

New Jersey's Earned Sick Leave Law and Family Leave Insurance Program

**Measuring the Awareness and Opinions of New Jersey Workers,
October 2020 to October 2021**

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Introduction

In 2009, New Jersey became the second state in the nation to implement a Family Leave Insurance (FLI) program, which provides wage replacement for workers during periods of family leave. In February 2019, New Jersey further expanded its Temporary Disability Insurance (TDI) and FLI programs. In addition to those programs, in 2018, New Jersey implemented the New Jersey Paid Sick Leave Act, which established employees' rights to accrue and use paid earned sick leave (ESL). All of these programs are designed to support and protect workers who wish to take leave due to childbirth, bonding, to provide care to family members, for illness, or to visit a healthcare provider.

In October 2019, the New Jersey Department of Labor and Workforce Development (NJDOL) asked the John J. Heldrich Center for Workforce Development at Rutgers, The State University of New Jersey (Heldrich Center) to conduct a multi-year study of the FLI program and ESL law in New Jersey. The Heldrich Center partnered with the Rutgers School of Management and Labor Relations' Center for Women and Work (CWW) and the Eagleton Institute of Politics' Center for Public Interest Polling (Eagleton) to support data collection and analysis. The study period overlapped the onset of the COVID-19 pandemic, a policy-relevant time for understanding and using these leave programs. This study was designed to provide information in two phases: first, about the public's awareness and utilization of paid leave, and second, about the public's awareness of and attitudes toward using ESL and FLI benefits. A report published in February 2021 presented findings and recommendations from the first phase, based on 29 interviews with workers and advocates, focusing on New Jersey's newly expanded paid ESL law. This report presents the results and disaggregated findings by race/ethnicity and income level from the second phase of the study focusing on the FLI and ESL programs. It is based on a statewide survey asking questions about New Jersey's FLI program and ESL law in Fall 2020, Spring 2021, and Fall 2021.

Background

The New Jersey ESL Act was signed into law by Governor Phil Murphy and went into effect on October 29, 2018. The law required employers of all sizes to provide full-time, part-time, and temporary employees the right to use paid ESL to address their own or their families' health needs.¹ An employee may use earned sick days:

- ▶ For their own health needs or that of a family member, or for those whose close association with the employee is the equivalent of a family relationship;
- ▶ For issues related to domestic or sexual violence, or for the employee to care for a family member or loved one dealing with domestic or sexual violence;
- ▶ Because of a closure of the employee's workplace, or the school or place of care of a child of the employee, due to an epidemic or other public health emergency; and
- ▶ A child's school-related conference, meeting, function, or other event.

Under this law, employees have a right to earn up to 40 hours of paid sick leave per calendar year. Workers accrue ESL at a rate of 1 hour for every 30 hours worked. New employees begin accruing sick leave immediately, but employers have the option of waiting 120 days to allow employees to use their accrued sick time. All New Jersey workers are eligible for

¹ <https://nj.gov/governor/news/news/562018/approved/20181029d.shtml>

ESL regardless of immigration status; the only employees not covered under the law are union construction workers under contract pursuant to a collective bargaining agreement, per diem healthcare workers, or public employees who already receive sick pay.²

New Jersey's FLI program provides longer-term paid leave to bond with a new child, including adopted and newly placed foster children, to care for an injured or ill loved one, or to cope with domestic or sexual violence.³ Funded through a deduction in workers' paychecks, FLI was established in 2009, allowing up to six weeks of paid time off at two-thirds of a worker's average wages. It was expanded in 2019, allowing up to 12 weeks of paid time off at 85% of average wages. To qualify for FLI benefits in 2022, workers must work at least 20 weeks earning at least \$240 weekly, or earn a combined total of \$12,000 in the base year. Workers who are exempt include federal government employees and workers that are not technically employees (such as independent contractors).

Research Questions and Methodology

The following research questions guided the survey component of this study:

1. To what extent are New Jersey residents aware of New Jersey's FLI program or ESL legislation? Has program awareness changed over time?
2. What are the perceived barriers to accessing ESL or FLI?

The Heldrich Center fielded three surveys using fresh samples conducted in Fall 2020, Spring 2021, and Fall 2021 through Eagleton. Each survey was fielded by a telephone interview with a scientifically selected random sample of New Jersey adults age 18 or older. Table 1 summarizes the timeline and samples of each administered survey. The results are based on 539 New Jersey residents in October 2021, 517 New Jersey residents in May 2021, and 552 New Jersey residents in October 2020 who were employed by an employer within the state (including workers on temporary furlough).

Table 1: Timeline and Samples of Surveys

Survey	Field Period Dates	Sample Size of New Jersey Adults (18 or older)	Sample Size of New Jersey Adults (18 or older) Working for a New Jersey Employer
Fall 2020	October 18 to 24, 2020	1,001	552
Spring 2021	May 21 to 29, 2021	1,094	517
Fall 2021	October 21 to 27, 2021	1,008	539

The surveys were fielded in English and Spanish, and participants were chosen scientifically by random digit dial to landline and cell phone numbers. The studies have been weighted separately to be representative of the non-institutionalized adult population of New Jersey. Weighting balances sample demographics to target population parameters. The three samples were balanced by form to match population counts by sex, age, education, region,

² https://nj.gov/labor/forms_pdfs/earnedsickleave/1-3-19%20Employee%20FAQs%20Earned%20Sick.pdf

³ <https://www.myleavebenefits.nj.gov/worker/fli/>

race/ethnicity, and phone use. A copy of the fielded instruments and the methodology for each survey round, including a detailed composition table of the three survey samples and margins of error for each survey and subgroup, can be reviewed in Appendices B and C.

In the findings discussion, and in the tables in Appendix A, results are presented based on the topline (overall sample) and on various demographic subgroups, including race/ethnicity, household income level, gender, and party identification.

Due to the sample sizes of each study (between 517 and 552 adults age 18+ who are employed by a New Jersey employer), race/ethnicity and household income level categories are combined so that researchers can compare results between two groups. Aggregating respondents into two groups, rather than comparing all possible subgroups of race/ethnicity and income level as asked by the survey questions, allows researchers to compare and contrast results having greater statistical power, or more sensitivity to measure an actual, valid difference between groups.⁴

This study uses two questions to categorize respondents' race and ethnicity in each survey: first, asking respondents to designate their ethnicity as either Latino or Hispanic (Mexican, Puerto Rican, Cuban, or some other Spanish background), or not; and two, providing a set of racial origins that respondents can choose from – white, Black (including African American), Asian (including Asian Indian, South Asian, East Asian, Chinese, and Japanese), some other race (with the option to specify), and/or multi-racial.⁵ This report uses the terms “people of color” and “workers of color” to describe survey respondents who did not identify their ethnicity as Hispanic, and did not choose white as their single race. White, non-Hispanic worker respondents are not Hispanic or Latino, and chose white as their single race.

Respondents were asked to indicate their total family income in the most recent calendar year, from the following categories: less than \$25,000, \$25,000 to under \$50,000, \$50,000 to under \$75,000, \$75,000 to under \$100,000, \$100,000 to under \$150,000, and \$150,000 or more. These groups are aggregated into two categories: “less than \$100K” and “\$100K or more.” In order to make comparisons, the “less than \$100K” respondents are described as the “lower-income group” and the “\$100K or more” respondents are described as the “higher-income group” in this study.

A survey was slated to be fielded in March 2020 at the onset of the COVID-19 pandemic, but the research team decided not to field the surveys due to logistical challenges and possible measurement error due to the volatility of public opinion in the environment at that time. The first survey was administered in Fall 2020, after the onset of the pandemic. When analyzing how New Jersey workers think about using their earned benefits/eligible leave and how these opinions may or may not have changed over time, it is important to note that the three survey waves were conducted during three distinct time periods throughout the COVID-19 public health crisis. Table 2 presents a summary of key public health, policy, and political markers across Fall 2020, Spring 2021, and Fall 2021. It should be noted that Centers for Disease Control and Prevention guidance on quarantine, isolation, and return to school/work varied during each of these time periods, thus ultimately affecting how many hours and days New Jersey workers may or may not have needed to use to care for themselves or family members, as well as their opinions of and attitudes toward using these programs.

⁴ When analyzing survey estimates, margins of error of the estimates increase as sample size decreases. For this reason, the research team aggregated groups by race/ethnicity and household income level to minimize error but maximize the ability to measure similarities or differences. The research team recognizes that the people of color (workers of color) category is composed of many subgroup classifications of race and ethnicity, and each income level group (less than \$100,000 and at least \$100,000) contains respondents having varied socioeconomic backgrounds and therefore life circumstances that may affect their responses. The term people of color is preferred by the American Psychological Association. See <https://www.apa.org/about/apa/equity-diversity-inclusion/language-guidelines.pdf>

⁵ Because the questions asked in this study are part of omnibus surveys conducted by Eagleton, demographic question wording was determined by Eagleton; the research team approved the wording for race and ethnicity because it allowed for respondents to self-identify using a minimum of six categories.

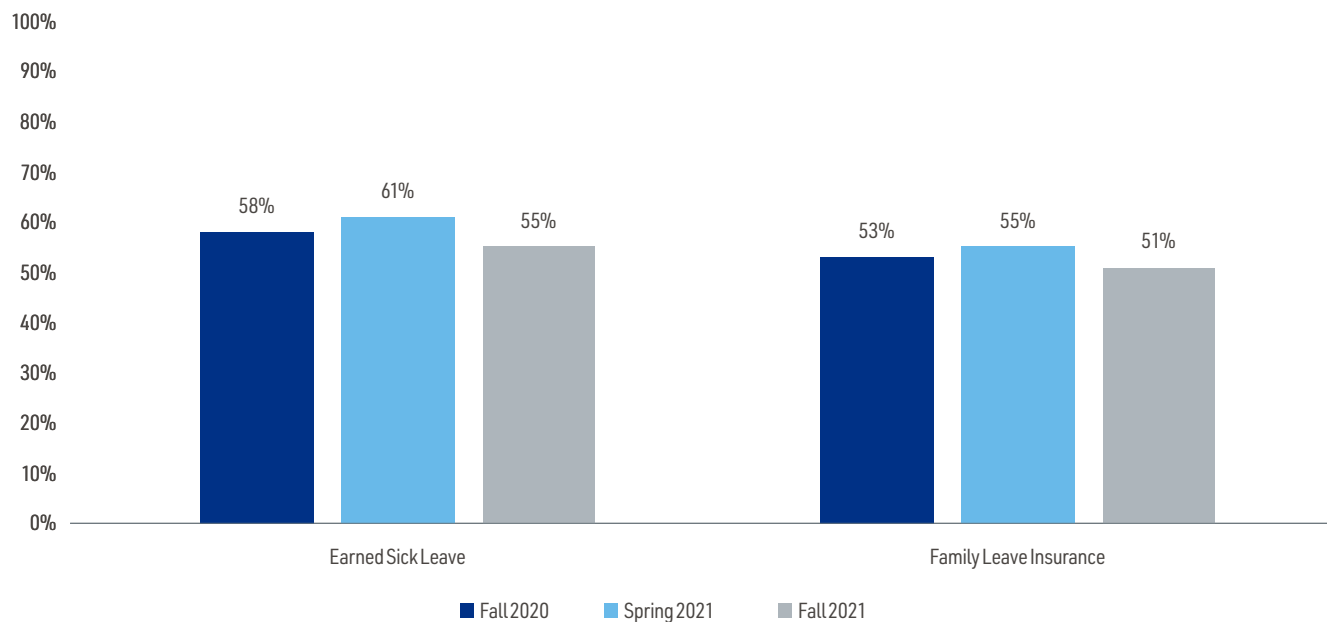
Table 2: Summary of Key Public Health, Policy, and Political Events During Surveys

