



Hello, may I please speak with (NAME ON LIST)? My name is _____ from _____, a public opinion polling firm. We are conducting a short survey about some issues people have been talking about lately. We're not selling anything and I will not ask for a donation at any time. It will take only a few minutes and all responses will be anonymous and used only for research purposes. I have a few questions to start just to make sure we are surveying a representative sample of the entire community.

[WEB]¹ Colorado Opinion Surveys is conducting a scientific research study of Colorado residents. All responses are confidential and for research purposes only. These first few questions are just to make sure we are surveying a representative sample of the entire community.

1. Which of the following best describes your age?

18-34	30%
35-49	25
50-64	24
65+	21
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Younger than 18	TERMINATE
DK/REF	TERMINATE

2. Are you currently registered to vote at your home address in Colorado?

Yes, registered to vote in Colorado	100%
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No, not registered to vote in Colorado	TERMINATE
DK/REF	TERMINATE

3. How would you describe your gender?

Male.....	49%
Female	51
Non-binary / other	*
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DK/REF	TERMINATE

4. How would you describe your race?

White or Caucasian.....	77%
Hispanic or Latino	13
Black or African American.....	3
Something else	3
Native American or Alaska Native	1
Asian or Pacific Islander.....	1
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DK/NA/REFUSED	2

PAID SICK DAYS

5. Switching gears, do you support or oppose requiring Colorado employers to provide paid sick days for all employees to care for their own health needs or those of a family member?

SUPPORT	78%
OPPOSE	18%
Strongly support.....	56%
Somewhat support.....	17
Undecided, but leaning toward supporting	5
Undecided, but leaning toward opposing.....	3
Somewhat oppose	6
Strongly oppose.....	9
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DK/NA/REFUSED	4

¹ For clarity, only the phone version of the question language is displayed in the topline data.

Here are some details about the paid sick days proposal. Please tell me whether you support or oppose each component. You can also say you have mixed feelings.

	RANDOMIZE	TOTAL SUPPORT	TOTAL OPPOSE	Support - Strong	Support - Somewt	Mixed Opin	Oppose - Somewt	Oppose - Strong	DK/ REF
6.	Under this proposal, paid sick days could be used to care for a person's own health needs or those of a family member.	81%	12%	61%	20%	6%	3%	8%	1%
7.	Under this proposal, paid sick days could be used for reasons related to or resulting from a public health emergency such as coronavirus.	80%	11%	62	19	8	3	9	1
8.	Under this proposal, employers would be prohibited from retaliating against employees who use paid sick days.	78%	11%	62	16	9	4	7	2
9.	Under this proposal, paid sick days could be used for reasons related to domestic violence, sexual assault, or harassment.	74%	14%	55	19	11	5	10	1
10.	Under this proposal, employees would be eligible for one hour of paid sick time for every 26 hours worked, for a maximum of 10 days per year.	72%	15%	47	25	12	6	9	1
11.	This proposal would require businesses to provide paid sick days for all employees, including full-time, part-time, and seasonal employees.	62%	25%	43	20	11	9	16	1

12. After learning more, do you support or oppose requiring Colorado employers to provide paid sick days for all employees to care for their own health needs or those of a family member?

SUPPORT	77%
OPPOSE	21%
Strongly support.....	59%
Somewhat support.....	14
Undecided, leaning toward supporting	4
Undecided, leaning toward opposing	4
Somewhat oppose	5
Strongly oppose.....	11
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DK/NA/REFUSED.....	2

13. Here are two statements about the impact coronavirus has had on the economy. If you had to choose, which of the following comes closer to your view? (ROTATE)

- I'm more concerned about the impact that coronavirus has had on people and families who have lost their jobs or income.
- I'm more concerned about the impact that coronavirus has had on small businesses that have had to lay people off or close their doors for good.

PEOPLE AND FAMILIES	60%
SMALL BUSINESS	30%
People and families – I feel strongly about it	40%
People and families – but I don't feel strongly about it	10
Undecided, but leaning more toward people and families.....	10
Undecided, but leaning more toward small businesses	3
Small businesses – but I don't feel strongly about it	6
Small businesses – I feel strongly about it.....	21
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DK/NA/REFUSED.....	9

ROTATE BLOCK A WITH BLOCK B

BLOCK A: OPPOSITION

14. Next, here's a brief statement from opponents of the paid sick days proposal.

"Opponents say this proposal is an expensive mandate on businesses that will cost us jobs at a time when the coronavirus outbreak has already put thousands of Colorado businesses and people out of work. Businesses couldn't afford it before, and they can't afford it during this crisis. The proposal will play a role in whether some businesses can open back up. And for the businesses open today, too many will be forced to reduce benefits, including health care, and cut pay even more for the dwindling number of people who are still employed. This is not how we help Colorado's economy—or working Coloradans—when it comes to recovering from this crisis."

After hearing more, do you support or oppose the state of Colorado requiring businesses to provide paid sick days for all employees to care for their own health needs or those of a family member?

