

To: Interested Parties  
Fr: Celinda Lake and Robert Carpenter  
Re: Attitudes toward Paid Family and Medical Leave during the COVID-19 Pandemic  
Date: June 12, 2020

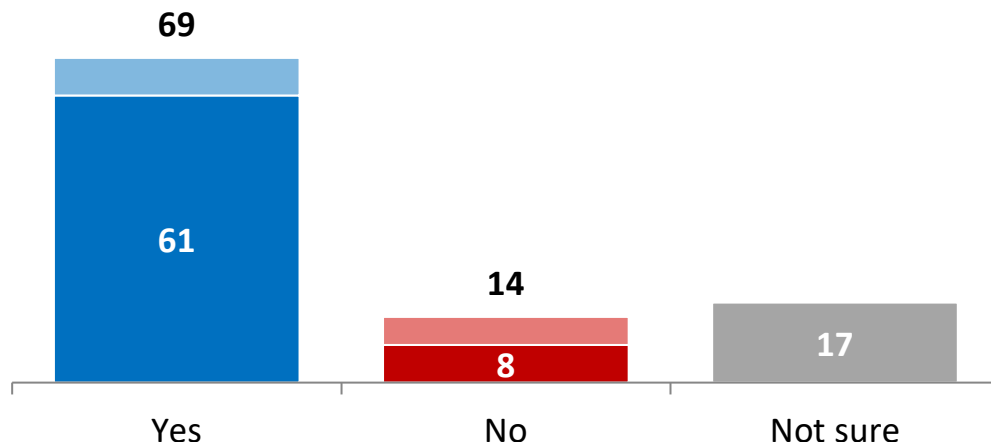
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Polling has long shown widespread support for paid family and medical leave. Recent polling conducted on a bipartisan basis on behalf of Paid Leave for All Action illustrates how the sudden, swift, and severe nature of the COVID-19 crisis has shown how desperately we need to guarantee comprehensive paid sick days and paid family and medical leave to every working person in this country during this emergency, and lay the groundwork for permanent protections. Voters are clear that a national paid leave program would have helped them, their families and the country navigate this unprecedented time. Voters are solidly in favor of expanding the temporary, emergency paid sick days and paid family leave provisions that were included in the Families First Coronavirus Response Act. Going forward, voters understand that paid family and medical leave would help people to care for their families without sacrificing their family budget by allowing families to be there for the important first moments in the lives of their children and the last moments in the lives of their loved ones, or when a pandemic requires isolation and caution.

**Context**

Paid sick days and paid family and medical leave protections should have been in place nationally years ago. Voters overwhelmingly believe that it would have been helpful to the country today if we had a national paid family and medical leave policy implemented before the COVID-19 outbreak.

Would it have been helpful to the country today if we had a national paid family and medical leave policy implemented before the COVID-19 outbreak?

