



Opinion Poll

Small Business Owners Support Paid Sick Days, Majority Offer Benefits to Employees

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Small Business Majority

1101 14th Street, NW, Suite 950

Washington, DC 20005

(202) 828-8357

www.smallbusinessmajority.org

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Executive Summary

Many small business owners think of their employees as family, and they believe in taking care of them in order to retain a happy and loyal workforce and to attract top talent. They also know it's important for their employees to address their and their family's daily needs, and many have implemented family-friendly policies that allow their employees to balance their work and family responsibilities. New scientific polling shows entrepreneurs support implementing a law that would allow employees to earn paid sick days to use when they or an immediate family member is sick, and the majority already offer a variety of benefits to their employees.

A national scientific opinion poll conducted for Small Business Majority by Greenberg Quinlan Rosner Research found half of small businesses (50%) say they would support a law requiring employers to allow employees to earn paid sick days based on the hours they have worked, as opposed to 42% who say they would not support such a law. Employees would be able to use this earned sick time when they or an immediate family member is sick or needs preventive medical care. Additionally, the majority of microbusinesses support paid sick leave: 54% of businesses with 1-5 employees and 52% of businesses with 1-10 employees say they would support such a law.

What's more, small employers already offer a wide array of benefits to their employees. Many small employers offer family-friendly benefits to their employees to accommodate their responsibilities at home, including more than 6 in 10 (61%) of all small businesses and 71% of businesses with 11-100 employees that allow their employees to take time off from work for children's school activities, such as parent-teacher conferences. Three in 10 (29%) provide flexible work schedules or opportunities to work from home to accommodate family responsibilities, and nearly 1 in 5 of all small employers (18%) and nearly 3 in 10 (27%) of small businesses with 11-100 employees offer childcare benefits, such as subsidized childcare or onsite childcare facilities. More than 1 in 5 (21%) of all respondents provide information about and ways to connect with public benefits, such as free or reduced-priced meals for their children.

Many small businesses offer a variety of financial incentives, including more than 4 in 10 (43%) small businesses that offer on-the-job training or financial assistance for education and training outside the job, such as tuition reimbursement. Nearly half (48%) of small businesses with 11-100 employees offer this benefit. Small business owners offer additional financial incentives to employees, including retirement benefits (19%) and financial counseling or access to financial institutions, products and services (19%).

Additionally, the majority of small businesses (52%) offer paid vacation to employees, and nearly 1 in 3 small businesses (29%) offer health insurance benefits to employees, either through an employer-sponsored plan or by paying a portion of employees' own health insurance. Nearly half (44%) of small businesses with 11-100 employees offer health insurance benefits to their employees.

Lastly, it's important to note that respondents reflect a Republican plurality: 44% of small business owners identified as Republican or independent-lean Republican, 29% as Democratic or independent-lean Democratic and 20% as pure independent.