	HEARD OPPOSITION <u>FIRST</u>	HEARD POSITIVES <u>FIRST</u>
SUPPORT	67%	70%
OPPOSE	29%	26%
Strongly support.....	42%	43%
Somewhat support.....	17	20
Undecided, leaning toward supporting	8	6
Undecided, leaning toward opposing	2	2
Somewhat oppose	10	8
Strongly oppose.....	17	16
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DK/NA/REFUSED.....	4	5

BLOCK B: POSITIVES

Next, here are some short statements in favor of the paid sick days proposal. For each statement, please indicate whether you find it to be a very convincing, somewhat convincing, not too convincing, or not at all convincing reason to support the paid sick days proposal.

	RANDOMIZE	TOTAL CONV	TOTAL NOT	Very Conv	Somewt Conv	Not Very	Not At All	DK/ REF
15.	[ESSENTIAL WORKERS] As the coronavirus spreads, it's never been more important to take care of essential workers. The people least likely to have earned paid sick days are people in the service industry: the people who serve us food, stock our shelves, and clean our public spaces. It hurts all of us when we force them to work while sick.	79%	19%	54%	25%	7%	12%	1%
16.	[KIDS] Without earned paid sick days, parents have to choose between losing a day's worth of wages or sending sick kids to school. Families that can't earn paid sick days are twice as likely to send their child to school sick. When people can earn paid sick days, they are more likely to go to the doctor and seek preventative care, and kids are more likely to get check-ups and flu shots.	79%	19%	48	31	8	10	2
17.	[READINESS] We can see clearly now that—along with other social distancing measures—paid sick days are critical to keeping our community healthy. They encourage people to stay home when they're sick, preventing infections and substantial impacts on businesses. We weren't ready for this pandemic. Let's not make the same mistake again as we get our economy back up and running.	75%	23%	47	28	9	14	2
18.	[TOO MANY] Roughly 42% of working Coloradans don't have access to earned paid sick days. That means over 800,000 of our family members, friends, and neighbors have to choose between providing for their families and protecting their health—and the health of their families.	75%	23%	46	29	10	13	2
19.	[PRODUCTIVITY] Earned paid sick days are key to keeping businesses open, healthy, and safe. Businesses will benefit from higher employee productivity, healthier workplaces, and lower employee turnover. Studies show that employees working while sick cost the national economy approximately \$160 billion per year—and that was before coronavirus.	74%	23%	45	29	9	14	3
20.	[EARNED] This proposal would allow working Coloradans to <u>earn</u> paid sick time only after working hard for it. Employees would have to work six months, full time just to earn a week of paid sick days. No one gets it for free—and it can only be used to care for sick workers and their loved ones.	71%	27%	33	37	12	15	2

21. After hearing more, do you support or oppose the state of Colorado requiring businesses to provide paid sick days for all employees to care for their own health needs or those of a family member?

	HEARD POSITIVES FIRST	HEARD OPPOSITION FIRST
SUPPORT	79%	71%
OPPOSE	20%	26%
Strongly support.....	54%	50%
Somewhat support.....	17	17
Undecided, but leaning toward supporting	8	4
Undecided, but leaning toward opposing.....	3	2
Somewhat oppose	4	5
Strongly oppose.....	13	19
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DK/NA/REFUSED	1	2

DEMOGRAPHICS

These last few questions are just for statistical purposes.

22. Have you or someone in your household lost a job, taken a pay cut, or had hours reduced because of the coronavirus outbreak?

Yes	54%
No.....	43
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DK/NA/REFUSED	3

23. What is the highest level of education you have fully completed?

Some high school or less	2%
High school graduate or GED	17
Some college or an Associates degree	33
Bachelors degree.....	29
Postgraduate or advanced degree	18
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DK/NA/REFUSED	1

24. Switching topics, which of the following best describes your own personal financial situation? Is it... **(PINWHEEL ROTATE)**

I can live comfortably while also saving an adequate amount for the future.....	45%
I can get by every month but I struggle to save money or pay for unexpected expenses.....	39
I find it difficult to make ends meet every month.....	8
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DK/NA/REFUSED	8

25. In terms of your current job status, are you...

Employed full time	48%
Employed part time.....	10
Unemployed and looking for work	7
Retired.....	19
Student.....	4
Homemaker.....	3
Disabled or on sick leave	3
Other	4
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DK/NA/REFUSED	2

ASK ONLY IF EMPLOYED

26. In just a couple of words, what kind of work do you do? **(OPEN-END)**

White Collar	34%
Blue Collar.....	10
Service	7
Medical.....	3
Other	2
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DK/NA/REFUSED.....	0
<i>Not employed.....</i>	<i>42</i>

ASK ONLY IF EMPLOYED

27. Including yourself, approximately how many people are employed at your place of work? If you work for a company or organization with workers outside Colorado, please include all workers in your estimate.

5 or fewer.....	11%
More than 5 but fewer than 50	15
More than 50 but fewer than 250	10
250 or more	21
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DK/NA/REFUSED	1
<i>Not employed</i>	42

ASK ONLY IF EMPLOYED

28. Do you currently have paid sick leave at your current job?

Yes	32%
No.....	24
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DK/NA/REFUSED	2
<i>Not employed</i>	42

That completes our survey. Thank you VERY MUCH for your time.

29. REGION

North Front Range	27%
Denver Metro	35
South Front Range / Plains	26
West Slope	12

30. SAMPLE

Landline.....	26%
Mobile.....	33
SMS.....	41

31. PARTY REGISTRATION

Democrat	30%
Unaffiliated / Other	42
Republican.....	28