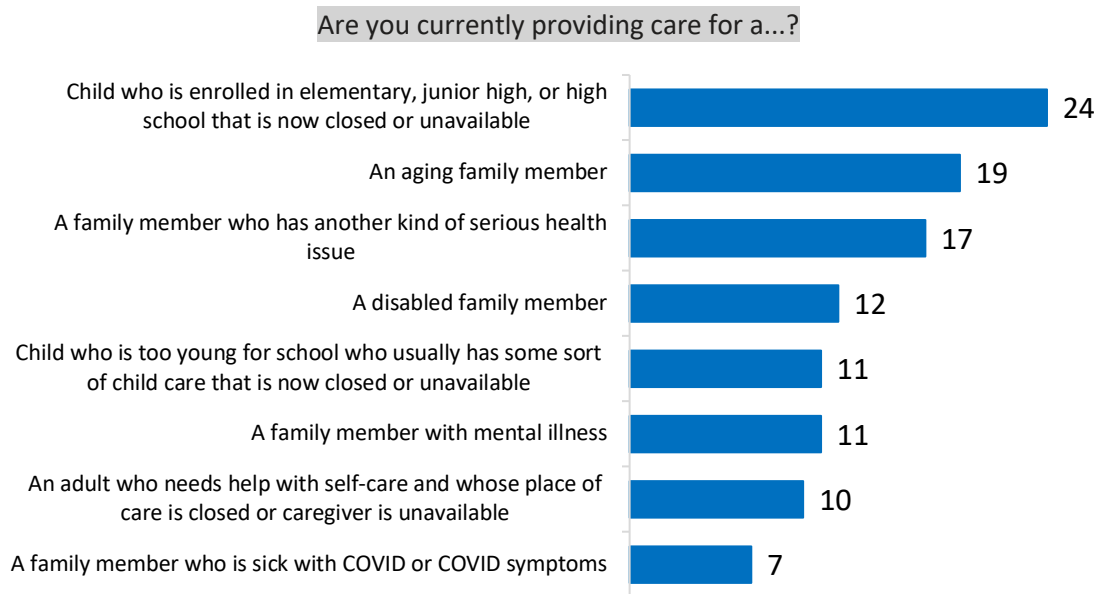


Across demographic and attitudinal subgroups, voters agree that it would have been helpful to the country today if we had a national paid family and medical leave policy implemented before the COVID-19 outbreak. Women, voters under 50, Democrats, parents, African Americans, and Latinx voters are the most likely to say it would have been helpful but more than half of Republicans, two-thirds of men and two-thirds of white voters also feel this way.

	<b>Yes</b>	<b>No</b>	<b>Margin</b>
Men	64	18	+46
Women	73	11	+63
Under 30	78	13	+65
30 to 39	78	10	+68
40 to 49	76	8	+68
50 to 64	63	16	+47
65 and over	61	20	+41
Democrat ID	86	7	+79
Independent ID	52	17	+35
Republican ID	57	22	+34
HH Income below \$50K	68	15	+53
HH Income \$50K+	72	14	+58
Parents	80	9	+72
No Children	65	16	+49
White	66	16	+50
African American	76	12	+63
Latinx	81	7	+74
API	70	14	+56

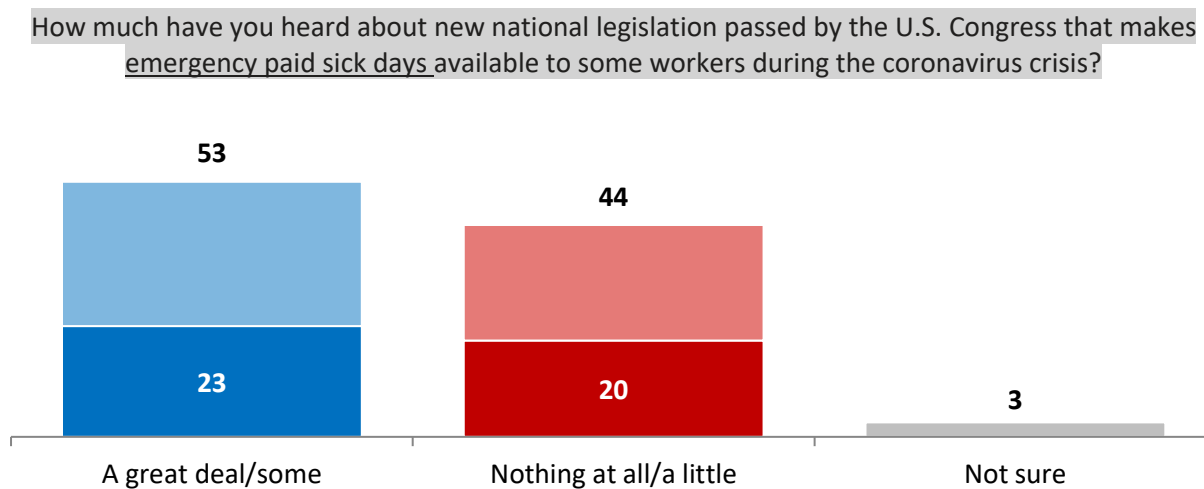
### Incidence of Care Responsibilities in the Pandemic

Over four-in-ten voters (45%) are currently providing care for a family member and a quarter (26%) are providing care for more than one type of family member.



