

the polling company™, inc./WomanTrend
for
The National Coalition to Protect Family Leave

TOPLINE DATA
Nationwide Telephone Survey of 1,000 Registered Voters

Field Dates: February 7-12, 2008
Margin of error: ± 3.1%

A. Are you currently aged 18 or older and registered to vote?

100% REGISTERED

DIRECTION OF COUNTRY/IMPORTANT ISSUES

1. Generally speaking, would you say things in the United States are (ROTATED) headed in the right direction OR off on the wrong track?

26%	RIGHT DIRECTION
66%	WRONG TRACK
8%	DO NOT KNOW (VOLUNTEERED)
*	REFUSED (VOLUNTEERED)

2. Thinking specifically about federal government rules and regulations in the workplace, would you say the President of the United States is more concerned about employers or employees?

66%	EMPLOYERS
13%	EMPLOYEES
4%	BOTH (VOLUNTEERED)
5%	NEITHER (VOLUNTEERED)
11%	DO NOT KNOW (VOLUNTEERED)
1%	REFUSED (VOLUNTEERED)

TIME-OFF POLICES/WORKPLACE CULTURE

3. Thinking about your own job for a moment (if you are not currently employed, please think back to your last job), would you say the policies regarding time off for employees are mostly fair or mostly unfair?

71% MOSTLY FAIR
20% MOSTLY UNFAIR

8% DO NOT KNOW/DEPENDS (VOLUNTEERED)
1% REFUSED (VOLUNTEERED)

4. When your fellow employees ask for and take time off from work and say it is for medical or family reasons, do you think their reasons are: (READ AND ROTATED TOP TO BOTTOM AND BOTTOM TO TOP)

66% TOTAL LEGITIMATE (NET)
14% ALWAYS LEGITIMATE
52% USUALLY LEGITIMATE

26% SOMETIMES LEGITIMATE

5% TOTAL NOT LEGITIMATE (NET)
4% USUALLY NOT LEGITIMATE
1% ALWAYS NOT LEGITIMATE

3% DO NOT KNOW (VOLUNTEERED)
* REFUSED (VOLUNTEERED)

5. Have you ever suspected that a fellow employee who claimed to be taking time off for family or medical reasons was really using it for something else?

46% YES
50% NO

4% DO NOT KNOW (VOLUNTEERED)
- REFUSED (VOLUNTEERED)

6. Would you say your fellow employees taking time off, whether legitimate or not, with little or no notice harms your ability to be productive and get your work done or does it have no effect?

63% DOES NOT HARM/NO EFFECT
 34% HARMS

 3% DO NOT KNOW (VOLUNTEERED)
 - REFUSED (VOLUNTEERED)

FAMILY AND MEDICAL LEAVE ACT

7. How familiar are you with federal government rules and regulations relating to employees taking *unpaid* time off from work? (READ AND ROTATED TOP TO BOTTOM AND BOTTOM TO TOP)

45% TOTAL FAMILIAR (NET)
 12% VERY FAMILIAR
 33% SOMEWHAT FAMILIAR

55% TOTAL UNFAMILIAR (NET)
 24% JUST A LITTLE BIT FAMILIAR
 31% NOT AT ALL FAMILIAR

 1% DO NOT KNOW (VOLUNTEERED)
 * REFUSED (VOLUNTEERED)

8. How familiar are you with the “Family and Medical Leave Act” also known as “FMLA”? Would you say you are... (READ AND ROTATED TOP TO BOTTOM AND BOTTOM TO TOP)

49% TOTAL FAMILIAR (NET)
 18% VERY FAMILIAR
 31% SOMEWHAT FAMILIAR

49% TOTAL UNFAMILIAR (NET)
 22% JUST A LITTLE BIT FAMILIAR
 27% NOT AT ALL FAMILIAR

 1% DO NOT KNOW (VOLUNTEERED)
 - REFUSED (VOLUNTEERED)

9. Please describe FMLA in your own words. If you are unsure of what it is, tell me what you think it might be. (OPEN-ENDED. RECORDED VERBATIM.)
 PROBED: Who or what does FMLA cover and what does it provide?

