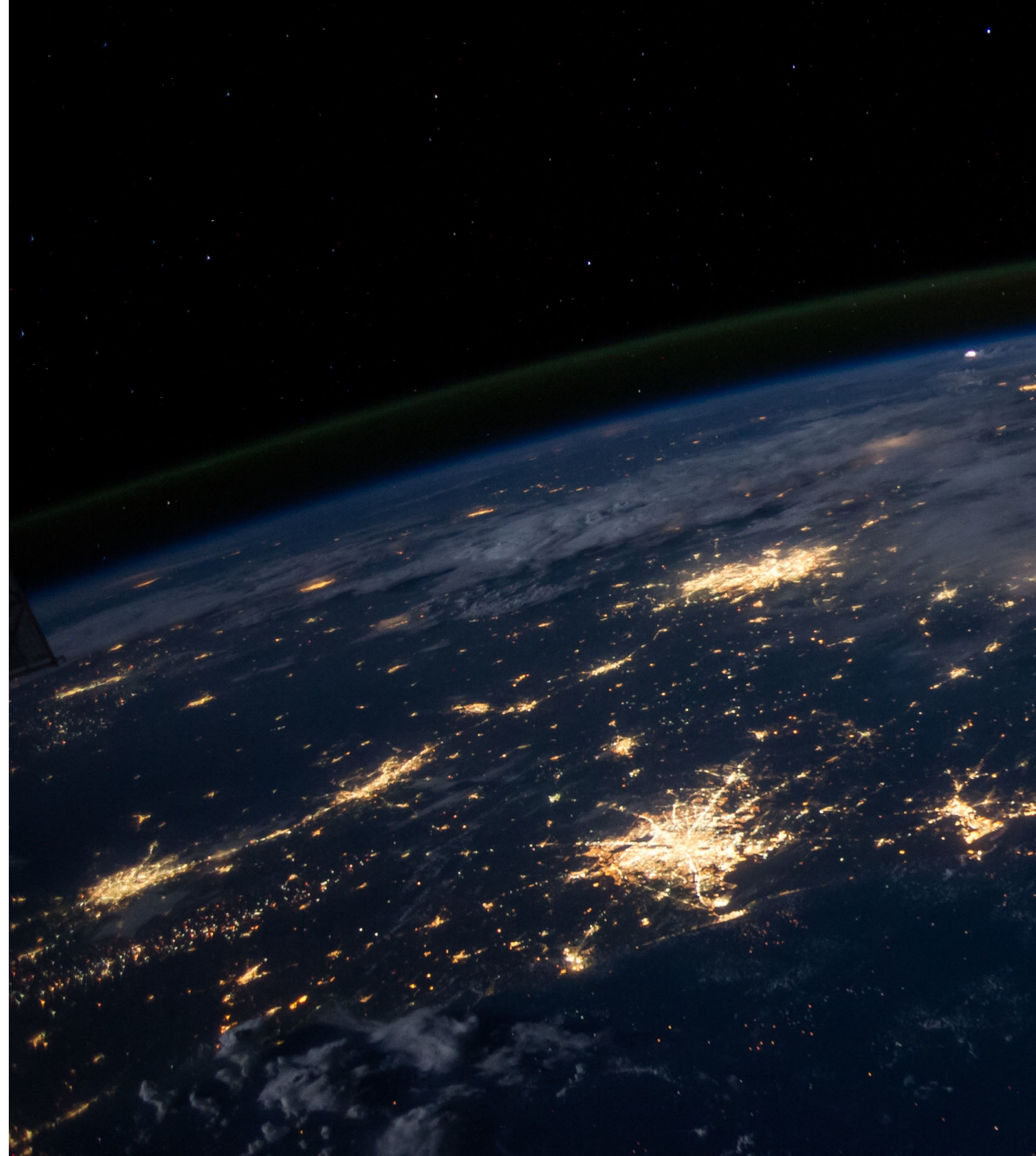
December 2019

Verified Voter Omnibus

Conducted on behalf of Ethics and Public Policy Center

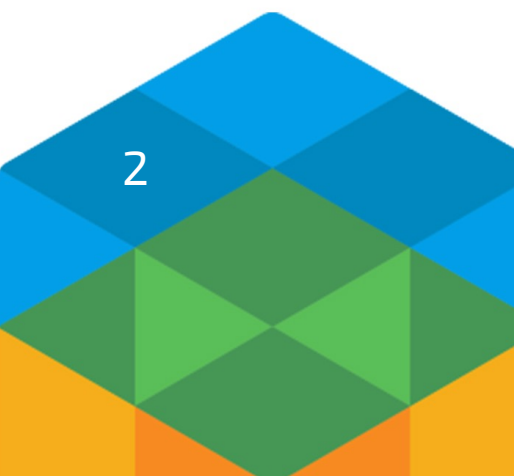
December 9 - December 14, 2019

N = 1,006 Registered Voters drawn from voter-file matched online panel



# Key Findings

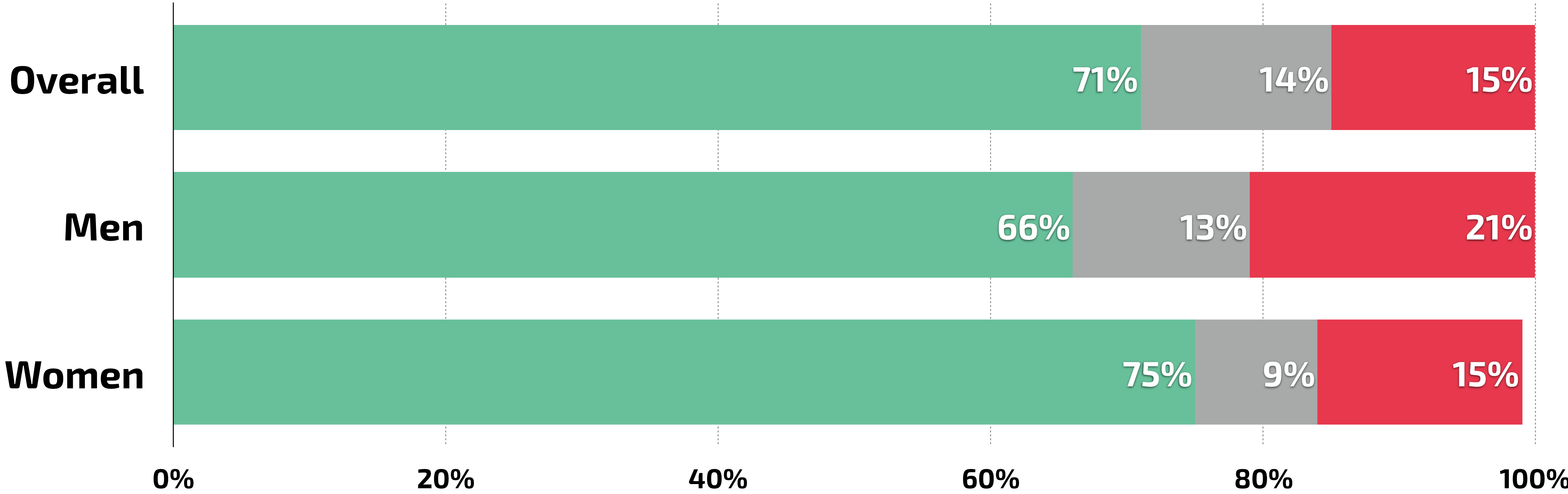
- **Paid family leave is quite popular.** Wide majorities of men and women of all parties believe that parents ought to be eligible for some form of paid family leave, including Trump voters and Trump Country residents.
- **Employers, not taxpayers, are the preferred payer.** Majorities oppose new taxes or new government spending, but six in ten think employers should cover the costs.
- **Over half say paid leave should generally be three months or less.** While just under a quarter of voters choose a more generous standard, most believe three months or fewer is the most appropriate timeframe for paid family leave.
- **Most view support for paid leave as a positive or neutral proposition.** Moms and Hispanics are more likely to support public officials who back paid leave, while conservatives are more neutral, with very low levels of strong opposition.



