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Booklet, "Guide to the Family & Medical Leave Act," 27 pages

National Partnership
for Women & Families

Guide to the Family & Medical Leave Act

Questions & Answers

fourth edition | 1998

THE WHITE HOUSE
WASHINGTON

PHOTOCOPY
HRC HANDWRITING

To Jen -
Please review this +
prepare response
Also - are we going
to push for changes
in FMLA - as I hope?
HRC

FAMILY MATTERS:
A NATIONAL SURVEY OF WOMEN AND MEN

conducted for

THE NATIONAL PARTNERSHIP FOR WOMEN & FAMILIES

February 1998

SURVEY HIGHLIGHTS

A new national survey on family and health care issues shows that American workplaces and American public policies are out of step with American families[1]:

- Americans demand more. Americans say that pressures on working families, including pressures around time and health care, are getting worse, not better (Table 1). Nearly unanimously, they say that both employers and government should do more to help (Table 2). Nine out of ten (90%) say that employers should do more, while nearly three out of four (72%) say that government should do more.

- Americans will vote for more. By overwhelming majorities, Americans say that it is important for employers to provide more "family friendly" policies (Table 3), they support expansion of the Family and Medical Leave Act (Table 4), and they support national quality controls for health care (Table 5). Legislation to provide health care patient protections is favored by 91% of women and 88% of men. In addition, Americans say they would be more

[1]Lake Sosin Snell Perry & Associates designed and administered this survey, which was conducted by phone using professional interviewers. The survey reached 1,115 adults 18 years or older nationwide, including a base sample of 625 women and 375 men, plus oversamples of 50 African American women and 65 Latina women. The survey was conducted January 28 - February 1, 1998. The margin of sampling error for the full sample is +/-3.1%.

likely to vote for members of Congress who support these things as well (Table 6).

- Americans will pay more. Americans are willing to pay for the help they demand. Large majorities support expanding state unemployment and disability insurance to include family leave insurance (Table 7), and nearly two in three (64%) are willing to pay more each month for health care patient protections (Table 8).

Notably, these views cross political and demographic boundaries. Republicans and Democrats, working women and homemakers, baby boomers and seniors, people who are white, black and Hispanic – all agree that both employers and government should be doing more, all support FMLA expansion, and all demand better quality health care (Table 9). Republican support for FMLA expansion (70%) and health care patient protection (86%) is remarkably robust, while Democratic support is near-unanimous (87% for FMLA expansion, 95% for patient protection)

Moreover, Americans' time and health care demands are only likely to intensify over time. They expect that pressures on working families will continue to get worse (Table 10), and their expectations are warranted: large majorities – particularly among younger adults and baby-boomers – say they will need family leave or that they will have responsibility for the care of an elderly person during the next ten years (Table 11). Over two-thirds of Americans under 40 (69%) say they will need family leave in the next ten years; nearly two-thirds of those under 60 (65%) say they will have responsibility for elder care.

TABLES

Table 1

I am going to read some things that some people say are getting BETTER and other people say are getting WORSE. Please tell me whether you think each is getting BETTER or getting WORSE these days.

	Women		Men	
	Better	Worse	Better	Worse
The health care system	30%	49%	29%	46%
Time pressures on working families	15%	65%	18%	63%

Table 2

I am going to mention some groups. For each group I mention, please tell me whether you think that group SHOULD or should NOT do MORE to help working families.

	Women		Men	
	More	Not	More	Not
Should the government do MORE to help working families, or should government NOT do more?	74%	21%	70%	28%
Should employers and businesses do MORE to help working families, or should employers and business NOT do more?	90%	6%	89%	8%

Table 3

Now, I'd like to ask you about some things that employers could provide their employees. I'd like to know how important each is. Please give each one a rating on a scale of one to ten, where ten means something that is EXTREMELY important for employers to provide, and one means something is NOT AT ALL important.	Percent who rate each 8, 9 or 10	
	Women	Men
Time off from work to care for a parent, child or spouse who is ill, for a new baby, or to recover from your own serious illness.	75%	65%
Time off from work to handle routine doctors' appointments for yourself or for someone in your family.	52%	43%
Time off from work to meet with your children's teachers.	56%	54%
Having enough flexibility to adjust your work hours to meet your family's needs.	60%	60%
Assistance in finding affordable and quality child care or elder care.	62%	50%

Table 4

I am going to describe some proposals concerning the Family and Medical Leave Act that may be considered by Congress. Please tell me if you STRONGLY favor, SOMEWHAT favor, somewhat OPPOSE, or STRONGLY oppose each one.	Women		Men	
	Favor	Oppose	Favor	Oppose
Expanding the FMLA to cover companies with 25 or more employees, instead of 50 or more employees.	84%	12%	74%	19%
Giving people 24 hours of unpaid leave per year to take family members to regular doctors' appointments or to meet with children's teachers.	88%	9%	81%	15%
Expanding the FMLA to cover more part-time workers, such as people who work more than one part-time job.	80%	13%	73%	21%
Allowing victims of domestic violence to take unpaid leave from work for things like court appearances or getting care for their children.	89%	6%	83%	12%

Table 5

Now, suppose that Congress were considering a proposal called the Patient Protection Act, which would require health insurance companies and health plans to provide everything we just read.* Would you STRONGLY favor, SOMEWHAT favor, somewhat OPPOSE, or STRONGLY oppose this proposal?		
	Women	Men
Strongly favor	72%	63%
Total favor	91%	88%
Total oppose	4%	8%

* See questionnaire.

Table 6

Imagine that your member of Congress were in FAVOR of ____. At the next election, would you be MUCH more likely, SOMEWHAT more likely, somewhat LESS likely, or MUCH less likely to vote for him or her, or wouldn't this make a difference to you?				
	Women		Men	
	More	Less	More	Less
Imagine that your member of Congress were in FAVOR of this Patient Protection Act...	75%	6%	71%	7%
Imagine that your member of Congress were in FAVOR of expanding the Family and Medical Leave Act to cover more working people...	63%	11%	51%	20%

Table 7

Some states are considering proposals that would establish Family Leave INSURANCE. They could do this by expanding unemployment or disability insurance to provide partial wages when people need to take time from work to care for a newborn or a newly adopted child, to care for a seriously ill parent, child, or spouse; or to recover from their own serious illness. Would you STRONGLY favor, SOMEWHAT favor, somewhat OPPOSE, or STRONGLY oppose that proposal?		
	Women	Men
Strongly favor	55%	43%
Total favor	82%	75%
Total oppose	10%	19%

Table 8

If the Patient Protection Act were to raise your out-of-pocket costs for health insurance, how much more would you be willing to pay a month for these protections?		
	Women	Men
Nothing	22%	23%
One to five dollars a month	25%	24%
Five to ten dollars a month	17%	17%
Ten to fifteen dollars a month	9%	10%
Fifteen to twenty dollars a month	11%	15%
Total willing to pay	62%	66%

Table 9

	Percent who favor expanding FMLA	Percent who favor a national Patient Protection Act
Republicans	70%	86%
Republican women	77%	87%
Republican men	63%	84%
Independents	79%	89%
Democrats	87%	95%
Under age 40	83%	93%
Age 40 to 59	82%	89%
Age 60 and over	71%	86%
Working women	86%	92%
Homemakers	83%	89%
Retired women	75%	87%
White	78%	89%
Black	87%	96%
Hispanic	83%	89%

Table 10

Now, tell me whether you think each of these WILL get harder or easier during the NEXT five years.				
	Women		Men	
	Harder	Easier	Harder	Easier
Making sure your family can get quality health care.	43%	38%	42%	41%
Finding time for both work and family responsibilities.	49%	33%	46%	34%

Table 11

Thinking ahead to the next ten years, how likely is it that you will need to take time off from work to care for a newborn or a newly adopted child, to care for a seriously ill parent, child, or spouse; or to recover from your own serious illness – is it VERY likely, SOMEWHAT likely, somewhat UNlikely, or VERY unlikely?				
	Women		Men	
	Likely	Unlikely	Likely	Unlikely
Under age 40	67%	28%	71%	24%
Age 40 to 59	54%	41%	53%	41%
Age 60 and older	17%	69%	22%	68%

Thinking ahead to the next ten years, how likely is it that you will be responsible for the care of an elderly parent or relative – is it VERY likely, SOMEWHAT likely, somewhat UNlikely, or VERY unlikely?				
	Women		Men	
	Likely	Unlikely	Likely	Unlikely
Under age 40	65%	32%	65%	33%
Age 40 to 59	66%	32%	62%	34%
Age 60 and older	25%	65%	30%	64%

SUMMARY OF SURVEY RESULTS

Despite an improving economy, Americans say that pressures on their families are getting worse, not better. *Time* and *health care* are central to these pressures:

- ***Time.*** By a margin of three to one, Americans say that "time pressures on working families" are getting worse (64%), not better (17%), and that "finding time for both work and family responsibilities" has gotten harder (59%) for families like theirs, not easier (22%), over the past five years.

    - Indeed, Americans are more likely to say time pressures are getting worse than that crime is getting worse (56% worse, 27% better), and they say that finding enough time for both work and family is as hard as making ends meet (57% harder, 33% easier). In the end, half of Americans *personally* worry about "shortchanging your family, your job, or yourself because you do not have enough time to do everything you need to do" (46% worry at least somewhat often, 24% very often).

    - Both women and men feel significant time pressures. 63% of men and 65% of women say that time pressures are getting worse.

- ***Health care.*** Americans think the health care system is getting worse (48%), not better (30%), and that "making sure your family can get quality health care" has gotten harder (48%), not easier (32%).

    - One in two *personally* worries about having health care costs not covered by insurance (52% worry, including 32% who worry *very* often), about "getting quality health care if you or someone in your family gets sick" (46% worry, including 27% who worry *very* often) and about "having your health insurance or health plan deny you coverage for treatment or access to a specialist that your doctor recommended" (47% worry, including 26% who worry *very* often).

    - Women with kids at home, whether they work or not, worry somewhat more about health care issues than women without kids. For example, 56% of working mothers and 60% of non-working mothers worry often about health care costs, compared to 51% of women who do not have children.

Americans have high expectations of both business and government; they want both to help ease the pressure on working families.

- While just 34% think that employers are doing a good job now in making changes to help workers meet family needs, a majority (58%) think (or hope) that they will be doing a better job five years from now. Moreover, Americans are nearly unanimous in their belief that "employers and businesses should do more to help working families" (90%).

  - Republicans and Democrats agree on this: 88% of Republicans say that employers and business should do more, compared to 93% of Democrats. Women and men also agree on this; 89% of men and 90% of women say that employers and businesses should do more. On this issue, the partisan gap is equally small among men and women.

- A smaller but also substantial majority think that "government should do more to help working families" (72%). Democrats and Independents, among both men and women, believe this by wide margins (84% of Democrats and 77% of Independents). Among Republicans, Republican women agree that government should do more (60%); it is only Republican men who do not (44% say government should do more, 54% say it should not).

  - Younger Americans are more likely than older people to believe that government should do more. Among both men and women, more than 75% of those under age 50 say government should do more, rising to more than 80% among those under age 30.

  - Hispanic and African Americans are more likely than whites to say that government should do more: 90% of African Americans and 88% of Hispanics, compared to 68% of whites, say government should do more.

Large majorities support both public and private solutions to the time pressures on families.

- ***Business.*** Large majorities of Americans believe it is important for employers to provide workers with the ability to take time for their families: 77% say it is important[2] for employers to provide employees time off from work to care for an ill family member or new baby; 59% say it is important for employers

[2] Respondents were asked to rate how important each was on a scale between one (not at all important) and ten (extremely important). "Important" is defined here as those rating each an 8, 9 or 10.

to provide employees with enough flexibility to adjust their work hours to meet their families' needs. In addition, 57% say it is important for employers to provide assistance in finding child or elder care. About half say it is important for employers to provide employees time off to meet with their children's teachers (55%) or for routine doctors' appointments (48%).

- ***Government.*** Of the 59% of Americans who are familiar enough with the federal Family and Medical Leave Act to have an opinion, nearly nine out of ten (88%) have a favorable opinion, while just 12% are unfavorable. Moreover, by wide margins, Americans favor expanding the FMLA further:

  - 79% support expanding the FMLA threshold to cover mid-size companies, lowering the threshold from 50 to 25 employees, including 52% who support this *strongly*;

  - 84% support providing an additional 24 hours leave for routine doctors' appointments or meetings with children's teachers, including 62% who support this *strongly*;

  - 79% support states establishing Family Leave Insurance by expanding unemployment or disability insurance, including 50% who support this *strongly*;

  - 86% support allowing victims of domestic violence to use the FMLA to take leave, including 63% who support this *strongly*;

  - 77% support expanding the FMLA to cover more part-time workers, including 48% who support this *strongly.*

Women also want and expect employers to do a better job in treating women fairly.

- Currently, a majority of American women do *not* think employers are doing a good job in "treating women fairly for pay and promotions": 39% say the job they are doing is "just fair," and another 19% say it is "poor." Just one in three say employers are doing a good job, including 29% who say they are doing a "good" job and 7% who say they are doing an "excellent" job.

- At the same time, expections are high: two in three women expect that employers will be doing a better job on this issue five years from now (67%), compared to just 12% who expect them to do worse and 15% who predict little change.