74% REASONS FOR FMLA LEAVE (NET)

- 38% LEAVE FOR FAMILY EMERGENCY/
MEDICAL ISSUES
- 19% MEDICAL/EMERGENCY TIME OFF
- 15% PARENTS CAN TAKE MATERNITY/
PATERNITY/ADOPTION LEAVE
- 1% DEATH IN THE FAMILY
- 1% TIME OFF IN ORDER TO CARE FOR
CHILDREN
- * MENTAL HEALTH LEAVE
- * SHORT-TERM DISABILITY
- * INABILITY TO WORK
- * INABILITY TO PERFORM JOB TASKS

30% ACCURATE FMLA DESCRIPTORS (NET))

- 13% TIME OFF NOT RESULTING IN JOB
LOSS
- 7% TIME OFF WITHOUT PAY
- 6% INTENDED/ALLOWED TIME OFF
- 3% ALLOTTED BREAK
- 1% REQUIRED DOCUMENTATION/
DOCTOR'S NOTE

7% GOVERNMENT-RELATED (NET)

- 2% MEDICAL LEAVE ACT
- 1% FAMILY ACT
- 1% FEDERAL LAW
- 1% GOVERNMENT REGULATION
- 1% EMPLOYEE RIGHTS
- 1% RULES/REGULATIONS REGARDING
TIME OFF
- * ACT (N/S)
- * POLICY (N/S)
- * MEDICARE
- * EMPLOYEE REGULATIONS
- * STANDARDS

**3% INACCURATE FMLA DESCRIPTORS/
POLICY MISIDENTIFICATION (NET)**

- 2% PAID TIME OFF
- * LEAVE RESULTING IN LOSS OF
BENEFITS
- * LEAVE FROM WORK RESULTS IN
LOSS OF JOB PREVENTION
- * EMPLOYEE COMPENSATION FOR
TIME OFF

*** POLICY MISIDENTIFICATION (NET)**

- * COVERS PEOPLE WHO CAN'T
AFFORD MEDICAL CARE
- * TAX-FREE SAVINGS ACCOUNT
- * AID FOR SINGLE MOTHERS
- * EQUAL PAY/BENEFITS
REGARDLESS OF GENDER
- * HEALTHCARE PLAN
- * RULES OF SAFETY IN THE
WORKPLACE
- * COVER MEDICAL COSTS FOR
EMPLOYEE AND THEIR FAMILY
- * FINANCIAL COVERAGE FOR
EXTENDED LEAVES

*** POSITIVE OPINIONS OF FMLA (NET)**

- * PROGRAM THAT IS LEGITIMATE
- * PERSONAL EXPERIENCE

*** NEGATIVE OPINIONS OF FMLA (NET)**

- * HOW TO PLAY THE GAME/WAYS TO
GET AROUND THE SYSTEM
- * I DON'T LIKE IT

*** MISCELLANEOUS (NET)**

- * MEDICAL RECORDS COMPANY
- * BENEFITS
- * UNION
- * LABOR MANAGEMENT
- * EMPLOYEE PROTECTION
- * MONEY
- * FAMILY FUTURE

28% DON'T KNOW

*** REFUSED**

I will now read you a description of FMLA. The Family and Medical Leave Act was signed into law in 1993. It allows for unpaid time off in the event of the birth or adoption of a child, an employee's own serious health condition, or to care for a close family member who is ill. The law requires that businesses with 50 or more employees provide up to 12 weeks (60 days) per year of unpaid leave if an employee is deemed eligible. The time off does not have to be continuous – it can be taken in small increments of a few days or even a few hours. Employees may not be fired while missing work on FMLA leave and employers are required to continue providing them with pre-existing health insurance coverage. Although FMLA is unpaid, some employers pay for this time off or require paid sick days to be used in concurrence with the FMLA policy.

10. After hearing this description, have you ever heard of FMLA before?

- 76% YES
- 23% NO
- 1% DO NOT KNOW (VOLUNTEERED)
- REFUSED (VOLUNTEERED)

11. Based on this description of FMLA, would you say you have a mostly positive or negative impression of it?

- 84% MOSTLY POSITIVE
- 9% MOSTLY NEGATIVE
- 4% NEUTRAL/MIXED (VOLUNTEERED)
- 1% NO OPINION (VOLUNTEERED)
- 2% DO NOT KNOW (VOLUNTEERED)
- REFUSED (VOLUNTEERED)

12. As I just described, FMLA leave covers both long and short absences. Which, if any, of the following do you believe the Family and Medical Leave Act or FMLA should cover? (READ AND ROTATED. ACCEPTED MULTIPLE RESPONSES.)

- 60% LONG ABSENCES – LIKE WEEKS OR MONTHS AT A TIME
- 26% SHORT ABSENCES – LIKE A FEW DAYS OR EVEN HOURS AT A TIME
- 3% NEITHER (VOLUNTEERED)
- 9% DO NOT KNOW (VOLUNTEERED)
- 2% REFUSED (VOLUNTEERED)

13. Have you or anyone you know ever taken FMLA leave? IF YES, Who? (PROBED WITH LIST)

51% TOTAL YES (NET)

- 16% YES, SELF
- 15% YES, COWORKER
- 7% YES, FAMILY MEMBER
- 5% YES, FRIEND
- 4% YES, SPOUSE
- 4% YES, SOMEONE ELSE I KNOW

50% NO, NO ONE

- 1% DO NOT KNOW/UNSURE (VOLUNTEERED)
- REFUSED (VOLUNTEERED)

Let me tell you a little bit more about the Family and Medical Leave Act or FMLA. In order to be eligible, an employee has to have worked for that employer for at least 12 months (one year) and, for medical leave, must have a doctor's certification of a chronic condition or illness. Once that certification is on file with the employer, an employee may take FMLA leave at any time. When possible, employees are supposed to give 30 days notice prior to taking their FMLA leave, but many times give much shorter notice or even no advance notice whatsoever.