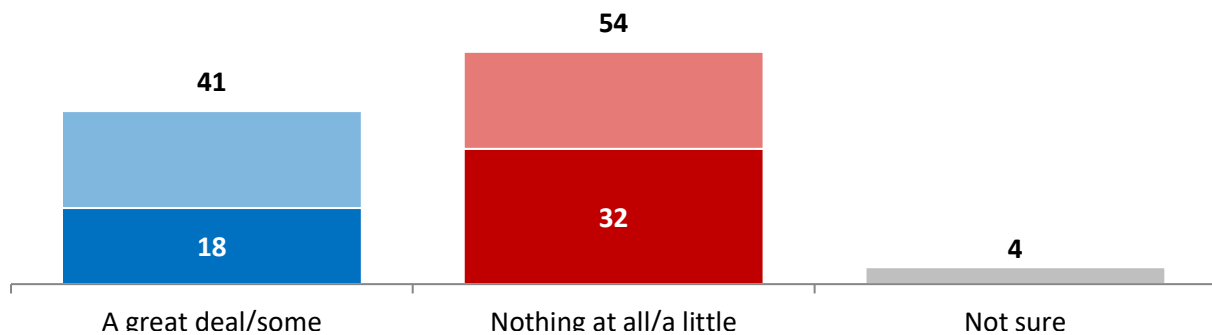
Voters are more likely to have heard of emergency sick days legislation than legislation that provides emergency paid leave for parents.

- A majority (53%) have heard a lot or some about new national legislation passed by the U.S. Congress that makes emergency paid sick days available to some workers during the coronavirus crisis.



- A majority (54%) have heard nothing at all or a little about new national legislation passed by the U.S. Congress that makes paid leave for parents whose children are out of school or childcare available because of the coronavirus crisis.

How much have you heard about new national legislation passed by the U.S. Congress that makes paid leave for parents whose children are out of school or childcare available because of the coronavirus crisis?



### Closing the Emergency Paid Leave Loopholes in the Families First Coronavirus Response Act

Voters are solidly in favor of expanding the temporary, emergency paid sick days and paid family leave provisions that were included in the Families First Coronavirus Response Act so that workers at businesses with more than 500 employees are covered, COVID-19 leave will last for 12 weeks instead of 2, and caregivers for adults who need help with self-care are covered, just as parents are covered to care for children whose schools or care providers are closed.

The current federal law says that workers in businesses with under 500 employees can receive paid sick time when themselves or a family member has been diagnosed with COVID-19, quarantining or self-isolating for up to 10 workdays. Do you favor or oppose expanding this law, so it also applies to employees who work for businesses that have more than 500 employees?



The current federal law says that workers can receive paid sick time when themselves or a family member has been diagnosed with COVID-19, quarantining or self-isolating for up to 10 workdays. Do you favor or oppose the expansion of this law, so people can recover from their own COVID-19 illness and receive paid leave for up to 12 work weeks if their health requires it?



The current federal law also says that parents and caregivers who cannot work because their child's school or childcare is closed or unavailable can receive paid leave for up to 12 work weeks. Do you favor or oppose expanding this law, so it also applies to people who are caregivers for adults who need help with self-care and whose place of care is closed or caregiver is unavailable?



Voters support permanent policy proposals by wide margins; this is an issue that is important to voters and they want a solution.

- A permanent policy of paid leave for new parents for up to 12 weeks, so people can care for a newborn or newly adopted child – 69% favor (48% strongly)
- A permanent policy of paid family care leave for up to 12 weeks so people can care for a seriously ill family member, including a parent, spouse, or child – 69% favor (47% strongly)
- A permanent policy of paid medical leave for up to 12 weeks so people can address their own serious health condition – 70% favor (47% strongly)

This is an issue that voters are open to having the federal budget fund (21%), including having the federal budget fund it even if it means a tax increase (24%).

### Moderates

Throughout the data, Moderates show a strong orientation toward paid family and medical leave.

Seven-in-ten (70%) Moderates say that it would have been helpful to the country today if we had a national paid family and medical leave policy implemented before the COVID-19 outbreak.

