

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

**Measuring the Awareness and Opinions of New Jersey Workers,  
October 2020 to July 2022**

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June 2023

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# Executive Summary

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## Introduction

In October 2019, the New Jersey Department of Labor and Workforce Development asked the John J. Heldrich Center for Workforce Development at Rutgers, The State University of New Jersey to conduct a multi-year study of the Family Leave Insurance (FLI) program and Earned Sick Leave (ESL) law in New Jersey. The Heldrich Center partnered with the Rutgers School of Management and Labor Relations' Center for Women and Work and the Eagleton Institute of Politics' Center for Public Interest Polling to support data collection and analysis. The study period overlapped with 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. This report presents the final results and disaggregated findings from the second phase of the study focusing on the FLI program and ESL law. It is based on a statewide phone survey asking questions about New Jersey's FLI program and ESL law that was fielded during four time periods: Fall 2020, Spring 2021, Fall 2021, and Summer 2022. The results are based on 552 New Jersey residents in October 2020, 517 New Jersey residents in May 2021, 539 New Jersey residents in October 2021, and 584 New Jersey residents in July 2022 who were employed by an employer within the state (including workers on temporary furlough). In addition to reporting topline findings based on the total sample of workers, researchers looked for meaningful differences between demographic subgroups, including race/ethnicity, household income level, and gender. In addition to demographic questions, the survey was divided into three modules: access to employer-provided paid time off, awareness of ESL and FLI programs, and concern about using ESL or FLI.

## Findings

In Summer 2022, 7 in 10 New Jersey residents employed by a New Jersey employer indicated that they have access to paid leave for physical health, mental health, and wellness appointments for themselves (71%). More than one in two workers indicated they have access to paid leave for their loved ones' appointments in Summer 2022 (55%). These numbers are similar to Fall 2020 (74%), Spring 2021 (74%), and Fall 2021 (73%) for self-reported paid leave; however, there is a general decrease over time in the number of workers who reported that they have paid time off for loved ones' appointments. In Summer 2022, half of New Jersey employed residents said they heard of the ESL law (50%). Similarly, in Summer 2022, approximately half of New Jersey workers heard of the FLI program (47%). Over time, there is little difference in the number of workers who said they are aware of either ESL or FLI. When asked about reasons why workers may or may not use ESL, more than 4 in 10 workers reported in Summer 2022 that concerns about the following would be a major or minor reason:

- ▶ Job loss (46%),
- ▶ Loss of seniority or potential for advancement (43%), and
- ▶ Unsure how many sick leave hours I have (45%).

When asked about various reasons why respondents may or may not use FLI, more than 4 in 10 workers reported in Summer 2022 that concerns about the following would be a major or minor reason:

- ▶ Job loss (47%),
- ▶ Loss of seniority or potential for advancement (43%), and
- ▶ Unsure if I qualify for the program (47%).

Overall, New Jersey workers appear to be less concerned (or no more concerned) about various aspects of using sick hours or taking leave in Summer 2022, compared to New Jersey workers in earlier surveys.

While there are few changes over time for the total sample of New Jersey workers who work for an employer in the state, there are differences and important trends observed between key subgroups of the total sample across the four surveys. Overall, in the Summer 2022 survey, white, non-Hispanic workers are less likely to say they have concerns about using sick time, or about eligibility uncertainty and FLI, compared to workers of color; these differences were not measured in Fall 2020. White, non-Hispanic workers have expressed less concern over time about job security and losing their potential for advancement or seniority, whereas the opinions of workers of color have remained relatively constant (notably higher than white, non-Hispanic workers). Measures disaggregated by income level have remained relatively constant over time – with lower-income workers (earning less than \$100,000 annually) expressing more concern about using sick time or taking leave than higher-income workers (earning at least \$100,000 annually), with one exception: those workers who make less than \$100,000 annually are less likely in 2022 to say that job loss is a major or minor reason why they would be concerned about taking family leave, compared to Fall 2020. There does not appear to be any differences by gender on these measures. The longitudinal component of this study allows for multiple opportunities for comparison that show the following in 2022:

- ▶ While 7 in 10 workers said they have access to employer-provided paid leave for their own health and wellness appointments, closer to half have access to paid time off for loved ones. About half of New Jersey workers said they are aware of the specific law or program by name.
- ▶ Over the two-year period, awareness of the law or program has likely affected opinions about the potential risks associated with taking paid time off. There has been little change over time in levels of awareness of ESL and FLI among workers; that is, the results show that over time, there has not been an increase in the number of New Jersey workers who say they are aware of the law or program. However, workers who said they were aware of the law or program in Summer 2022 expressed less concern about various reasons they may not use sick hours or take leave than workers who said they were not aware of the law or program. These differences were not measured in Fall 2020.
- ▶ More than 4 in 10 New Jersey workers said being concerned about job loss, losing seniority or the potential for advancement, and uncertainty about earned hours or eligibility are major or minor reasons why they would not use sick time or take family leave in 2022.
- ▶ In Summer 2022, fewer workers of color indicated that they have employer-provided paid time off for physical health and other wellness appointments for loved ones, compared to Fall 2020. One explanation is that workers may have exhausted their leave time due to the pandemic. There is also a considerable difference in awareness of FLI between workers making less than \$100,000 annually, and workers making at least \$100,000 per year in Summer 2022.
- ▶ Throughout the survey study period, there was consistently less concern about using paid sick leave among higher-income households, as well as among white, non-Hispanic workers. Workers living in lower-income households, and workers of color, were profoundly more concerned about using paid time off than workers living in higher-income households and white, non-Hispanic workers. These concerns did not lessen over the course of the pandemic. The opinions of workers of color have steadied over the two-year study period, while white, non-Hispanic workers were less concerned over time. While lower-income workers seemed to express less concern about job loss and taking leave in Summer 2022 compared to earlier surveys, there were key differences when asking subgroups of workers the reasons they may not use sick hours or take leave.

## Discussion

There are important outreach implications for the New Jersey Department of Labor and Workforce Development, particularly in helping workers understand their benefits, eligibility, and potential risks for employment, including continuing to target industries and job types, such as hourly workers in “essential” jobs, and finding ways to minimize confusion across programs. In 2022, the New Jersey Department of Labor and Workforce Development announced the availability of \$1.1 million in CARE (Cultivating Access, Rights, and Equity) grant awards toward outreach, education, and support to increase awareness of and access to worker benefits and protections in New Jersey. To broaden understanding of workers’ experiences with and opinions of using paid sick leave, a future research study should ask workers to report their experience with using sick hours or taking leave, which would likely require a larger sample of workers. Qualitative research methods, such as individual interviews, focus groups, or open-ended questions capturing verbatim responses on quantitative surveys, may be needed to better understand concerns about taking leave, knowledge of laws that provide job protection that are separate from cash benefit programs, awareness of specific features of paid leave programs, experiences with paid time off, and why there may be differences between subgroups that have emerged over time.

# Introduction

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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 2018, New Jersey implemented the New Jersey Paid Sick Leave Act, which established employees' rights to accrue and use paid earned sick leave (ESL). In February 2019, New Jersey further expanded its Temporary Disability Insurance (TDI) and FLI programs. These programs are designed to support workers due to pregnancy, childbirth recovery, bonding, and coping with domestic or sexual violence, as well as to provide care for loved ones for illness, wellness care, or their child's school meetings.<sup>1</sup>

In October 2019, the New Jersey Department of Labor and Workforce Development asked the John J. Heldrich Center for Workforce Development at Rutgers, The State University of New Jersey 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 and the Eagleton Institute of Politics' Center for Public Interest Polling 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 February 2021 report presented findings and recommendations from the first phase, based on 29 interviews with workers and advocates, focusing on New Jersey's paid ESL law. This report presents the final results and disaggregated findings 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 that was fielded during four time periods: Fall 2020, Spring 2021, Fall 2021, and Summer 2022. This report presents background on these leave programs and policies, the methodology, and the longitudinal findings from the four surveys.

# Background

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The availability of employer-provided paid time off for medical appointments, health needs, and family responsibilities takes on a variety of forms that differ across businesses and organizations. This project sought to understand the awareness and opinions of New Jersey's mandated ESL and FLI programs. Survey items aimed to capture how levels of awareness and views about using paid leave made available through ESL and FLI might vary over time, and among different subgroups of New Jersey workers. This section provides a background of the ESL law and FLI program, and presents the exact question wording used in each of the four surveys to describe ESL and FLI to the survey respondents.

**The New Jersey ESL Act** was signed into law by Governor Phil Murphy and went into effect on October 29, 2018. The law requires 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.<sup>2</sup> 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;

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<sup>1</sup> TDI and FLI are cash benefit programs; they are not job-protected family leave programs. See footnote #7. Also see <https://mysickdays.nj.gov> and <https://nj.gov/labor/myleavebenefits/worker/fli/> for information about these programs.