14. Based on what I have told you about FMLA and what you personally know about it and have experienced, do you think the Family and Medical Leave Act...(READ AND ROTATED TOP TO BOTTOM AND BOTTOM TO TOP)

- 28% IS WORKING WELL AND DOES NOT NEED TO BE CHANGED.
- 52% IS MOSTLY WORKING, BUT NEEDS SOME SMALL CHANGES.
- 7% IS MOSTLY NOT WORKING AND NEEDS SOME BIG CHANGES.
- 3% IS NOT WORKING AT ALL AND SHOULD BE COMPLETELY ABANDONED.

- 10% DO NOT KNOW (VOLUNTEERED)
- * REFUSED (VOLUNTEERED)

15. Do you think the potential for some people to misuse or unfairly take advantage of FMLA (meaning people using it for time off not related to legitimate medical or family reasons) is:

59% TOTAL SERIOUS (NET)

29% VERY SERIOUS

30% SOMEWHAT SERIOUS

36% TOTAL UNSERIOUS (NET)

21% JUST A LITTLE BUT SERIOUS

15% NOT SERIOUS AT ALL

5% DO NOT KNOW (VOLUNTEERED)

1% REFUSED (VOLUNTEERED)

16. Why did you say that? Why do you believe the potential for some people to abuse or unfairly take advantage of FMLA is (INSERTED PREVIOUS RESPONSE)? (OPEN-ENDED. RECORDED VERBATIM.) Is there any other reason you feel that way?

“VERY/SOMEWHAT SERIOUS”

N=593

45% POTENTIAL FOR ABUSE (NET)

- 13% SOME PEOPLE WILL ABUSE IT
- 10% IT'S AN EASY OPPORTUNITY/
THE POTENTIAL FOR ABUSE
- 10% SOME PEOPLE WANT TIME OFF
FOR OTHER REASONS AND USE
FMLA
- 9% I'VE WITNESSED ABUSE/
PEOPLE WHO'VE DONE IT
- 2% SOME DOCTORS WILL GIVE AN
EXCUSE WHEN IT'S NOT
NECESSARY
- 1% IT HAPPENS ALL THE TIME

**30% IMPACT ON BUSINESS/
ECONOMY (NET)**

- 16% WILL NEGATIVELY AFFECT
OTHERS/ OTHER EMPLOYEES
ARE BURDENED
- 7% BAD FOR BUSINESS/ COULD
CAUSE COMPANY TO GO OUT OF
BUSINESS/EMPLOYER LOSES
MONEY
- 5% SLOWS DOWN PRODUCTIVITY
- 1% NEGATIVELY IMPACTS THE
ECONOMY/HURTS THE WHOLE
COUNTRY/HURTS TAXPAYERS
- 1% EMPLOYEE SHOULD BE FIRED
- * ABSENCES WITHOUT NOTICE ARE
DETRIMENTAL

**18% REASONS PEOPLE TAKE IT
(NET)**

- 10% IT'S FOR EMERGENCIES AND
PEOPLE WHO LEGITIMATELY
NEED IT
- 4% PEOPLE USE IT WHEN THEY
DON'T NEED IT
- 2% PEOPLE NEED IT/NOT ENOUGH
SICK DAYS
- 1% DON'T HAVE ENOUGH TIME OFF
WORK/SOME PEOPLE FEEL
ENTITLED TO IT
- 1% PEOPLE CANNOT AFFORD TO
MISS WORK

**17% MORAL/LEGAL ARGUMENTS
(NET)**

- 9% BECAUSE IT'S WRONG/CHEATING
- 4% IT'S A SERIOUS OFFENSE
- 2% IT'S AGAINST THE LAW/IT'S A
FRAUD/ IT'S A CRIMINAL ACT
- 1% IT'S THEFT
- 1% IT'S ABUSED THE SAME WAY THE
WELFARE SYSTEM IS ABUSED

**12% HUMAN NATURE/BEHAVIOR
(NET)**

- 7% HUMAN NATURE
- 3% SOME PEOPLE ARE DISHONEST
- 1% MOST PEOPLE ARE HONEST/
SHOULD BE TRUSTED
- 1% SOME PEOPLE ARE LAZY
- * PEOPLE DON'T CARE