Main Findings

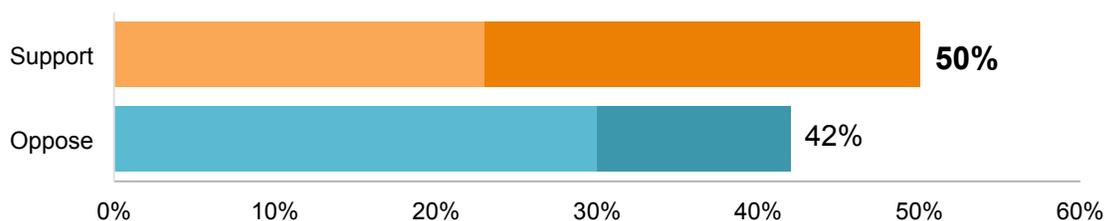
- **Half of small business owners support a law that would allow employees to earn paid sick days when they or an immediate family member is sick or need preventive care:** Half of small business owners (50%) say they would support a law requiring that employers allow employees to earn paid sick days based on the hours they have worked, as opposed to 42% who say they would not support such a law. Employees could use this earned sick time when they or an immediate family member is sick or need preventive medical care. Additionally the majority of very small businesses support paid sick leave: 54% of businesses with 1-5 employees and 52% of businesses with 1-10 employees say they would support such a law.
- **Small employers offer family-friendly benefits to their employees to accommodate their responsibilities at home:** More than 6 in 10 (61%) of all respondents and 71% of businesses with 11-100 employees allow their workers to take time off from work for children's school activities, such as parent-teacher conferences. Three in 10 (29%) provide flexible work schedules or opportunities to work from home, and nearly 1 in 5 of all small employers (18%) and nearly 3 in 10 (27%) small businesses with 11-100 employees offer childcare benefits, such as subsidized childcare or onsite childcare facilities. More than 1 in 5 (21%) of all small businesses provide information about and ways to connect with public benefits, such as free or reduced-priced meals for their children.
- **Many small business owners offer a variety of financial incentives, such as tuition reimbursement, retirement benefits and more:** More than 4 in 10 (43%) small business owners offer on-the-job training or financial assistance for education and training outside the job, such as tuition reimbursement. Nearly half (48%) of small businesses with 11-100 employees offer this benefit. Small business owners offer additional financial incentives to employees, including retirement benefits (19%) and financial counseling or access to financial institutions, products and services (19%).
- **Majority of small businesses offer paid vacation to their employees:** Fifty-two percent of small business owners provide paid vacation to their employees.
- **Nearly 1 in 3 small businesses offer health insurance benefits to employees:** Nearly one-third (29%) of small businesses offer health insurance benefits to employees, either through an employer-sponsored plan or by paying a portion of employees' own health insurance. Nearly half (44%) of small businesses with 11-100 employees offer health insurance benefits.
- **Respondents reflect a Republican plurality:** 44% identified as Republican or independent-lean Republican, 29% as Democrat or independent-lean Democrat and 20% as pure independent.

Small Business Owners Support Paid Sick Days

Polling found that the majority of small businesses (50%) say they would support a law requiring employers to allow employees to earn paid sick days based on the hours they have worked, as opposed to 42% who say they would not support such a law. Employees would be able to use this earned sick time when they or an immediate family member is sick or need preventive medical care.

■ **Figure 1: Half of small business owners support a law that would allow employees to earn paid sick days**

Would you support or oppose a law requiring that employers allow employees to earn paid sick days based on the hours they have worked? Employees would be able to use this earned sick time when they or an immediate family member are sick or need preventive medical care.



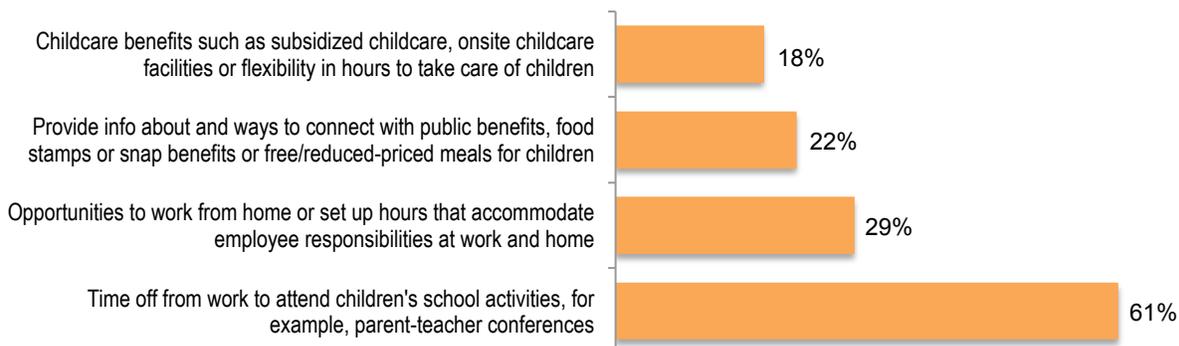
Even microbusinesses support paid sick leave: 54% of businesses with 1-5 employees and 52% of businesses with 1-10 employees say they would support such a law.

Small Businesses Offer Family-Friendly Benefits to Employees

Many small business owners understand their employees' need to balance their work and family responsibilities. Poll results show that small businesses have implemented a variety of benefits that can help accommodate employees' responsibilities at home.