<sup>2</sup> <https://nj.gov/governor/news/news/562018/approved/20181029d.shtml>

- ▶ 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; employers may also frontload hours to employees. 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 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.<sup>3</sup> Nonprofit employers, out-of-state employers with workers in New Jersey, and employers of all sizes must comply with the law.<sup>4</sup>

Prior to questions asking about their awareness of and potential concerns if they were to use ESL hours, survey respondents were given the following description of ESL:

*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 1 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.*

**New Jersey's FLI program** provides longer-term paid leave; that is, cash benefits when an employee stops working 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.<sup>5</sup> Funded through a deduction in workers' pay checks, FLI was established in 2009, allowing up to six weeks of cash benefits at two-thirds of a worker's average wages. It was expanded in 2019, allowing up to 12 weeks of cash benefits at 85% of average wages.<sup>6</sup> To qualify for FLI benefits in 2023, workers must work at least 20 weeks earning at least \$260 weekly, or earn a combined total of \$13,000 in the base year. Workers who are exempt include federal government employees and workers that are not technically employees (such as independent contractors).

Prior to questions asking about their awareness of and potential concerns if they were to take leave, survey respondents were given the following description of FLI:

*New Jersey has expanded its statewide 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.<sup>7</sup>*

<sup>3</sup> [https://nj.gov/labor/forms\\_pdfs/earned\\_sick\\_leave/1-3-19%20Employee%20FAQs%20Earned%20Sick.pdf](https://nj.gov/labor/forms_pdfs/earned_sick_leave/1-3-19%20Employee%20FAQs%20Earned%20Sick.pdf)

<sup>4</sup> [https://www.nj.gov/labor/forms\\_pdfs/lwdhome/Legal/earned\\_sick\\_leave.pdf](https://www.nj.gov/labor/forms_pdfs/lwdhome/Legal/earned_sick_leave.pdf)

<sup>5</sup> <https://nj.gov/labor/myleavebenefits/worker/fli/>

<sup>6</sup> Earnings requirements and benefit levels varied during the course of the study.

<sup>7</sup> When introducing FLI to the respondent, the survey question stem used the verbiage "paid time off"; however, an improved descriptor is the word "benefit," because FLI does not necessarily provide the right for a worker to return to the same job. Under the federal Family and Medical Leave Act, employees working for employers having at least 50 employees or for public agencies are eligible for up to 12 weeks of job-protected unpaid leave for family and medical reasons (see <https://www.dol.gov/general/topic/benefits-leave/fmla> for a description of those criteria). Under the New Jersey Family Leave Act, employees working for employers having at least 30 employees or for public agencies are eligible for up to 12 weeks of job-protected leave during any 24-month period (<https://nj.gov/labor/myleavebenefits/assets/pdfs/fact-FLA.pdf>).

# Methodology

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

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

The Heldrich Center fielded four surveys in partnership with the Eagleton Institute of Politics' Center for Public Interest Polling using fresh samples in Fall 2020, Spring 2021, Fall 2021, and Summer 2022. The Fall 2020, Spring 2021, and Fall 2021 surveys were fielded by telephone with a scientifically selected random sample of New Jersey adults age 18 or older; the Summer 2022 survey was fielded by telephone and online. Table 1 summarizes the timeline and samples of each administered survey. The results are based on 552 New Jersey residents in October 2020, 517 New Jersey residents in May 2021, 539 New Jersey residents in October 2021, and 584 New Jersey residents in July 2022 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
Summer 2022	July 18 to 27, 2022	1,018	584

Researchers developed survey items in both English and Spanish in Fall 2020, Spring 2021, and Fall 2021 (the Summer 2022 survey was in English only), and participants were chosen scientifically by random digit dial to landline and cell phone numbers. The survey studies have been weighted separately to be representative of the noninstitutionalized adult population of New Jersey. Weighting balances sample demographics to target population parameters matching the population counts by sex, age, education, region, race/ethnicity, and phone use. Appendix B provides the methodology for each survey, including a detailed composition table of the four survey samples and margins of error for each survey and subgroup. In the findings discussion, and in the tables in Appendix A, results are presented for the overall sample and on various demographic subgroups, including race/ethnicity, household income level, and gender.

Researchers looked for meaningful differences between demographic subgroups. Due to the sample sizes of each survey (between 517 and 584 adults age 18 and older 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 results having greater statistical power, or more sensitivity, to measure an actual, valid difference between groups.<sup>8</sup>

This study uses two questions to categorize respondents' race and ethnicity in each survey:

<sup>8</sup> 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>

- ▶ Asking respondents to designate their ethnicity as either Latino or Hispanic (Mexican, Puerto Rican, Cuban, or some other Spanish background), or not; and
- ▶ 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.<sup>9</sup>

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.