5% NOT A PROBLEM (NET)

- 3% FEW PEOPLE ARE NOT ABUSING
IT
- 2% I HAVE NOT HEARD OF ANYONE
ABUSING IT

**4% PROGRAM COULD BE
DAMAGED OR ABOLISHED IF
ABUSE IS WIDESPREAD**

4% MISCELLANEOUS (NET)

- 1% A DOCTOR'S NOTE IS REQUIRED/
NEED PROPER DOCUMENTATION
- 1% SOMEONE IN CHARGE WOULD
KNOW THE REASON
- 1% CONTROL AND ENFORCEMENT
OF THE RULES BY MANAGEMENT
IS NEEDED
- 1% PAID TIME OFF FOR NOT
WORKING
- * WOULD HURT THE EMPLOYEE'S
INTEGRITY/REPUTATION
- * FMLA IS A SOCIALIST PROGRAM
- * SOME PEOPLE USE IT TO TAKE
OFF TIME AND KEEP THEIR JOBS

5% DON'T KNOW

“JUST A LITTLE BIT/NOT AT ALL SERIOUS”

N=360

28%	<u>ALWAYS SOMEONE MONITORING (NET)</u>	4%	<u>IMPACT ON BUSINESS/ECONOMY (NET)</u>
17%	A DOCTOR’S NOTE IS REQUIRED/ NEED PROPER DOCUMENTATION	1%	BAD FOR BUSINESS/ COULD CAUSE COMPANY TO GO OUT OF BUSINESS/EMPLOYER LOSES MONEY
9%	BUSINESSES MONITOR FMLA CONTROL AND ENFORCEMENT OF THE RULES BY MANAGEMENT IS NEEDED	1%	SLOWS DOWN PRODUCTIVITY
		1%	EMPLOYEE SHOULD BE FIRED ABSENCES WITHOUT NOTICE ARE DETRIMENTAL
26%	<u>NOT A PROBLEM (NET)</u>	1%	WOULD NOT MATTER/ WOULD NOT HURT THE EMPLOYER
15%	IT’S NOT A SERIOUS PROBLEM	*	WILL NEGATIVELY AFFECT OTHERS/ OTHER EMPLOYEES ARE BURDENED
11%	IT’S USED LEGITIMATELY		
22%	<u>HUMAN NATURE/BEHAVIOR (NET)</u>	4%	<u>MORAL ARGUMENTS (NET)</u>
15%	SOME PEOPLE WILL ALWAYS TRY TO TAKE ADVANTAGE OF IT	2%	BECAUSE IT’S WRONG/CHEATING
6%	HUMAN NATURE	1%	IT’S A SERIOUS OFFENSE
1%	SOME PEOPLE ARE DISHONEST/UNETHICAL	1%	IT’S AGAINST THE LAW/IT’S A FRAUD/IT’S A CRIMINAL ACT
*	SOME PEOPLE ARE LAZY		
15%	<u>REASONS PEOPLE TAKE IT (NET)</u>	*	<u>PROGRAM COULD BE DAMAGED OR ABOLISHED IF ABUSE IS WIDESPREAD</u>
8%	PEOPLE CANNOT AFFORD TO MISS WORK	4%	<u>MISCELLANEOUS (NET)</u>
5%	IT’S FOR EMERGENCIES AND PEOPLE WHO LEGITIMATELY NEED IT	3%	SOMEONE IN CHARGE WOULD KNOW THE REASON
1%	PEOPLE USE IT WHEN THEY DON’T NEED IT	1%	WOULD HURT THE EMPLOYEE’S INTEGRITY/REPUTATION
1%	IT’S A RIGHT	1%	EMPLOYEE ONLY HURTING HIMSELF
*	SOME PEOPLE DO NOT THINK THEY HAVE ENOUGH DAYS OFF/ SOME PEOPLE FEEL ENTITLED TO IT	*	NOT ENOUGH PEOPLE KNOW ABOUT IT TO TAKE ADVANTAGE OF IT
		*	FMLA IS UNWARRANTED GOVERNMENT INTERFERENCE IN BUSINESS
14%	<u>POTENTIAL FOR ABUSE (NET)</u>	*	IT’S FOR COMPANIES WITH 50 OR MORE EMPLOYEES
6%	IT’S AN EASY OPPORTUNITY/ THE POTENTIAL FOR ABUSE IS HERE AS WITH ANY OTHER PROGRAM	*	IT’S UP TO THE EMPLOYER TO HIRE HONEST EMPLOYEES
6%	SOME PEOPLE WANT TIME OFF FOR OTHER REASONS AND USE FMLA	*	YOU HAVE TO WAIT A YEAR BEFORE QUALIFYING
1%	I’VE WITNESSED ABUSE/PEOPLE WHO’VE DONE IT		
1%	SOME DOCTORS WILL GIVE AN EXCUSE WHEN IT’S NOT NECESSARY	3%	<u>DON’T KNOW</u>
		*	<u>REFUSED</u>