In fact, more than 6 in 10 (61%) small businesses and 71% of businesses with 11-100 employees allow workers to take time off from work to attend children's school activities, such as parent-teacher conferences, and nearly one-third (29%) offer opportunities to work from home or allow flexible hours that accommodate employee responsibilities at home and at work. Additionally, nearly 1 in 5 (18%) of all respondents and nearly 3 in 10 (27%) small businesses with 11-100 employees offer childcare benefits such as subsidized childcare, onsite childcare facilities or flexibility in hours to care for children, and 22% provide information about and ways to connect with public benefits, food stamps or SNAP benefits, or free and reduced-priced meals for their children.

■ **Figure 2: Small businesses offer a variety of family-friendly benefits to their employees**

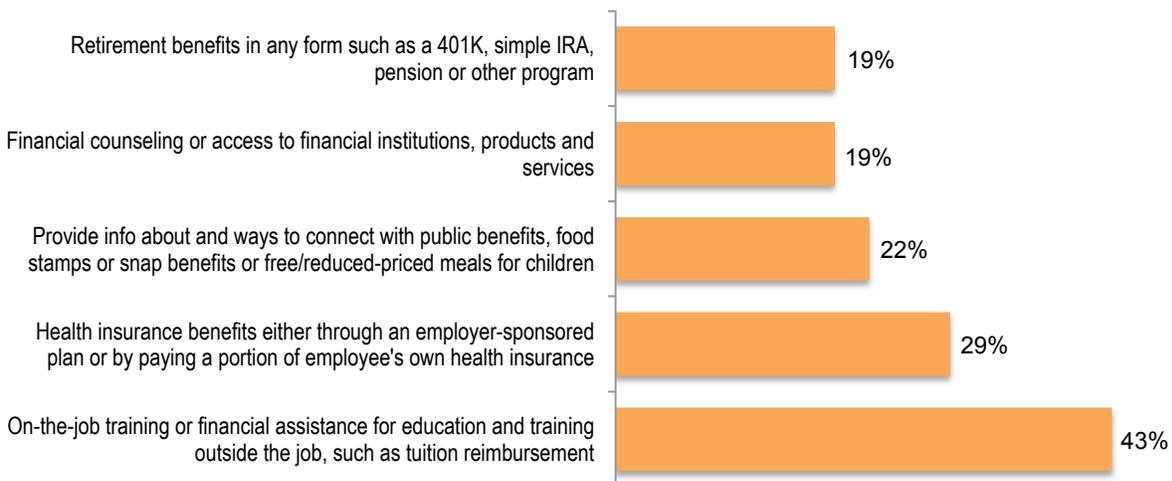


Small Employers Offer Variety of Benefits to Employees

Small business owners report offering a variety of benefits to their employees, including health benefits, job training, retirement benefits and more. Nearly 1 in 3 of all small businesses (29%) and 44% of businesses with 11-100 employees offer health insurance benefits to employees, either through an employer-sponsored plan or by paying a portion of employees' own health insurance. More than 4 in 10 (43%) small business owners offer on-the-job training or financial assistance for education and training outside the job, such as tuition reimbursement. Nearly half (48%) of small businesses with 11-100 employees offer this benefit.

Small business owners offer additional financial incentives to employees, including retirement benefits (19%) and financial counseling or access to financial institutions, products and services (19%).

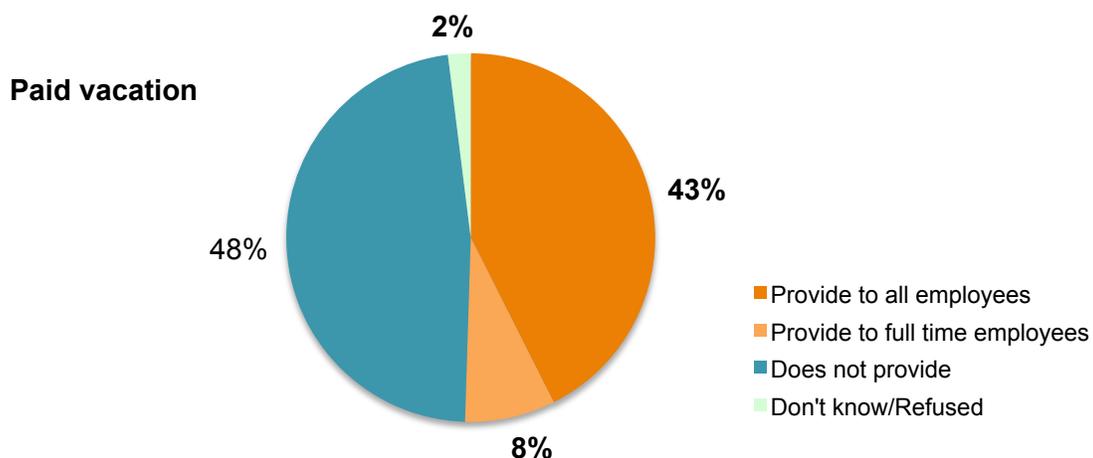
■ **Figure 3: Small employers offer variety of benefits to their employees**