News Items/Themes	October 18 to 24, 2020	May 21 to 29, 2021	October 21 to 27, 2021
COVID-19 Pandemic	<ul style="list-style-type: none"> ▶ Vaccines in testing ▶ Multiple early variants spreading - Greek letter names not used yet 	<ul style="list-style-type: none"> ▶ Vaccines widely available for adults age 18+; Pfizer available 16+, 12+ children approved on 5/10/21 ▶ Prior to Delta variant wave 	<ul style="list-style-type: none"> ▶ Vaccines available for Americans 12+; just prior to U.S. Food and Drug Administration approval for children 5 to 12+ (on 10/29/21) ▶ Delta variant spread tapering off; Omicron variant had not emerged
New Jersey Public K-12 Schools	<ul style="list-style-type: none"> ▶ Remote schooling in most New Jersey districts ▶ Adult supervision required at home ▶ Masks, cleaning, and social distancing for on-site instruction 	<ul style="list-style-type: none"> ▶ Most schools operating with students on site (many part-time hours only) ▶ Abrupt switches to remote schooling as infection levels rose in districts 	<ul style="list-style-type: none"> ▶ Some delayed start for in-person schooling in New Jersey (began remotely) ▶ Teacher shortages (including substitutes) due to pandemic affecting schools
National/State Politics and Policy	<ul style="list-style-type: none"> ▶ President Trump in office ▶ Just prior to Election Day (mail-in voting in New Jersey) ▶ Federal stimulus money distributed (first in April 2020; second in December 2020/ January 2021) ▶ Federal paid sick leave provisions under the Families First Coronavirus Response Act (FFCRA) in place ▶ New Jersey Senate bill 2304 signed by Governor Murphy, expanding New Jersey's Family Leave Act, Temporary Disability Benefits Law, and Earned Sick and Safe Leave law to include coverage for remote learning/school closures 	<ul style="list-style-type: none"> ▶ President Biden in office ▶ Federal stimulus money distributed in March/April 2021 ▶ Federal paid sick leave provisions under FFCRA expired as of 12/31/2020 	<ul style="list-style-type: none"> ▶ President Biden in office ▶ No additional federal stimulus money ▶ Federal Unemployment Insurance expired 9/4/2021 ▶ Just prior to Election Day (Governor Phil Murphy re-election) ▶ Lead up to news re: federal paid leave no longer part of Build Back Better talks ▶ Unemployment Insurance benefits that were federally extended and expanded to cover various pandemic scenarios/reasons, expired on 9/4/21

Results

The Heldrich Center's findings indicate that, overall, estimates have been stable over the three time periods when asking about awareness or opinions about the FLI or ESL programs for New Jersey residents working in the state. Awareness of the FLI program ranged between 51% and 55% depending on when the survey was fielded (see Figure 1). For ESL, it was between 55% and 61%.⁶

Figure 1: Percentage of Workers Aware of ESL and FLI Programs, New Jersey Residents Working for New Jersey Employer, Trend Data: Fall 2020, Spring 2021, and Fall 2021



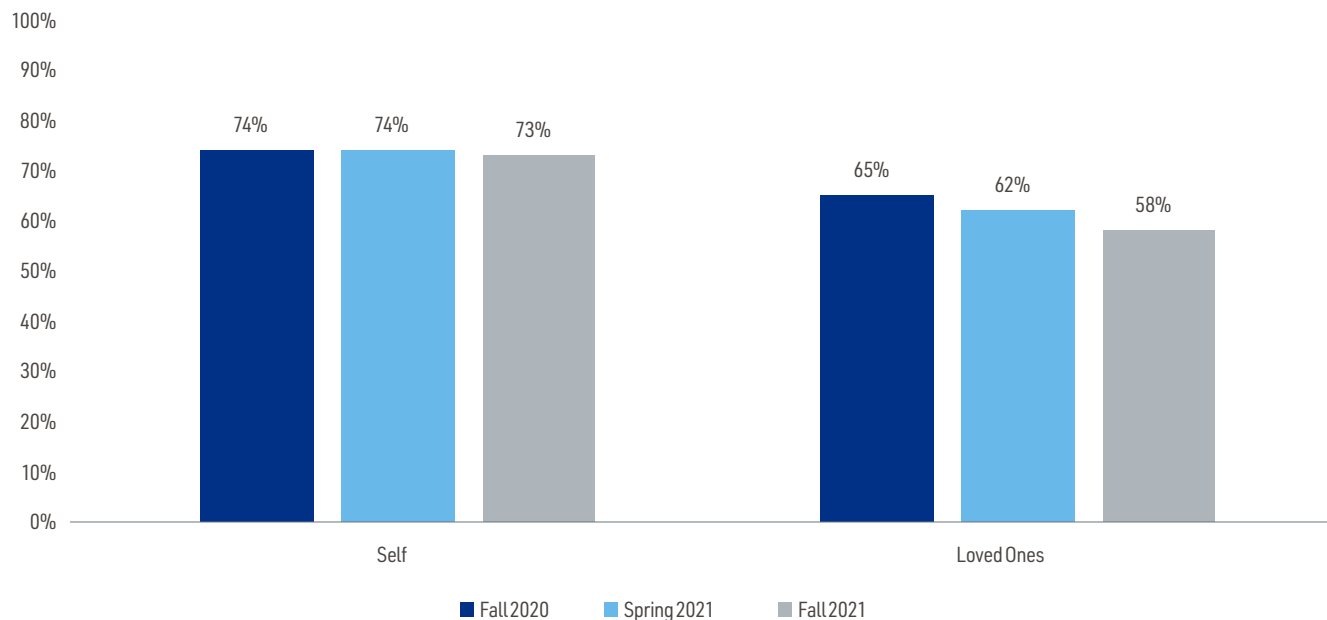
Overall, 7 in 10 New Jersey residents employed by a New Jersey employer in Fall 2021 indicate that they have access to paid leave for physical health, mental health, and wellness appointments for themselves (73%). Approximately 6 in 10 indicate they have access to paid leave for their loved ones' appointments (58%). These numbers are similar to Spring 2021 (74% for themselves and 62% for their loved ones) and Fall 2020 (74% for themselves and 65% for their loved ones)⁷ (see Figure 2).⁸

⁶ See Appendix A for detailed data tables and Appendix B for margins of error.

⁷ In this report, 0.5 percentage points is rounded up to the nearest whole number.

⁸ Exact unweighted sample sizes and weighted percentages for data presented in tables and figures can be found in Appendix A.

Figure 2: Percentage of Workers having Paid Time Off for Health and Wellness Appointments, New Jersey Residents Working for New Jersey Employer, Trend Data: Fall 2020, Spring 2021, and Fall 2021



When asked about reasons why respondents may or may not use ESL, at least half or more respondents reported in Fall 2021 that concerns about the following would be a major or minor reason:

- ▶ Job loss (58%)
- ▶ Loss of seniority or potential for advancement (52%)
- ▶ Unsure how many sick leave hours I have (51%)

Similarly, when asked about various reasons why respondents may or may not use FLI, more than half of respondents reported in Fall 2021 that concerns about the following would be a major or minor reason:

- ▶ Job loss (56%)
- ▶ Loss of seniority or potential for advancement (54%)
- ▶ Unsure if I qualify (56%)

In both programs from Fall 2020 to Fall 2021, numbers remained relatively constant with no statistically significant change in reasons why individuals would be concerned about using their ESL or FLI benefits (see Table 3).

Table 3: Percentage of Workers Indicating Major/Minor Reasons for Not Using ESL or FLI, New Jersey Residents Working for New Jersey Employer, Trend Data: Fall 2020, Spring 2021, and Fall 2021*

Major/Minor Reason - ESL	Fall 2021	Spring 2021	Fall 2020
Job Loss	58%	55%	54%
Seniority	52%	55%	51%
Knowledge - Hours	51%	54%	50%

Major/Minor Reason - FLI	Fall 2021	Spring 2021	Fall 2020
Job Loss	56%	59%	55%
Seniority	54%	58%	55%
Knowledge - Qualify	56%	57%	57%

* The most recent survey data (Fall 2021) are presented next to the response categories so that data can be easily read.

While there are no differences in estimates when comparing the Fall 2021 survey with the Spring 2021 and Fall 2020 surveys, there are differences between subgroups when disaggregating the results by racial/ethnic background and household income in Fall 2021.⁹

By Race/Ethnicity

In Fall 2021, workers of color working for a New Jersey employer were statistically more likely to indicate having concerns about the consequences of using ESL or FLI benefits, compared to white, non-Hispanic workers. In Fall 2021, workers of color were more likely to say that job loss, losing the potential for seniority or advancement, and uncertainty about hours earned (ESL) or whether they qualify (FLI) were major or minor reasons they would be concerned about taking leave, compared to white, non-Hispanic workers (see Figure 3).¹⁰

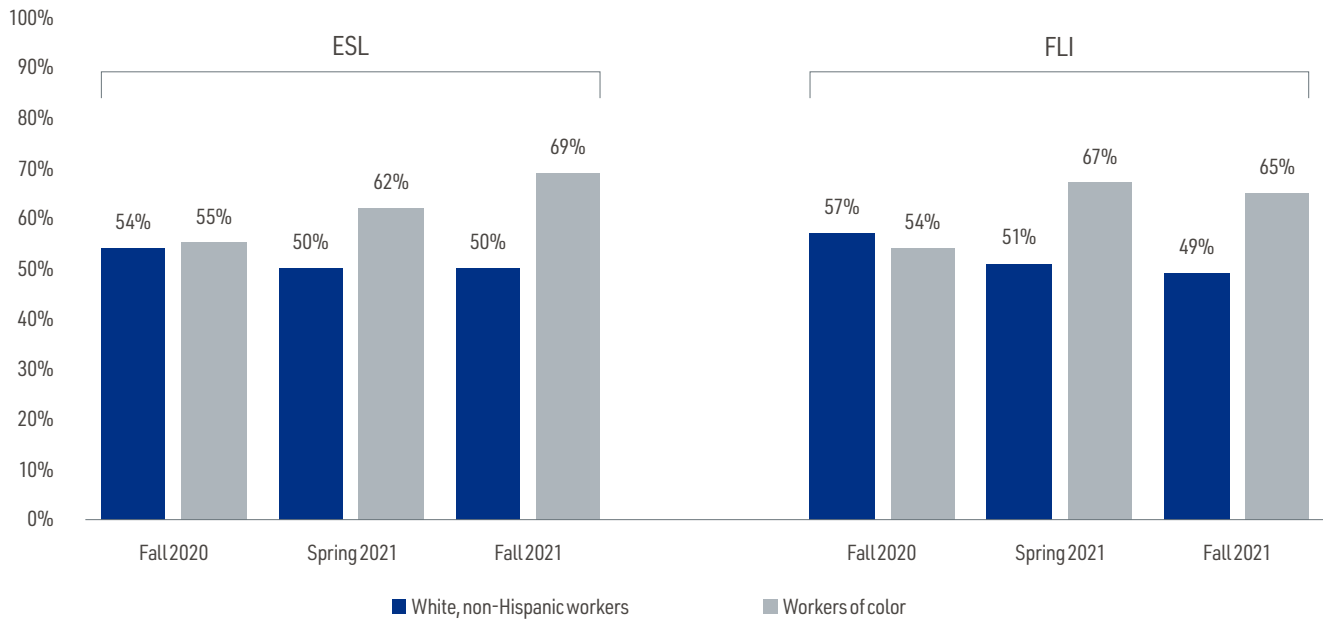
For example, more than 6 in 10 workers of color say concern about job loss is a major or minor reason they would be concerned about using ESL (69%) or FLI (65%), compared to white, non-Hispanic workers (50% and 49%, respectively) in Fall 2021 (see Figure 3). In Fall 2021, the number of workers of color who labeled the potential for job loss as a major reason why they would not take ESL or use FLI increased since Fall 2020: from 32% in Fall 2020 to 52% in Fall 2021 for ESL, and from 33% in Fall 2020 to 49% in Fall 2021 for FLI (see Appendix A for exact percentages).

⁹ Statistically significant differences between groups across time periods (i.e., across Fall 2021, Spring 2021, and/or Fall 2020) exceed the surveys' margins of error. Margins of error are presented in Appendix B. Statistically significant differences between groups within a single time period (i.e., Fall 2021) are calculated using a chi-square estimate at $p < .05$ and/or exceed the surveys' margins of error for those groups.

¹⁰ In Spring 2021, white, non-Hispanic workers employed by a New Jersey employer were statistically less likely to say they have a major concern about losing their job if they were to use FLI, compared to workers of color.