I am going to read you three scenarios. For each one, please tell me whether you think that situation should be covered by FMLA leave. (ROTATED)

17. John is a 24 year old with allergies. His doctor has signed a note certifying him with a serious health condition. This enables him to take FMLA leave when his allergies flare up, so John takes his leave in 30-60 minute increments in the morning, usually getting into work around 10:00 AM. Do you think John should be able to take FMLA leave in this way?

37%	YES
46%	NO
14%	MAYBE/IT DEPENDS (VOLUNTEERED)
2%	DO NOT KNOW (VOLUNTEERED)
1%	REFUSED (DO NOT READ)

18. Joan is a 42 year old woman recovering from breast cancer. She gave her employer 7 days notice before she began using her FMLA leave to receive her outpatient chemotherapy treatments, but was unable to know that she would have to take an additional 10 days off because she had a serious reaction to the chemotherapy causing her to be admitted to the hospital. Now she has to go for radiation treatments twice a month. She schedules them on Fridays so she has the weekend to recuperate but sometimes unexpectedly has to take Mondays off because she needs a few extra days. Do you think Joan should be able to take FMLA leave in this way?

95%	YES
3%	NO
2%	MAYBE/IT DEPENDS (VOLUNTEERED)
1%	DO NOT KNOW (VOLUNTEERED)
*	REFUSED (VOLUNTEERED)

19. Sarah is a 32 year old single woman. She has been diagnosed with clinical depression. She does not see a therapist regularly so she is not trying to manage or improve her condition, but she has FMLA certification to take time off when she deems herself in need of it. Do you think Sarah should be able to take FMLA leave in this way?

27%	YES
58%	NO
12%	MAYBE/IT DEPENDS (VOLUNTEERED)
3%	DO NOT KNOW (VOLUNTEERED)
*	REFUSED (DO NOT READ)

UNINTENDED CONSEQUENCES OF FMLA

I am now going to read you a few of the consequences of FMLA that have occurred since it went into law almost 15 years ago. FMLA has been seen as mainly a positive thing for both employers & employees. However, there have also been some negative effects. For each of the following, please tell me whether knowing that fact makes you more or less likely to **favor some changes** to the Family and Medical Leave Act. (ROTATED STATEMENTS)

PROBED EACH: And does this make you MUCH more/less likely or SOMEWHAT more/less likely to favor changes to FMLA?

20. Some industries such as hospitals and airlines have mandated staffing ratios – meaning a certain number of people must be on the job or the company or organization has to cease operations. When FMLA leave is taken for just a few days or hours at a time and without prior notice, the ability to conduct “business as usual” can be threatened. Flights are canceled or delayed at airports and nursing and doctor shortages occur at hospitals.

64% TOTAL MORE LIKELY (NET)

29% MUCH MORE LIKELY

35% SOMEWHAT MORE LIKELY

24% TOTAL LESS LIKELY (NET)

14% SOMEWHAT LESS LIKELY

10% MUCH LESS LIKELY

7% NO CHANGE (VOLUNTEERED)

4% DO NOT KNOW (VOLUNTEERED)

* REFUSED (VOLUNTEERED)

21. When people in certain professions such as school bus drivers and 9-1-1 telephone operators take FMLA leave with little or no notice, public safety or welfare can be threatened. School children are left at their bus stops and people calling emergency lines for help are left on hold or not responded to at all.

64% TOTAL MORE LIKELY (NET)

36% MUCH MORE LIKELY

28% SOMEWHAT MORE LIKELY

24% TOTAL LESS LIKELY (NET)

12% SOMEWHAT LESS LIKELY

12% MUCH LESS LIKELY

8% NO CHANGE (VOLUNTEERED)

3% DO NOT KNOW (VOLUNTEERED)

1% REFUSED (VOLUNTEERED)

22. The money an employer spends on all employees' salary increases, benefits, and bonuses can be reduced when employers must hire temporary workers and pay them a higher wage to cover an absent employee who is out on unscheduled FMLA leave.

55% TOTAL MORE LIKELY (NET)

24% MUCH MORE LIKELY

31% SOMEWHAT MORE LIKELY

32% TOTAL LESS LIKELY (NET)

18% SOMEWHAT LESS LIKELY

14% MUCH LESS LIKELY

9% NO CHANGE (VOLUNTEERED)

4% DO NOT KNOW (VOLUNTEERED)

1% REFUSED (VOLUNTEERED)

23. Because employees can essentially establish their own schedules under FMLA regulations, there is evidence that some employees take their FMLA leave during regular working hours and then work overtime shifts that same week to collect higher wages.