# **Who supports paid family leave?**

# Most think paid family leave should be available.

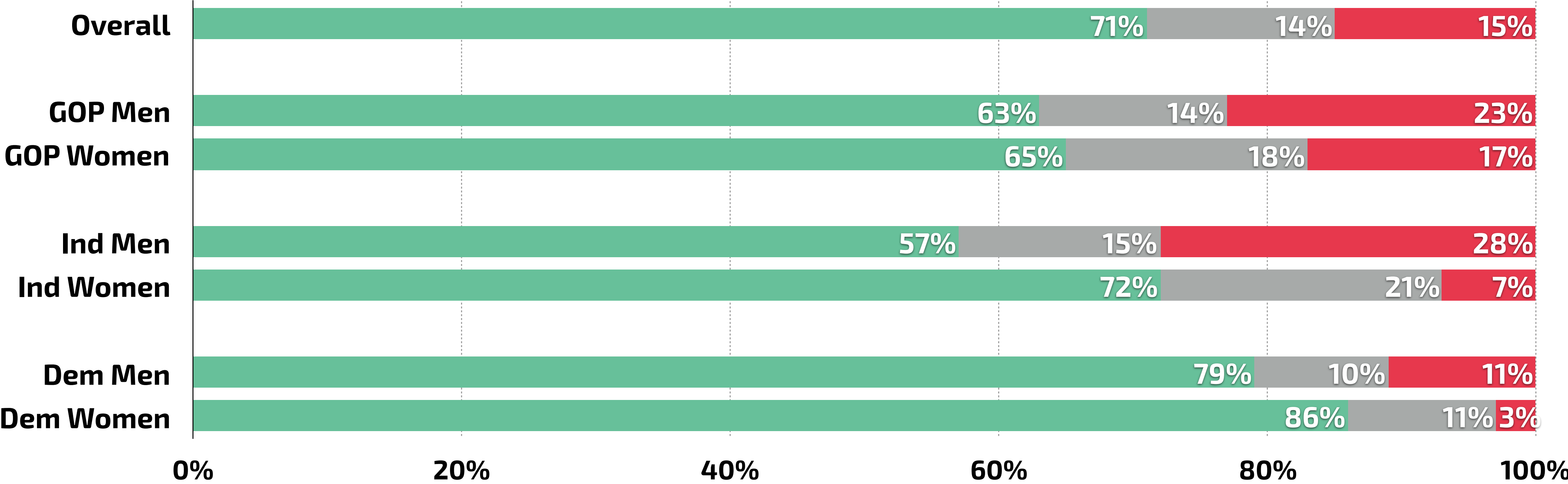
Q. "Most parents with children in the United States should be eligible for some form of paid family leave benefits."



Agree      Unsure      Disagree

# This support crosses party and gender lines.

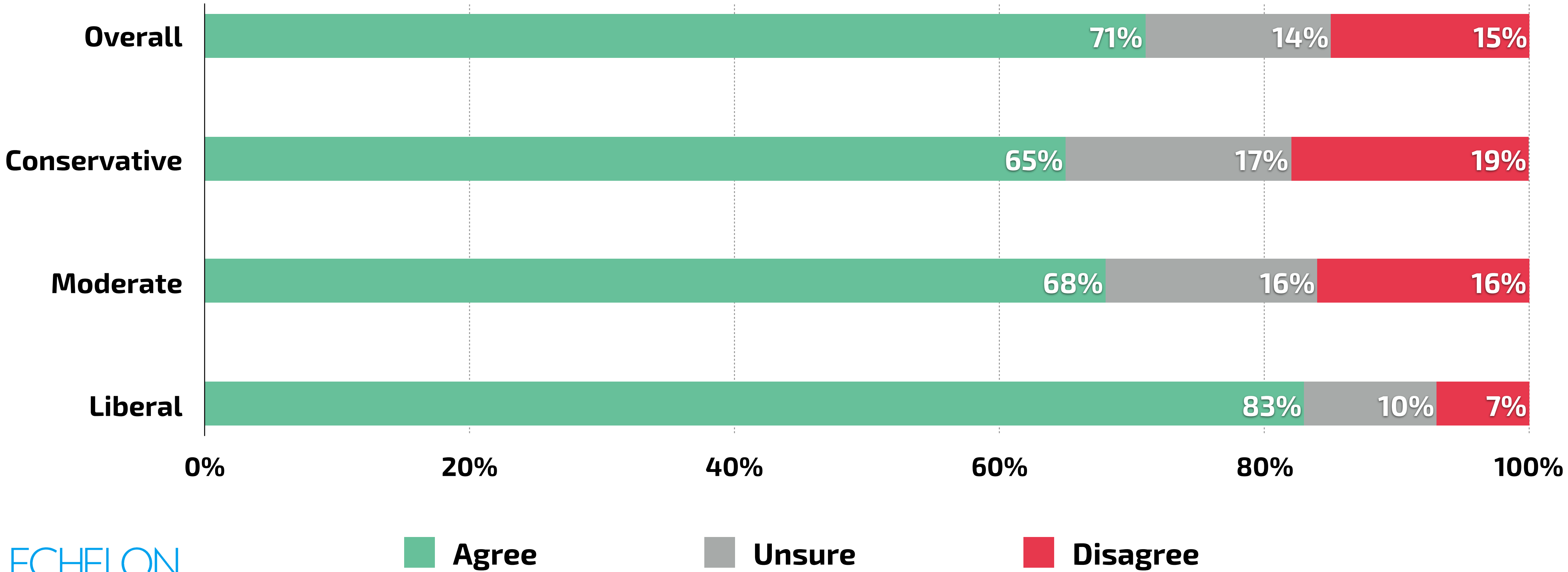
Q. "Most parents with children in the United States should be eligible for some form of paid family leave benefits."



