

Voters Show Bipartisan Support for Permanent Paid Sick Days and Paid Family and Medical Leave

NOVEMBER 2020

Emergency paid sick days and paid family leave protections provided under the Families First Coronavirus Response Act will expire in December 2020, despite the majority of voters facing expanded or continuing caregiving needs during the pandemic. In polling conducted during the three days leading up to Election Day,¹ about eight in ten voters supported making these provisions permanent.

Voters also unify around paid family and medical leave as part of an agenda to address and recover from the COVID-19 pandemic.

82 percent favor permanent paid sick days for workers to stay home if they are sick (69 percent strongly favor)

79 percent favor permanent paid family and medical leave for people with illness or child or family care (61 percent strongly favor)

Critical voting blocs support paid sick days and paid family and medical leave.

- **Women of color report especially strong support for these policies**, including Black women (91% favor paid sick days, 96% paid leave), Latinas (86% favor paid sick days, 83% paid leave), AAPI women (76% favor paid sick days, 74% paid leave) and Native American voters² (72% favor paid sick days, 80% paid leave).
- **These policies are popular among suburban women.** Eighty-three percent favor paid sick days and 79 percent favor paid family and medical leave.
- **Paid sick days and paid leave are favored by voters with disabilities, as well as voters who are caring for disabled loved ones.** Among voters with disabilities, 85 percent favor paid sick days and 78 percent favor paid family and medical leave. Among those caring for a family member or close friend with a disability, 83 percent favor paid sick days and 82 percent paid family and medical leave.

Support for paid sick days and paid leave is strong across party affiliation.

- **Among Republicans**, 72 percent favor paid sick days and 67 percent favor paid family and medical leave.
- **Among Independents**, 79 percent favor paid sick days and 77 percent favor paid family and medical leave.
- **Among Democrats**, 93 percent favor paid sick days and 93 percent favor paid family and medical leave.

Paid sick days and paid family and medical leave draw majority support across education, geography and income level.

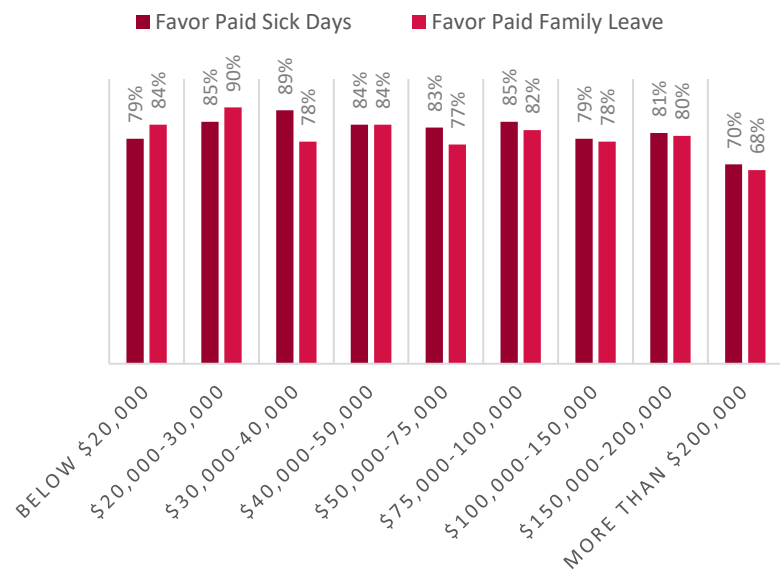
○ Voters of all education levels support paid sick days and paid leave.

Eighty-two percent of voters without a college degree and the same share of voters with a college or post-graduate degree favor paid sick days. Eighty percent of non-college-grad voters favor paid family and medical leave, as do 79 percent of college-grad voters.

○ Support is strong across the United States and in urban, suburban and rural areas.

In the Northeast, 84 percent of voters favor paid sick days and 85 percent favor paid family leave. Eighty-three percent of voters in the Midwest favor paid sick days and 79 percent favor paid family leave. In the West, 81 percent of voters favor paid sick days and 80 percent favor paid leave. In the South, 80 percent favor paid sick days and 76 percent paid family leave. In urban areas, 86 percent of voters favor paid sick days and 83 percent favor paid family, while rural voters favor these policies by 78 percent and 80 percent, respectively. Additionally, 81 percent of voters that live in suburban areas favor paid sick days, and 78 percent, paid family leave.

Strong Support Among Low-, Middle- and High-income Voters

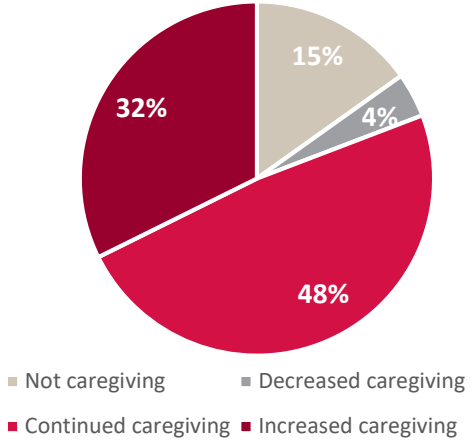


- **Voters in 2022 Senate battleground states³ support paid sick days and paid leave.** 81 percent of voters in 2022 Senate battleground states favor paid sick days, and 80 percent favor paid family leave.

Health and caregiving needs affect most voters, and especially parents.

- **The majority of voters** report having caregiving responsibilities — care for a child, for their own health condition, or for an ill, older or disabled adult — that have increased or continued during the pandemic.
- Increased caregiving responsibilities are especially common among some groups of voters: 34 percent of Black women, 36 percent of Black men, 36 percent of Latino men and 40 percent of AAPI women report having increased caregiving responsibilities, as do 50 percent of fathers and 51 percent of mothers.

Eight in Ten Voters Report Increased or Continued Caregiving



Voters see paid family and medical leave as an important part of an agenda to address COVID-19 and rebuild the economy.

- When asked about their support for policies to recover and build back from the COVID-19 crisis, **seven in ten voters (70 percent)** believe it is important to guarantee national paid family leave so that people can take time away from work if they are seriously ill, need to care for a new child or ill family member, or need to deal with school closures. Fifty-four percent of Republicans, 68 percent of Independents and 89 percent of Democrats rate guaranteed national paid family leave as an important recovery policy.
- Among voters, paid leave is competitive with other recovery priorities that focus on manufacturing jobs (rated important by 81 percent of voters) and modern infrastructure like roads, schools and renewable energy (77 percent important) — and out-performs de-regulation of businesses (62 percent important).

¹ Lake Research Partners and the Tarrance Group designed and administered this pre-election and election night omnibus survey, which was conducted by phone using professional interviewers October 31-November 3, 2020. The questions about voting and the demographics reached a total of 2,400 registered voters nationwide who voted in the 2020 elections, including both cell phones and landlines. Issue questions reached a total of 1,200 registered voters nationwide who voted in the 2020 elections. The survey has a

margin of error overall of +/-2.0% at the 95% confidence interval and +/- 2.8% for the issue questions. The margin of error is higher among subgroups.

² Sample size was too small to reliably report Native American voters by gender.

³ Includes respondents from Arizona, Colorado, Connecticut, Georgia, Florida, Iowa, Missouri, Nevada, New Hampshire, North Carolina, Ohio, Pennsylvania and Wisconsin.

The National Partnership for Women & Families is a nonprofit, nonpartisan advocacy group dedicated to promoting fairness in the workplace, reproductive health and rights, access to quality, affordable health care and policies that help all people meet the dual demands of work and family. More information is available at NationalPartnership.org.

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