Figure 3: Percentage of Workers Indicating Job Loss is Major/Minor Reason Not to Use ESL or FLI Benefits, by Race/Ethnicity, New Jersey Residents Working for New Jersey Employer, Trend Data: Fall 2020, Spring 2021, and Fall 2021

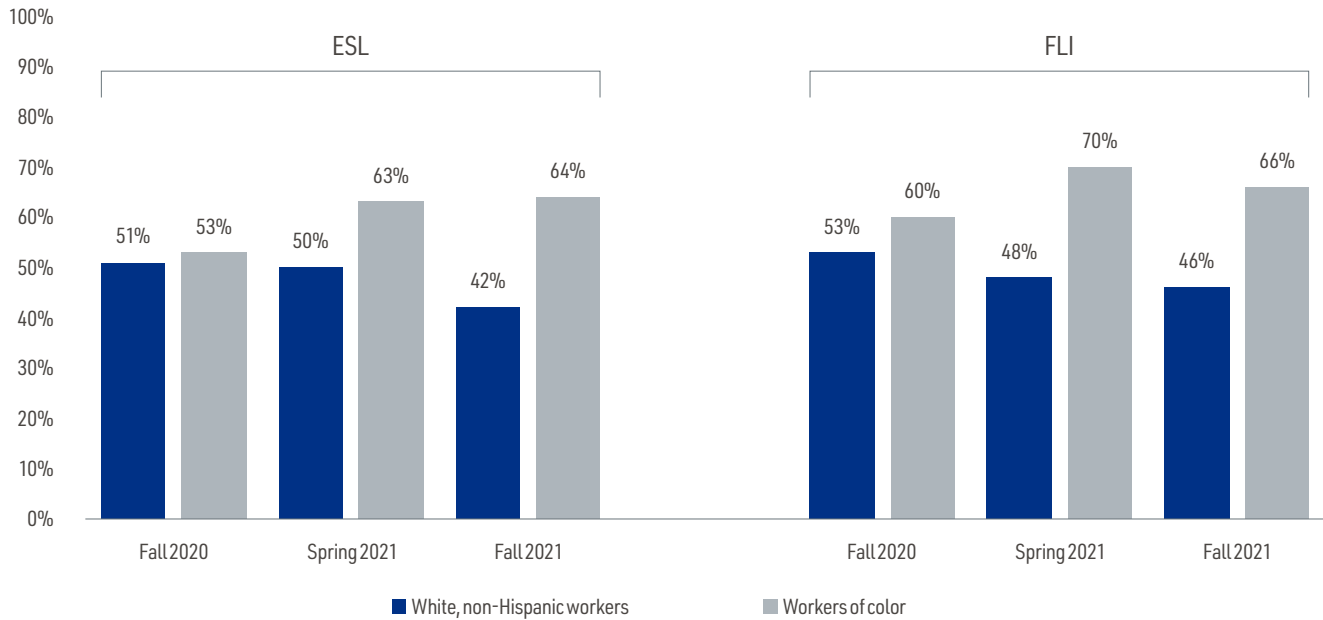
In Fall 2021, workers of color were more likely to say that the potential for employment loss is a major/minor reason they would be concerned about using ESL or FLI benefits, compared to white, non-Hispanic workers



Forty-two percent of white, non-Hispanic workers say losing their seniority or potential for job advancement in their work is a major or minor reason they would be concerned about taking ESL (42%) and 46% say the same about FLI in Fall 2021, compared to more than 6 in 10 workers of color (64% and 66%, respectively) (see Figure 4).

Figure 4: Percentage of Workers Indicating Loss of Seniority/Advancement Potential is Major/Minor Reason Not to Use ESL or FLI Benefits, by Race/Ethnicity, New Jersey Residents Working for New Jersey Employer, Trend Data: Fall 2020, Spring 2021, and Fall 2021

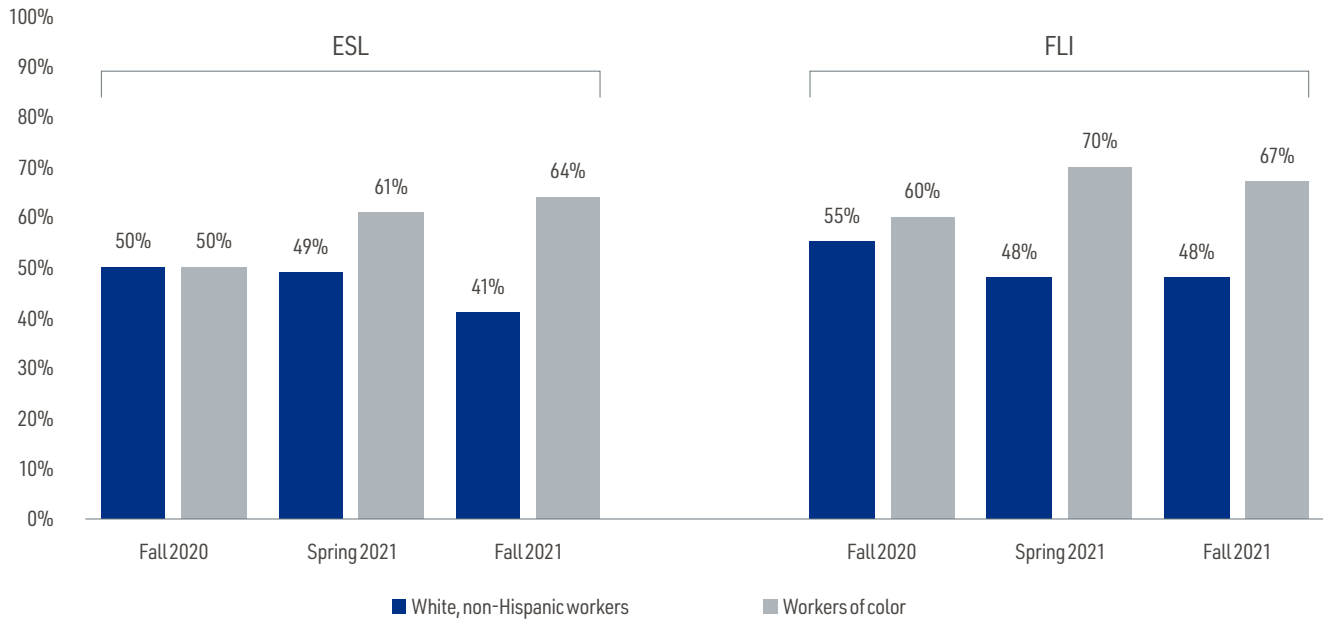
In Fall 2021, workers of color are more likely to say that losing seniority or advancement potential is a major/minor reason they would be concerned about using ESL or FLI benefits, compared to white, non-Hispanic workers



Finally, 6 in 10 (64%) workers of color say uncertainty about the number of ESL hours they have accrued is a major or minor reason they would be concerned about taking leave, compared to 4 in 10 (41%) white, non-Hispanic workers in Fall 2021 (see Figure 5).

Figure 5: Percentage of Workers Indicating Uncertainty about Hours Earned/Program Eligibility is Major/Minor Reason Not to Use ESL or FLI Benefits, by Race/Ethnicity, New Jersey Residents Working for New Jersey Employer, Trend Data: Fall 2020, Spring 2021, and Fall 2021

In Fall 2021, workers of color are more likely to say that a major or minor reason they would be concerned about taking leave or using benefits is because of uncertainty about earned hours or program eligibility, compared to white, non-Hispanic workers



By Household Income

Overall, workers in lower-income groups – in households making less than \$100,000 annually – were more concerned about the consequences of taking leave in Fall 2021, compared to workers making at least \$100,000. For example, 67% of workers with incomes less than \$100,000 say job loss is a major/minor reason for not using FLI benefits in Fall 2021. This is compared to 40% of workers with incomes of at least \$100,000 who express these concerns. These statistically significant differences were also measured in the Spring 2021 and Fall 2020 surveys for ESL, and in the Fall 2020 survey for FLI, with no statistically significant change in the magnitude of these differences between the two income groups (see Figures 6, 7, and 8).

Figure 6: Percentage of Workers Indicating Job Loss is Major/Minor Reason Not to Use ESL or FLI Benefits, by Household Income, New Jersey Residents Working for New Jersey Employer, Trend Data: Fall 2020, Spring 2021, and Fall 2021

Workers in lower-income groups are more likely to express concern about loss of employment if using benefits, compared to workers in higher-income groups in all three time periods for ESL, and in Fall 2020 and Fall 2021 for FLI

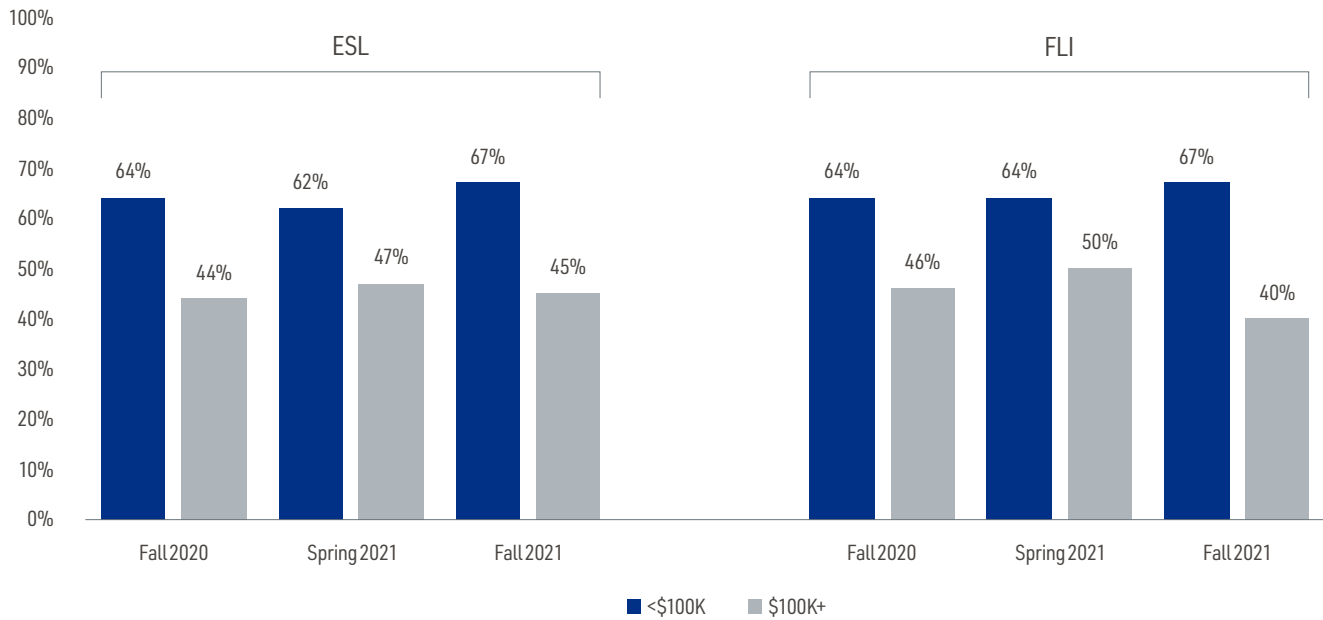


Figure 7: Percentage of Workers Indicating Loss of Seniority/Advancement Potential is Major/Minor Reason Not to Use ESL or FLI Benefits, by Household Income, New Jersey Residents Working for New Jersey Employer, Trend Data: Fall 2020, Spring 2021, and Fall 2021

Workers in lower-income groups are more likely to express concern about loss of seniority or advancement potential if using FLI benefits, compared to workers in higher-income groups, in Fall 2020 and Fall 2021