What's more, the majority of small business owners offer paid vacation to their employees, with 52% responding they provide paid vacation time to their staff.

■ **Figure 4: Majority of small businesses provide paid leave to their employees**

Thinking specifically about your business, please tell me if this is something you currently provide to employees or something you do not currently provide to employees.



Conclusion

Small business owners believe in taking care of their employees and offer benefits to retain a happy and healthy workforce and to attract talented employees. It should come as no surprise that the majority support implementing earned paid sick days so their employees can address their personal health or take care of a sick family member. Additionally, small businesses already provide benefits to their employees, such as job training or tuition reimbursement, retirement benefits, healthcare, paid vacation and more.

Methodology

This poll reflects a telephone survey of 500 small business owners from around the country with state oversamples in Louisiana, Mississippi, Michigan and New Mexico. The poll was conducted by Greenberg Quinlan Rosner Research for Small Business Majority with a margin of error of +/-4.38%. The survey was conducted from January 15 through February 3, 2015.

Poll Toplines

Small Business Majority
Earned Paid Sick Days and Employee Benefits Poll
500 Small Business Owners Nationwide

Q.1 Do you own your own business?

	Total
Yes.....	100
No	-
Not sure	-

Q.2 How many people are directly employed by your business or company, NOT including yourself or any immediate family members such as a spouse, domestic partner or one of your children?

	Total
1.....	28
2-5.....	48
6-10.....	12
11-25.....	9
26-50.....	2
51-100.....	0
100 plus	-
Mean	5.3
1-10.....	88
11 plus	12

Q.3 Is your business located in a rural area, suburban area, urban area or on tribal land?

	Total
Rural	43
Suburban	31
Urban.....	24
Tribal lands.....	0
(DK/REF)	2
Non-Tribal Lands	98

Now I am going to read you a list of benefits some businesses provide for their employees. Thinking specifically about your business, after I read each one, please tell me if this is something you currently provide to employees or something you do not currently provide to employees.

	Prov to All	Prov Full- time	Prov Mgmt Only	Not Prov, Like	Not Prov, Wont	DK/ Ref	Prov All	Total Prov	Total Not Prov
Q.4 Time off from work to attend children's school activities, for example, parent-teacher conferences.....	57	4	.	7	30	2	57	61	37
Q.5 Paid vacation.....	43	8	1	7	41	0	43	52	48
Q.6 On-the-job training or financial assistance for education and training outside the job, such as tuition reimbursement.....	42	1	.	9	48	.	42	43	57
Q.7 Health insurance benefits either through an employer-sponsored plan or by paying a portion of employee's own health insurance	22	6	1	12	59	0	22	29	71
Q.8 Opportunities to work from home or set up hours that accommodate employee responsibilities at work and home.....	26	1	2	7	64	0	26	29	71
Q.9 Provide information about and ways to connect with public benefits, food stamps or snap benefits or free- and reduced-priced meals for their children.....	21	1	.	9	68	1	21	22	77
Q.10 Financial counseling or access to financial institutions, products and services	18	1	.	10	71	1	18	19	81
Q.11 Childcare benefits such as subsidized childcare, onsite childcare facilities or flexibility in hours to take care of children	15	3	0	9	71	2	15	18	80
Q.12 Retirement benefits in any form such as a 401K, simple IRA, pension or other program	14	4	1	14	67	0	14	19	81

Q.13 Would you support or oppose a law requiring that employers allow employees to earn paid sick days based on the hours they have worked? Employees would be able to use this earned sick time when they or an immediate family member are sick or need preventive medical care.