Agree      Unsure      Disagree

# This support crosses ideological lines.

Q. "Most parents with children in the United States should be eligible for some form of paid family leave benefits."



# Key groups of voters are paid leave supporters.

**88%** of **Hispanic voters** say they are supportive of paid family leave.

**83%** of **moms** say they are supportive of paid family leave.

**75%** of **suburban women** say they are supportive of paid family leave.

**73%** of **Trump Country voters** say they are supportive of paid family leave.

**59%** of **Trump voters** say they are supportive of paid family leave.

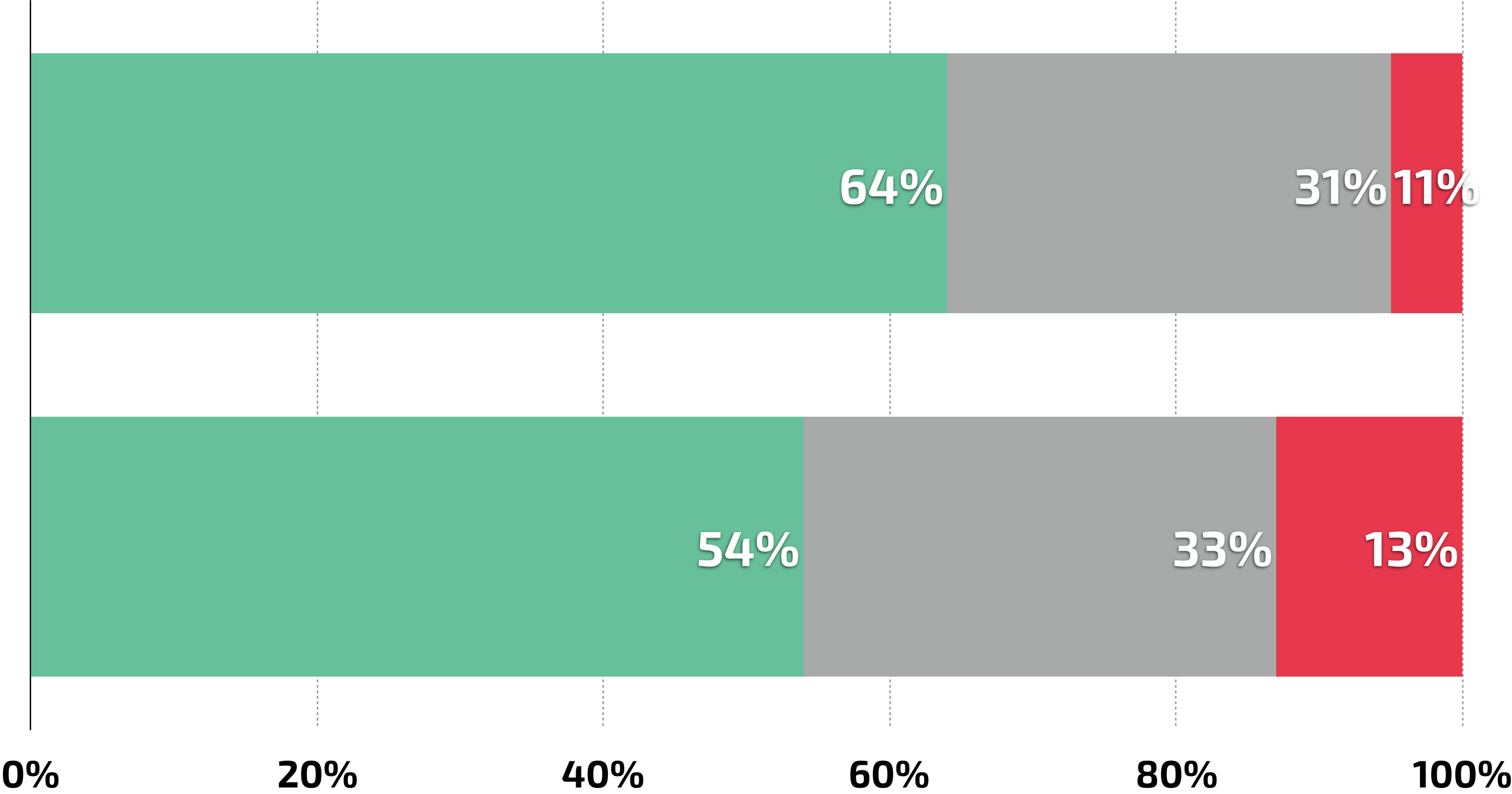
**Who should pay for paid family leave?**



# Most think paid family leave should not require new taxes or government funding.

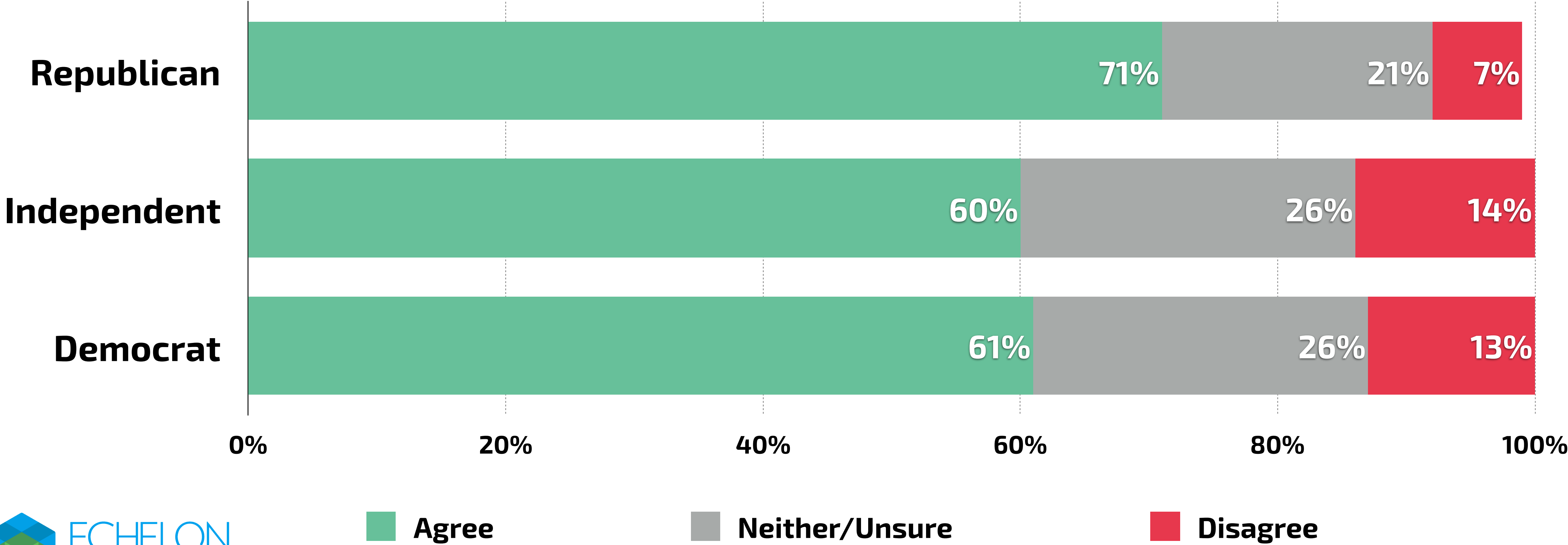
**No new taxes should be imposed on taxpayers to fund paid leave.**