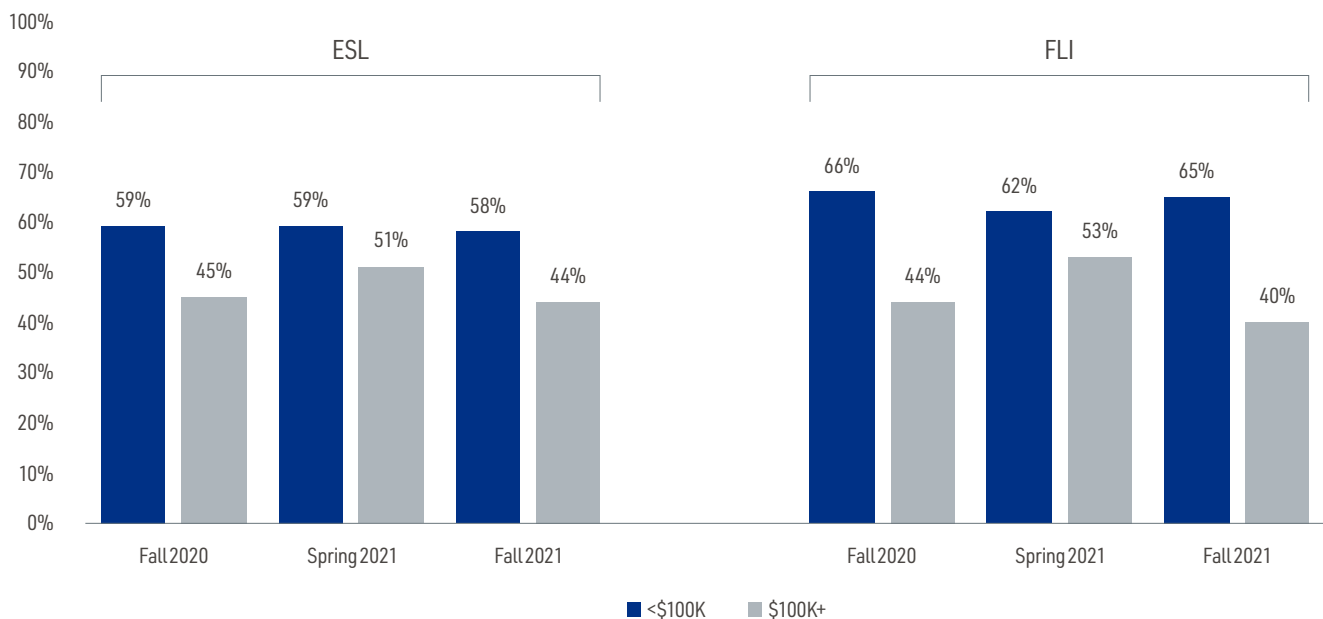
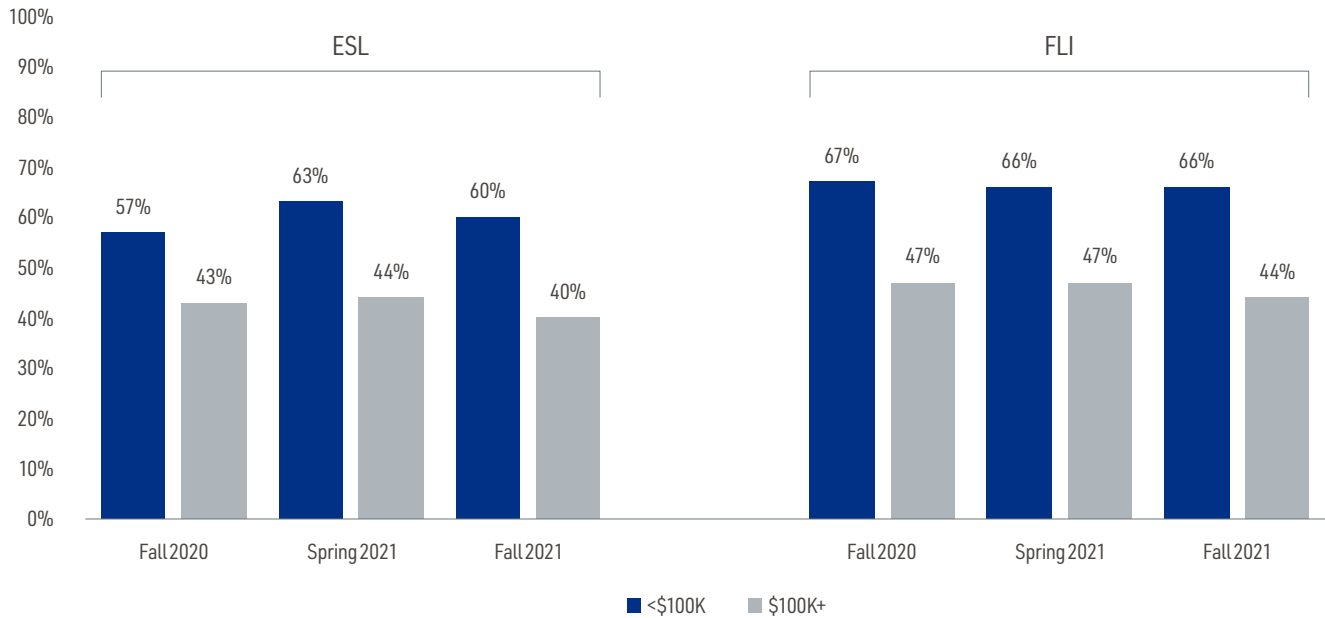


Figure 8: Percentage of Workers Indicating Uncertainty about Hours Earned/Program Eligibility is Major/Minor Reason Not to Use ESL or FLI Benefits, by Household Income, New Jersey Residents Working for New Jersey Employer, Trend Data: Fall 2020, Spring 2021, and Fall 2021

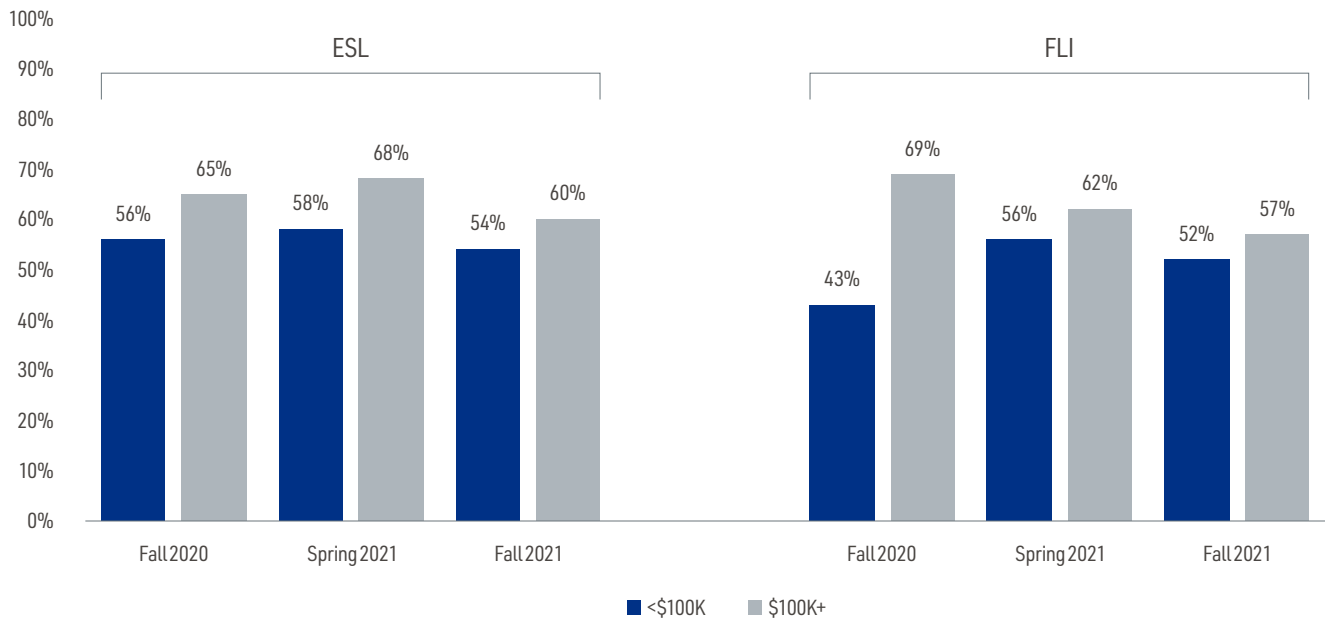
Workers in lower-income groups are more likely to express concern about hours they've earned or program eligibility if using ESL or FLI benefits, compared to workers in higher-income groups in all three time periods, with the exception of ESL in Fall 2020



While higher-income earners were more likely to say they knew about FLI in Fall 2020 compared to lower-income earners, there are no statistically significant differences between the groups on awareness of the programs in Fall 2021, as was measured in Spring 2021 (see Figure 9).

Figure 9: Percentage of Workers Aware of ESL and FLI Programs, by Household Income, New Jersey Residents Working for New Jersey Employer, Trend Data: Fall 2020, Spring 2021, and Fall 2021

There are no differences in awareness of ESL or FLI between lower-income workers and higher-income earners in Fall 2021



Conclusion

This report presents a snapshot of awareness of New Jersey's ESL law and FLI program by New Jersey workers and what job-related concerns they may or may not have about taking time off from work in Fall 2020, Spring 2021, and Fall 2021. Fielded during three distinct time periods of the COVID-19 pandemic, the surveys were conducted in a particularly salient time period to ask about job-related concerns and taking leave. These areas of concern include loss of employment, reduced opportunity for job advancement, and not being knowledgeable about using/accessing benefits (e.g., number of hours of leave a respondent has earned and/or eligibility for FLI benefits). Overall, while there are no differences in topline estimates when comparing the Fall 2021 survey with the Spring 2021 and Fall 2020 surveys, there are differences between subgroups when results are disaggregated by racial/ethnic background and household income in Fall 2021. In Fall 2021, workers of color working for a New Jersey employer were statistically more likely to indicate having concerns about the consequences of using ESL or FLI benefits, compared to white, non-Hispanic workers. There were no differences measured between these groups in Fall 2020; however, there were some differences between these groups in Spring 2021 when workers were asked about FLI. Differences by income groups measured in Fall 2021 are similar to Spring 2021 and Fall 2020: workers in lower-income groups, making less than \$100,000 annually, are more concerned about the consequences of taking leave, compared to workers living in households earning at least \$100,000 annually. With these insights into which subgroups may have greater gaps in knowledge about paid sick leave policy and greater job-related concerns compared to others, NJDOL can target its outreach plan to educate the public about state programs designed to support and protect workers who wish to take leave to care for themselves or a family member.

Appendix A: Data Tables

Data tables are based on New Jersey residents who work for a New Jersey employer, including temporary furloughs.

Percentages may not total to 100% due to rounding. Margins of error for each survey, and by subgroup, are presented in Appendix B. An asterisk (*) indicates there is a statistically significant difference between the estimate and a Fall 2020 estimate that exceeds the surveys' margins of error.

Readers should note that the most recent survey data (Fall 2021) are presented next to the response categories so that data can be easily read.

Topline

Does your employer provide paid time off for: Your own physical/mental health and wellness appointments?	Total Sample Percent Fall 2021	Total Sample Percent Spring 2021	Total Sample Percent Fall 2020
Yes	72.9	74.3	73.5
No	21.0	19.5	22.6
Don't know	6.1	6.3	3.9
Total	100.0	100.0	100.0

Fall 2021: N=511
 Spring 2021: N=511
 Fall 2020: N=550

Does your employer provide paid time off for: A loved one's physical/mental health and wellness appointments?	Total Sample Percent Fall 2021	Total Sample Percent Spring 2021	Total Sample Percent Fall 2020
Yes	58.0	62.2	65.3
No	26.1	26.8	28.1
Don't know	15.9	10.9	6.6
Total	100.0	100.0	100.0

Fall 2021: N=511
 Spring 2021: N=512
 Fall 2020: N=548

Have you heard about the New Jersey Earned Sick Leave law?	Total Sample Percent Fall 2021	Total Sample Percent Spring 2021	Total Sample Percent Fall 2020
Yes	54.6	60.9	58.0
No	41.7	36.8	38.6
Don't know	3.7	2.3	3.4
Total	100.0	100.0	100.0

Fall 2021: N=537
 Spring 2021: N=514
 Fall 2020: N=552

Is the following a major, minor, or not a reason you would be concerned taking Earned Sick Leave?	Total Sample Percent Fall 2021	Total Sample Percent Spring 2021	Total Sample Percent Fall 2020
Taking time off might cost you your job			
Major reason	41.2	38.4	31.0
Minor reason	16.7	16.8	22.5
Not a reason	39.1	42.3	44.8
Don't know	3.1	2.5	1.7
Total	100.0	100.0	100.0
You might lose seniority or potential for job advancement			
Major reason	32.5	33.3	26.1
Minor reason	19.5	21.7	24.5
Not a reason	45.3	43.2	48.2
Don't know	2.7	1.8	1.3
Total	100.0	100.0	100.0
You are not sure how many sick leave hours you have			
Major reason	26.5	26.2	22.2
Minor reason	24.3	27.8	27.4
Not a reason	43.1	42.8	47.7
Don't know	6.0	3.2	2.7
Total	100.0	100.0	100.0

Fall 2021: N=498/494/493
 Spring 2021: N=509/507/506
 Fall 2020: N=547

Have you heard about the Family Leave Insurance program?	Total Sample Percent Fall 2021	Total Sample Percent Spring 2021	Total Sample Percent Fall 2020
Yes	50.5	55.4	52.8
No	43.1	39.9	42.4
Don't know	6.4	4.8	4.8
Total	100.0	100.0	100.0

Fall 2021: N=532
 Spring 2021: N=511
 Fall 2020: N=549

Is the following a major, minor, or not a reason you would be concerned about taking leave?	Total Sample Percent Fall 2021	Total Sample Percent Spring 2021	Total Sample Percent Fall 2020
Taking time off might cost you your job			
Major reason	38.8	42.3	35.1
Minor reason	16.7	16.2	19.9
Not a reason	40.3	39.3	43.5
Don't know	4.2	2.2	1.5
Total	100.0	100.0	100.0
You might lose seniority or potential for job advancement			
Major reason	32.7	35.5	30.4
Minor reason	21.7	22.2	24.7
Not a reason	39.7	39.2	43.3
Don't know	5.9	3.1	1.6
Total	100.0	100.0	100.0
You are not sure you qualify for the program			
Major reason	32.5	32.2	29.0
Minor reason	23.5	25.2	27.5
Not a reason	37.5	38.4	40.7
Don't know	6.4	4.3	2.8
Total	100.0	100.0	100.0

Fall 2021: N=480/482/482
 Spring 2021: N=503/504/503
 Fall 2020: N=548/548/547

Race/Ethnicity

Does your employer provide paid time off for: Your own physical/mental health and wellness appointments?	Fall 2021	Spring 2021	Fall 2020
Yes			
Yes, white, non-Hispanic workers	69.5	71.2	71.0
Yes, workers of color	76.3	77.1	77.0
No			
No, white, non-Hispanic workers	23.4	20.9	25.0
No, workers of color	18.5	18.8	18.9
Don't know			
Don't know, white, non-Hispanic workers	7.1	7.9	4.0
Don't know, workers of color	5.2	4.0	4.1
Total, white, non-Hispanic workers	100.0	100.0	100.0
Total, workers of color	100.0	100.0	100.0