Time issues are not "women's" issues; they are family issues.

- Across the board, men are as likely as women to say that it is important for employers to give workers time off to meet family responsibilities, and large majorities of men as well as women support FMLA expansion.

- Support for expanding the FMLA is as strong among homemakers as among women in the workforce. Indeed, there is no significant difference at all between homemakers' support for each of the ways FMLA could be expanded, and support among full-time working women.

- Concerns over time issues are only likely to intensify over the next decade. One in three Americans, and as many men as women, say it is "very" likely that they will need to take family leave during the next ten years (29%), and a majority say it is at least "somewhat" likely (51%). Similar proportions expect to have responsibility for the care of an elderly parent or relative: 31% say this is "very" likely, 54% say this is at least "somewhat" likely.

  - These concerns are highest among younger Americans: 69% of those under age 40 say it is likely they will need family leave in the next ten years, including 74% of those under 30. Sixty-nine percent of those aged 30 to 39 say they will have responsibility for an elderly person.

  - Hispanic Americans and African Americans are more likely than white Americans to expect to need leave during the next ten years: 57% of these minorities expect to need leave, compared to 47% of whites.

- Not surprisingly, mothers have the most intense concerns about time for family needs, and there is little variation across marital or work status. Women with children at home are much more likely than non-mothers to say that it is extremely important to them personally for employers to provide time off for a family illness (69% of mothers rate this a "10" in importance, compared to 53% of women without children at home), teachers' visits (46% and 28% respectively), or flexible hours (47% and 33%). Married and unmarried mothers have similar levels of intensity, as do homemakers and mothers who work outside the home.

In choosing a health care plan, *quality* is the single most important concern, and Americans are more willing than ever both to demand quality standards and to pay more for them if necessary.

- Half say that "the quality of care" is the single most important thing to them in choosing a health care plan (47%), compared to fewer than one in five who say they care most about the type of services covered (14%), the choice of doctors (14%), or the cost (14%). This is true among both men and women: 48% of men and 46% of women say that quality is most important.

- Nearly all Americans agree that "health insurance companies and health plans should be required to meet basic quality standards" (93%). Two-thirds believe that these standards should be set at the national or state level (66%). Only a small minority would leave standards to competition in the marketplace (17%).

- Nine in ten (90%) of Americans would support a national Patient Protection Act including a wide array of quality standards, including 68% who would support this strongly. Support is equally strong among men (89%) and women (91%), and it is nearly as strong among Republicans (86%) as independents (89%) and Democrats (95%).

- The most important elements of such an act include a wide range of basic protections, including standards that have particular relevance for women:

  - "Your doctor, rather than the insurance company, having the last word on how long you should stay in the hospital": 90% say this is very important, including 64% who say it is *extremely* important.

  - "Having confidence that your health insurance company or health plan will keep your records completely confidential": 90% say this is very important, including 61% who say it is *extremely* important.

  - "Making sure that your doctor is allowed to discuss any treatment or procedure with you that might be appropriate, even if your health insurance or health plan does not cover it": 92% say this is very important, including 58% who say it is *extremely* important.

  - "Being able to appeal any decision your health insurance company or health plan makes denying you coverage for a certain treatment": 90% say this is very important, including 56% who say it is *extremely* important.

- "Having clear information on what services are and are not covered by your health insurance or health plan": 91% say this is very important, including 56% who say it is *extremely* important.

- "Having doctors who are specifically trained in women's health care needs": 82% of women say this is very important, including half (51%) who say this is *extremely* important.

- "Being able to schedule an appointment directly with a gynecologist or obstetrician without having to be referred by your primary doctor": 78% of women say this is very important, including 48% who say this is *extremely* important.

- "Being able to choose a gynecologist or a pediatrician as the primary doctor for yourself or a member of your family, instead of a general practitioner": 74% of women say this is very important, including 41% who say this is *extremely* important.

- Two-thirds of Americans are willing to pay more for these protections, despite rising health care costs: 63% are willing to bear higher out-of-pocket costs for these protections, including 40% who are willing to pay more than five dollars a month. Only 22% say they would not be willing to pay more.

- Women make the health care decisions. Two-thirds of women (63%) say they make most of the decisions about their families' medical care, compared to half of men (52%). Similarly, half of married women (50%) say they make most of the health care decisions in their families, compared to just a third (35%) of married men.

Americans rely on a range of sources for information about their health plans.

- People rely most on their insurance companies and plans for information: 47% say they rely a lot on their plan for information, 72% rely at least some on their plan. Doctors and employers, however, are also key sources of information: 61% rely on their doctors for information, including 39% who rely on them a lot, 50% rely on their employer, including 27% who rely on their employer a lot.

  - Seniors and people with less eduction rely as much on their doctor for information about their plan (48% of seniors and 44% of high-school educated Americans rely on their doctor a lot) as on their insurance company or health plan.

- Younger people tend to rely more than others on family and friends for health plan information (41% of people under 40 rely on family and friends at least some, compared to 27% of seniors).

- Women in traditional fee-for-service plans are much more satisfied with the information they get from their health plan than women in managed care: 41% of women in traditional plans say the information provided is excellent, compared to 32% of women in PPOs (preferred provider organizations) and just 27% of women in HMOs (health maintenance organizations).

- In general, Americans rate the information they get from their employers more highly than the information they get directly from their health plan: 36% say the information they get from their employer is excellent and 20% say it is "just fair or "poor," compared to 30% who say the information they get directly from their health plan is excellent and 25% who say it is fair or poor. For both employers and plans, 42% say the information they get is "good."

    - Hispanic and African Americans are less likely than whites to be positive about the information they get on their health care plans: 33% of whites, compared to 20% of African Americans and 21% of Hispanics, say that the information they get from their health plan is "excellent"; 38% of whites, compared to 28% of African Americans and 32% of Hispanics say that the information they get from their employer is "excellent."

FAMILY MATTERS:

A NATIONAL SURVEY OF WOMEN AND MEN

conducted for

The National Partnership for Women & Families

February 1998

Topline Report

By Lake Sosin Snell Perry & Associates

WLDF / 97FRE1Q1-202
NATIONAL

February 4, 1998

Interviews completed: 1115

Base sample: 625 women/375 men
Oversamples: 50 African American women, 65 Latinas
25 MINUTES

WEIGHTED RESULTS

a. Sex of respondent

male	47
female	53

b. Split form

A	50
B	50

c. Sample

Base sample	95
African American oversample	3
Latina oversample	3

d. Sex of interviewer

male	35
female	65

e. Race of interviewer

Caucasian	63
African American	27
Hispanic	3
Asian	2
Other	5

f. Interview Completion

Primary number	
1st attempt	86
1 call back	10
2+ call backs	3
Substitute number	1

Hello. My name is ______. I'm calling long distance from _________. We are conducting a public opinion survey and I would like to ask you some questions. We are not selling anything, and I won't ask you for a contribution or donation. Could I please speak with the (MALE/FEMALE) in your household, 18 years or older, who celebrated a birthday most recently and is home right now?

IF RESPONDENT, CONTINUE.
IF NEW RESPONDENT, REPEAT INTRODUCTION THEN CONTINUE.

1. First, in terms of your job status, are you employed full-time, employed part-time, unemployed but looking for work, retired, a student, or a homemaker?

	All	Men	Women
employed full-time	51	60	43
employed part-time	9	5	12
unemployed	6	5	7
retired	23	22	23
student	3	3	3
homemaker	6	0	11
(other)	2	3	1
(don't know)	0	0	0

2. **IF EMPLOYED:** On average, about how many hours do you work each week – fewer than 10, 10 to 20, 20 to 35, 35 to 50, or more than 50?

	All	Men	Women
fewer than 10	2	1	3
10 to 20	6	3	9
20 to 35	13	8	18
35 to 50	61	67	55
more than 50	18	20	15
(don't know)	1	1	1

3. Are you married, single, separated, widowed, or divorced?

	All	Men	Women
married	57	57	56
single	25	29	22
separated/divorced	9	9	10
widowed	8	4	12
(don't know)	1	1	1

4. **IF MARRIED:** And, what is the job status of your spouse? Is your spouse employed full-time, employed part-time, unemployed but looking for work, retired, a student, or a homemaker?

	All	Men	Women
employed full-time	56	46	65
employed part-time	9	15	4
unemployed	4	5	4
retired	20	17	23
student	1	2	0
homemaker	8	14	2
(other)	1	1	2
(don't know)	0	0	0

5. **IF SPOUSE EMPLOYED:** On average, about how many hours does your SPOUSE work each week – fewer than 10, 10 to 20, 20 to 35, 35 to 50, or more than 50?

	All	Men	Women
fewer than 10	2	2	2
10 to 20	6	12	2
20 to 35	12	17	7
35 to 50	61	57	65
more than 50	16	10	22
(don't know)	3	3	3

I am going to read some things that some people say are getting BETTER and other people say are getting WORSE. Please tell me whether you think each is getting BETTER or getting WORSE these days.

REPEAT PROMPT EVERY THIRD ITEM.
ROTATE Q6 - Q9.

	better	worse	(no change)	(don't know)	
_6. The economy.	61	22	14	3	All
	68	15	15	3	Men
	55	29	13	4	Women
_7. Crime	27	56	13	4	All
	32	50	14	4	Men
	22	62	12	4	Women
_8. Education.	40	41	14	5	All
	39	42	14	4	Men
	40	40	13	6	Women
_9. The health care system.	30	48	16	7	All
	29	46	18	6	Men
	30	49	14	7	Women

READ LAST:

		better	worse	(no change)	(don't know)	
_10.	The benefits that most employers offer their employees.	35	37	14	14	All
		37	38	12	13	Men
		32	36	16	15	Women
_11.	Time pressures on working families.	17	64	10	9	All
		18	63	10	9	Men
		15	65	11	9	Women

Here's a slightly different list. Thinking about the last five years, please tell me whether you think each of these has gotten HARDER or EASIER for families like yours.

REPEAT PROMPT EVERY THIRD ITEM.
ROTATE Q12 - Q14.

		harder	easier	(no change)	(don't know)	
_12.	Making ends meet.	57	33	10	1	All
		55	34	11	1	Men
		59	32	9	1	Women
_13.	Making sure your family can get quality health care.	48	32	16	4	All
		47	33	16	4	Men
		49	31	16	4	Women
_14.	Finding time for both work and family responsibilities.	59	22	13	6	All
		55	24	15	6	Men
		62	20	12	6	Women

Now, tell me whether you think each of these WILL get harder or easier during the NEXT five years.

REPEAT PROMPT EVERY THIRD ITEM.
ROTATE Q15 - Q17.

		harder	easier	(no change)	(don't know)	
_15.	Making ends meet.	49	39	7	5	All
		44	43	9	5	Men
		53	36	6	5	Women
_16.	Making sure your family can get quality health care.	43	39	12	6	All
		42	41	10	6	Men
		43	38	13	6	Women
_17.	Finding time for both work and family responsibilities	48	34	11	7	All
		46	34	12	8	Men
		49	33	11	7	Women

18. Let me ask a question about EMPLOYERS and BUSINESSES in this country. In general, how good a job are most employers doing in making changes in the workplace to help workers meet their families' needs - EXCELLENT, GOOD, just FAIR, or POOR?

	All	Men	Women
excellent	5	5	5
good	29	27	31
just fair	42	44	40
poor	17	18	16
(don't know)	7	6	7

19. Five years from now, do you expect that most employers will be doing a BETTER job or a WORSE job in making changes in the workplace to help workers meet their families' needs?

	All	Men	Women
better	58	56	60
worse	22	25	19
(no change)	11	11	11
(don't know)	10	8	11

20. And, how good a job are most employers doing when it comes to treating women fairly for pay and promotions - EXCELLENT, GOOD, just FAIR, or POOR?

	All	Men	Women
excellent	6	6	7
good	34	40	29
just fair	36	33	39
poor	16	13	19
(don't know)	8	9	7

21. Five years from now, do you expect that most employers will be doing a BETTER job or a WORSE job when it comes to treating women fairly for pay and promotions?

	All	Men	Women
better	67	68	67
worse	11	9	12
(no change)	15	16	15
(don't know)	7	7	7

Now, I am going to read you a list of things that some people worry about. Please tell me how often you personally worry about each – VERY often, SOMEWHAT often, from TIME TO TIME, or almost NEVER?

REPEAT PROMPT EVERY THIRD ITEM.
ROTATE Q22 to Q29.

		very often	smwt often	time to time	almost never	(don't know)	
_22.	Getting time off from work to care for a parent, child or spouse who is ill, for a new baby, or to recover from your own serious illness.	13	16	17	48	6	All
		12	15	18	49	5	Men
		13	16	17	47	7	Women
_23.	Women not getting equal pay for equal work, or the same opportunities for jobs and promotions.	11	21	23	41	4	All
		6	20	24	47	3	Men
		15	22	22	36	5	Women
_24.	Losing your job or your seniority at work if you have to take time off to care for a parent, child, or spouse who is ill, for a new baby, or to recover from your own serious illness.	14	15	14	50	7	All
		13	14	16	52	6	Men
		15	16	12	49	8	Women
_25.	Finding a way to cover lost pay or wages if you have to take time off to care for a parent, child, or spouse who is ill, to care for a new baby, or to recover from your own serious illness.	20	20	18	38	5	All
		17	18	20	40	4	Men
		22	21	15	37	6	Women
_26.	Having health care costs which are not covered by insurance.	32	20	16	29	3	All
		30	20	18	29	3	Men
		34	20	14	29	3	Women
_27.	Having your health insurance or health plan deny you coverage for treatment or access to a specialist that your doctor recommended.	26	21	17	35	3	All
		23	22	15	37	2	Men
		27	19	18	32	3	Women
_28.	Shortchanging your family, your job, or yourself because you do not have enough time to do everything you need to do.	24	22	19	30	4	All
		22	21	21	32	4	Men
		27	23	17	29	4	Women
_29.	Getting quality health care if you or someone in your family gets sick.	27	19	18	34	2	All
		25	16	19	37	2	Men
		28	21	17	32	3	Women

I am going to mention some groups. For each group I mention, please tell me whether you think that group SHOULD or should NOT do MORE to help working families.