Any differences noted in this report have yielded a statistically significant statistical test. “Statistically significant” denotes that the observed differences between two groups of workers within a time period is measured using chi-square at  $p < .05$ , and across two time periods is measured to be outside of the estimated margin of error (see Appendix B for a description of margins of error and sample sizes for each table and survey, and an explanation of how these margins of error were calculated).

The first survey was slated to be fielded in March 2020 at the onset of the COVID-19 pandemic; however, the research team decided not to field the survey because of the 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. 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 four survey waves were conducted during four 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, Fall 2021, and Summer 2022. It should be noted that guidance from the Centers for Disease Control and Prevention 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.

A copy of the fielded instruments is included in Appendix D. For each of the four fielding periods, the survey is divided into three modules of questions, in addition to items asking respondents to specify their employment status and various socioeconomic demographics:

- ▶ Access to employer-provided paid time off,
- ▶ Awareness of ESL and FLI programs, and
- ▶ Concern about using ESL and FLI: Major or minor reasons.

In the analysis that follows, “using sick time,” “using earned sick hours,” or related verbiage are intended to represent opinions about the ESL law; “taking leave” references the FLI program. For tables and figures referenced throughout the analysis, sample sizes and margins of errors are presented in the appendices.

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<sup>9</sup> Because the questions asked in this study are part of omnibus surveys conducted by the Eagleton Institute of Politics' Center for Public Interest Polling, demographic question wording was determined by the Center for Public Interest Polling; 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: News and Themes Related to the COVID-19 Pandemic Between 2020 and 2022**

News Items/Themes	Fall 2020	Spring 2021	Fall 2021	Summer 2022
COVID-19 Pandemic	<ul style="list-style-type: none"> <li>▶ Vaccines in testing</li> <li>▶ Multiple early variants spreading; Greek letter names not yet used</li> </ul>	<ul style="list-style-type: none"> <li>▶ Vaccines widely available for adults age 18+; Pfizer available for 16+, 12+ children approved on 5/10/21</li> </ul>	<ul style="list-style-type: none"> <li>▶ Vaccines available for Americans 12+; just prior to U.S. Food and Drug Administration approval for children 5 to 12 (on 10/29/21)</li> </ul>	<ul style="list-style-type: none"> <li>▶ Vaccines available for all ages, including vaccine approvals for youth 12 to 17 and children under age 5</li> <li>▶ Booster shots recommended to keep vaccination up to date</li> <li>▶ Omicron variants circulating</li> <li>▶ Virus being described as entering the endemic phase</li> </ul>
New Jersey Public K-12 Schools	<ul style="list-style-type: none"> <li>▶ Remote schooling in most New Jersey districts/adult supervision required at home</li> <li>▶ Masks, cleaning, and social distancing for on-site instruction</li> </ul>	<ul style="list-style-type: none"> <li>▶ Most schools operating with students on site (many part-time hours only)</li> </ul>	<ul style="list-style-type: none"> <li>▶ Some delayed starts for in-person schooling in New Jersey (began remotely)</li> <li>▶ Teacher shortages (including substitutes) due to pandemic affecting schools</li> </ul>	<ul style="list-style-type: none"> <li>▶ Schools preparing for in-person/on-site instruction during the 2022-2023 year</li> <li>▶ Concerns about teaching staff shortages and students' academic progress (learning losses during two-year pandemic period)</li> </ul>
National/State Politics and Policy	<ul style="list-style-type: none"> <li>▶ President Trump in office</li> <li>▶ Just prior to election day (mail-in voting in New Jersey)</li> <li>▶ Federal stimulus money distributed (first in April 2020; second in December 2020/January 2021)</li> <li>▶ Federal paid sick leave provisions under the Families First Coronavirus Response Act in place</li> <li>▶ 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</li> </ul>	<ul style="list-style-type: none"> <li>▶ President Biden in office</li> <li>▶ Federal stimulus money distributed in March/April 2021</li> <li>▶ Federal paid sick leave provisions under Families First Coronavirus Response Act expired as of 12/31/20</li> </ul>	<ul style="list-style-type: none"> <li>▶ President Biden in office</li> <li>▶ No additional federal stimulus money</li> <li>▶ Federal Unemployment Insurance expired 9/4/21</li> <li>▶ Just prior to election day (Governor Phil Murphy's reelection)</li> <li>▶ Lead-up to news re: federal paid leave no longer part of <a href="#">Build Back Better</a> talks</li> <li>▶ Unemployment Insurance benefits that were federally extended and expanded to cover various pandemic scenarios/reasons expired on 9/4/21</li> </ul>	<ul style="list-style-type: none"> <li>▶ President Biden in office</li> <li>▶ Governor Murphy serving in second term</li> <li>▶ Pandemic-era federal financial support programs (federal Unemployment Insurance, stimulus money) expired in the prior year (2021)</li> </ul>