Fall 2021: N=320 for white, non-Hispanic workers and N=167 for workers of color
 Spring 2021: N=323 for white, non-Hispanic workers and N=171 for workers of color
 Fall 2020: N=371 for white, non-Hispanic workers and N=166 for workers of color

Does your employer provide paid time off for: A loved one's physical/mental health and wellness appointments?	Fall 2021	Spring 2021	Fall 2020
Yes, white, non-Hispanic workers	54.9	58.5	62.0
Yes, workers of color	60.5	66.2	69.6
No, white, non-Hispanic workers	29.8	28.2	30.6
No, workers of color	21.7	26.7	24.3
Don't know, white, non-Hispanic workers	15.2	13.3	7.4
Don't know, workers of color	17.7	7.2	6.1
Total, white, non-Hispanic workers	100.0	100.0	100.0
Total, workers of color	100.0	100.0	100.0

Fall 2021: N=320 for white, non-Hispanic workers and N=167 for workers of color
Spring 2021: N=323 for white, non-Hispanic workers and N=172 for workers of color
Fall 2020: N=370 for white, non-Hispanic workers and N=165 for workers of color

Have you heard about the New Jersey Earned Sick Leave law?	Fall 2021	Spring 2021	Fall 2020
Yes, white, non-Hispanic workers	60.4	64.5	60.0
Yes, workers of color	52.2	59.5	59.9
No, white, non-Hispanic workers	39.6	35.5	40.0
No, workers of color	47.8	40.5	40.1
Total, white, non-Hispanic workers	100.0	100.0	100.0
Total, workers of color	100.0	100.0	100.0

Fall 2021: N=307 for white, non-Hispanic workers and N=177 for workers of color
Spring 2021: N=319 for white, non-Hispanic workers and N=166 for workers of color
Fall 2020: N=354 for white, non-Hispanic workers and N=161 for workers of color

Is the following a major, minor, or not a reason you would be concerned taking Earned Sick Leave: Taking time off might cost you your job	Fall 2021	Spring 2021	Fall 2020
Major reason, white, non-Hispanic workers	32.5	32.9	31.4
Major reason, workers of color	52.0*	45.9	32.4
Minor reason, white, non-Hispanic workers	17.1	16.6	22.5
Minor reason, workers of color	17.2	16.3	22.5
Not a reason, white, non-Hispanic workers	47.3	48.3	44.5
Not a reason, workers of color	28.1	34.8	43.5
Don't know, white, non-Hispanic workers	3.0	2.1	1.6
Don't know, workers of color	2.6	3.0	1.7
Total, white, non-Hispanic workers	100.0	100.0	100.0
Total, workers of color	100.0	100.0	100.0

* statistically significant (p<0.05) when comparing estimate to Fall 2020
Fall 2021: N=306 for white, non-Hispanic workers and N=169 for workers of color
Spring 2021: N=322 for white, non-Hispanic workers and N=172 for workers of color
Fall 2020: N=369 for white, non-Hispanic workers and N=165 for workers of color

Is the following a major, minor, or not a reason you would be concerned taking Earned Sick Leave: You might lose seniority or potential for job advancement	Fall 2021	Spring 2021	Fall 2020
Major reason, white, non-Hispanic workers	24.3	24.2	24.3
Major reason, workers of color	43.4	44.9	29.8
Minor reason, white, non-Hispanic workers	17.7	25.4	26.6
Minor reason, workers of color	20.8	18.1	23.5
Not a reason, white, non-Hispanic workers	54.7	48.3	47.6
Not a reason, workers of color	33.9	35.4	45.9
Don't know, white, non-Hispanic workers	3.3	2.1	1.4
Don't know, workers of color	2.0	1.5	0.8
Total, white, non-Hispanic workers	100.0	100.0	100.0
Total, workers of color	100.0	100.0	100.0

Fall 2021: N=305 for white, non-Hispanic workers and N=166 for workers of color
Spring 2021: N=321 for white, non-Hispanic workers and N=171 for workers of color
Fall 2020: N=369 for white, non-Hispanic workers and N=165 for workers of color

Is the following a major, minor, or not a reason you would be concerned taking Earned Sick Leave: You are not sure how many sick leave hours you have	Fall 2021	Spring 2021	Fall 2020
Major reason, white, non-Hispanic workers	20.6	20.1	20.8
Major reason, workers of color	35.0	34.2	25.3
Minor reason, white, non-Hispanic workers	20.5	29.0	29.1
Minor reason, workers of color	28.7	27.0	24.2
Not a reason, white, non-Hispanic workers	53.1	48.1	46.5
Not a reason, workers of color	31.2*	34.9	49.1
Don't know, white, non-Hispanic workers	5.8	2.8	3.5
Don't know, workers of color	5.2	3.9	1.4
Total, white, non-Hispanic workers	100.0	100.0	100.0
Total, workers of color	100.0	100.0	100.0

* statistically significant (p<0.05) when comparing estimate to Fall 2020
Fall 2021: N=303 for white, non-Hispanic workers and N=166 for workers of color
Spring 2021: N=320 for white, non-Hispanic workers and N=171 for workers of color
Fall 2020: N=369 for white, non-Hispanic workers and N=165 for workers of color

Have you heard about the Family Leave Insurance program?	Fall 2021	Spring 2021	Fall 2020
Yes, white, non-Hispanic workers	53.9	59.0	59.3
Yes, workers of color	53.5	56.3	50.6
No, white, non-Hispanic workers	46.1	41.0	40.7
No, workers of color	47.5	43.7	49.4
Total, white, non-Hispanic workers	100.0	100.0	100.0
Total, workers of color	100.0	100.0	100.0

Fall 2021: N=301 for white, non-Hispanic workers and N=170 for workers of color
Spring 2021: N=314 for white, non-Hispanic workers and N=163 for workers of color
Fall 2020: N=352 for white, non-Hispanic workers and N=156 for workers of color

Is the following a major, minor, or not a reason you would be concerned taking leave: Taking time off might cost you your job	Fall 2021	Spring 2021	Fall 2020
Major reason, white, non-Hispanic workers	31.3	34.4	37.7
Major reason, workers of color	49.1	52.4*	32.8
Minor reason, white, non-Hispanic workers	18.0	16.6	18.8
Minor reason, workers of color	15.8	14.8	21.3
Not a reason, white, non-Hispanic workers	47.2	46.8	42.4
Not a reason, workers of color	30.3	30.7	44.0
Don't know, white, non-Hispanic workers	3.5	2.2	1.0
Don't know, workers of color	4.8	2.1	1.8
Total, white, non-Hispanic workers	100.0	100.0	100.0
Total, workers of color	100.0	100.0	100.0

* statistically significant ($p < 0.05$) when comparing estimate to Fall 2020

Fall 2021: N=298 for white, non-Hispanic workers and N=165 for workers of color

Spring 2021: N=318 for white, non-Hispanic workers and N=171 for workers of color

Fall 2020: N=370 for white, non-Hispanic workers and N=165 for workers of color

Is the following a major, minor, or not a reason you would be concerned taking leave: You might lose seniority or potential for job advancement	Fall 2021	Spring 2021	Fall 2020
Major reason, white, non-Hispanic workers	26.3	29.3	28.4
Major reason, workers of color	41.7	43.7	34.7
Minor reason, white, non-Hispanic workers	19.8	19.1	24.4
Minor reason, workers of color	24.2	26.2	24.8
Not a reason, white, non-Hispanic workers	49.6	48.2	45.5
Not a reason, workers of color	26.9	27.5	39.3
Don't know, white, non-Hispanic workers	4.4	3.3	1.7
Don't know, workers of color	7.2	2.7	1.2
Total, white, non-Hispanic workers	100.0	100.0	100.0
Total, workers of color	100.0	100.0	100.0

Fall 2021: N=298 for white, non-Hispanic workers and N=165 for workers of color

Spring 2021: N=319 for white, non-Hispanic workers and N=171 for workers of color

Fall 2020: N=370 for white, non-Hispanic workers and N=165 for workers of color

Is the following a major, minor, or not a reason you would be concerned taking leave: You are not sure you qualify for the program	Fall 2021	Spring 2021	Fall 2020
Major reason, white, non-Hispanic workers	24.6	27.0	27.1
Major reason, workers of color	43.0	39.7	33.5
Minor reason, white, non-Hispanic workers	23.3	21.2	27.4
Minor reason, workers of color	24.2	30.5	26.4
Not a reason, white, non-Hispanic workers	45.6	47.8	42.0
Not a reason, workers of color	27.0	25.2	38.3
Don't know, white, non-Hispanic workers	6.5	4.0	3.5
Don't know, workers of color	5.8	4.6	1.8
Total, white, non-Hispanic workers	100.0	100.0	100.0
Total, workers of color	100.0	100.0	100.0

Fall 2021: N=298 for white, non-Hispanic workers and N=165 for workers of color

Spring 2021: N=319 for white, non-Hispanic workers and N=170 for workers of color

Fall 2020: N=369 for white, non-Hispanic workers and N=165 for workers of color

Income

Does your employer provide paid time off for: Your own physical/mental health and wellness appointments?	Fall 2021	Spring 2021	Fall 2020
Yes, <\$100K	69.7	70.0	71.5
Yes, \$100K+	78.3	80.4	77.7
No, <\$100K	23.7	23.2	25.2
No, \$100K+	16.4	15.4	17.9
Don't know, <\$100K	6.6	6.8	3.3
Don't know, \$100K+	5.3	4.2	4.4
Total, <\$100K	100.0	100.0	100.0
Total, \$100K+	100.0	100.0	100.0

Fall 2021: N=255 for income <\$100K and N=216 for \$100K+
 Spring 2021: N=258 for income <\$100K and N=220 for \$100K+
 Fall 2020: N=239 for income <\$100K and N=268 for \$100K+

Does your employer provide paid time off for: A loved one's physical/mental health and wellness appointments?	Fall 2021	Spring 2021	Fall 2020
Yes, <\$100K	53.9	56.9	62.5
Yes, \$100K+	64.9	71.4	71.8
No, <\$100K	27.8	32.6	30.1
No, \$100K+	23.6	18.9	22.3
Don't know, <\$100K	18.3	10.5	7.4
Don't know, \$100K+	11.5	9.7	5.9
Total, <\$100K	100.0	100.0	100.0
Total, \$100K+	100.0	100.0	100.0

Fall 2021: N=256 for income <\$100K and N=216 for \$100K+
 Spring 2021: N=259 for income <\$100K and N=220 for \$100K+
 Fall 2020: N=238 for income <\$100K and N=268 for \$100K+

Have you heard about the New Jersey Earned Sick Leave law?	Fall 2021	Spring 2021	Fall 2020
Yes, <\$100K	54.3	57.5	55.6
Yes, \$100K+	60.2	68.4	64.8
No, <\$100K	45.7	42.4	44.4
No, \$100K+	39.8	31.6	35.2
Total, <\$100K	100.0	100.0	100.0
Total, \$100K+	100.0	100.0	100.0

Fall 2021: N=252 for income <\$100K and N=216 for \$100K+
 Spring 2021: N=251 for income <\$100K and N=219 for \$100K+
 Fall 2020: N=225 for income <\$100K and N=260 for \$100K+

Is the following a major, minor, or not a reason you would be concerned taking Earned Sick Leave: Taking time off might cost you your job	Fall 2021	Spring 2021	Fall 2020
Major reason, <\$100K	50.2	41.8	36.6
Major reason, \$100K+	25.7	35.0	27.2
Minor reason, <\$100K	17.0	19.9	27.5
Minor reason, \$100K+	19.5	12.1	17.1
Not a reason, <\$100K	30.8	35.5	34.2
Not a reason, \$100K+	50.9	51.7	53.6
Don't know, <\$100K	2.0	2.7	1.7
Don't know, \$100K+	3.9	1.3	2.1
Total, <\$100K	100.0	100.0	100.0
Total, \$100K+	100.0	100.0	100.0

Fall 2021: N=251 for income <\$100K and N=206 for \$100K+
Spring 2021: N=259 for income <\$100K and N=220 for \$100K+
Fall 2020: N=240 for income <\$100K and N=264 for \$100K+

Is the following a major, minor, or not a reason you would be concerned taking Earned Sick Leave: You might lose seniority or potential for job advancement	Fall 2021	Spring 2021	Fall 2020
Major reason, <\$100K	38.9	37.6	31.5
Major reason, \$100K+	24.1	29.7	23.1
Minor reason, <\$100K	19.0	21.3	27.5
Minor reason, \$100K+	19.8	21.4	21.4
Not a reason, <\$100K	40.0	39.1	40.1
Not a reason, \$100K+	52.3	47.6	53.6
Don't know, <\$100K	2.1	2.0	0.9
Don't know, \$100K+	3.8	1.3	1.9
Total, <\$100K	100.0	100.0	100.0
Total, \$100K+	100.0	100.0	100.0