ROTATE Q30 and Q31

_30. Should the government do MORE to help working families, or should government NOT do more?

	All	Men	Women
should	72	70	74
should not	24	28	21
(don't know)	4	2	5

_31. Should employers and businesses do MORE to help working families, or should employers and business NOT do more?

	All	Men	Women
should	90	89	90
should not	7	8	6
(don't know)	3	2	4

ASK NEXT Q32-33 ONLY IF EMPLOYED:

32. **IF EMPLOYED:** For you, how often does the time you must spend at WORK prevent you from meeting your responsibilities at HOME – very often, somewhat often, from time to time, or almost never?

	All	Men	Women
very often	15	12	17
somewhat often	19	20	19
time to time	30	29	30
almost never	35	37	33
(don't know)	1	2	1

33. **IF EMPLOYED:** For you, how often does the time you must spend at HOME prevent you from meeting your responsibilities at WORK – very often, somewhat often, from time to time, or almost never?

	All	Men	Women
very often	6	5	7
somewhat often	12	12	12
time to time	18	15	22
almost never	63	68	58
(don't know)	1	1	1

RESUME WITH ALL.

REPEAT PROMPT EVERY THIRD ITEM. ROTATE.	WRITE NUMBER BETWEEN ONE AND TEN (DON'T KNOW = 99)

SPLIT SAMPLE A ONLY: Now, I'd like to ask you about some things that employers could provide their employees. I'd like to know how important each would be to YOU PERSONALLY. Please give each one a rating on a scale of one to ten, where ten means something would be EXTREMELY important to you, and one means something is NOT AT ALL important to you. If you do not work, please tell me how important it WOULD be to you if you DID work.

		All	Men	Women
_34.	Time off from work to care for a parent, child or spouse who is ill, for a new baby, or to recover from your own serious illness.	8.2	7.8	8.5
_35.	Time off from work to handle routine doctors' appointments for yourself or for someone in your family.	7.1	6.9	7.2
_36.	Time off from work to meet with your children's teachers.	6.9	6.7	7.1
_37.	Having enough flexibility to adjust your work hours to meet your family's needs.	7.3	6.9	7.6
_38.	Assistance in finding affordable and quality child care or elder care.	6.9	6.4	7.4

SPLIT SAMPLE B ONLY: Now, I'd like to ask you about some things that employers could provide their employees. I'd like to know how important each is. Please give each one a rating on a scale of one to ten, where ten means something that is EXTREMELY important for employers to provide, and one means something is NOT AT ALL important.

		All	Men	Women
_39.	Time off from work to care for a parent, child or spouse who is ill, for a new baby, or to recover from your own serious illness.	8.5	8.2	8.7
_40.	Time off from work to handle routine doctors' appointments for yourself or for someone in your family.	7.0	6.9	7.0
_41.	Time off from work to meet with your children's teachers.	7.2	7.1	7.2
_42.	Having enough flexibility to adjust your work hours to meet your family's needs.	7.6	7.6	7.6
_43.	Assistance in finding affordable and quality child care or elder care.	7.3	7.0	7.5

44. Let me ask you about something different. In 1993, a law was passed called the Family and Medical Leave Act, or FMLA. Would you say that you are generally favorable or unfavorable toward this law, or aren't you familiar enough with it to have an opinion?

	All	Men	Women
favorable	52	50	54
unfavorable	7	9	6
(not familiar)	41	41	40

45. To your knowledge, who – if anyone – in your family is covered by the Family and Medical Leave Act – you, your spouse, someone else, or doesn't the law cover anyone in your family?

CIRCLE ALL THAT APPLY:	All	Men	Women
respondent	20	21	19
spouse	11	11	11
someone else	8	7	9
no one in family	38	41	35
(don't know)	30	28	31

46. As you may know, the Family and Medical Leave Act allows employees to take up to twelve weeks of unpaid leave from work to care for a newborn or a newly adopted child, to care for a seriously ill parent, child, or spouse; or to recover from their own serious illness.

While on leave, people's jobs and health insurance are protected.

This law only applies to people who work for an employer with fifty or more employees.

Also, it only applies to people who have held their job for more than a year AND who have worked an average of at least twenty five hours a week during that year.

Hearing these details, who – if anyone – in your family is covered by the Family and Medical Leave Act – you, your spouse, someone else, or doesn't the law cover anyone in your family?

CIRCLE ALL THAT APPLY:	All	Men	Women
respondent	26	28	25
spouse	15	15	15
someone else	13	10	16
no one in family	40	41	38
(don't know)	15	15	15

47. ***SPLIT SAMPLE A ONLY:***

Let me ask something a little different. Imagine that your member of Congress were in FAVOR of expanding the Family and Medical Leave Act to cover more working people. At the next election, would you be MUCH more likely, SOMEWHAT more likely, somewhat LESS likely, or MUCH less likely to vote for him or her, or wouldn't this make a difference?

	All	Men	Women
much more	29	24	33
somewhat more	29	27	30
somewhat less	7	11	4
much less	8	9	7
no difference	21	26	17
(don't know)	7	4	8

48. ***SPLIT SAMPLE B ONLY:***

Let me ask something a little different. Imagine that your member of Congress were AGAINST expanding the Family and Medical Leave Act to cover more working people. At the next election, would you be MUCH more likely, SOMEWHAT more likely, somewhat LESS likely, or MUCH less likely to vote for him or her, or wouldn't this make a difference?

	All	Men	Women
much more	15	16	14
somewhat more	13	15	11
somewhat less	11	12	10
much less	33	26	39
no difference	21	23	19
(don't know)	8	7	8

RESUME ASKING ALL RESPONDENTS:

49. Have you ever taken time off from work to care for a newborn or a newly adopted child, to care for a seriously ill parent, child, or spouse; or to recover from your own serious illness?

	All	Men	Women
yes	53	48	58
no	44	50	39
(don't know)	2	2	3

50. Has there ever been a time when you WANTED to take time off from work to care for a newborn or a newly adopted child, to care for a seriously ill parent, child, or spouse; or to recover from your own serious illness, but were unable to do so?

	All	Men	Women
yes	27	25	28
no	72	74	70
(don't know)	1	1	2

51. **IF YES:** And what prevented you from taking this time off – you would have lost your job, you were not allowed to by your employer, you could not afford to take time off, or some other reason prevented you from taking the time off?

CIRCLE ALL THAT APPLY:	All	Men	Women
job loss	7	4	9
not allowed	5	5	6
could not afford to	8	11	7
some other reason	5	5	5
(don't know)	2	3	2

52. Thinking ahead to the next ten years, how likely is it that you will be responsible for the care of an elderly parent or relative – is it VERY likely, SOMEWHAT likely, somewhat UNlikely, or VERY unlikely?

	All	Men	Women
very likely	31	33	30
somewhat likely	23	23	23
somewhat unlikely	9	9	10
very unlikely	32	31	32
(don't know)	4	4	5

53. And, still thinking ahead to the next ten years, how likely is it that you will need to take time off from work to care for a newborn or a newly adopted child, to care for a seriously ill parent, child, or spouse; or to recover from your own serious illness – is it VERY likely, SOMEWHAT likely, somewhat UNlikely, or VERY unlikely?

	All	Men	Women
very likely	29	31	27
somewhat likely	22	23	21
somewhat unlikely	9	9	8
very unlikely	33	31	36
(don't know)	7	7	8

I am going to describe some proposals concerning the Family and Medical Leave Act that may be considered by Congress. Please tell me if you STRONGLY favor, SOMEWHAT favor, somewhat OPPOSE, or STRONGLY oppose each one.

REPEAT PROMPT EVERY THIRD ITEM.
ROTATE Q54 - Q57.

		strong favor	smwt favor	smwt oppose	strong oppose	(don't know)	
_54.	Expanding the Family and Medical Leave Act to cover companies with TWENTY-FIVE or more employees, instead of FIFTY or more employees.	52	27	6	9	6	All
		45	29	6	13	6	Men
		59	25	6	6	5	Women
_55.	Giving people 24 hours of unpaid leave per year to take family members to regular doctors' appointments or to meet with children's teachers.	62	22	5	6	4	All
		59	22	6	9	4	Men
		65	23	5	4	4	Women
_56.	Expanding the Family and Medical Leave Act to cover more part-time workers, such as people who work more than one part time job.	48	29	8	9	6	All
		41	32	9	12	6	Men
		53	27	7	7	6	Women
_57.	Allowing victims of domestic violence to take unpaid leave from work for things like court appearances or getting care for their children.	63	23	4	5	5	All
		57	26	5	7	5	Men
		68	21	3	3	5	Women

58. Let me ask you about a different proposal. Some states are considering proposals that would establish Family Leave INSURANCE.

They could do this by expanding unemployment or disability insurance to provide partial wages when people need to take time from work to care for a newborn or a newly adopted child, to care for a seriously ill parent, child, or spouse; or to recover from their own serious illness.

Would you STRONGLY favor, SOMEWHAT favor, somewhat OPPOSE, or STRONGLY oppose that proposal?

	All	Men	Women
strongly favor	50	43	55
somewhat favor	29	32	27
somewhat oppose	6	7	5
strongly oppose	9	12	5
(don't know)	6	6	7

59. Now, I'd like to ask you a few questions on a completely different topic. In your family, who makes decisions about your family's MEDICAL CARE, such as choosing doctors or dealing with health insurance issues – is it more often YOU, more often your SPOUSE, or more often SOMEONE ELSE?

	All	Men	Women
respondent	58	52	63
spouse	9	11	7
someone else	8	8	8
(respondent and spouse equally: ***volunteered***)	22	26	19
(don't know)	3	4	3

60. Are you currently enrolled in Medicare or Medicaid?

	All	Men	Women
yes	30	27	33
no	69	72	66
(don't know)	1	2	1

61. And, are you currently covered by some kind of health insurance or health plan OTHER than Medicare or Medicaid?

	All	Men	Women
yes	81	82	81
no	17	15	18
(don't know)	2	3	1

ASK THE FOLLOWING ONLY OF RESPONDENTS WITH HEALTH INSURANCE (Q60=1 OR Q61=1):

62. Which of the following BEST describes the type of health insurance or health plan that you have. If you have more than one, please tell me the one you use MOST.

READ. DO NOT ROTATE.	All	Men	Women
A plan that requires you to choose your doctor from a specific list or network, such as an HMO	38	37	39
A plan where you can choose any doctor, but you pay LESS if you choose from a specific list	22	21	22
A plan that allows you to go to any doctor without choosing from a list	34	34	33
(don't know)	7	8	6

63. In general, how good a job does your health insurance company or health plan do in providing you with clear and understandable information – EXCELLENT, GOOD, just FAIR, or POOR?

	All	Men	Women
excellent	30	28	31
good	42	41	43
just fair	20	22	18
poor	5	6	4
(don't know)	3	3	4

64. Is your primary health insurance or health plan provided through an EMPLOYER, either your own or your spouse's?

	All	Men	Women
yes	67	70	64
no	31	29	32
(don't know)	3	2	4

65. **IF YES ON Q64:** In general, how good a job does this employer do in providing you with clear and understandable information about your health insurance or health plan – EXCELLENT, GOOD, just FAIR, or POOR?

	All	Men	Women
excellent	36	37	35
good	42	42	41
just fair	15	16	15
poor	5	3	6
(don't know)	2	2	3

I am going to mention several places where you might get information about your health insurance company or health plan. Please tell me how much you rely on each for this kind of information – a LOT, SOME, a LITTLE, or not much.

REPEAT PROMPT EVERY THIRD ITEM.
ROTATE Q66 - Q70.

	a lot	some	little	not much	(don't know)	
66. Your health insurance or health plan company.	47	25	11	13	3	All
	44	27	12	15	2	Men
	51	24	11	11	4	Women
67. Your doctor	39	22	12	24	3	All
	36	24	14	24	3	Men
	42	21	11	24	3	Women
68. Your employer or your spouse's employer.	27	23	12	28	9	All
	30	25	14	24	8	Men
	25	22	12	32	10	Women

REPEAT PROMPT EVERY THIRD ITEM.
ROTATE Q66 - Q70.

		a lot	some	little	not much	(don't know)	
69.	Family and friends	13	20	15	47	4	All
		11	23	17	44	4	Men
		15	17	14	49	5	Women
70.	Television and newspapers	8	14	15	58	5	All
		7	15	17	56	4	Men
		10	14	13	59	5	Women

RESUME ASKING ALL RESPONDENTS:

71. If you were choosing a health care plan, which would be MOST important to you?

READ & ROTATE	All	Men	Women
_ the quality of care	47	48	46
_ the type of the services covered	14	16	12
_ the choice of doctors	14	13	14
_ the cost	13	13	13
(don't know)	5	4	6
(all)	7	6	8

72. In general, should health insurance companies and health plans be required to meet basic quality standards, or should this not be required?