**Paid family leave should not cost the government more money.**



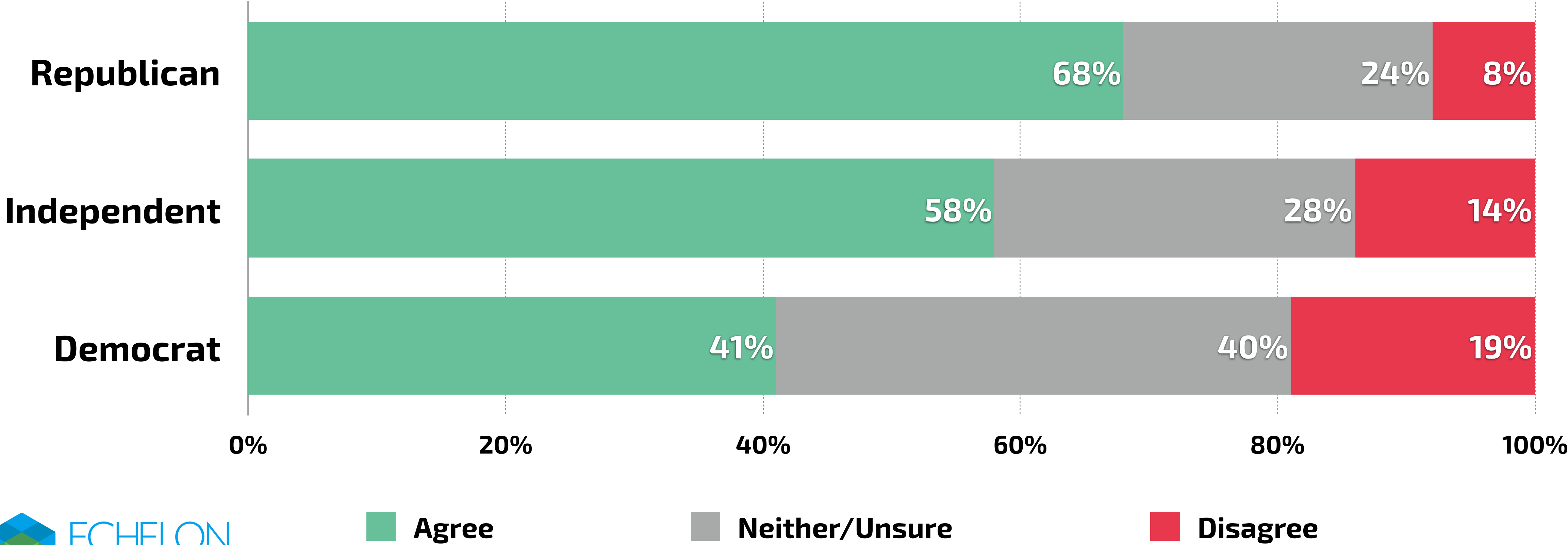
# Opposition to new taxes is bipartisan.

Q. "No new taxes should be imposed on taxpayers to fund paid leave."



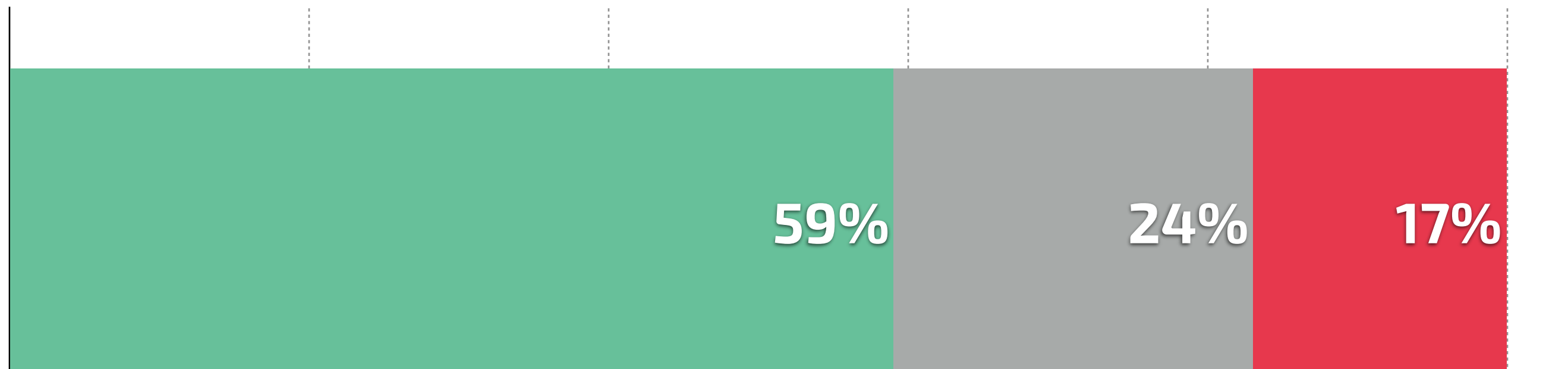
# Democrats are slightly more open to paid leave being supported by government funding.