75% TOTAL MORE LIKELY (NET)

49% MUCH MORE LIKELY
26% SOMEWHAT MORE LIKELY

20% TOTAL LESS LIKELY (NET)

9% SOMEWHAT LESS LIKELY
11% MUCH LESS LIKELY

3% NO CHANGE (VOLUNTEERED)

2% DO NOT KNOW (VOLUNTEERED)
1% REFUSED (VOLUNTEERED)

24. The way FMLA is currently structured allows an employee to take up to 60 days off each year. This means that an employee can actually take off one day each week and still receive full-time benefits and salary.

54% TOTAL MORE LIKELY (NET)

26% MUCH MORE LIKELY
28% SOMEWHAT MORE LIKELY

35% TOTAL LESS LIKELY (NET)

20% SOMEWHAT LESS LIKELY
15% MUCH LESS LIKELY

7% NO CHANGE (VOLUNTEERED)

4% DO NOT KNOW (VOLUNTEERED)
* REFUSED (VOLUNTEERED)

25. Based on all I've told you about FMLA, would you say you have a mostly positive or negative impression of it?

75% MOSTLY POSITIVE
17% MOSTLY NEGATIVE

6% NEUTRAL/MIXED (VOLUNTEERED)
1% NO OPINION (VOLUNTEERED)
1% DO NOT KNOW (VOLUNTEERED)
* REFUSED (VOLUNTEERED)

PROPOSED FMLA CHANGES

As I mentioned, Congress passed the Family & Medical Leave Act in 1993. However, the U.S. Department of Labor is primarily responsible for implementing the law. Recently the Department of Labor asked both employers and employees nationwide to submit comments and suggestions about FMLA. I'll now discuss some specific changes that have been proposed for FMLA. For each one, please tell me if you approve or disapprove of making such a change. **PROBED EACH: And do you STRONGLY or SOMEWHAT approve/disapprove? (ROTATED STATEMENTS)**

26. Allow employers to offer modified work that accommodates the serious health condition of the worker, such as a desk job instead of one operating machinery rather than requiring them to simply give the person unpaid time off.

82%	<u>TOTAL APPROVE (NET)</u>
48%	STRONGLY APPROVE
34%	SOMEWHAT APPROVE
15%	<u>TOTAL DISAPPROVE (NET)</u>
8%	SOMEWHAT DISAPPROVE
7%	STRONGLY DISAPPROVE
3%	DO NOT KNOW (VOLUNTEERED)
*	REFUSED (VOLUNTEERED)

27. Allow employers to speak directly to a worker's healthcare provider when he or she is ready to return to work after taking FMLA leave to ensure that the worker is able to resume working and will not pose a danger to himself or herself or other employees.

73%	<u>TOTAL APPROVE (NET)</u>
45%	STRONGLY APPROVE
28%	SOMEWHAT APPROVE
25%	<u>TOTAL DISAPPROVE (NET)</u>
9%	SOMEWHAT DISAPPROVE
16%	STRONGLY DISAPPROVE
2%	DO NOT KNOW (VOLUNTEERED)
*	REFUSED (VOLUNTEERED)

28. Strengthen the notification requirements so that employees are required to give reasonable notice before taking unscheduled leave under the FMLA.

<u>69%</u>	<u>TOTAL APPROVE (NET)</u>
36%	STRONGLY APPROVE
33%	SOMEWHAT APPROVE
<u>27%</u>	<u>TOTAL DISAPPROVE (NET)</u>
15%	SOMEWHAT DISAPPROVE
12%	STRONGLY DISAPPROVE
4%	DO NOT KNOW (VOLUNTEERED)
*	REFUSED (VOLUNTEERED)

29. Limit the number of times an employee can give last-minute notice for FMLA leave to, say, six times per year.

<u>67%</u>	<u>TOTAL APPROVE (NET)</u>
38%	STRONGLY APPROVE
29%	SOMEWHAT APPROVE
<u>29%</u>	<u>TOTAL DISAPPROVE (NET)</u>
14%	SOMEWHAT DISAPPROVE
15%	STRONGLY DISAPPROVE
3%	DO NOT KNOW (VOLUNTEERED)
1%	REFUSED (VOLUNTEERED)

30. Currently, once an employee has an FMLA certification from his or her doctor on file stating he or she has a “serious medical condition,” that employee NEVER has to go back to the doctor for check-ups or to get recertified. Some have suggested requiring employees who wish to take FMLA leave to get their “serious medical conditions” recertified by a doctor once a year or every six months.