	All	Men	Women
require	93	93	93
do not require	4	4	4
(don't know)	4	4	4

73. What is the BETTER way to make sure that health insurance companies and health plans meet basic quality standards?

READ & ROTATE:	All	Men	Women
_ set basic standards at the national or state level that health plans must meet	66	64	67
_ allow health plans to set their own standards based on the marketplace	17	20	15
(both: ***But which would be BETTER?***)	9	9	8
(neither: ***But which would be BETTER?***)	2	2	2
(don't know)	7	5	8

I'm going to read you some things that some people care about when they are choosing their health insurance plan. If you were choosing a new health care plan, how important would each be to you personally – EXTREMELY important, VERY important, SOMEWHAT important, a LITTLE important, or not AT ALL important?

REPEAT PROMPT EVERY THIRD ITEM.
ROTATE Q74 - Q87.

		extreme impt	very impt	smwt impt	a little impt	not at all	(don't know)	
_74.	**WOMEN ONLY:** Having doctors who are specifically trained to treat women's health care needs.	51	31	10	2	3	2	Women
_75.	**MEN ONLY:** Having doctors who are specifically trained to treat men's health care needs.	43	29	17	4	6	1	Men
_76.	Being able to choose a gynecologist or a pediatrician as the primary doctor for yourself or a member of your family, instead of a general practitioner.	41	33	12	3	7	4	All
		34	34	15	3	8	6	Men
		48	32	9	2	6	3	Women
_77.	**WOMEN ONLY:** Being able to schedule an appointment directly with a gynecologist or obstetrician without having to be referred by your primary doctor.	48	30	10	3	4	4	Women
_78.	Having your health insurance cover care and services from a clinic that provides family planning and women's health services.	31	32	16	5	12	4	All
		27	32	16	6	14	5	Men
		35	32	17	4	10	3	Women
_79.	Low fees, co-payments, and other out-of-pocket costs.	45	33	12	3	4	2	All
		43	33	13	3	6	2	Men
		48	32	12	3	3	3	Women
_80.	Your doctor, rather than the insurance company, having the last word on how long you should stay in the hospital.	64	26	5	1	2	1	All
		62	28	6	1	2	1	Men
		66	25	5	1	2	1	Women
_81.	Having clear information on what services are and are not covered by your health insurance or health care plan.	56	35	5	0	1	1	All
		54	37	5	0	1	2	Men
		59	33	5	1	1	1	Women

REPEAT PROMPT EVERY THIRD ITEM.
ROTATE Q74 - Q87.

		extreme impt	very impt	smwt impt	a little impt	not at all	(don't know)	
_82.	Having coverage for any drug or treatment that your doctor recommends AND that the Food and Drug Administration approves as safe and effective.	53	35	8	1	2	1	All
		51	37	8	1	2	1	Men
		56	33	8	0	2	2	Women
_83.	Being able to appeal any decision your health insurance company or health plan makes denying you coverage for a certain treatment.	56	34	6	1	1	2	All
		52	36	7	1	2	2	Men
		59	32	5	1	1	1	Women
_84.	Making sure that your doctor is allowed to discuss any treatment or procedure with you that might be appropriate, even if your health insurance or health plan does not cover it.	58	35	5	1	1	1	All
		55	37	5	1	1	1	Men
		59	33	4	0	1	2	Women
_85.	Having confidence that your health insurance company or health plan will keep your records completely confidential.	61	29	6	1	2	1	All
		59	29	8	1	2	1	Men
		63	29	5	1	1	1	Women
_86.	Being able to see the same doctor throughout a pregnancy or a course of treatment, even if your doctor leaves your health plan or if your employer changes your health insurance.	47	33	11	2	4	4	All
		42	33	14	2	5	4	Men
		52	32	8	2	3	3	Women
_87.	Getting a report card on the quality of the care provided by the health plan, such as information on treatment success rates, so you can compare it with other plans.	42	35	15	3	4	2	All
		40	36	13	4	4	2	Men
		44	33	16	2	3	2	Women

88. Now, suppose that Congress were considering a proposal called the Patient Protection Act, which would require health insurance companies and health plans to provide everything we just read.

Would you STRONGLY favor, SOMEWHAT favor, somewhat OPPOSE, or STRONGLY oppose this proposal?

	All	Men	Women
strongly favor	68	63	72
somewhat favor	22	25	19
somewhat oppose	3	4	2
strongly oppose	3	4	2
(don't know)	5	4	5

89. ***SPLIT SAMPLE A ONLY:***
Imagine that your member of Congress were in FAVOR of this Patient Protection Act. At the next election, would you be MUCH more likely, SOMEWHAT more likely, somewhat LESS likely, or MUCH less likely to vote for him or her, or wouldn't this make a difference to you?

	All	Men	Women
much more	44	42	44
somewhat more	30	29	31
somewhat less	3	3	2
much less	4	4	4
no difference	13	16	12
(don't know)	7	6	7

90. ***SPLIT SAMPLE B ONLY:***
Imagine that your member of Congress were AGAINST this Patient Protection Act. At the next election, would you be MUCH more likely, SOMEWHAT more likely, somewhat LESS likely, or MUCH less likely to vote for him or her, or wouldn't this make a difference to you?

	All	Men	Women
much more	15	16	15
somewhat more	11	12	10
somewhat less	18	20	16
much less	39	34	43
no difference	13	15	11
(don't know)	5	4	5

RESUME ASKING ALL RESPONDENTS:

91. If the Patient Protection Act were to raise your out-of-pocket costs for health insurance, how much more would you be willing to pay a month for these protections?

ROTATE TOP TO BOTTOM, BOTTOM TO TOP:	All	Men	Women
nothing	22	23	22
one to five dollars a month	24	24	25
five to ten dollars a month	17	17	17
ten to fifteen dollars a month	9	10	9
fifteen to twenty dollars a month	13	15	11
(don't know)	14	11	16

92. Finally, I would like to ask you a few questions for statistical purposes only. First, are you registered to vote at this address?

	All	Men	Women
yes	83	81	84
no	15	17	14
(don't know)	2	2	2

93. Do you think of yourself as a Republican, a Democrat or what?

IF REPUBLICAN OR DEMOCRAT: Do you consider yourself a strong (Republican/Democrat) or a not very strong (Republican/Democrat)?

IF INDEPENDENT: Do you think of yourself as closer to the Republicans or closer to the Democrats?

	All	Men	Women
strong Democrat	23	21	25
not strong Democrat	6	5	8
independent, leans Democrat	6	6	7
independent	26	31	23
independent, leans Republican	7	6	7
not strong Republican	11	10	12
strong Republican	13	14	11
(don't know)	7	7	8

94. What is your age?

	All	Men	Women
18-24 years	10	10	11
25-29	9	11	8
30-34	9	9	9
35-39	10	10	11
40-44	9	11	8
45-49	11	11	11
50-54	8	9	7
55-59	6	7	5
60-64	6	5	7
over 64	20	16	23
(don't know)	1	1	1

95. What is the last year of schooling that you have completed?

DO NOT READ	All	Men	Women
1 - 11th grade	8	8	8
high school graduate	31	27	34
non-college post-high school (e.g., technical school)	6	6	6
some college	25	24	25
college graduate	21	24	19
post-graduate school	8	9	8
(don't know)	1	1	1

96. **IF EMPLOYED:** How would you describe where you work – is it a private business, a non-profit organization, a government office or organization, or something else?

	All	Men	Women
private business	62	65	58
non-profit	8	6	9
government	16	14	19
(other)	13	14	12
(don't know)	1	1	2

97. **IF PRIVATE BUSINESS:** And, about how many people work for your employer – fewer than twenty-five, between twenty-five and fifty, between fifty and a hundred, or more than a hundred?

	All	Men	Women
fewer than 25	37	36	38
25 to 50	14	13	15
50 to 100	10	8	12
more than 100	37	40	33
(don't know)	3	4	2

98. **IF EMPLOYED:** And, being as specific as you can, what is your job?

	All	Men	Women
professional	18	18	18
white collar/management	15	15	15
teacher	5	2	9
white collar/clerical	10	5	16
service or retail	13	14	13
technical	3	5	2
protective service	2	2	2
skilled blue collar	16	24	8
unskilled blue collar	5	3	8
agriculture	2	2	1
art/performance	1	1	1
other	5	6	3
(don't know)	4	4	5

99. Are you a member of a teachers' union or a labor union, or is anyone in your household a member of a teachers' union or a labor union?

	All	Men	Women
yes -- respondent	12	14	11
yes -- household	4	4	5
yes -- both respondent and household	1	1	1
no	80	79	80
(don't know)	3	2	3

100. Do you have children living at home with you?

	All	Men	Women
yes	38	36	40
no	61	64	59
(don't know)	0	0	1

101. And, what is the age of the YOUNGEST child who lives with you?

	All	Men	Women
under 5	37	38	36
5 to 9	26	26	26
10 to 14	15	14	15
15 to 19	16	16	16
(don't know)	7	6	7

102. Finally, in which of the following categories does your family's annual income fall, including everyone in your household? Stop me when I get to the right category.

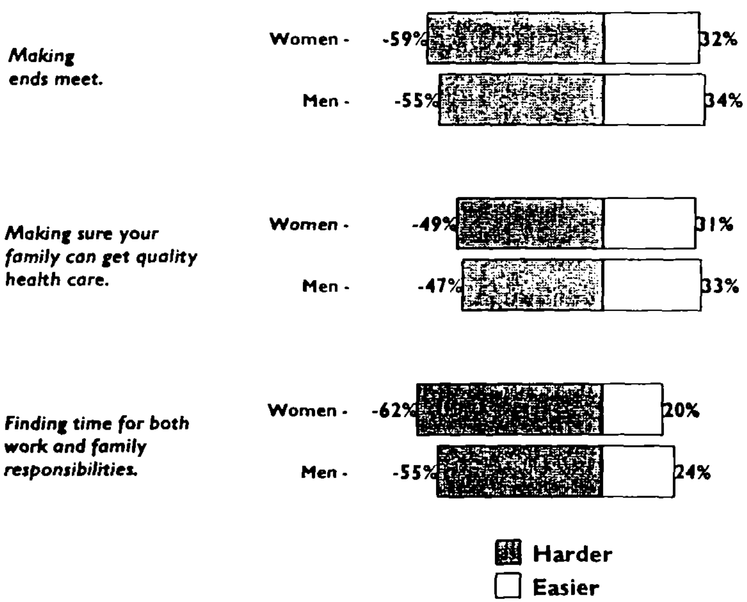
	All	Men	Women
below 15,000 dollars	10	8	11
more than 15 but less than 20 thousand	9	8	9
more than 20 but less than 30 thousand	11	13	10
more than 30 but less than 40 thousand	15	15	16
more than 40 but less than 50 thousand	10	9	10
more than 50 but less than 75 thousand	14	15	13
more than 75 but less than 100 thousand	6	6	5
above 100 thousand	5	7	3
(don't know/refused)	20	18	22

103./104. And, just to make sure we have a representative sample, what is your race? Do you consider yourself an Hispanic, Latino, or Spanish-speaking American?

DO NOT READ	All	Men	Women
White	76	77	75
Black / African American	10	8	12
Hispanic (Puerto Rican, Mexican, etc.)	9	10	9
Asian	2	2	1
(other)	2	2	2
(don't know/refused)	1	1	1

Both men and women believe that pressures on working families have grown over the last five years -- particularly <u>time pressures</u>.

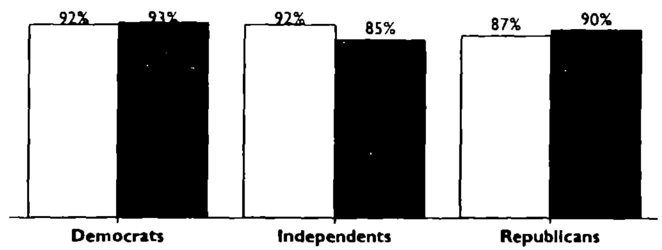
Thinking about the last five years, please tell me whether you think each of these has gotten HARDER or EASIER for families like yours.



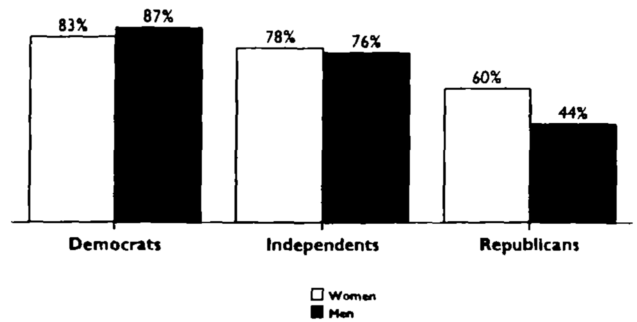
National Partnership for Women & Families *Lake Sosin Snell Perry & Associates*

Men and women, Republicans and Democrats, agree that employers and businesses should do more to help families. Everyone but Republican men agree that government should do more as well.