Q. "Paid family leave should not cost the government more money."

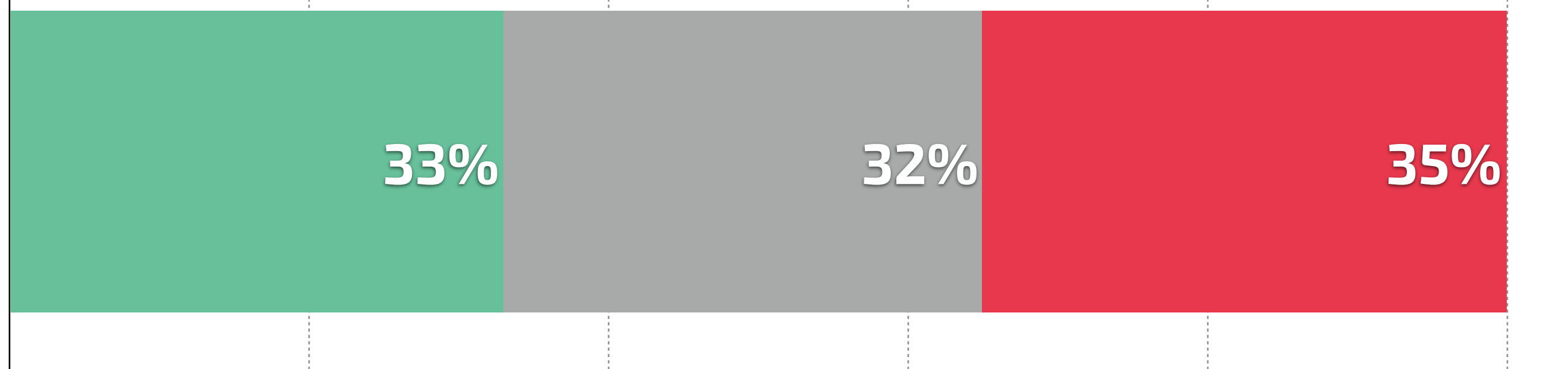


# Employers are expected to cover the cost of paid leave, while offering access to Social Security benefits is less popular.

**Employers should be required to cover the cost of providing paid leave.**



**Working parents should be able to access their Social Security benefits early to fund their paid leave.**



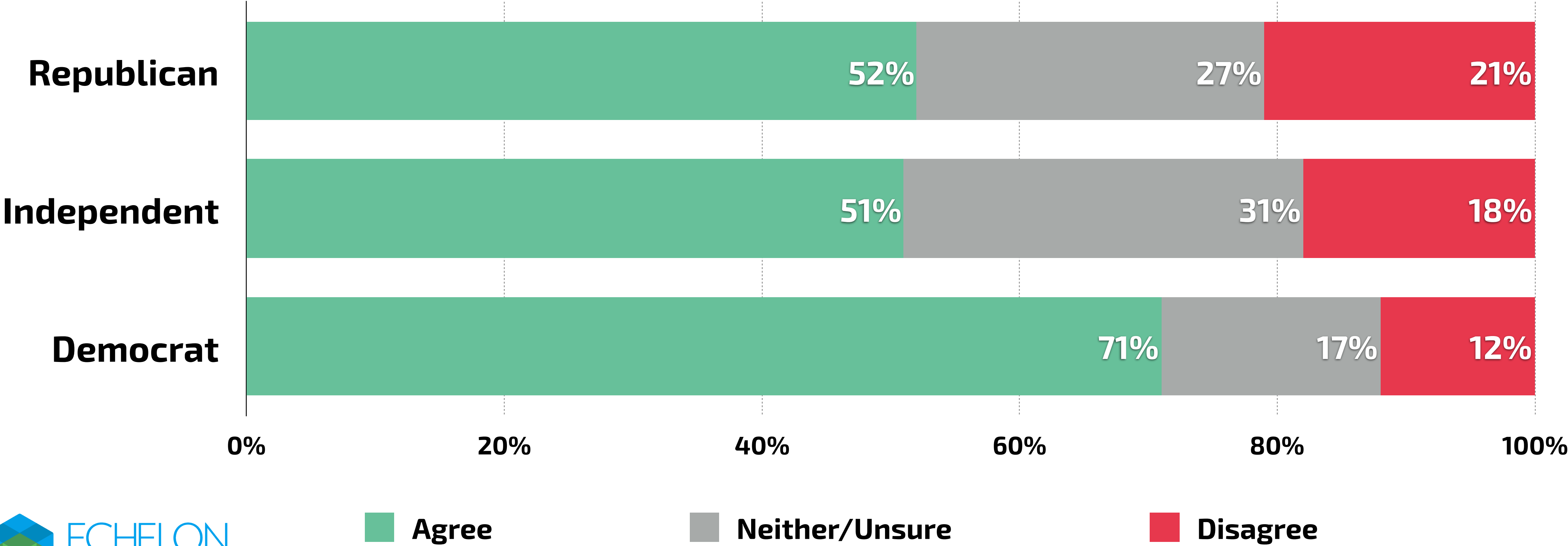
0% 20% 40% 60% 80% 100%



Agree Neither/Unsure Disagree

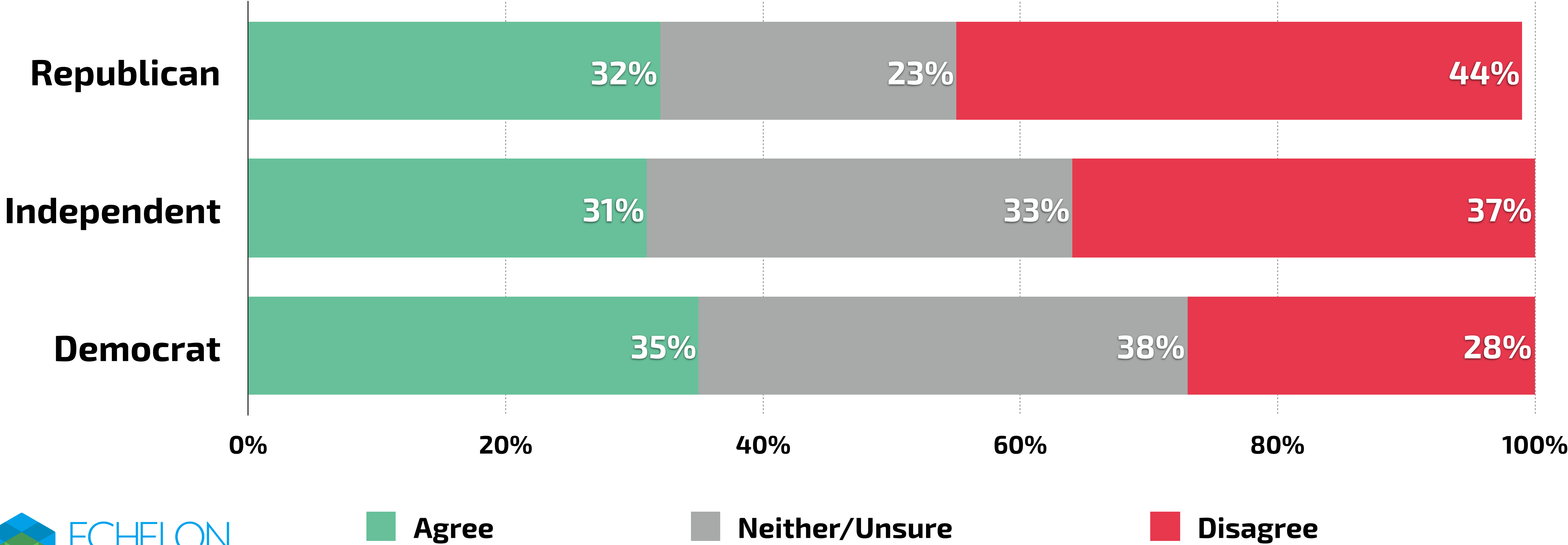
# Majorities across party lines think employers should pay.