Fall 2021: N=248 for income <\$100K and N=206 for \$100K+
Spring 2021: N=258 for income <\$100K and N=220 for \$100K+
Fall 2020: N=240 for income <\$100K and N=265 for \$100K+

Is the following a major, minor, or not a reason you would be concerned taking Earned Sick Leave: You are not sure how many sick leave hours you have	Fall 2021	Spring 2021	Fall 2020
Major reason, <\$100K	32.1	32.9	28.1
Major reason, \$100K+	21.1	17.0	16.7
Minor reason, <\$100K	28.2	29.7	28.7
Minor reason, \$100K+	19.3	26.9	26.3
Not a reason, <\$100K	32.6	33.7	40.2
Not a reason, \$100K+	56.1	54.1	54.5
Don't know, <\$100K	7.1	3.6	3.0
Don't know, \$100K+	3.5	2.1	2.5
Total, <\$100K	100.0	100.0	100.0
Total, \$100K+	100.0	100.0	100.0

Fall 2021: N=250 for income <\$100K and N=203 for \$100K+
Spring 2021: N=257 for income <\$100K and N=220 for \$100K+
Fall 2020: N=240 for income <\$100K and N=265 for \$100K+

Have you heard about the Family Leave Insurance program?	Fall 2021	Spring 2021	Fall 2020
Yes, <\$100K	51.9	55.8	43.4
Yes, \$100K+	57.0	62.4	68.6
No, <\$100K	48.1	44.2	56.6
No, \$100K+	43.0	37.6	31.4
Total, <\$100K	100.0	100.0	100.0
Total, \$100K+	100.0	100.0	100.0

Fall 2021: N=249 for income <\$100K and N=209 for \$100K+
 Spring 2021: N=248 for income <\$100K and N=216 for \$100K+
 Fall 2020: N=228 for income <\$100K and N=251 for \$100K+

Is the following a major, minor, or not a reason you would be concerned taking leave: Taking time off might cost you your job	Fall 2021	Spring 2021	Fall 2020
Major reason, <\$100K	47.6	47.2	42.9
Major reason, \$100K+	25.2	35.9	27.0
Minor reason, <\$100K	19.2	16.7	21.1
Minor reason, \$100K+	14.9	14.0	19.1
Not a reason, <\$100K	28.8	33.7	35.5
Not a reason, \$100K+	55.7	48.3	50.8
Don't know, <\$100K	4.4	2.3	0.5
Don't know, \$100K+	4.2	1.9	3.1
Total, <\$100K	100.0	100.0	100.0
Total, \$100K+	100.0	100.0	100.0

Fall 2021: N=244 for income <\$100K and N=198 for \$100K+
 Spring 2021: N=257 for income <\$100K and N=218 for \$100K+
 Fall 2020: N=240 for income <\$100K and N=265 for \$100K+

Is the following a major, minor, or not a reason you would be concerned taking leave: You might lose seniority or potential for job advancement	Fall 2021	Spring 2021	Fall 2020
Major reason, <\$100K	38.8	39.8	39.6
Major reason, \$100K+	25.7	29.9	21.9
Minor reason, <\$100K	26.1	21.8	26.1
Minor reason, \$100K+	14.3	23.4	22.2
Not a reason, <\$100K	28.7	35.5	32.9
Not a reason, \$100K+	54.2	43.7	53.6
Don't know, <\$100K	6.4	2.9	1.4
Don't know, \$100K+	5.8	3.0	2.2
Total, <\$100K	100.0	100.0	100.0
Total, \$100K+	100.0	100.0	100.0

Fall 2021: N=246 for income <\$100K and N=200 for \$100K+
 Spring 2021: N=257 for income <\$100K and N=219 for \$100K+
 Fall 2020: N=240 for income <\$100K and N=265 for \$100K+

Is the following a major, minor, or not a reason you would be concerned taking leave: You are not sure you qualify for the program	Fall 2021	Spring 2021	Fall 2020
Major reason, <\$100K	39.7	36.8	40.1
Major reason, \$100K+	21.9	25.9	18.1
Minor reason, <\$100K	26.6	28.9	26.5
Minor reason, \$100K+	21.6	21.2	28.6
Not a reason, <\$100K	28.6	30.7	30.2
Not a reason, \$100K+	49.7	49.1	51.7
Don't know, <\$100K	5.1	3.6	3.1
Don't know, <\$100K+	6.8	3.8	1.6
Total, <\$100K	100.0	100.0	100.0
Total, \$100K+	100.0	100.0	100.0

Fall 2021: N=245 for income <\$100K and N=200 for \$100K+
Spring 2021: N=256 for income <\$100K and N=219 for \$100K+
Fall 2020: N=240 for income <\$100K and N=265 for \$100K+

Gender

Does your employer provide paid time off for: Your own physical/mental health and wellness appointments?	Fall 2021	Spring 2021	Fall 2020
Yes, male ¹¹	72.6	77.2	72.1
Yes, female	72.4	70.9	75.1
No, male	20.7	16.9	24.4
No, female	22.0	22.4	20.4
Don't know, male	6.7	5.9	3.5
Don't know, female	5.6	6.7	4.4
Total, male	100.0	100.0	100.0
Total, female	100.0	100.0	100.0

Fall 2021: N=263 for males and N=237 for females
Spring 2021: N=268 for males and N=243 for females
Fall 2020: N=309 for males and N=241 for females

Does your employer provide paid time off for: A loved one's physical/mental health and wellness appointments?	Fall 2021	Spring 2021	Fall 2020
Yes, male	59.5	64.5	68.1
Yes, female	55.1	59.6	61.9
No, male	26.4	24.8	26.5
No, female	27.1	29.1	29.9
Don't know, male	14.2	10.7	5.3
Don't know, female	17.8	11.2	8.2
Total, male	100.0	100.0	100.0
Total, female	100.0	100.0	100.0

Fall 2021: N=263 for males and N=236 for females
Spring 2021: N=270 for males and N=242 for females
Fall 2020: N=309 for males and N=239 for females

¹¹ Fall 2021 numbers are based on self-reported gender (asked if man, woman, something else). "Something else" responses (less than 1% of total) are excluded. In Spring 2021 and Fall 2020, gender was recorded by interviewer observation (male, female).

Have you heard about the New Jersey Earned Sick Leave law?	Fall 2021	Spring 2021	Fall 2020
Yes, male	54.3	65.8	58.5
Yes, female	59.8	58.0	61.9
No, male	45.7	34.2	41.5
No, female	41.2	41.9	38.1
Total, male	100.0	100.0	100.0
Total, female	100.0	100.0	100.0

Fall 2021: N=263 for males and N=235 for females
 Spring 2021: N=270 for males and N=232 for females
 Fall 2020: N=301 for males and N=227 for females

Is the following a major, minor, or not a reason you would be concerned taking Earned Sick Leave: Taking time off might cost you your job	Fall 2021	Spring 2021	Fall 2020
Major reason, male	38.3	37.0	29.6
Major reason, female	44.5	40.1	32.6
Minor reason, male	12.3	18.2	22.7
Minor reason, female	22.5	15.1	22.4
Not a reason, male	45.6	42.2	45.8
Not a reason, female	31.4	42.6	43.7
Don't know, male	3.9	2.7	2.0
Don't know, female	1.6	2.1	1.4
Total, male	100.0	100.0	100.0
Total, female	100.0	100.0	100.0

Fall 2021: N=258 for males and N=229 for females
 Spring 2021: N=270 for males and N=239 for females
 Fall 2020: N=306 for males and N=241 for females

Is the following a major, minor, or not a reason you would be concerned taking Earned Sick Leave: You might lose seniority or potential for job advancement	Fall 2021	Spring 2021	Fall 2020
Major reason, male	31.1	34.3	26.1
Major reason, female	35.6	32.0	26.0
Minor reason, male	18.1	19.6	23.8
Minor reason, female	20.5	24.1	25.2
Not a reason, male	48.3	43.9	47.9
Not a reason, female	40.8	42.4	48.6
Don't know, male	2.5	2.1	2.2
Don't know, female	3.1	1.4	0.2
Total, male	100.0	100.0	100.0
Total, female	100.0	100.0	100.0

Fall 2021: N=255 for males and N=229 for females
 Spring 2021: N=270 for males and N=237 for females
 Fall 2020: N=307 for males and N=240 for females

Is the following a major, minor, or not a reason you would be concerned taking Earned Sick Leave: You are not sure how many sick leave hours you have	Fall 2021	Spring 2021	Fall 2020
Major reason, male	23.3	27.3	23.3
Major reason, female	30.9	24.9	20.9
Minor reason, male	24.5	24.8	26.2
Minor reason, female	25.0	31.4	28.8
Not a reason, male	45.8	44.3	45.9
Not a reason, female	38.9	41.1	49.9
Don't know, male	6.4	3.6	4.6
Don't know, female	5.1	2.7	0.5
Total, male	100.0	100.0	100.0
Total, female	100.0	100.0	100.0

Fall 2021: N=253 for males and N=230 for females
 Spring 2021: N=269 for males and N=237 for females
 Fall 2020: N=307 for males and N=240 for females

Have you heard about the Family Leave Insurance program?	Fall 2021	Spring 2021	Fall 2020
Yes, male	52.6	60.5	54.3
Yes, female	55.9	55.3	56.8
No, male	47.4	39.5	45.7
Yes, female	44.1	44.7	43.2
Total, male	100.0	100.0	100.0
Total, female	100.0	100.0	100.0

Fall 2021: N=255 for males and N=234 for females
 Spring 2021: N=261 for males and N=231 for females
 Fall 2020: N=291 for males and N=229 for females

Is the following a major, minor, or not a reason you would be concerned taking leave: Taking time off might cost you your job	Fall 2021	Spring 2021	Fall 2020
Major reason, male	38.7	41.4	32.0
Major reason, female	40.0	43.3	38.7
Minor reason, male	13.7	15.2	21.7
Minor reason, female	19.9	17.3	17.8
Not a reason, male	43.4	41.5	43.7
Not a reason, female	35.8	36.7	43.2
Don't know, male	4.3	1.9	2.6
Don't know, female	4.3	2.7	0.2
Total, male	100.0	100.0	100.0
Total, female	100.0	100.0	100.0

Fall 2021: N=246 for males and N=225 for females
 Spring 2021: N=268 for males and N=235 for females
 Fall 2020: N=307 for males and N=241 for females

Is the following a major, minor, or not a reason you would be concerned taking leave: You might lose seniority or potential for job advancement	Fall 2021	Spring 2021	Fall 2020
Major reason, male	33.1	39.2	30.1
Major reason, female	33.1	31.0	30.8
Minor reason, male	20.4	20.8	25.0
Minor reason, female	24.5	23.9	24.4
Not a reason, male	41.8	37.6	43.0
Not a reason, female	35.0	41.1	43.6
Don't know, male	4.7	2.4	1.9
Don't know, female	7.5	4.0	1.2
Total, male	100.0	100.0	100.0
Total, female	100.0	100.0	100.0

Fall 2021: N=246 for males and N=226 for females
 Spring 2021: N=268 for males and N=235 for females
 Fall 2020: N=307 for males and N=241 for females

Is the following a major, minor, or not a reason you would be concerned taking leave: You are not sure you qualify for the program	Fall 2021	Spring 2021	Fall 2020
Major reason, male	28.6	36.0	29.4
Major reason, female	37.7	27.6	28.6
Minor reason, male	24.4	21.9	28.4
Minor reason, female	23.2	29.0	26.3
Not a reason, male	39.5	38.5	39.7
Not a reason, female	34.2	38.2	41.9
Don't know, male	7.5	3.6	2.5
Don't know, female	4.9	5.2	3.1
Total, male	100.0	100.0	100.0
Total, female	100.0	100.0	100.0

Fall 2021: N=247 for males and N=227 for females
 Spring 2021: N=268 for males and N=235 for females
 Fall 2020: N=307 for males and N=240 for females

Party Identification

Does your employer provide paid time off for: Your own physical/mental health and wellness appointments?	Fall 2021	Spring 2021	Fall 2020
Yes, Democrat ¹²	79.7	73.4	76.2
Yes, Independent	59.6	72.5	79.8
Yes, Republican	71.3	76.6	66.8
No, Democrat	17.2	21.8	19.9
No, Independent	27.4	19.2	19.4
No, Republican	22.6	15.4	27.8
Don't know, Democrat	3.0	4.9	3.9
Don't know, Independent	12.9	8.4	0.8
Don't know, Republican	6.1	8.0	5.4
Total, Democrat	100.0	100.0	100.0
Total, Independent	100.0	100.0	100.0
Total, Republican	100.0	100.0	100.0

Fall 2021: N=242 for Democrat, N=83 for Independent, and N=183 for Republican
Spring 2021: N=274 for Democrat, N=77 for Independent, and N=152 for Republican
Fall 2020: N=266 for Democrat, N=69 for Independent, and N=213 for Republican

Does your employer provide paid time off for: A loved one's physical/mental health and wellness appointments?	Fall 2021	Spring 2021	Fall 2020
Yes, Democrat	63.4	63.1	62.3
Yes, Independent	47.2*	59.3	78.7
Yes, Republican	58.0	61.1	63.2
No, Democrat	21.2	27.4	30.9
No, Independent	33.8	30.3	20.6
No, Republican	28.7	24.5	27.8
Don't know, Democrat	15.4	9.5	6.7
Don't know, Independent	19.0	10.3	0.8
Don't know, Republican	13.2	14.5	9.0
Total, Democrat	100.0	100.0	100.0
Total, Independent	100.0	100.0	100.0
Total, Republican	100.0	100.0	100.0

* statistically significant (p<0.05) when comparing estimate to Fall 2020
Fall 2021: N=242 for Democrat, N=83 for Independent, and N=182 for Republican
Spring 2021: N=273 for Democrat, N=77 for Independent, and N=153 for Republican
Fall 2020: N=265 for Democrat, N=69 for Independent, and N=212 for Republican

¹² Party identification includes leaners, and is the summary of two questions asking about party affiliation, where respondents who do not identify with either the Democratic or Republican party in the first question (instead indicating a "Something Else," "Other," "Don't Know," or "Refused Response") are asked which party affiliation they lean toward in the second question. Independents, who respond "Neither" party to the second question, are represented in these tables.