Should employers and businesses do MORE to help working families, or should employers and businesses NOT do more?
(percent who say employers should do more)



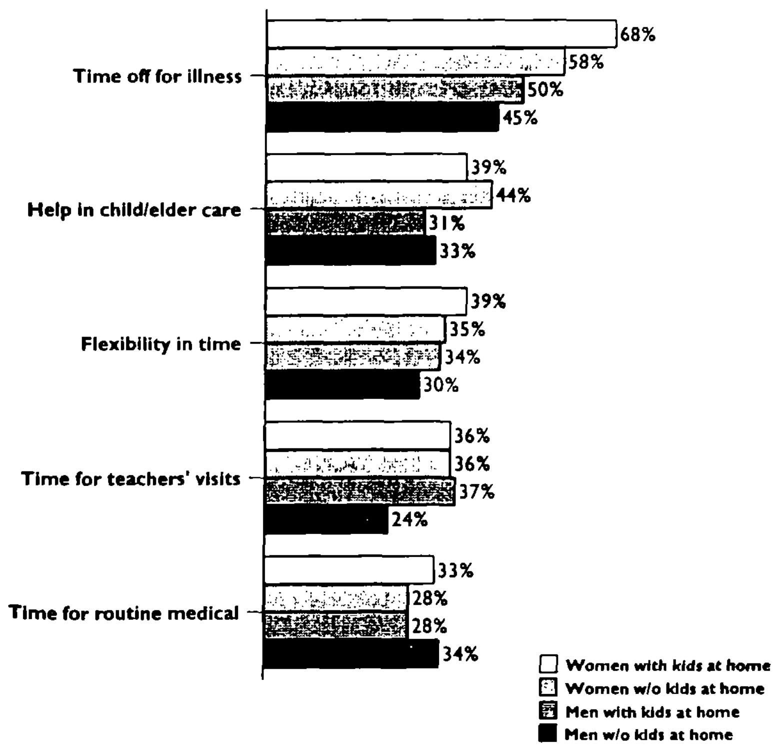
Should government do MORE to help working families, or should government NOT do more?
(percent who say government should do more)



National Partnership for Women & Families *Lake Sosin Snell Perry & Associates*

Women feel more intensely about employers' providing time than men, and parents feel more intensely than those without kids at home.

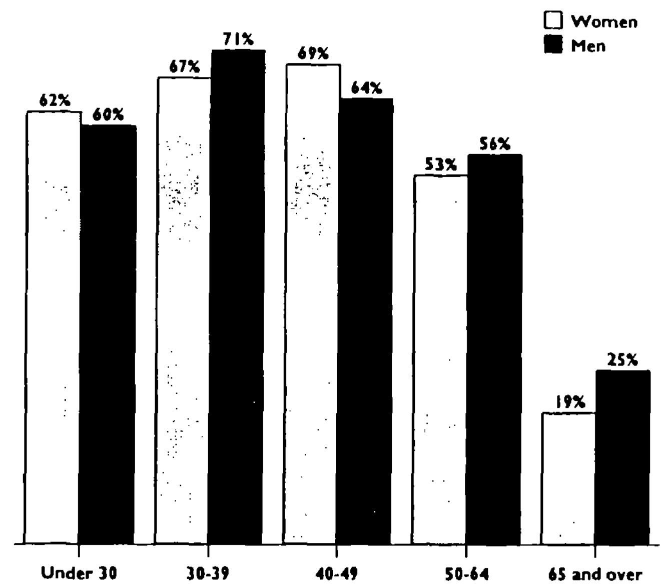
Percent who say it is extremely important (10 on a scale of one to ten) for employers to provide their employees with the following:



National Partnership for Women & Families *Lake Sosin Snell Perry & Associates*

More than two in three Americans in their 30s expect to have responsibility for an elder parent or relative.

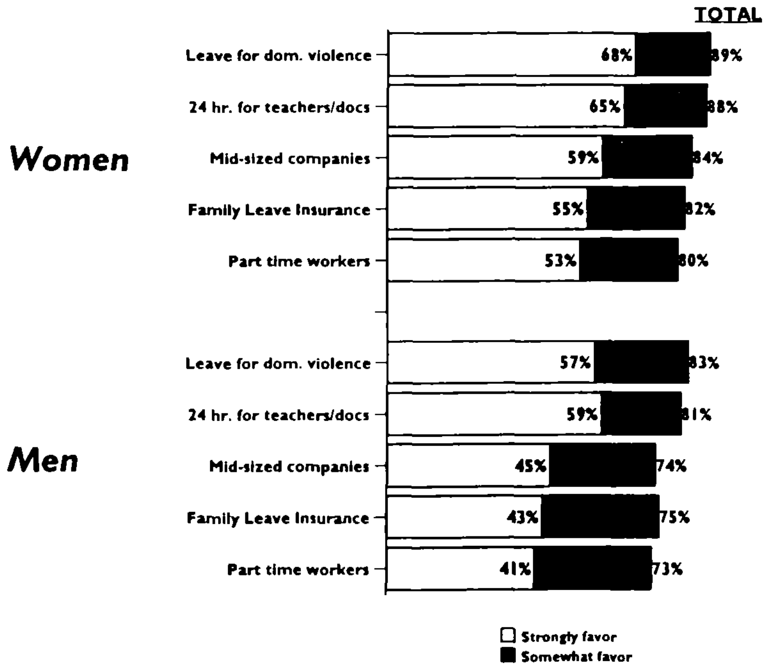
Thinking ahead to the next ten years, how likely is it that you will be responsible for the care of an elderly parent or relative -- is it VERY likely, SOMEWHAT likely, somewhat UNlikely, or VERY unlikely?
(percent who say very or somewhat likely)



National Partnership for Women & Families *Lake Sosin Snell Perry & Associates*

Large majorities of both women and men support expanding the Family and Medical Leave Act.

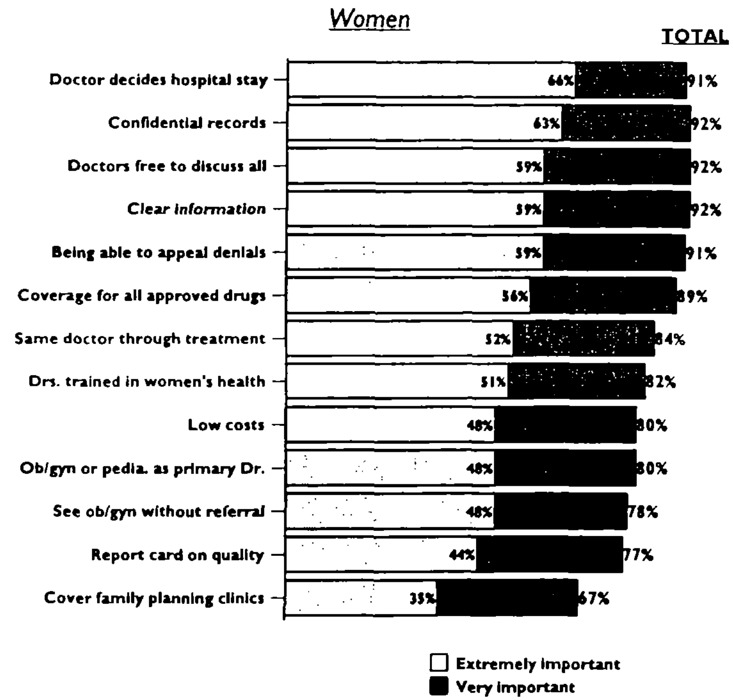
I am going to describe some proposals concerning the Family and Medical Leave Act. Please tell me if you STRONGLY favor, SOMEWHAT favor, somewhat OPPOSE, or STRONGLY oppose each one.



National Partnership for Women & Families *Lake Sosin Snell Perry & Associates*

Three in four women say that a wide range of patient protections are very important to them personally.

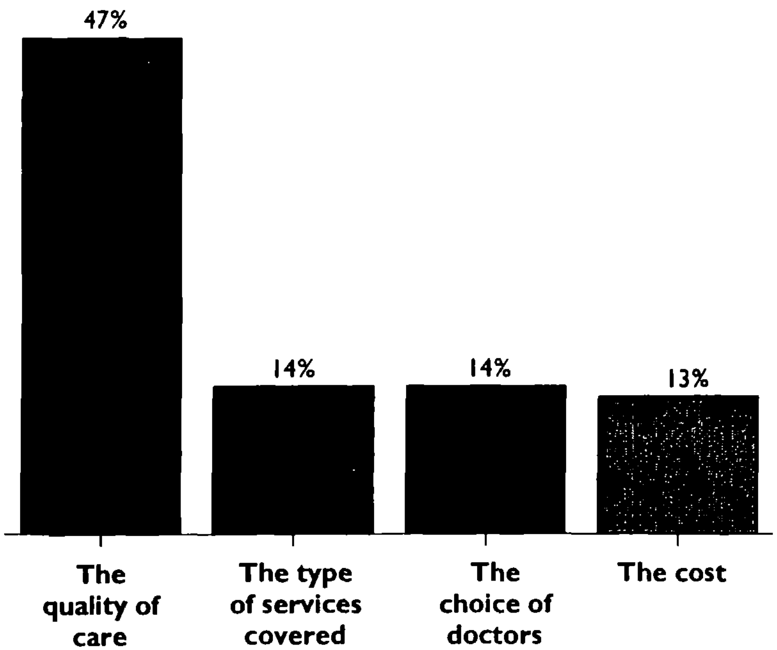
I'm going to read you some things that some people care about when they are choosing their health insurance plan. If you were choosing a new health care plan, how important would each be to you personally – EXTREMELY important, VERY important, SOMEWHAT important, a LITTLE important, or not AT ALL important?



National Partnership for Women & Families *Lake Sosin Snell Perry & Associates*

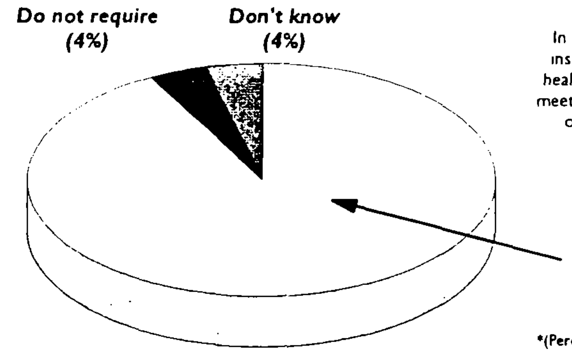
Quality matters most.

If you were choosing a health care plan, which would be MOST important to you?



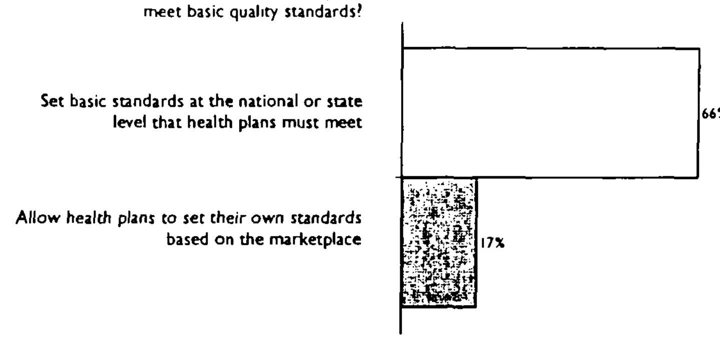
Americans are nearly unanimous in demanding quality standards, and two-thirds prefer setting those standards at the state or national level.

