

Memorandum

Date: March 8, 2019
 To: Interested Parties
 From: Andrew Myers

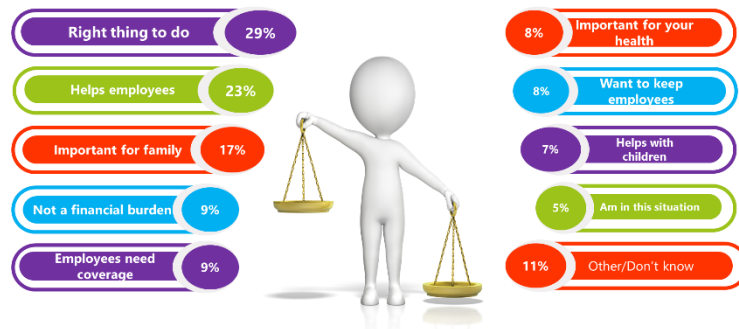
Broad Majority of Colorado Small Business Owners and Decision Makers Support Paid Family and Medical Leave

Support for a paid family and medical leave insurance program specific to Colorado is broad and deep according to the result of our recent statewide survey of small business owners and decision makers¹. Seven-in-ten small business owners in Colorado (71 percent) favor a paid family and medical leave insurance program and just 21 percent oppose it. Notably, small business owners with more than 50 employees (83 percent favor, 16 percent oppose) are more supportive than those with less than 50 employees (67 percent favor, 23 percent oppose), although large blocs of both favor the proposal.

When those that initially favor the proposal are asked in an open-ended question why they do so, 40 percent mention that it helps employees and is important for families. An additional 29 percent indicate that it is simply the right thing to do for employees, as outlined in the graphic.

For small business owners, right thing to do, helps employees are top reasons for supporting paid family & medical leave

(ONLY IF FAVOR IN FMLA) And what are the reasons why you FAVOR that proposal?



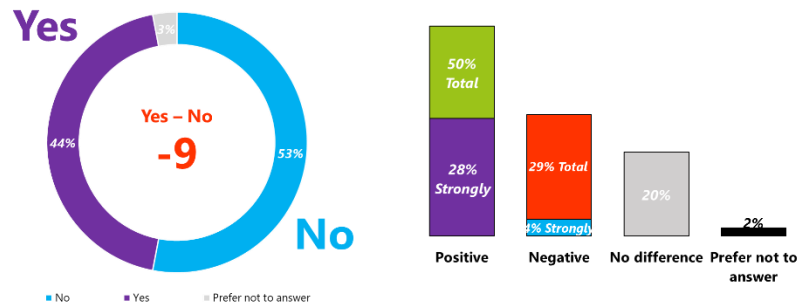
Overall, 44 percent of small business owners say they have had an employee who has taken an extended period of time off for illness or for the birth of a new child. And notably, a majority (50 percent) of those small business owners who did have an employee take family leave for more than two weeks report that it had a positive impact on their business, and another 20 percent say that it made no difference to their business as seen in the graph on the following page.

¹ These findings are based on an online survey of 300 small business owners in Colorado. The survey was conducted February 6-11, 2019. The margin of error associated with these data at a 95 in 100 percent confidence level is +/- 5.7 percent. The margin of error for subgroups is greater and varies.

Majority say extended time off did not have negative impact on business

Some businesses have employees who take time off to care for a new child, a sick family member, or to take care of their own serious health condition. Have you had employees who have taken an extended leave of more than two weeks, whether paid or unpaid, for situations like these?

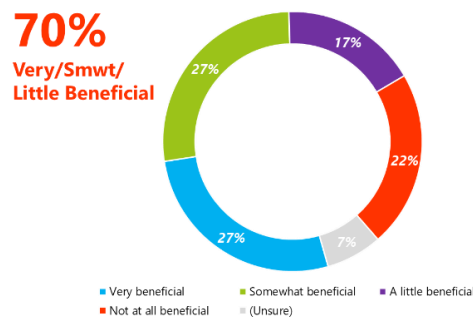
(IF YES) And did having an employee or employees take leave for two weeks or more have a positive or negative impact on your business or did it really make no difference?



Reinforcing that trend, 7-in-10 business owners believe that a family and medical leave insurance program would be very, somewhat or a little beneficial to their businesses, as shown in the graph on the next page. Even after hearing reasons to oppose the measure, a broad majority of business owners (57 percent) continue to favor creating a family and medical leave insurance program.

Majority believe FML would be beneficial to their business

And thinking specifically about your business, do you believe that a proposal to create a family and medical leave insurance program for your employees would be very beneficial for your business, somewhat beneficial, a little beneficial, or not beneficial at all?



Indeed, 77 percent of small business owners and decision makers say they agree with a statement that they would want to provide paid family and medical leave as part of the benefits their company offers, with 39 percent *strongly* agreeing with that statement. And notably, this cuts along partisan lines, with 75 percent of self-identified Democrats, 76 percent of self-identified independents, and 78 percent of self-identified Republicans saying they agree with a statement that they would like to provide family and medical leave as a benefit.

Moreover, 7-in-10 small business owners feel that replacing an employee is a financial burden due to the costs of retraining a new employee. Sixty-nine percent agree with this statement, 33 percent strongly so, providing clear indication that Colorado small business owners would rather retain the employees they have after a period of paid leave than be forced to go through the hiring and retraining process.