<u>88%</u>	<u>TOTAL APPROVE (NET)</u>
65%	STRONGLY APPROVE
23%	SOMEWHAT APPROVE
<u>11%</u>	<u>TOTAL DISAPPROVE (NET)</u>
4%	SOMEWHAT DISAPPROVE
7%	STRONGLY DISAPPROVE
2%	DO NOT KNOW (VOLUNTEERED)
*	REFUSED (VOLUNTEERED)

MESSAGES

Now I will read you a few arguments some people have made in favor of changing the Family and Medical Leave Act or FMLA. Please tell me whether you agree or disagree with each one. (ROTATED STATEMENTS.) Probed each: And do you STRONGLY or SOMEWHAT agree/disagree?

31. “The current FMLA rules are confusing and contradictory, often times making the FMLA difficult to understand for employees and unworkable for employers to administer.

61% TOTAL AGREE (NET)

23% STRONGLY AGREE
38% SOMEWHAT AGREE

29% TOTAL DISAGREE (NET)

18% SOMEWHAT DISAGREE
11% STRONGLY DISAGREE

9% DO NOT KNOW (VOLUNTEERED)
1% REFUSED (VOLUNTEERED)

32. “Modifications to the FMLA should not take away any family leave – meaning for the birth or adoption of a child.”

82% TOTAL AGREE (NET)

64% STRONGLY AGREE
18% SOMEWHAT AGREE

16% TOTAL DISAGREE (NET)

6% SOMEWHAT DISAGREE
10% STRONGLY DISAGREE

3% DO NOT KNOW (VOLUNTEERED)
1% REFUSED (VOLUNTEERED)

33. “Reforms to the FMLA should correct the current misuse of intermittent leave, which is taken in small increments like days or even hours and usually without prior notice.”

68% TOTAL AGREE (NET)

35% STRONGLY AGREE
33% SOMEWHAT AGREE

28% TOTAL DISAGREE (NET)

15% SOMEWHAT DISAGREE
13% STRONGLY DISAGREE

3% DO NOT KNOW (VOLUNTEERED)
* REFUSED (VOLUNTEERED)

34. “The Family and Medical Leave Act was first passed in 1993 and is now 15 years old. Any law that was passed so long ago should be reexamined and updated to correct unintended consequences and make sure it applies to the realities of the modern workplace.”

86% TOTAL AGREE (NET)

61% STRONGLY AGREE
25% SOMEWHAT AGREE

12% TOTAL DISAGREE (NET)

6% SOMEWHAT DISAGREE
6% STRONGLY DISAGREE

1% DO NOT KNOW (VOLUNTEERED)
1% REFUSED (VOLUNTEERED)

35. Please complete the following sentence in your own words: “The best argument or reason for changing the current FMLA law is...” (OPEN-ENDED. RECORDED VERBATIM.) Are there any other reasons you think FMLA should be reformed?

32% ABUSE/EVIDENCE OF PROBLEMS (NET)

- 29% ABUSE OF THE LAW
- 11% IT DOESN'T WORK RIGHT NOW
- 2% IT DOESN'T WORK FOR EVERYBODY
- * RESTRICT THE LAW FOR ONLY PEOPLE WHO ARE SICK

19% IT HASN'T BEEN UPDATED IN 15 YEARS

11% IT SHOULD BE FAIR FOR EVERYONE

11% CLARITY/STREAMLINING(NET)

- 6% IT WILL BE DEFINED MORE CLEARLY
- 2% GETS RID OF LOOPHOLES
- 2% EFFICIENCY
- 1% TO SIMPLIFY THE LAW

6% GOOD FOR EMPLOYEES

- 3% IT WILL BE GOOD FOR THE PEOPLE
- 2% INCREASED COMMUNICATION BETWEEN THE EMPLOYEE AND EMPLOYER
- 1% TO BETTER UNDERSTAND THE NEEDS OF THE PEOPLE

4% EXTENDING BENEFITS UNDER POLICY (NET)

- 3% BETTER HEALTHCARE
- 1% AVAILABILITY OF HELP
- * ONLY IF IT TAKES MONEY FROM PAYROLL

6% I DO NOT WANT IT TO BE CHANGED

3% NO REASON

9% DON'T KNOW

2% REFUSED

DEMOGRAPHICS

Now I have a few more questions for statistical purposes...

36. What is your age, please?

- 9% 18-24
- 17% 25-34
- 18% 35-44
- 19% 45-54
- 18% 55-64
- 19% 65+

- REFUSED (VOLUNTEERED)

37. Are you...?

- 63% MARRIED
- 20% SINGLE
- 1% SEPARATED
- 8% DIVORCED
- 7% WIDOWED

- 2% REFUSED (VOLUNTEERED)

38. How many children under the age of 18 do you have living at home?

- 37% CHILDREN AT HOME (NET)**
- 13% 1
- 15% 2
- 9% 3 OR MORE

- 61% ZERO/NONE**

- 2% DON'T KNOW/REFUSED (VOLUNTEERED)

39. And regarding your family's annual income...Please tell me which of the following categories best describes your family's annual income. I don't need a specific amount, a broad range will be fine.