Q. "Employers should be required to cover the cost of providing paid leave."



# Only one-third in each party group supports using Social Security benefits early to fund paid leave.

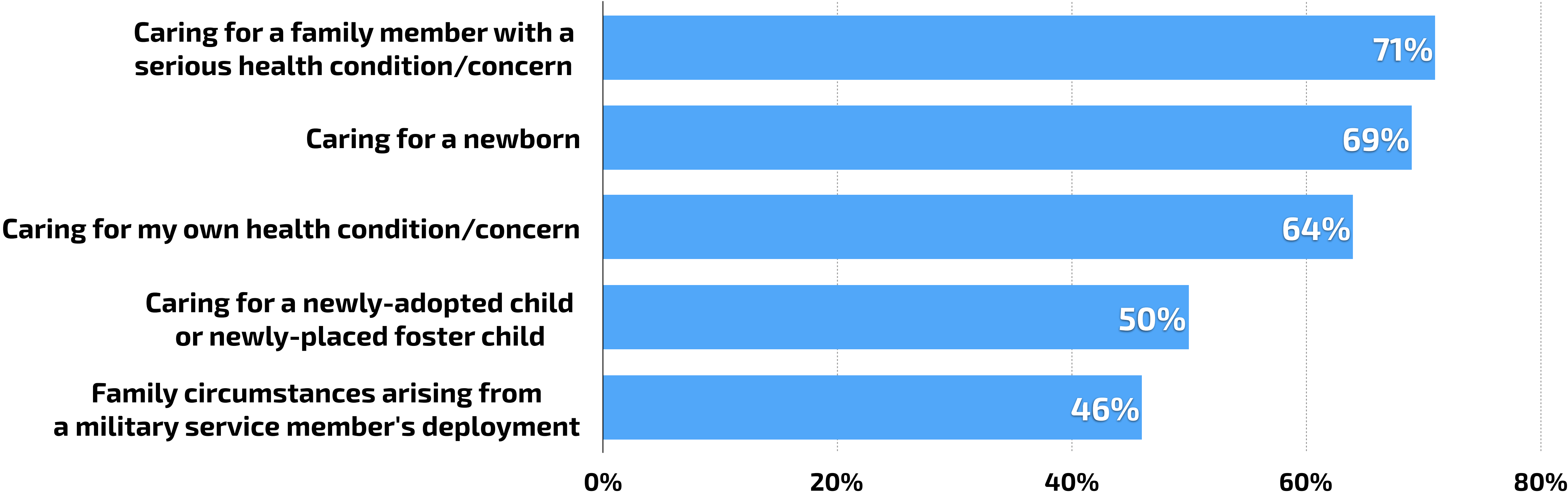
Q. "Working parents should be able to access their Social Security benefits early to fund their paid leave."



**What should paid family leave look like?**

# Most believe paid family leave should apply to a variety of circumstances including caring for newborns or family members.

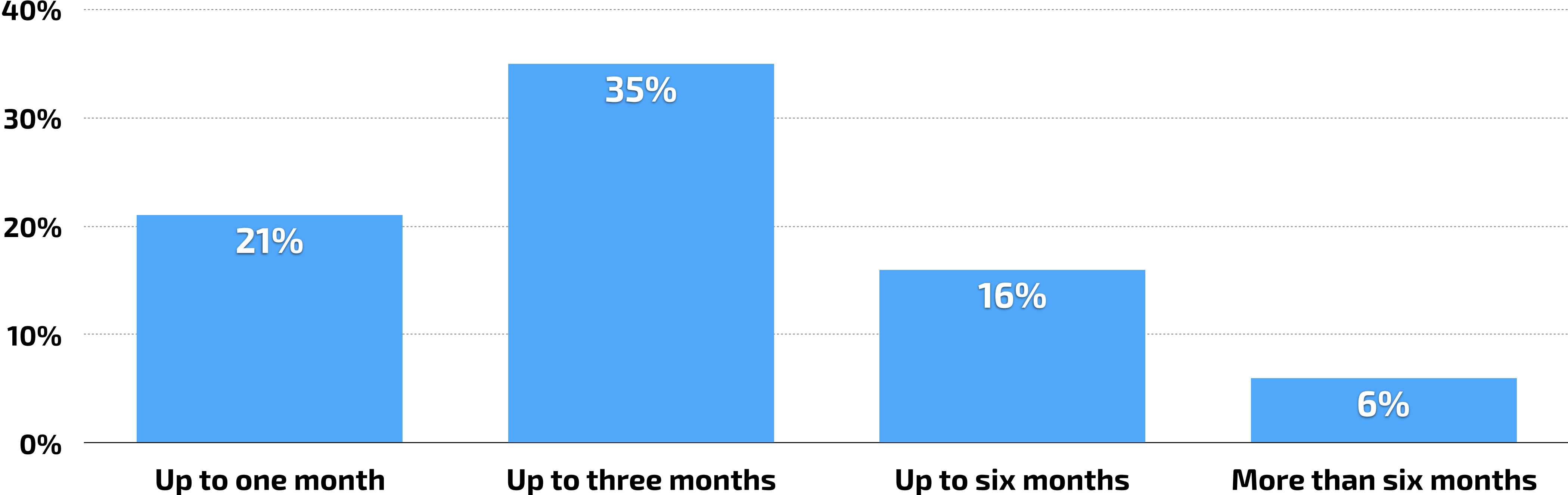
Q. Under which circumstances, if any, should you be able to use paid family leave benefits?