Have you heard about the New Jersey Earned Sick Leave Law?	Fall 2021	Spring 2021	Fall 2020
Yes, Democrat	57.7	60.6	61.9
Yes, Independent	47.3	67.0	57.4
Yes, Republican	61.9	62.7	57.9
No, Democrat	42.3	39.4	38.1
No, Independent	52.7	33.0	42.6
No, Republican	38.1	37.3	42.1
Total, Democrat	100.0	100.0	100.0
Total, Independent	100.0	100.0	100.0
Total, Republican	100.0	100.0	100.0

Fall 2021: N=243 for Democrat, N=83 for Independent, and N=180 for Republican
 Spring 2021: N=268 for Democrat, N=75 for Independent, and N=151 for Republican
 Fall 2020: N=251 for Democrat, N=67 for Independent, and N=208 for Republican

Is the following a major, minor, or not a reason you would be concerned taking Earned Sick Leave: Taking time off might cost you your job	Fall 2021	Spring 2021	Fall 2020
Major reason, Democrat	42.1	42.1	29.0
Major reason, Independent	46.3	36.5	27.6
Major reason, Republican	35.5	31.6	35.6
Minor reason, Democrat	18.0	19.2	24.9
Minor reason, Independent	20.3	19.3	15.5
Minor reason, Republican	13.0	11.9	22.5
Not a reason, Democrat	36.3	37.3	44.0
Not a reason, Independent	30.6	39.3	56.9
Not a reason, Republican	48.9	53.4	40.0
Don't know, Democrat	3.6	1.4	2.0
Don't know, Independent	2.8	5.0	0
Don't know, Republican	2.5	3.1	1.9
Total, Democrat	100.0	100.0	100.0
Total, Independent	100.0	100.0	100.0
Total, Republican	100.0	100.0	100.0

Fall 2021: N=233 for Democrat, N=81 for Independent, and N=180 for Republican
 Spring 2021: N=272 for Democrat, N=75 for Independent, and N=153 for Republican
 Fall 2020: N=265 for Democrat, N=67 for Independent, and N=213 for Republican

Is the following a major, minor, or not a reason you would be concerned taking Earned Sick Leave: You might lose seniority or potential for job advancement	Fall 2021	Spring 2021	Fall 2020
Major reason, Democrat	39.8	38.2	26.7
Major reason, Independent	34.1	40.4	25.7
Major reason, Republican	19.8	20.9	25.9
Minor reason, Democrat	17.4	22.1	25.5
Minor reason, Independent	19.2	17.7	20.3
Minor reason, Republican	23.3	23.1	25.2
Not a reason, Democrat	40.8	38.3	46.7
Not a reason, Independent	44.3	39.3	54.0
Not a reason, Republican	52.9	53.9	47.0
Don't know, Democrat	2.0	1.4	1.1
Don't know, Independent	2.3	2.7	0
Don't know, Republican	4.0	2.2	1.9
Total, Democrat	100.0	100.0	100.0
Total, Independent	100.0	100.0	100.0
Total, Republican	100.0	100.0	100.0

Fall 2021: N=231 for Democrat, N=80 for Independent, and N=180 for Republican
 Spring 2021: N=272 for Democrat, N=74 for Independent, and N=152 for Republican
 Fall 2020: N=265 for Democrat, N=68 for Independent, and N=212 for Republican

Is the following a major, minor, or not a reason you would be concerned taking Earned Sick Leave: You are not sure how many sick leave hours you have	Fall 2021	Spring 2021	Fall 2020
Major reason, Democrat	34.8	28.4	21.6
Major reason, Independent	31.4	40.3	20.6
Major reason, Republican	10.4	13.2	24.0
Minor reason, Democrat	21.5	33.1	28.6
Minor reason, Independent	22.4	19.6	18.4
Minor reason, Republican	30.0	24.0	28.3
Not a reason, Democrat	38.3	35.4	48.0
Not a reason, Independent	38.2	37.5	58.4
Not a reason, Republican	53.6	58.8	43.6
Don't know, Democrat	5.3	3.1	1.8
Don't know, Independent	7.9	2.6	2.6
Don't know, Republican	6.0	4.0	4.0
Total, Democrat	100.0	100.0	100.0
Total, Independent	100.0	100.0	100.0
Total, Republican	100.0	100.0	100.0

Fall 2021: N=229 for Democrat, N=81 for Independent, and N=180 for Republican
 Spring 2021: N=271 for Democrat, N=74 for Independent, and N=152 for Republican
 Fall 2020: N=265 for Democrat, N=68 for Independent, and N=212 for Republican

Have you heard about the Family Leave Insurance program?	Fall 2021	Spring 2021	Fall 2020
Yes, Democrat	53.8	57.1	51.2
Yes, Independent	49.9	55.1	42.4
Yes, Republican	57.6	61.5	65.7
No, Democrat	46.2	42.9	48.8
No, Independent	50.1	44.9	57.6
No, Republican	42.4	38.5	34.3
Total, Democrat	100.0	100.0	100.0
Total, Independent	100.0	100.0	100.0
Total, Republican	100.0	100.0	100.0

Fall 2021: N=238 for Democrat, N=79 for Independent, and N=176 for Republican
 Spring 2021: N=262 for Democrat, N=76 for Independent, and N=146 for Republican
 Fall 2020: N=251 for Democrat, N=65 for Independent, and N=202 for Republican

Is the following a major, minor, or not a reason you would be concerned taking leave: Taking time off might cost you your job	Fall 2021	Spring 2021	Fall 2020
Major reason, Democrat	41.8	45.9	34.2
Major reason, Independent	41.5	46.0	29.4
Major reason, Republican	31.9	32.2	37.8
Minor reason, Democrat	18.4	19.4	23.2
Minor reason, Independent	18.0	15.3	15.5
Minor reason, Republican	13.5	12.0	17.5
Not a reason, Democrat	36.8	32.3	40.5
Not a reason, Independent	35.6	38.8	55.1
Not a reason, Republican	49.0	53.1	43.3
Don't know, Democrat	3.0	2.4	2.0
Don't know, Independent	4.9	0	0
Don't know, Republican	5.6	2.8	1.4
Total, Democrat	100.0	100.0	100.0
Total, Independent	100.0	100.0	100.0
Total, Republican	100.0	100.0	100.0

Fall 2021: N=227 for Democrat, N=81 for Independent, and N=169 for Republican
 Spring 2021: N=268 for Democrat, N=74 for Independent, and N=153 for Republican
 Fall 2020: N=265 for Democrat, N=68 for Independent, and N=213 for Republican

Is the following a major, minor, or not a reason you would be concerned taking leave: You might lose seniority or potential for job advancement	Fall 2021	Spring 2021	Fall 2020
Major reason, Democrat	39.6	38.8	34.0
Major reason, Independent	36.3	43.1	20.5
Major reason, Republican	18.8	23.9	30.1
Minor reason, Democrat	21.1	23.4	26.4
Minor reason, Independent	19.1	21.2	25.3
Minor reason, Republican	24.6	21.7	21.2
Not a reason, Democrat	34.7	36.1	38.6
Not a reason, Independent	35.5	30.5	54.1
Not a reason, Republican	50.8	50.3	45.7
Don't know, Democrat	4.7	1.8	1.0
Don't know, Independent	9.1	5.2	0
Don't know, Republican	5.8	4.0	3.0
Total, Democrat	100.0	100.0	100.0
Total, Independent	100.0	100.0	100.0
Total, Republican	100.0	100.0	100.0

Fall 2021: N=228 for Democrat, N=23 for Independent, and N=168 for Republican
 Spring 2021: N=269 for Democrat, N=74 for Independent, and N=153 for Republican
 Fall 2020: N=265 for Democrat, N=68 for Independent, and N=213 for Republican

Is the following a major, minor, or not a reason you would be concerned taking leave: You are not sure you qualify for the program	Fall 2021	Spring 2021	Fall 2020
Major reason, Democrat	36.6	33.9	33.1
Major reason, Independent	32.3	44.4	25.4
Major reason, Republican	25.7	22.5	25.6
Minor reason, Democrat	24.2	27.4	24.8
Minor reason, Independent	26.5	18.8	34.4
Minor reason, Republican	21.0	25.1	27.3
Not a reason, Democrat	32.5	35.6	39.0
Not a reason, Independent	39.1	28.2	36.5
Not a reason, Republican	44.3	48.7	45.2
Don't know, Democrat	6.7	3.0	3.2
Don't know, Independent	2.1	8.6	3.7
Don't know, Republican	9.0	3.7	2.0
Total, Democrat	100.0	100.0	100.0
Total, Independent	100.0	100.0	100.0
Total, Republican	100.0	100.0	100.0

Fall 2021: N=229 for Democrat, N=82 for Independent, N=168 for Republican
 Spring 2021: N=269 for Democrat, N=73 for Independent, N=153 for Republican
 Fall 2020: N=265 for Democrat, N=68 for Independent and N=212 for Republican

Appendix B: Margins of Error and Sample Composition

This report presents the results from three surveys using fresh samples conducted in Fall 2020, Spring 2021, and Fall 2021 by the Eagleton Center for Public Interest Polling at Rutgers University. The Fall 2020 survey was fielded October 18 to 24, 2020, with a scientifically selected random sample of 1,001 New Jersey adults age 18 or older. The Spring 2021 survey was fielded from May 21 to 29, 2021 with a scientifically selected random sample of 1,094 New Jersey adults age 18 or older. The Fall 2021 survey was fielded from October 21 to 27, 2021 with a scientifically selected random sample of 1,008 New Jersey adults age 18 or older.

The studies were fielded in English and Spanish, and participants were chosen scientifically by random digit dial to landline and cell phone numbers. The studies have been weighted separately to be representative of the non-institutionalized adult population of New Jersey. Weighting balances sample demographics to target population parameters. The three samples were balanced by form to match parameters for sex, age, education, region, race/ethnicity, and phone use. Estimates presented in this report for all surveys reflect unadjusted weights.¹³

All surveys are subject to sampling error, which is the expected probable difference between interviewing everyone in a population versus a scientific sampling drawn from that population. For subgroups of the total sample, the margin of error is higher and increases as the subgroup size decreases.

- ▶ The sampling error for the Fall 2020 sample of 1,001 respondents is ± 3.10 percentage points, at a 95% confidence interval (design effect is 1.50) making the adjusted margin of error ± 3.8 percentage points for the total sample. The sampling error for the Fall 2020 sample of 552 New Jersey residents employed by a New Jersey employer is ± 5.1 percentage points, at a 95% confidence interval.
- ▶ The sampling error for the Spring 2021 sample of 1,094 respondents is ± 3.0 percentage points, at a 95% confidence interval (design effect is 1.37) making the adjusted margin of error ± 3.5 percentage points. The sampling error for the Spring 2021 sample of 517 New Jersey residents employed by a New Jersey employer is ± 4.9 percentage points, at a 95% confidence interval.
- ▶ The sampling error for the Fall 2021 sample of 1,008 respondents is ± 3.1 percentage points, at a 95% confidence interval (design effect is 1.47) making the adjusted margin of error ± 3.7 percentage points. The sampling error for the Fall 2021 sample of 539 New Jersey residents employed by a New Jersey employer is ± 5.1 percentage points, at a 95% confidence interval. Sampling error does not take into account other sources of variation inherent in public opinion studies, such as non-response, question wording, or contextual effects.
- ▶ Table B-1 presents the margins of error for each survey and sample type discussed in this report. Disaggregated samples are based on New Jersey residents working for a New Jersey employer.