	Total
Strongly support.....	23
Somewhat support	27
Somewhat oppose.....	12
Strongly oppose	30
(Don't Know/Refuse)	7
Total support.....	50
Total oppose.....	42
Support - Oppose.....	8

Q.14 These last questions are for statistical purposes only: How would you categorize your business?

	Total
Administrative support and accounting	3
Agriculture.....	6
Arts, entertainment and recreation	2
Construction	8
Finance and insurance	4
Information technology	2
Legal	4
Manufacturing.....	5
Medical or dental.....	4
Real estate	2
Restaurant	8
Retail (such as a shop or store).....	19
Retail services (such as car repair, home repair, landscaping)	11
Scientific and technical services.....	1
Whole sale trade	1
(Transportation).....	2
(OTHER)	15
(Not Sure/Prefer Not to Say)	2

Q.15 I'm going to read you a list of different types of businesses. Please tell me which one describes your business.

	Total
Limited Liability Corporation or L-L-C	22
S-Corporation	20
B-Corporation.....	1
C-Corporation.....	6
Non-profit or a five-oh-one c-3.....	1
Cooperative.....	1
Partnership	5
Employee-owned business or E-S-O-P	12
Limited Liability Partnership or L-L-P	3
(Proprietor)	25
Other.....	2
(None/Refused).....	1

Q.16 In what year were you born?

	Total
18 - 24	
25 - 29	2
30 - 34	2
35 - 39	5
40 - 44	9
45 - 49	12
50 - 54	13
55 - 59	14
60 - 64	15
65 and over	23
(No answer)	5

Q.17 Generally speaking, do you think of yourself as a Republican, a Democrat, or what?

	Total
Strong Democrat	16
Weak Democrat	8
Independent-lean Democrat	5
Independent	20
Independent-lean Republican	11
Weak Republican	11
Strong Republican	22
(Don't know/Refused)	8

Q.18 For statistical purposes only, what do you pay your lowest paid employee? Just stop me when I get to the right category.

	Total
Minimum wage	17
Above minimum wage, 10 to under 12 dollars an hour	36
12 to under 20 dollars an hour	24
20 to under 25 dollars an hour	5
25 to under 30 dollars an hour	2
30 to under 35 dollars an hour	2
35 to under 40 dollars an hour	0
40 to under 45 dollars an hour	0
More than 50 dollars an hour	0
(DK/REF)	15
Total Low-wage	53

Q.19 How many employees earn less than 15 dollars an hour?

	Total
0	22
1	25
2-5	38
6-10	7
11-25	6
26-50	2
51-100	0
(Don't know/Refused)	1
Mean	3.7
1-10	70
11 plus	8

Q.20 Do your employees, through stock options or other agreements, own any part of your business?

	Total
Yes.....	2
No	94
(DK/Refused)	4

Q.21 For statistical purposes only, what was the gross revenue of your business in 2014? Just stop me when I get to the right category.

	Total
Less than \$100,000.....	19
\$100,000 to under \$250,000	23
\$250,000 to under \$500,000.....	17
\$500,000 to under \$1 million	8
\$1 million to under \$2 million	3
\$2 million or under \$5 million	3
\$5 million or more.....	0
(DK/REF)	27
Under \$500K	59
\$500K or more.....	14

Q.22 What is your race?

	Total
White	78
African American or Black	7
Hispanic or Chicano	6
Asian or Pacific Islander	2
American Indian or Alaska Native.....	1
Other.....	1
Biracial or multiracial	0
DK/REF	5

Q.23 Respondent gender:

	Total
Male	61
Female	39

Q.24 What state do you live in?

	Total
AL.....	3
AK	0
AZ.....	2
AR	2
CA	11
CO	2
CT.....	1
DE	-
DC	-
FL.....	3
GA	2
HI.....	-
ID	1
IL.....	4
IN	2
IA	1
KS.....	1
KY	1
LA.....	2

ME	1
MD	1
MA	1
MI	3
MN	1
MS	1
MO	2
MT	1
NE	0
NV	-
NH	0
NJ	3
NM	1
NY	4
NC	4
ND	1
OH	2
OK	2
OR	3
PA	7
RI	-
SC	2
SD	1
TN	3
TX	9
UT	1
VT	1
VA	1
WA	3
WV	0
WI	3
WY	1