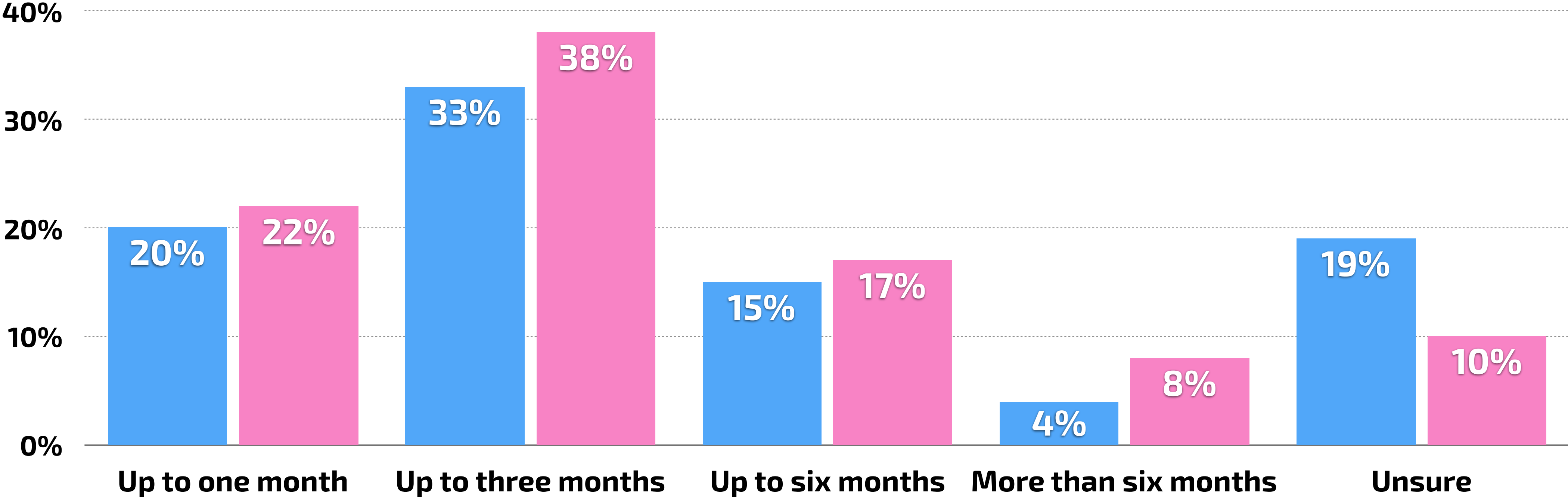
# Most think three months or less is the right amount of time for paid family leave.

Q. In general, how long should a working parent receive paid family leave benefits?

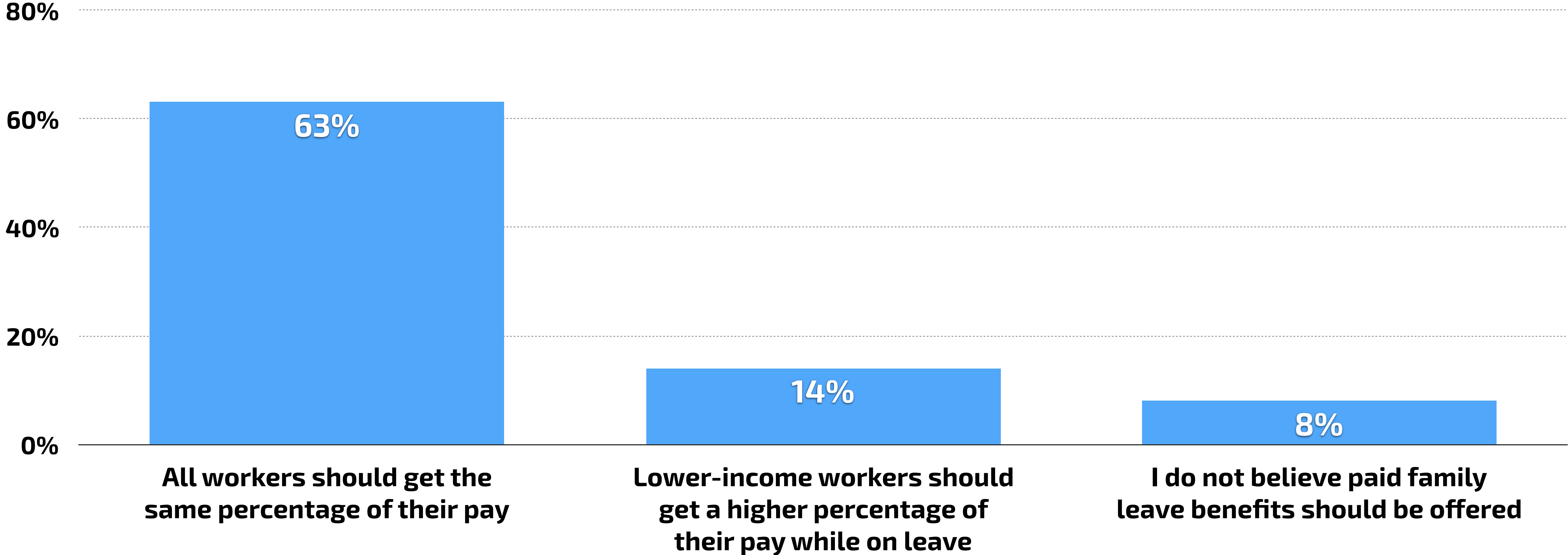


# Very little gender difference around beliefs about length of paid family leave leave.

Q. In general, how long should a working parent receive paid family leave benefits?

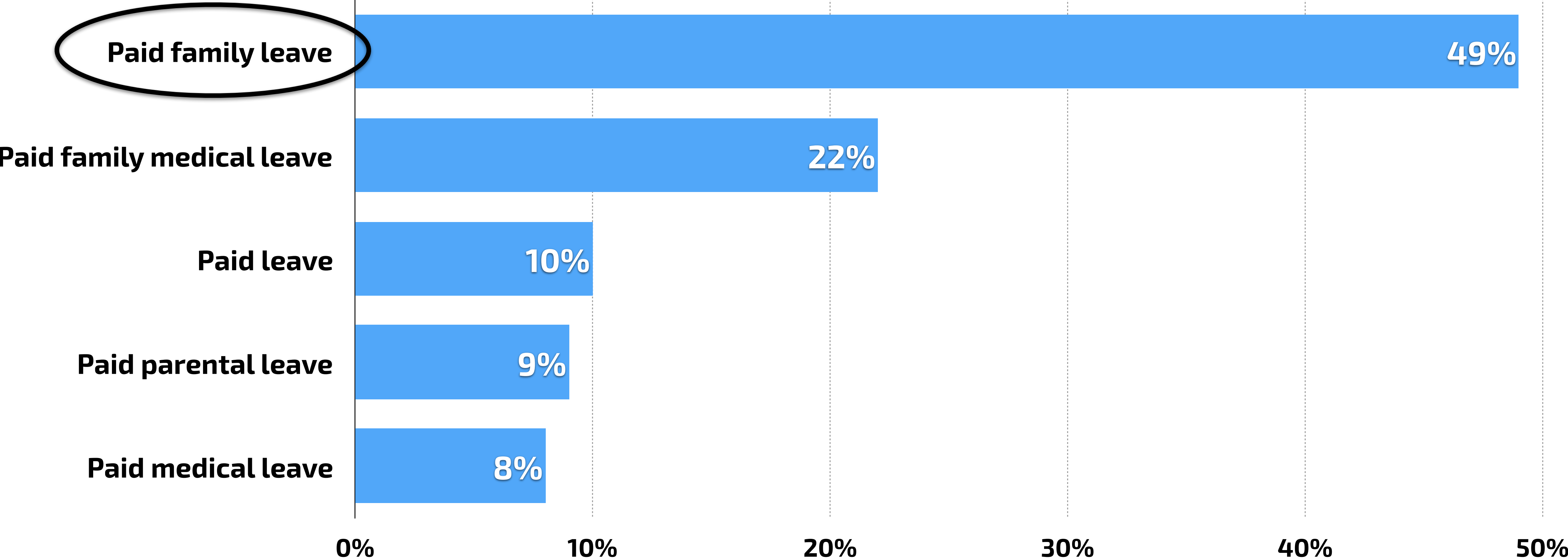


# Most feel paid family leave should be paid as a consistent percent of income rather than scaled for lower-income workers.