¹³ Preliminary memos provided to NJDOL prior to this report used rounded weights; there may be minor adjustments to estimates presented in the report where unadjusted weights are used.

Table B-1: Margins of Error (+/- %), New Jersey Residents, Trend Data

Sample Type (all based on New Jersey residents)	Fall 2021	Spring 2021	Fall 2020
Topline (employed in New Jersey)	5.1	4.9	5.1
Disaggregated Data (based on employed in New Jersey)			
Race/Ethnicity			
White, non-Hispanic workers	6.5	6.1	6.1
Workers of color	8.4	8.3	8.9
Income			
<\$100K	7.2	6.9	7.6
\$100K+	7.7	7.4	7.3
Gender			
Man/male	7.1	6.7	6.9
Woman/female	7.5	7.2	7.6
Party Identification			
Democrat	7.4	6.8	7.4
Independent	13.0	12.7	14.2
Republican	8.5	8.9	8.1

Table B-2: Sample Composition (based on total sample)

Unweighted Sample Percentages				Weighted Sample Percentages			
	Fall 2021	Spring 2021	Fall 2020		Fall 2021	Spring 2021	Fall 2020
Mode of Participation				Mode of Participation			
Landline	30.6	39.8	40.0	Landline	47.3	39.9	47.4
Cell	69.4	60.2	60.0	Cell	52.7	60.1	52.6
Total	100.0	100.0	100.0	Total	100.0	100.0	100.0
Gender				Gender			
Male	49.0	47.6	51.4	Male	48.8	48.1	47.7
Female	51.0	52.4	48.6	Female	51.2	51.9	52.3
Total	100.0	100.0	100.0	Total	100.0	100.0	100.0
Age				Age			
18-29	19.0	13.3	11.8	18-29	18.6	17.8	18.3
30-49	35.8	29.9	33.5	30-49	31.8	31.9	32.3
50-64	26.2	31.1	34.8	50-64	28.4	29.9	29.0
65+	19.1	25.6	20.0	65+	21.2	20.4	20.4
Total	100.0	100.0	100.0	Total	100.0	100.0	100.0
Race/Ethnicity Combined				Race/Ethnicity Combined			
White	68.5	67.4	69.8	White	58.6	56.8	58.3
Black	11.0	10.7	10.8	Black	12.9	12.7	12.1
Hispanic	12.5	15.6	10.9	Hispanic	16.5	19.4	17.7
Other	8.0	6.3	8.6	Other	12.0	11.1	11.9
Total	100.0	100.0	100.0	Total	100.0	100.0	100.0
Race/Ethnicity (dichotomous)				Race/Ethnicity (dichotomous)			
White, non-Hispanic workers	68.5	67.4	69.8	White, non-Hispanic workers	58.6	56.8	58.3
Workers of color	31.5	32.6	30.2	Workers of color	41.4	43.2	41.7
Total	100.0	100.0	100.0	Total	100.0	100.0	100.0
Education				Education			
High school or less	15.8	15.9	16.1	High school or less	28.7	28.6	29.4
Some college	30.7	27.1	24.8	Some college	30.7	31.3	30.1
College graduate	30.4	30.4	30.5	College graduate	22.0	21.5	21.8
Graduate work	23.2	26.6	28.6	Graduate work	18.6	18.6	18.6
Total	100.0	100.0	100.0	Total	100.0	100.0	100.0
Income				Income			
Less than \$50K	24.7	24.2	22.9	Less than \$50K	29.5	31.1	30.7
\$50K - Less than \$100K	34.0	34.9	32.9	\$50K - Less than \$100K	35.0	34.5	33.8
\$100K - Less than \$150K	18.7	16.3	20.6	\$100K - Less than \$150K	15.7	14.3	17.0
\$150K+	22.6	24.6	23.6	\$150K+	19.9	20.1	18.5
Total	100.0	100.0	100.0	Total	100.0	100.0	100.0
Political Party Identification				Political Party Identification			
Democrat	45.6	52.9	51.3	Democrat	46.1	50.3	52.8
Independent	15.8	14.9	13.2	Independent	17.9	17.1	14.1
Republican	38.6	32.2	35.5	Republican	36.0	32.6	33.1
Total	100.0	100.0	100.0	Total	100.0	100.0	100.0

Unweighted Sample Percentages				Weighted Sample Percentages			
	Fall 2021	Spring 2021	Fall 2020		Fall 2021	Spring 2021	Fall 2020
Region of New Jersey				Region of New Jersey			
Urban	14.5	17.2	15.4	Urban	16.7	16.4	18.5
Suburb	35.3	35.2	35.1	Suburb	35.8	35.8	34.7
Exurban	14.3	12.5	14.2	Exurban	13.8	13.3	13.8
Philadelphia/South Jersey	17.8	15.2	17.3	Philadelphia/South Jersey	17.7	17.5	16.0
Shore	18.0	19.9	18.1	Shore	16.0	17.0	17.1
Total	100.0	100.0	100.0	Total	100.0	100.0	100.0
Employment Status				Employment Status			
Employed	63.5	56.3	61.1	Employed	58.6	54.6	56.0
Unemployed, looking for work	4.3	6.5	6.5	Unemployed, looking for work	4.1	8.4	8.5
Unemployed, not looking for work	1.2	2.3	1.6	Unemployed, not looking for work	1.9	2.9	1.8
Military	*	*	*	Military	*	*	*
Homemaker/ stay-at-home parent	4.4	3.5	4.1	Homemaker/ stay-at-home parent	4.4	3.7	5.4
Retired	18.6	24.5	20.9	Retired	22.1	20.8	20.9
Otherwise not employed	1.1	1.8	1.1	Otherwise not employed	1.9	2.4	1.2
Student	4.4	2.4	2.2	Student	4.4	3.6	3.6
Unable to work	2.4	2.4	2.2	Unable to work	2.5	3.4	2.3
Total	100.0	100.0	100.0	Total	100.0	100.0	100.0

* Less than 1% reporting.

Appendix C: Survey Questions

Questions presented are referenced in this report. Respondents were asked additional demographic questions that are not discussed in this report (educational attainment, age, etc.). Any new or edited wording between Fall 2020, Spring 2021, and Fall 2021 surveys is noted.

Employment

[IF S1A=2,3]

S1A. Which of the following best describes you? Do you consider yourself ...?

[READ ALOUD]

1. Employed
2. Unemployed and looking for work
3. Unemployed and not looking for work
4. In the military
5. A homemaker or stay at home parent
6. Retired
7. Or otherwise not employed
8. A student (VOL)
88. Unable to work (VOL)
99. Refused (VOL)

[IF S1A=1] OR [IF S1B=1]

S1B. Are you currently on temporary layoff from a job, or not?

1. Yes
2. No
8. Don't know (VOL)
9. Refused (VOL)

[IF S1A=1] OR [IF S1B=1]

S1C. [IF S1A=1 Are you currently employed within the State of New Jersey, or are you not currently employed within the state?] [IF S1B=1 Was your job within the State of New Jersey, or is your job outside of the state?]

1. Yes, employed in NJ
2. No, not employed in NJ
3. Don't know (VOL)
9. Refused (VOL)

S2. Please tell me, to the best of your knowledge, whether or not your employer provides paid time off in the event you need to take time off for each of the following reasons. [IF S1B=1: IF NECESSARY: Please think about the time before you were laid off...] First:

- a. For your own physical or mental health or a wellness appointment
 - b. For a loved one's physical or mental health or a wellness appointment
1. Yes
 2. No
 8. Don't know (VOL)
 9. Refused (VOL)

Earned Sick Leave

S3. Prior to the COVID-19 pandemic, at the end of 2018, the New Jersey Earned Sick Leave Law went into effect. The law requires employers to provide one hour of paid time off for every 30 hours worked up to 40 hours a year. Your employer must let you use this time for things like unexpected illness or preventative doctor's appointments for yourself or a loved one. It applies to almost all businesses within New Jersey. Have you heard about this law?

1. Yes
2. No
8. Don't know (VOL)
9. Refused (VOL)

S4. Now, I am going to read you some reasons why people might be concerned about taking earned sick leave under the New Jersey Earned Sick Leave Law. Please tell me whether each of the following would be a major reason, a minor reason, or not a reason at all as to why you would be concerned about taking earned sick leave if you were in this situation. [IF S1B=1: IF NECESSARY: When you return to your job...] Is this a major reason, minor reason, or not a reason why you would be concerned about taking earned sick leave? First:

[RANDOMIZE]

- a. Taking time off might cost you your job.
- b. You might lose seniority or potential for job advancement.
- c. You are not sure how many sick leave hours you have.

1. Major reason
2. Minor reason
3. Not a reason at all
8. Don't know (VOL)
9. Refused (VOL)

Family Leave Insurance

Next, I am going to talk about a New Jersey program that provides longer-term paid leave to bond with a new child or care for a loved one.

S5. New Jersey has expanded its state-wide Family Leave Insurance Program, which is funded through a deduction in your pay check. The benefit allows up to 12 weeks of paid time off at 85% of your average wages. Have you seen or heard about this program?

1. Yes
2. No
8. Don't know (VOL)
9. Refused (VOL)

S6. Please tell me whether each of the following would be a major reason, a minor reason, or not a reason at all as to why you would be concerned about taking up to 12 weeks off from work using benefits from New Jersey's Family Leave Insurance Program if you were in this situation. Please tell me whether each of the following would be a major reason, a minor reason, or not a reason at all as to why you would be concerned about taking leave. [IF S1B=1: IF NECESSARY: When you return to your job...] Is this a major reason, minor reason, or not a reason why you would be concerned about taking leave? First:

[RANDOMIZE]

- a. Taking time off might cost you your job.
- b. You might lose seniority or potential for job advancement.
- c. You are not sure you qualify for the program

1. Major reason
2. Minor reason
3. Not a reason at all
8. Don't know (VOL)
9. Refused (VOL)

Demographics

[CODE GENDER BY OBSERVATION]

D1. Respondent Gender

1. Male
2. Female

D2. Are you of Latino or Hispanic origin, such as Mexican, Puerto Rican, Cuban, or some other Spanish background?

1. Yes
2. No
8. Don't know
9. Refused

D3. Are you white, Black, or of Asian origin, or are you some other race, or multi-racial?

1. White (includes Caucasian, European, Middle Eastern)
2. Black (includes African-American)
3. Asian (includes Asian-Indian, South Asian, East Asian, Chinese, Japanese)
4. Hispanic/Latino/Spanish (VOL)
5. OTHER, SPECIFY: _____
6. Multi-racial
8. Don't know (VOL)
9. Refused (VOL)

(October 2021 only)

D4. Do you describe yourself as a man, a woman, or in some other way?

1. Man
2. Woman
3. Some other way [SPECIFY]
9. Refused

D5. In politics today, do you consider yourself a Democrat, Republican, Independent, or something else?

1. Democrat
2. Republican
3. Independent
4. Something else/Other
8. Don't know (VOL)
9. Refused (VOL)

ASK IF DID NOT ANSWER "DEMOCRAT" OR "REPUBLICAN" IN D5 (D5 NE 1,2)

D6. Which way do you lean? (Fall 2021: Would you say that you lean toward the Democrats, the Republicans, or neither party?)

1. Democrat
2. Republican
3. Neither
8. Don't know (VOL)
9. Refused (VOL)

D7. Last year, that is in 2019 (Spring 2021/Fall 2021: 2020), what was your total family income from all sources, before taxes? Just stop me when I get to the right category. [READ LIST]

1. Less than \$25,000
2. 25 to under \$50,000
3. 50 to under \$75,000
4. 75 to under \$100,000
5. 100 to under \$150,000
6. \$150,000 or more
8. Don't know (VOL)
9. Refused (VOL)

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About the Heldrich Center

The John J. Heldrich Center for Workforce Development at Rutgers University is devoted to transforming the workforce development system at the local, state, and federal levels. The center, located within the Edward J. Bloustein School of Planning and Public Policy, provides an independent source of analysis for reform and innovation in policymaking and employs cutting-edge research and evaluation methods to identify best practices in workforce development, education, and employment policy. It is also engaged in significant partnerships with the private sector, workforce organizations, and educational institutions to design effective education and training programs. It is deeply committed to assisting job seekers and workers attain the information, education, and skills training they need to move up the economic ladder.

As captured in its slogan, "Solutions at Work," the Heldrich Center is guided by a commitment to translate the strongest research and analysis into practices and programs that companies, community-based organizations, philanthropy, and government officials can use to strengthen their workforce and workforce readiness programs, create jobs, and remain competitive. The center's work strives to build an efficient labor market that matches workers' skills and knowledge with the evolving demands of employers. The center's projects are grounded in a core set of research priorities:

- ▶ Career and Technical Education
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