In general, should health insurance companies and health plans be required to meet basic quality standards, or should this not be required?*



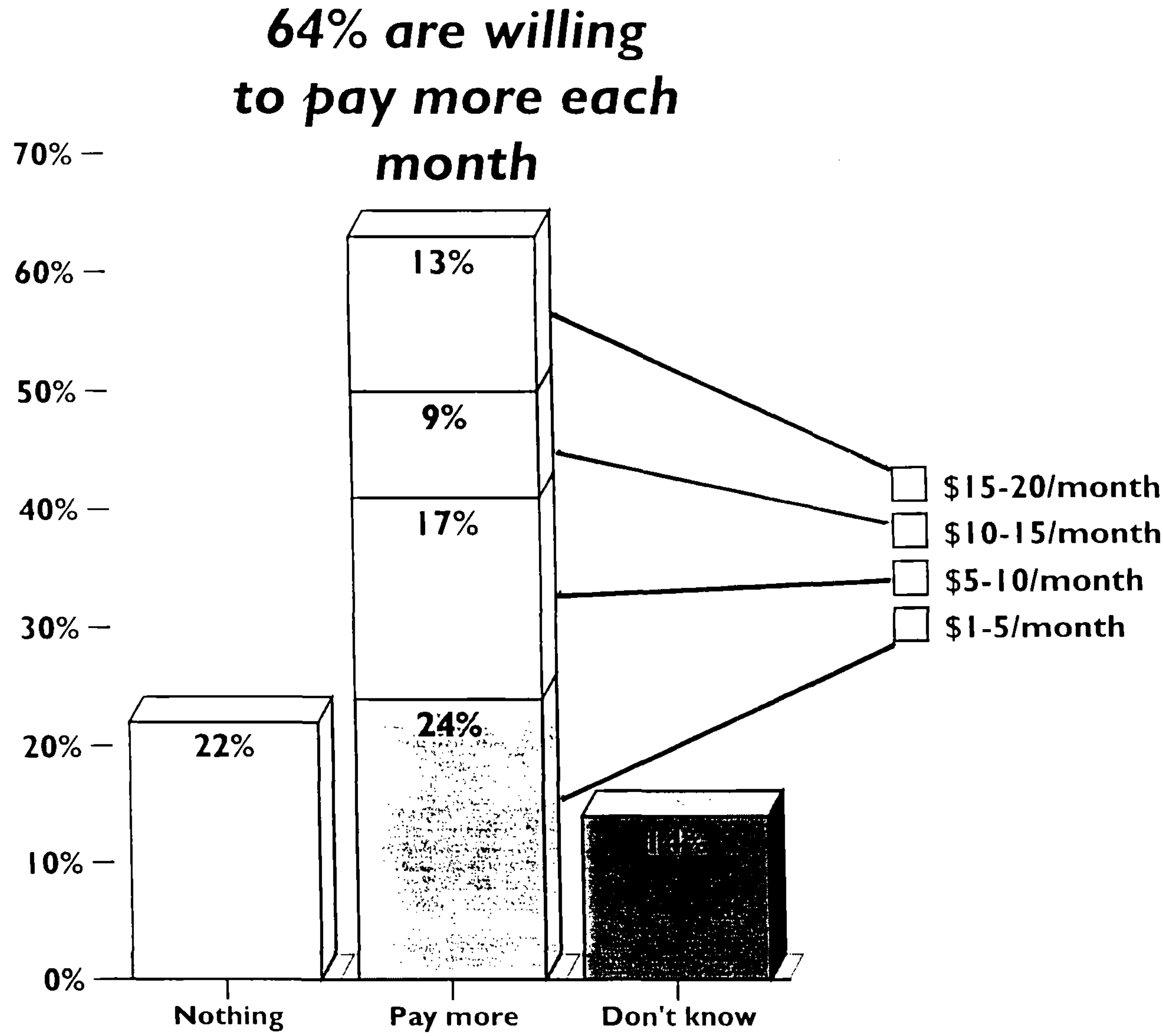
*(Percentages total over 100% due to rounding)

What is the BETTER way to make sure that health insurance companies and health plans meet basic quality standards?



Americans are willing to pay more for these patient protections.

If the Patient Protection Act were to raise your out-of-pocket costs for health insurance, how much more would you be willing to pay a month for these protections?



National Partnership for Women & Families

WORK & FAMILY PROGRAM
FAMILY LEAVE INITIATIVE

• Two-thirds of Americans (64%) say that time pressures on working families are getting worse, not better.

• Concern about time for family needs is only likely to grow. Among both women and men under age 45, two-thirds (72% men, 63% women) say they will probably need to take family or medical leave in the next 10 years. Two-thirds (64% women, 68% men) also expect to be responsible for an elder relative.

• Both men and women are worried about having enough time to meet work and family responsibilities: 29% worry often about getting time off from work to care for a new baby or sick family member, or to recover from their own serious illness; 43% of women and 35% of men worry often about being able to cover lost income while on unpaid leave.

• Most Americans want both employers (90%) and government (72%) to do more to help working families.

WORK AND FAMILY PROGRAM

The National Partnership's **Work and Family Program** takes on the challenges facing today's women and families -- from making ends meet, to making time for a family dinner, to making it past the glass ceiling.

The Work and Family Program promotes workplace fairness and flexibility and family economic security. The National Partnership is leading the fight for family leave, challenging the stereotypes and discrimination that still limit women's opportunities, and looking out for low-income families. We know that flexibility to meet family needs and fair treatment in the workplace must go hand in hand to assure the success of women, families, and our nation as a whole.

In February 1998, the Work and Family Program launched the Family Leave Initiative, the first in a series of major, multi-year initiatives on specific issues of particular importance to women and families.

FAMILY LEAVE INITIATIVE

The goal of the **Family Leave Initiative** is to ensure that more working Americans can care for their loved ones without putting their jobs on the line. Family leave is job-protected time off from work to meet important family responsibilities, such as caring for a new baby or a sick parent, spouse, or child. The Initiative will increase public awareness of the need for society to better address the time pressures facing working families, and will work to expand the Family and Medical Leave Act (FMLA) and other family leave policies to cover more working people and more family needs. Projects of the Initiative include:

Informing the Public about the FMLA: New Partners, New Audiences

Nearly five years after the FMLA went into effect, more than 40% of Americans are still unfamiliar with the law. The National Partnership's *Guide to the FMLA: Questions and Answers* has already informed thousands of families about their rights under the law. In February 1998, the Guide became available, for the very first time, both in Spanish and on the web (www.nationalpartnership.org). In 1998 alone, the National Partnership will distribute FMLA information to at least 100,000 more working Americans through new public education partnerships, with participants ranging from the International Union of Police Associations to the Mexican American Legal Defense and Educational Fund.

Expanding the FMLA to Cover More Working People and More Family Needs

The FMLA has helped more than 12 million Americans take time off from work to care for new babies or seriously ill family members, or recover from their own illnesses, without losing their jobs or health insurance, and without hurting business. But 41 million people -- nearly half of the private workforce -- are not protected by the law. People who work for businesses with fewer than 50 employees are not covered by the FMLA. Neither are most people who work one or more part-time jobs. And the FMLA does not cover many critical family responsibilities that require time away from work, such as taking a child for immunizations or coping with domestic violence.

More than three out of every four Americans -- and four out of five American women -- favor expanding the FMLA in several ways to cover more working people and more family needs. The National Partnership is leading the charge to make FMLA expansion a national priority, so that hard-working women and men won't have to choose between the jobs they need and the families they love. To make the FMLA work for more Americans, including low-income families with the most to lose when crises strike, the National Partnership supports the following policy solutions:

- **Expanding FMLA coverage to mid-sized businesses**. Expanding the FMLA to include businesses with 25 or more employees -- as the Clinton Administration and some in Congress have proposed -- would give 13 million more people access to the FMLA.

- **Providing leave for more family needs**. Several members of Congress and the Administration have proposed giving employees 24 hours of unpaid leave each year to take children and elderly parents to the doctor and to attend parent-teacher meetings and other important, education-related activities.

- **Letting parents use their own sick leave to care for their sick children.** This would help parents care for children suffering from illnesses that, while not "serious health conditions" as defined by the FMLA, require a parent at home.

- **Helping victims of domestic violence protect themselves and their children.** Bills pending in the Congress would help victims of domestic violence keep their jobs in times of crisis by letting them take FMLA leave to get shelter, medical help, and legal protection.

Family Leave Insurance: Making Unpaid Leave Affordable

Millions of Americans cannot afford to take the unpaid leave provided by the FMLA, and 79% of Americans favor the establishment of family leave insurance programs. Some states have proposed expanding their unemployment or temporary disability insurance programs to cover periods of family leave. A catalyst for family leave research and policy development, the National Partnership works with scholars, state policymakers, and the private sector to explore cost-efficient approaches to making family leave more affordable. In 1999, the National Partnership will host the first Symposium on Family Leave Insurance for researchers, policymakers, and corporate leaders from around the country.

Time Off on Prime Time: TV Content Analysis

The National Partnership has commissioned the first-ever academic study of how conflicts between work and family, including those that would normally take time away from work, are portrayed on prime time, entertainment television. Do the challenges facing television families reflect what is happening in today's workplaces and homes? How hard or easy is it for television characters to take time off to deal with important family responsibilities? The findings of this ground-breaking content analysis will be released at the National Partnership's annual luncheon in June 1998, and used to educate the entertainment community and the general public about the importance of family leave and other family-friendly workplace policies.

In addition to the Family Leave Initiative, the National Partnership's Work and Family Program monitors a range of workplace and family issues of particular importance to women, such as affirmative action, fair pay, pregnancy discrimination, workfare, and child support. For more information, please see the National Partnership's web site at www.nationalpartnership.org, *or call (202) 986-2600.*

Data are drawn from *Family Matters*, a 1998 national survey conducted for the National Partnership by Lake Sosin Snell Perry & Associates, Inc.

[redacted]

Record Type: Record

To: See the distribution list at the bottom of this message

cc:

Subject: Mrs. Clinton's Column - 8/5

TALKING IT OVER

BY HILLARY RODHAM CLINTON

RELEASE: WEDNESDAY, AUGUST 5, 1998, AND THEREAFTER

Five years ago this week, the first bill my husband signed after taking office went into effect -- the Family and Medical Leave Act.

Before then, too many Americans -- Americans like George and Vicki Yandle -- had to choose between spending precious time with a loved one and losing their jobs.

In January 1987, George and Vicki's youngest daughter, Dixie, was diagnosed with cancer. Doctors amputated her left leg and immediately began chemotherapy.

During Dixie's illness, both the Yandles took time off from work to care for her -- and both were fired from their jobs.

In September 1992, Congress passed the Family and Medical Leave Act and sent it to President Bush, who vetoed it. But the following year, my husband signed the FMLA, and in August, it became law.

Sadly, though, this was too late for the Yandles. Dixie had died in April. She was 17.

Since 1993, millions of Americans have taken advantage of the FMLA's protections. The law allows workers in companies of 50 or more -- 88 million people -- to take up to 12 weeks of unpaid leave in a 12-month period for the birth or adoption of a child, to care for a seriously ill child, spouse or parent or to recover from their own serious illness. While on leave, the employee's job and health insurance are protected.

Let me share a letter I received from Lynne Wade, of Highlands Ranch, Colo., who took advantage of her rights under the FMLA:

"I am writing to let you know that two months ago my husband died of congestive heart failure after ... several years of illness.

"Because your husband signed into law the Family and Medical Leave Act, I was able to transport him to doctor appointments and hospital visits.

"The act enabled me to keep my job and bring him comfort at the end of his life. I will be eternally grateful."

Thanks to the FMLA, Lynne did not spend the critical last months of her husband's life worrying about whether or not she would have a job after he died.

According to a bipartisan commission's report called "A Workable Place," over 80 percent of FMLA leave is used to care for serious illnesses. Mike and Molly Goodson of St. Paul, Minn., though, took back-to-back FMLA leave when their two daughters were born.

Many of Mike's male co-workers told him they wished they, too, had taken time off when their children were born. Molly agreed: "I think it's great that more men are taking leave." As a matter of fact, 42 percent of all

FMLA leave is taken by men.

A new study from the Families and Work Institute tells us that family leave is not only good for workers; it's also good for business. Despite concerns that the FMLA would burden companies with administrative hassles and expenses, 84 percent of employers find that the benefits of providing family and medical leave offset or outweigh the costs. In fact, many businesses note reduced employee turnover, enhanced productivity and improved morale. And nine out of 10 employers agree that the law is easy to administer.

Elizabeth Carlson, Director of Human Resources for the National Futures Association for over 10 years, reports, "I feel confident that I speak for all levels of management ... when I say that our experience with this leave policy has been very positive."

E-SOURCE, an information service company in Boulder, Colo., chose to adopt FMLA leave policies for its 48 employees although it was not required to do so. Chief Financial Officer Joan Wright considers the benefit a "real plus for recruitment" that more than pays for itself in employee retention, loyalty and lower administrative costs.

She argues that the FMLA should be expanded to include smaller companies such as hers because it's "the right thing to do."

I agree. Now that we've seen how important this law has been for America's workers, why not extend its reach? Why exclude those who work in smaller companies? In times of family crisis, shouldn't they, too, be able to take job-protected leave?

And what about other family obligations? Shouldn't we, at the same time, recognize the importance of routine commitments, such as parent-teacher conferences or medical appointments? Isn't it time to expand the FMLA to allow workers 24 hours of leave each year to meet these responsibilities?

When my husband signed this bill into law, he declared, "Family and medical leave is a matter of pure common sense and a matter of common decency." It's about letting Lynn Wade spend her husband's last days caring for him without fear of losing her job. It's about letting Mike and Molly Goodson take the time to welcome their newborn daughters into the world.

It's about respecting the rights and responsibilities of all Americans as they struggle to balance work and family.

For more information about the FMLA, you can call the U.S. Department of Labor at 1-800-959-FMLA.

To find out more about Hillary Rodham Clinton and read her past columns, visit the Creators Syndicate web page at www.creators.com.

Message Sent To: ______________________________

Nicole R. Rabner

02/20/98 09:43:21 AM

Record Type: Record

To: Neera Tanden/WHO/EOP, Jennifer L. Klein/OPD/EOP, Anne H. Lewis/OPD/EOP, Jonathan Orszag/OPD/EOP

cc: Bruce N. Reed/OPD/EOP, Elena Kagan/OPD/EOP
Subject: FMLA

FYI, the President said the following last night at the fundraiser in West Orange about FMLA:

"....I think the most important thing we can do, more important than anything else, is helping every citizen to reconcile the competing pressures of work and family. Most parents work now. Most parents with children under the age of five, or four, or three, or two work now. And most of them have to do that.

That's why I supported the Family and Medical Leave Law and why I'd like to see it extended to cover more firms. All the research shows that small firms have just as easy a time as larger firms in meeting the Family and Medical Leave Law. And giving people a little time off when their babies are born and their parents are sick bolsters the morale of families and makes people more productive in the workplace. I think it's important...