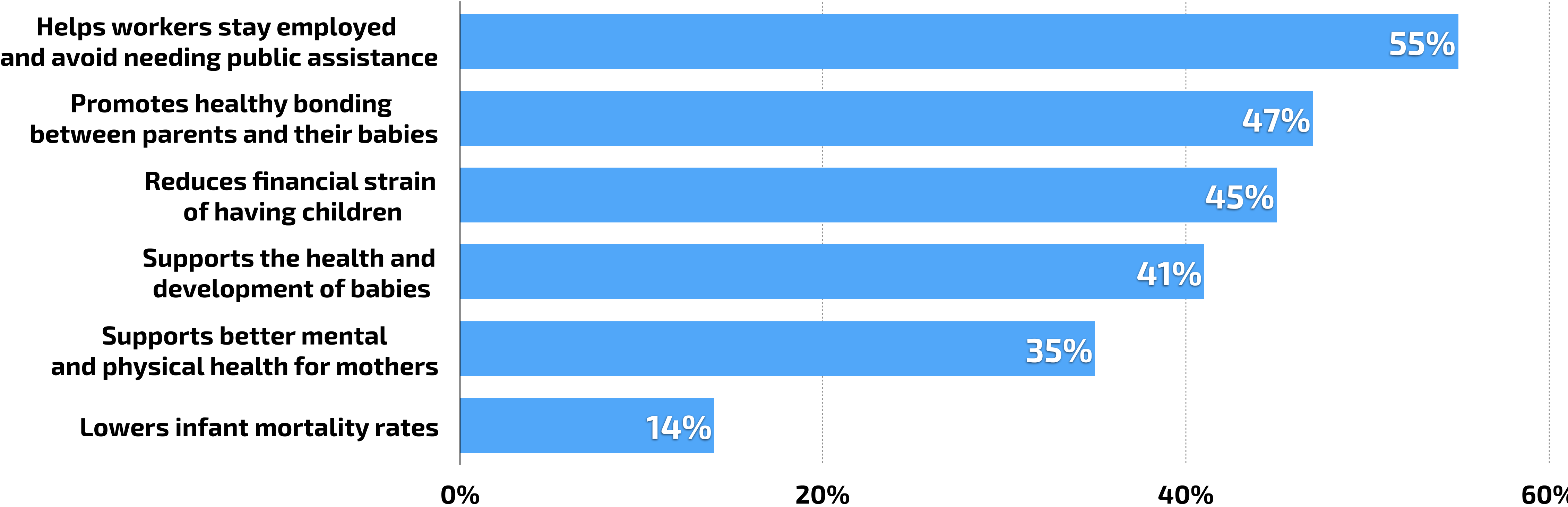
# **How to message about paid family leave?**

# “Paid family leave” is the label most think best describes the policy at hand.



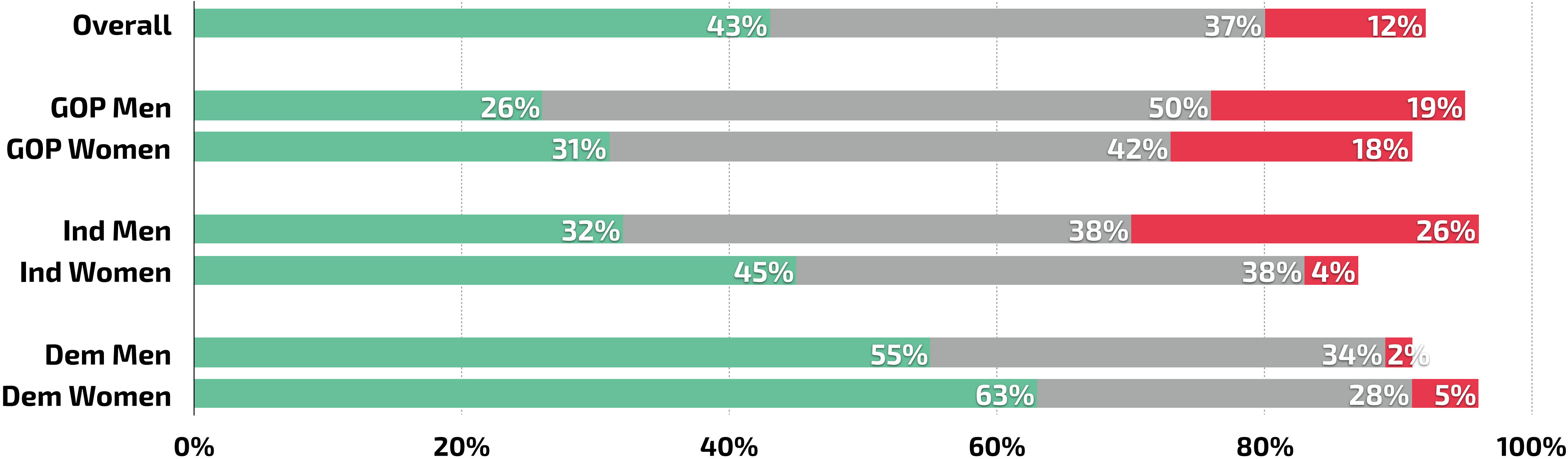
# Top three benefits of paid family leave: helping workers stay employed, promoting healthy bonding, reducing financial strain

Q. Supporters of paid family leave say that it provides many benefits for working mothers and fathers. Of the following, please choose the top three benefits of paid family leave...



# Democrats and independent women are more likely to support officials who back paid family leave, while independent men and Republicans are more neutral.

Q. “In the upcoming 2020 elections, would you be more or less likely to support a public official who believes that all U.S. employees should have access to paid family leave, or would it not make much of a difference to you?”



■ Much/Somewhat More Likely
 ■ Neither More Nor Less Likely
 ■ Much/Somewhat Less Likely

# Key groups of voters are more likely to support a public official who believes we should have paid family leave.

**66%** of moms (+ **78%** of *married* moms) say “more likely to support”...

**62%** of Hispanic voters...

**61%** of parents overall...

**61%** of single women...



# The political risk of supporting paid leave appears low.

**37%** of **Trump Country voters** say it would make them **more** supportive...

Only **9%** say it would make them **less** supportive. (7% *much* less.)

**26%** of **Republican men** say it would make them **more** supportive...

Only **19%** say it would make them **less** supportive. (8% *much* less.)

**27%** of **conservatives** say it would make them **more** supportive...

Only **21%** say it would make them **less** supportive. (8% *much* less.)

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