By wide margins, Moderates favor expanding the paid leave law so that:

- people can recover from their own COVID-19 illness and receive paid leave for up to 12 work weeks if their health requires it – 76% favor (55% strongly favor)
- it also applies to employees who work for businesses that have more than 500 employees – 77% favor (56% strongly favor)
- it also applies to people who are caregivers for adults who need help with self-care and whose place of care is closed or caregiver is unavailable – 73% favor (48% strongly favor)

Moderate voters also express support for permanent policy solutions for paid family and medical leave at similar or increased levels of support compared to voters overall.

- A permanent policy of paid leave for new parents for up to 12 weeks, so people can care for a newborn or newly adopted child – 71% favor (46% strongly)
- A permanent policy of paid family care leave for up to 12 weeks so people can care for a seriously ill family member, including a parent, spouse, or child – 69% favor (47% strongly)
- A permanent policy of paid medical leave for up to 12 weeks so people can address their own serious health condition – 74% favor (47% strongly)

This is an issue that Moderates are open to having the federal budget fund (21%), including having the federal budget fund it even if it means a tax increase (24%).

### **African Americans**

A wide range of data confirm that COVID-19 is having a disproportionate impact on African Americans' employment, health and financial well-being. The most recent unemployment and jobs data show the dire effects of the pandemic on African-American unemployment rates.

It is no surprise, then, that African American voters express concern that COVID-19 will affect their or their families' health (79% concerned), that they will be economically harmed by COVID-19 (71% concerned), and that they or someone in their family will lose their job (55% concerned).

As of the time our survey was conducted in early May, the pandemic had impacted the employment or wages of about half (49%) of African American voters who had been employed prior to the pandemic. They reported working from home (9%), being furloughed due to the crisis (9%), having had their hours reduced by their employer (13%), losing their job permanently (10%), having had their wages reduced (6%), or having had to reduce their hours due to their personal situation (2%).

Paid family and medical leave is a solution that would ease the burden in African American communities.

A solid majority of African American voters strongly favor expanding the Families First Coronavirus Response Act's emergency paid leave provisions so that:

- people can recover from their own COVID-19 illness and receive paid leave for up to 12 work weeks if their health requires it – 76% favor (58% strongly favor)

- it also applies to employees who work for businesses that have more than 500 employees – 79% favor (58% strongly favor)
- it also applies to people who are caregivers for adults who need help with self-care and whose place of care is closed or caregiver is unavailable –78% favor (59% strongly favor)

Finally, African American voters are also looking for permanent policy solutions for paid family and medical leave and express support at even higher levels than voters overall.

- A permanent policy of paid leave for new parents for up to 12 weeks, so people can care for a newborn or newly adopted child – 70% favor (59% strongly)
- A permanent policy of paid family care leave for up to 12 weeks so people can care for a seriously ill family member, including a parent, spouse, or child – 75% favor (54% strongly)
- A permanent policy of paid medical leave for up to 12 weeks so people can address their own serious health condition – 69% favor (54% strongly)

This is an issue that African Americans are open to having the federal budget fund (28%), including having the federal budget fund it even if it means a tax increase (26%). African Americans support federal budget funding for this program at higher levels than voters overall.

## Methodology

Lake Research Partners and Chesapeake Beach Consulting designed and administered this survey that was conducted online from May 5 – 11, 2020. The survey reached a total of 1,000 likely 2020 voters with oversamples of 100 likely 2020 voters in Florida, 100 in Michigan, and 100 in Nevada. The sample of respondents was drawn from an online panel of listed adults and screened to be likely voters.

The base sample was weighted by gender, age, race, race by gender, party identification, and educational attainment to reflect their proportion of the actual population. The Florida oversample was weighted by region, race, party identification, and race by gender. The Michigan oversample was weighted by region, age, race, and party identification. The Nevada oversample was weighted by region, race, party identification, and race by gender. All oversamples were weighted down into the base to reflect their actual proportion of the overall population.

The margin of error for the full sample is +/-3.1%. The margin of error for the moderates is +/- 5.0% and for African American voters is +/- 8.3%.