FMLA

DRAFT

Draft: June 6, 1997

EXECUTIVE SUMMARY

The following 7 states have an FMLA law with a ***threshold of lower than 50***:

Alaska (21) (state employees only), DC (20), Maine (25), Minnesota (21) (but law covers only leave for newborn kids and using sick leave for sick kids), Oregon (25), Rhode Island (30 for city employers), Vermont (10 or 15, depending on the leave needed).

The following 8 states provide ***leave for children's educational activities***:

<u>Public only</u>: Florida
<u>Private:</u> California, DC, Louisiana, Minnesota, Nevada, North Carolina, Vermont

The following 21 states allow workers to use ***sick leave to care for sick family members***: ?

<u>Public only</u>: Arizona, Colorado, Florida, Idaho, Indiana, Iowa, Kansas, Kentucky, Maryland, Montana, Nebraska, Nevada, North Carolina, North Dakota, South Carolina, South Dakota, Tennessee, Texas, Utah
<u>Private</u>: Minnesota (any person employing at least 21 employees at at least one site), Oregon, Washington — not true -- ?

(This does not account for states that allow substitution of sick leave during FMLA leave)

The following state allows workers leave for three reasons: school activities, routine medical and dental care of children, and routine medical care of parents:

<u>Private</u>: Vermont ~~Calif~~

The following states have a more expansive definition of family than the FMLA:

In DC, "Family member" is defined broadly to include person related by blood, legal custody, or marriage, or a person with whom an employee shares a residence in the context of a committed relationship.

In Georgia, Oregon, and Vermont, spouse's parent is included.

In Hawaii, "parent" includes in-laws, grandparents, and grandparents-in-law.

In Iowa, *Immediate family* means spouse, children, grandchildren, foster/step children; parents, grand-, foster-, and step- parents; siblings, foster/step/in-law siblings; all in-laws; aunts, uncles, nieces, nephews, first cousins, and other members of household.

In North Dakota, for purposes of sick leave, "Family members" include: spouse, parent, child, any other financially or legally dependent family member who resides with employee for purpose of employee providing care to him/her.

In South Dakota, spouse, child, stepchildren, children-in-law, parent, parents-in-law, stepparents, grandparents, grandchildren with serious health condition are included.

FMLA Survey of Surveys/Studies; Focus on data on small businesses/threshold

1. 10/95 survey by Census of smaller businesses on impact of FMLA (2-2.5 m firms, excluding C corporations and most government and agricultural firms). Collected information on covered and non-covered businesses' experiences with family leave in 1992 and 1994. Exec summary attached. See pp. 138-140 of Commission's study. Of those surveyed, 9.5% said were covered.

> 91% surveyed companies incurred little or no cost increase as result of FMLA. For those that incurred cost, was less than $5000 and generally less than 1% of payroll.
>
> 2/3 of covered companies report no change in policies or practices required.
>
> Of remaining 1/3, 70% reported no noticeable effects.
>
> Impact of FMLA on all covered firms, 90% no negative effect on productivity, 96% no negative effect on employee turnover; small positive effect on employees' ability to handle family needs.
>
> Of covered firms, 1992 length of leave for those that reported compared to 1994 -- slight shift to longer leaves.
>
> 37% of covered firms reported employees using f&m leave in 1992; 42% in 1994. Most firms reported average of less than 5 employees who took leave in either year.

Useful for data findings; not of use for further data "mining." Given time frame, doubtful could ask them to do another survey.

2. The Conference Board: Work-Family Roundtable on Family and Medical Leave, Winter 1994. 9/94 survey was of private companies and government agencies with experience in implementing work-family programs. Not representative of all companies. **Companies were predominantly large (median workforce of 13,377).**

3. Case Western Reserve Law Review: Analysis and Understanding of the Family and Medical Leave Act of 1993, Winter 1995. Note GAO estimated 2.5 m people likely to take FMLA leave [58 Fed Reg 31,794, 31810, (1993)]. **Not on point to discussion of small businesses.**

4. United Nations: Family Leave: Changing Needs of the World's Workers, 1993. **Not on point to discussion of small businesses.**

5. Hewitt Associates: Employers Offer Leave Benefits that Exceed FMLA Requirements, Jan. 1994. Survey by international consulting firm of 628 employers -- 96% of whom had more than 500 employees. Little on point to discussion of small businesses

but do note that 5/10 employers extend leave to employees at locations with less than 50 employees -- note that surveyed firms were most certainly covered and thus were extending just to small sites. (Other points of interest: 4/10 allow employees to take longer than 12 weeks of leave; 9/10 expect less than 5% to take FMLA leave in given year -- 3/10 expect number to be less than 1%; 6/10 are concerned about finding temporary replacements; 6/10 concerned about cost of supplying leave.)

6. Organization for Economic Co-operation and Development: Employment Outlook, July 1995; Chapter 5, Long-term leave for parents in OECD countries. "It is also not known how small enterprises react and adjust to parental leave." p. 172 Exclusions for small businesses exist in Greece, and until recently in France and Japan. p. 179 **Unless want comparisons to types of leave provided in European countries, not on point.**

7. WSJ: Family-Leave Law Can Be Excuse for a Day Off, 7/7/95. Survey of 123 of Fortune 500 re impact on productivity: positive -- 8%; no impact -- 65%; negative -- 24%; highly negative -- 1%. "Although most employers find compliance with the FMLA less burdensome than initially feared, some cite examples of what they see as abuses by employees." **Not on point except problems cited will be used as reason for not expanding (even though survey was of large companies).**

8. Business Week: Family Leave may not be that big a hardship for business, 6/3/91. Washington Post: Study of Firms Finds Parental Leave Impact Light, 6/23/91. **Pre-FMLA**. Reports on Families and Work Institute survey in four states. Findings of survey: most companies, even the smallest, already offer lots of leave to mothers of infants (though frequently not through formal plans). Under 10 employees: 79% offer maternity leave, 66% continue health benefits, average weeks allowed is 9.1. 10-20 employees: 89% offer maternity leave, 78% continue health benefits; average weeks allowed is 12.7. 91% of employers reported no difficulty in implementation of parental leave; majority reported no increase in costs; 67% relied on existing employees rather than hiring temps; only 6 percent reduce other health benefits to pay for continuing health benefits to those on leave; percentage of women taking leave and average duration was unaffected by passage of state laws. [Other articles on same subject offer less detail.]

9. 9 to 5: Family and Medical Leave Act at the One-Year Mark: Law Needs Exposure, Expansion, Enforcement, 7/27/94. Survey plus recommendations including "expansion of the law to include a gradual lowering of threshold for covered employees, redefining the term immediate family to be more inclusive and providing some form of income replacement during leave." Survey was of callers to their info Hot Line (i.e, largely female employees). **No relevant data.**

10. SHRM: July 1994 FMLA survey of human resource professionals.

75% of surveyed human resource professionals reported FMLA causes administrative problems. Lost productivity (28%) and recordkeeping (30%) are biggest expense. 64% of surveyed said created little or no benefit; 19% said increased morale. When asked about what needs to be changed most, 42% said eliminate provision allowing intermittent or reduced leave schedules -- but 41% had no related difficulties and 30% only minimal difficulties (18% moderate and 11% major). Also claim coordinating with ADA (31%), COBRA (13%), and workers' comp (29%) was difficult. 87% had to revise leave policies and ½ had to use outside help to do so (but of those that reported cost, almost all said it cost less than $5,000). 38% said changes were minimal and only 10% had to re-design their benefit policies. 38% said it took them 1 week or less to revise their policies; 33% more than 3 weeks; 11% were still trying.

On a day-to-day basis, 26% said administrative requirements of the FMLA were no problem, 38% said a small problem, 27% said a moderate problem, and 10% a major problem. 34% said SHC definition caused difficulties; 66% said it didn't. 70% reported employees provided adequate notice "always" or "frequently." Biggest cost (can check multiples): little or no - 22%; health insurance - 23%; productivity loss - 28%; cost of replacement worker - 17%; overtime - 10%; employee morale - 6%; administrative - 30%.

SHRM support family leave but does not like "one-size-fits-all nature of FMLA." Only 300 responded to survey given to 4,000 members. **Size of company of respondents: 5% were 0-99**; 42% 100-499; rest larger. 32% in manufacturing, 10% finance, 22% services, 10% health.

11. SHRM: <u>1996 Work and Family Survey</u>, 1/97. Only 552 responded to survey given to 5,000 members (92% covered). Do a 'small'/'large' company comparison but its for under and over 250 employees.

74% said at least one employee used family leave and 72% medical leave since 1993. 58% of surveyed human resource professionals reported FMLA cost them additional money, particularly replacement workers, but have become more efficient in administration and compliance with the Act. 33% report costs for continued health insurance coverage and for loss of productivity. 64% described compliance as very or somewhat easy. 26% said compliance is very or somewhat difficult. Also claim coordinating with ADA (28%), COBRA (17%), state FMLA (17%), UI (11%), and workers' comp (27%) was difficult. 51% said their firm did not experience any benefits from FMLA; 27% did. Respondents without CBAs nearly twice as likely to report benefits. 79% no effect on other benefits offered; 5% decreased other benefits. 80% reported employees provided reasonable notice. 39% found compliance with recordkeeping for intermittent leave somewhat or very difficult; 38% somewhat or very easy. 28% had difficulties in with definition of SHC, 63% did not. For both of these "problems," large companies (>250) reported more difficulties than small ones.

When asked about what needs to be changed most, 54% said tighten SHC definition; 40% wanted to make minimum leave 4 hours; 1/3 wanted to eliminate intermittent and reduced leave schedules; 19% wanted repeal. Interesting finding: 42% of employees failed to return after taking leave; 59% for larger organizations and 40 % from smaller. Work coverage (multiple answers): 92% assign work to others; 71% hire temp; 42% put some work on hold; 23% employee on leave does some work at home.

Size of company of respondents: 22% were 0-99; 48% 100-499; rest larger. 30% in manufacturing, 12% FIRE, 22% services, 9% health. 22% have CBA.

12. Trzcinski and Finn-Stevenson: A Response to Arguments against Mandated Parental Leave: findings from the Connecticut Survey of Parental Leave Policies, Journal of Marriage and the Family 53 (May 1991). Gives answers to three arguments against: 1) many firms already provide family leave; 2) child care, not parental leave, is what parents want; 3) mandated parental leave will raise the costs of doing business. **Drawn from 1988 Connecticut Survey of Parental Leave Policies. Too old to be of great value.** Data available by size of company (10-49, 50-99, 100-499, 500 & >) and type of employee.

Job-guaranteed disability leave is less likely to be available at smaller companies. 97% of firms that offer separate maternity leave guarantee leaves of at least 6 weeks. In the 80-90% range for parental leaves of 6 weeks or greater. Appreciably fewer of small firms offer health insurance continuation. Leave to care for sick children: yes for 57% small firms, 65% for 50-99, 55% for 100-499, and 41% for largest. Have section on replacements for leave takers. Rate of leave-taking (sickness, disability and maternity) in past 12 months: 3% of FTE for smallest; 4% for 50-99, 5% for 100-499, and 5% for largest.

13. Families and Work Institute: Parental Leave Benefits for American Workers (1993?). **Too old to be of great value. However, includes information from survey of Minnesota and Oregon -- found that covered employers with fewer than 50 employees had no more difficulty and experienced no greater cost complying with state parental leave laws than larger employers.**

A survey of four states with mandated leave found 91% experience no difficulty with implementation. Majority of those surveyed who had experience with state law experienced no increased cost. "A longitudinal study found that women who were offered more leave for maternity and parenting were more likely to return to the same employers..." Rest of information not on point.

14. Women's Legal Defense Fund: Expanding the Family and Medical Leave Act to Cover Businesses with 25-49 Employees: The Impact in the U.S. and in Each State (1997) State if expanded, 13 million workers and 6.4% of businesses would be

covered. (Assume even distribution of establishments and workers in establishments of 20-49.) State currently covers 57.5% private workforce (almost 55 million); 66% of total. Use information from Commission. Do a state by state list of covered and "newly covered" if lower threshold. Do not seem to take into account existing state laws.

covered now:	**private sector workers**	**54,619,688**	**establishments**	**322,579**
newly covered:	**private sector workers**	**13,084,394**	**establishments**	**431,843**

15. Trzcinski: Maternity and Parental Leave: A Historical and Cross-National Comparison of Arguments Concerning the role of Government Policy Towards Work, Caring or Children, and Families, March 1991. **Data too old.** Paper addresses questions on government role in mandated parental leave policies, existence of market imperfections impeding natural creation of "efficient level of leave" by labor market, and role equity plays in perception of government intervention as positive or negative. Some interesting information on reasons for government intervention but not on point with regard to small businesses.

16. Trzcinski and Alpert: Changes in Pregnancy and Parental Leave Benefits in the U.S. and Canada: Judicial Decisions and Legislation, March 1992. **Too early and not on point.** History of changes in law regarding maternity benefits and parental leave. Good definition of maternity leave vs parental leave on p. 8. From EEOC: Leave to care for a child of any age, or to develop a healthy parent-child relationship, or to help a family adjust to the presence of a newborn or adopted child. It must be distinguished from pregnancy disability leave, which is a form of medical leave allowed to female employees who cannot work because of pregnancy or related medical conditions. A shorter version is 1) maternity: deals with short-term disability that can result from pregnancy and childbirth; 2) parental: period of bonding which benefits the psychological development of the parents as well as the child.