19% BELOW \$30,000
19% \$30,000 TO \$49,999
14% \$50,000 TO \$69,999
14% \$70,000 TO \$89,999
5% \$90,000 TO \$99,999
10% \$100,000 TO \$149,999
4% \$150,000 TO \$199,999
3% \$200K+

13% REFUSED (VOLUNTEERED)

40. Which of the following best describes your racial background? (READ AND ROTATED) Why include this or the next question?

74% CAUCASIAN OR WHITE
10% AFRICAN-AMERICAN OR BLACK
9% HISPANIC OR LATINO
4% ASIAN OR PACIFIC ISLANDER
1% NATIVE AMERICAN
* MIDDLE-EASTERN
* MULTI-RACIAL OR OTHER (VOLUNTEERED)

* DO NOT KNOW (VOLUNTEERED)
2% REFUSED (VOLUNTEERED)

41. What is the last grade of formal education you completed?

5% LESS THAN HIGH SCHOOL
24% HIGH SCHOOL GRADUATE
26% SOME COLLEGE/VOCATIONAL SCHOOL
27% COLLEGE GRADUATE
15% POST GRADUATE

2% DON'T KNOW/REFUSED (VOLUNTEER)

42. In politics today, do you consider yourself to be a...(ROTATED) Republican, Independent or Democrat? (If Republican or Democrat, ask: "Are you a strong (Republican/Democrat) or a not-so-strong (Republican/Democrat)?" (If "Independent" ask: "Which way do you lean, or usually vote, the Democratic or Republican party?")

32% TOTAL REPUBLICAN (NET)

15% STRONG REPUBLICAN

11% NOT-SO-STRONG REPUBLICAN

6% INDEPENDENT LEANING REPUBLICAN

15% INDEPENDENT

42% TOTAL DEMOCRAT (NET)

8% INDEPENDENT LEANING DEMOCRAT

10% NOT-SO-STRONG DEMOCRAT

24% STRONG DEMOCRAT

3% OTHER (VOLUNTEERED)

7% DON'T KNOW/ REFUSED (VOLUNTEERED)

43. Thinking for a moment about your social, economic, and political views...Do you consider yourself to be...? (READ AND ROTATED TOP TO BOTTOM AND BOTTOM TO TOP)

45% TOTAL CONSERVATIVE (NET)

17% VERY CONSERVATIVE

28% SOMEWHAT CONSERVATIVE

25% MODERATE

23% TOTAL LIBERAL (NET)

16% SOMEWHAT LIBERAL

7% VERY LIBERAL

3% LIBERTARIAN

2% DON'T KNOW (VOLUNTEERED)

3% REFUSED (VOLUNTEERED)

44. Which of the following best describes your current work status or occupation?
(READ RESPONSES AND ACCEPTED ONLY ONE, UNLESS RESPONDENT SAID "STUDENT" AND ANOTHER CATEGORY)

- 27% PROFESSIONAL/EXECUTIVE/OWNER
- 13% WHITE COLLAR/ ADMINISTRATIVE/ CLERICAL
- 16% BLUE COLLAR/ SERVICE/ MANUFACTURING
- 6% PART TIME WORK OUTSIDE OF THE HOME
- 6% STAY AT HOME FULL TIME/ DO NOT WORK
- 4% UNEMPLOYED/LOOKING FOR WORK
- 4% STUDENT
- 19% RETIRED

- 5% OTHER (VOLUNTEERED)
- * DO NOT KNOW (VOLUNTEERED)
- 3% REFUSED (VOLUNTEERED)

45. Are you or is anyone in your household a member of a public or private sector union?

13% TOTAL YES (NET)

- 10% YES, PUBLIC
- 3% YES, PRIVATE

80% NO

- 4% DO NOT KNOW (VOLUNTEERED)
- 3% REFUSED (VOLUNTEERED)

46. Gender

- 48% MALE
- 52% FEMALE

47. Region

19% NORTHEAST (NET)

5% NEW ENGLAND
14% MIDDLE ATLANTIC

23% NORTH CENTRAL (NET)

16% EAST NORTH CENTRAL
7% WEST NORTH CENTRAL

18% SOUTH ATLANTIC

17% SOUTH CENTRAL (NET)

6% EAST SOUTH CENTRAL
11% WEST SOUTH CENTRAL

23% WEST (NET)

7% MOUNTAIN
16% PACIFIC