17. Trzcinski: Employers' Parental Leave Policies: Does the Labor Market Provide Parental Leave, 1991. **Too early. Data re small businesses is 10-49. Does have references to earlier state surveys on Connecticut and Minnesota.** References an NFIB survey that indicates low incidence of parental leave for infant care found in these states holds true for nation -- 95% of surveyed firms provided no dependent care leave; only 3% provide it for all FTEs. From Connecticut survey: unionization was associated with a substantial increase in the incidence of general disability leave coverage and infant care leave, but had only a marginal effect on separate maternity-related disability leave. Panel Study of Income Dynamics (PSID) has no information on firm size.

18. Coopers & Lybrand: Employment Practices and Programs, 1997 (chapter on Family Leave). Is a survey of firms -- do not have information on survey itself. Two charts are attached.

Most respondents report having employees who take advantage of FMLA, but the average per company is only 5%. Average length of leave is 8 weeks. The most common reason is birth or arrival of child (74%) or SHC (58%). Average of 8% do not return after leave.

Effects on company: 67% positive; 84% increased morale and 54% said helped reduce turnover. 111 cited negative effects: administrative and recordkeeping problems (60%); increased costs of hiring temp workers (47%).

19. Trzcinski and Alpert: Leave Policies in Small Business: Findings from the U.S. Small Business Administration Employee Leave Survey, October 1990.

not read yet

20. FMLA **Commission Report**. Table 6.C/Cost to Employers: The Impact of FMLA on Covered Worksite by Size; Table 6.D/Cost Savings: The Impact of FMLA on Covered Worksite by Size; and Table 6.F/Business and Employee Performance: The Impact of FMLA on Covered Worksite by Size.

Attachment

SUMMARY RESULTS OF FMLA SURVEY

There were between 2 and 2.5 million firms in the U.S., excluding C corporations, with paid employees in 1994. Only about 3 percent of these potentially are bound by the requirements of the Family and Medical Leave Act (FMLA) of 1993(1). About 15 million employees work for these firms and are potential beneficiaries of the provisions of the Act.

In August 1995, we asked a sample of these employers to evaluate the effects of the FMLA on their businesses(2). Virtually all firms with 50 or more employees for at least 20 calendar workweeks in 1994 were familiar with the legislation, but 15.8 percent said they were not covered by it, while another 13.8 percent were unsure if they were covered. Eight percent of the firms with fewer than 50 employees said that they were covered by the Act, which may reflect growth plans or more encompassing or restrictive state legislation. About 3/4 of the firms indicated over half of their employees worked sufficient hours (1250 per year) to be eligible for benefits from the Act.

For firms covered by the Act, 36.7 percent reported employees using family and medical leave in 1992, and 41.9 percent in 1994. Only 15.9 percent of the firms with less than 50 employees indicated use of this type of leave in 1992, about the same as for 1994. Most firms reported an average of fewer than 5 employees taking family and medical leave in either year, with the male participation rate being less than 10 percent in both years.

Leave policy or practice changes were made by about one third of firms to be in compliance with the Act, primarily in areas where personal health was not involved. However, three fourths of all firms reported no cost increases as a result of the Act. Costs to the remaining companies to comply was generally less than one percent of the payroll and less than $5000.

While about 70 percent of firms reported no noticeable effects on employee behavior on all of five specific issues, the remaining firms reported small increases in negative effects such as unscheduled absences unrelated to family and medical leave, employee turnover, and reduced productivity. However, they also reported small increases in positive effects such as employees' morale and their ability to handle family needs.

(1) The Family and Medical Leave Act covers firms with 50 or more employees for 20 or more calendar workweeks within a 75 mile radius of the firm. To be eligible employees must have been employed there one year and worked at least 1250 hours. Benefits to the employee are use of up to 12 weeks per year of unpaid leave with guarantee of their same or equivalent job on their return, for purposes related to child-bearing, adoption, and self or immediate family illnesses.

(2) Questions relating to the Family and Medical Leave Act are a subset of questions on the Characteristics of Business Owners survey sponsored by the Small Business Administration and the Minority Business Development Agency, Department of Commerce, scheduled for complete mailout in November, 1995. This preliminary sample mailing included 1350 businesses who filed form 940 tax returns with IRS for 1994; 1206 of these were in scope (there were a large number of tax exempt filers); 896 responded to the survey; 296 responded to the 50 or more employees question; 549 responded to the less than 50 employees question; 51 did not respond to that question.

NOTE: The data in this report are subject to sampling variability as well as reporting and coverage errors. See precautions on following page.

October 25, 1995

Family Leave

The Family Leave Act of 1993 (FMLA) requires companies who employ at least 50 people to provide the following entitlements to employees in the event of a serious health condition to themselves, spouse, parent, son, or daughter:

- unpaid leave for up to twelve weeks in any twelve month period
- continuation of health benefits
- restoration of job upon returning to work

Although most respondents report having employees who take advantage of FMLA, the average per company is only 5%, with the average length of the leave being 8 weeks. The most common purpose for taking leave reported by participants is the birth or arrival of a child (74%) or a serious health condition (58%). On average, only 8% of employees taking family leave choose not to return to work.

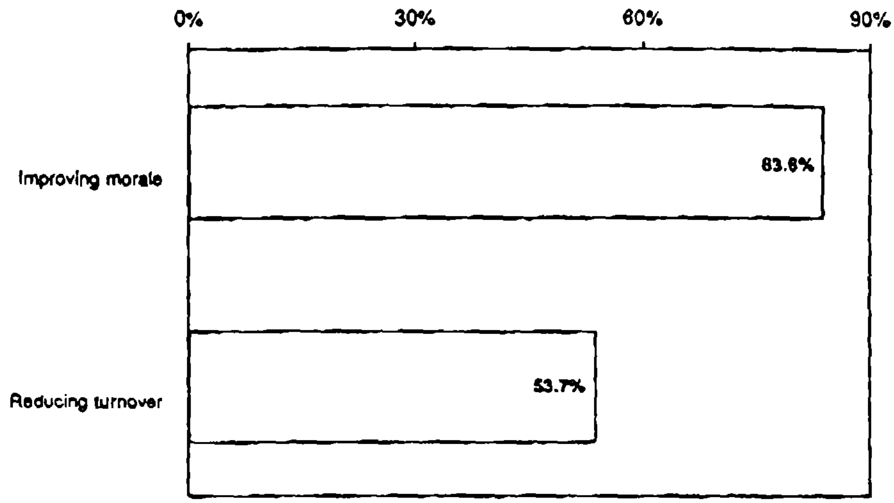
The effects of family leave on organizational performance have produced both positive and negative effects. Of the 67 companies who mentioned positive consequences of FMLA, 84% said it has increased morale and 54% noted that it has helped reduce turnover.

However, 111 respondents cited negative consequences associated with FMLA, including administrative and recordkeeping problems (60%) and the increased costs associated with hiring temporary workers (47%). These results indicate that, despite its benefits to individual employees, family leave can significantly impact the operations of an organization.

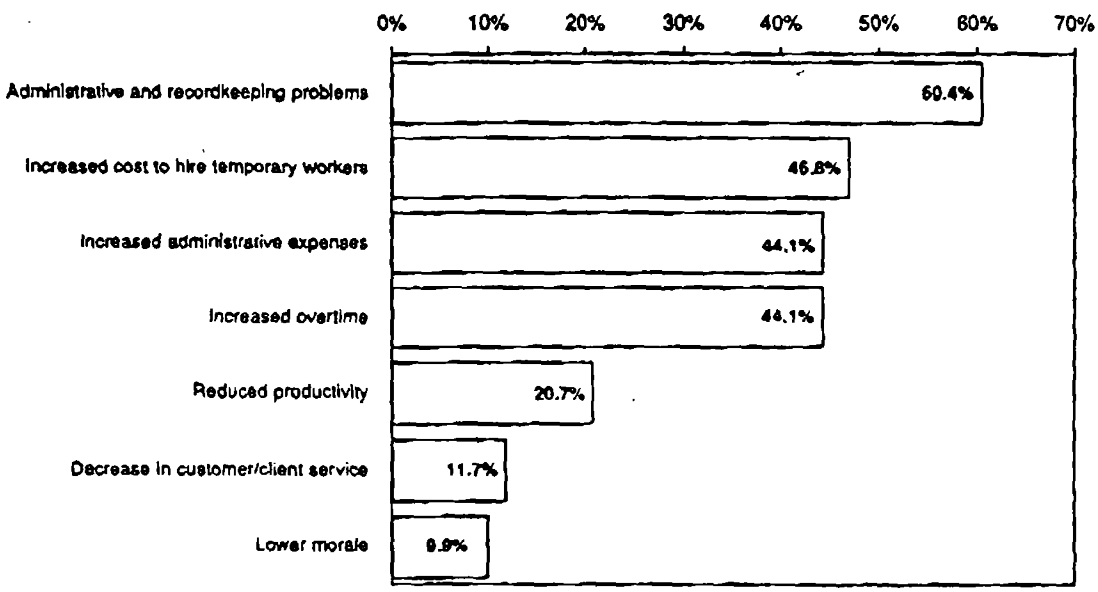
The following charts provide more detailed information on how companies are addressing family leave issues.

Family Leave

Positive Consequences



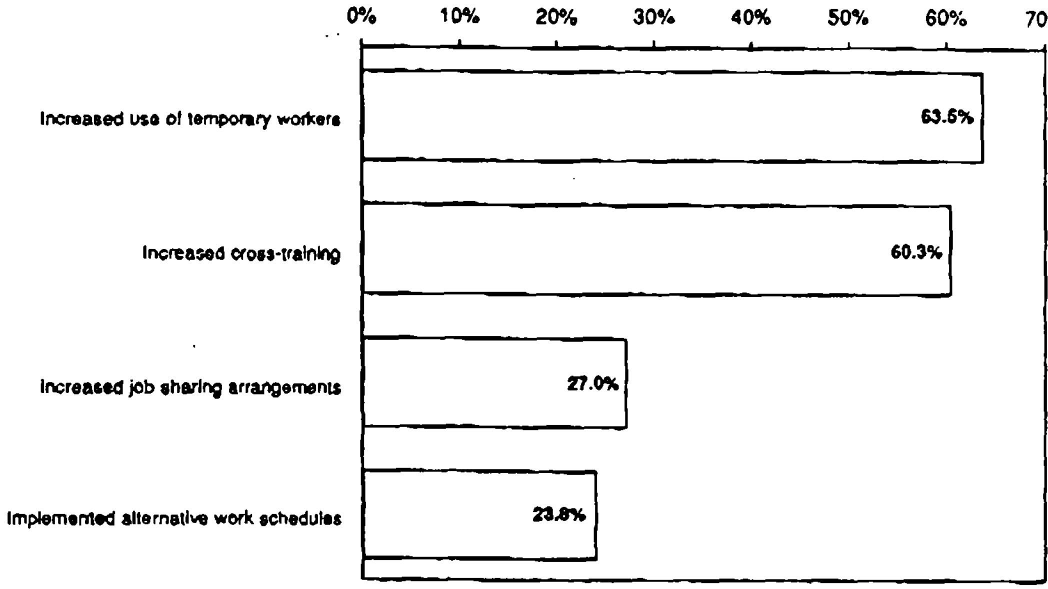
Negative Consequences



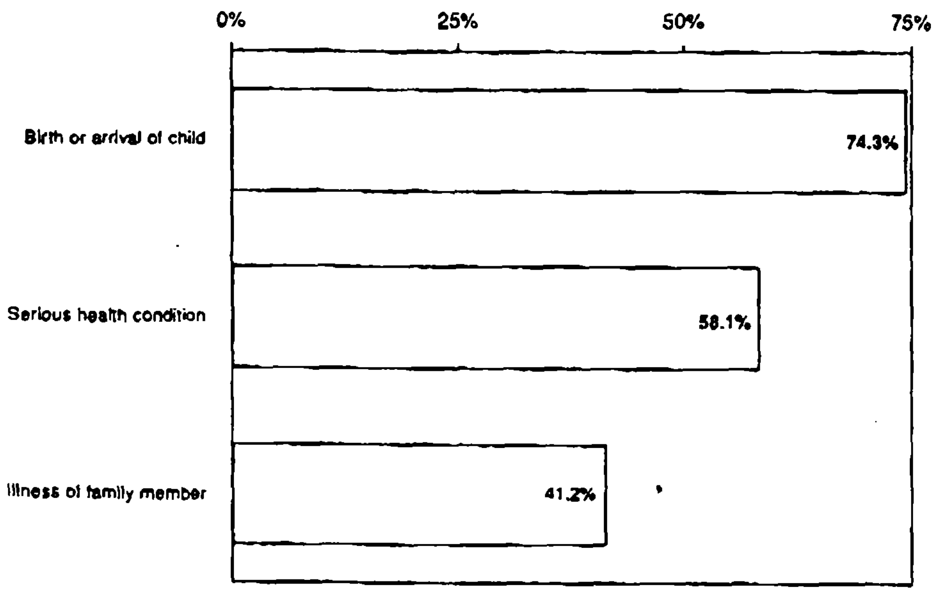
Family Leave

Family Leave

Measures Taken In Response to Leave



Most Common Reasons for Leave



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