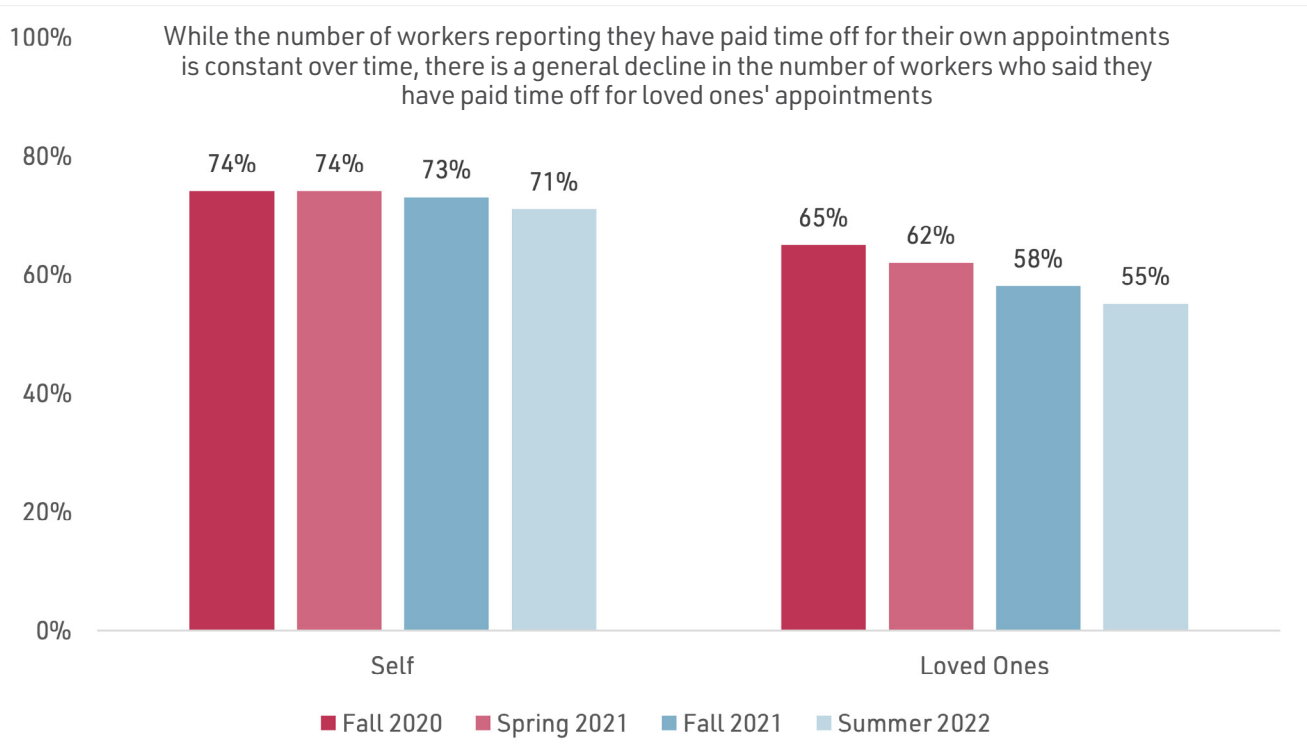
# Longitudinal Findings: Total Sample of New Jersey Workers

This section provides a summary of the longitudinal findings of the total sample of New Jersey workers, emphasizing comparisons between the Fall 2020 survey and the Summer 2022 survey, with additional comparisons of interest.

## Access to Paid Leave

The survey asked workers to indicate whether they have access to paid time off for their own physical, mental health, or other wellness appointments, and for their loved ones' appointments. In Summer 2022, 7 in 10 New Jersey residents employed by a New Jersey employer indicated that they have access to paid leave for physical health, mental health, and wellness appointments for themselves (71%). More than one in two workers indicated they have access to paid leave for their loved ones' appointments in Summer 2022 (55%). These numbers are similar to Fall 2020 (74%), Spring 2021 (74%), and Fall 2021 (73%) for self-reported paid leave; however, there is a general decrease over time in the number of workers who reported that they have paid time off for loved ones' appointments (see Figure 1).

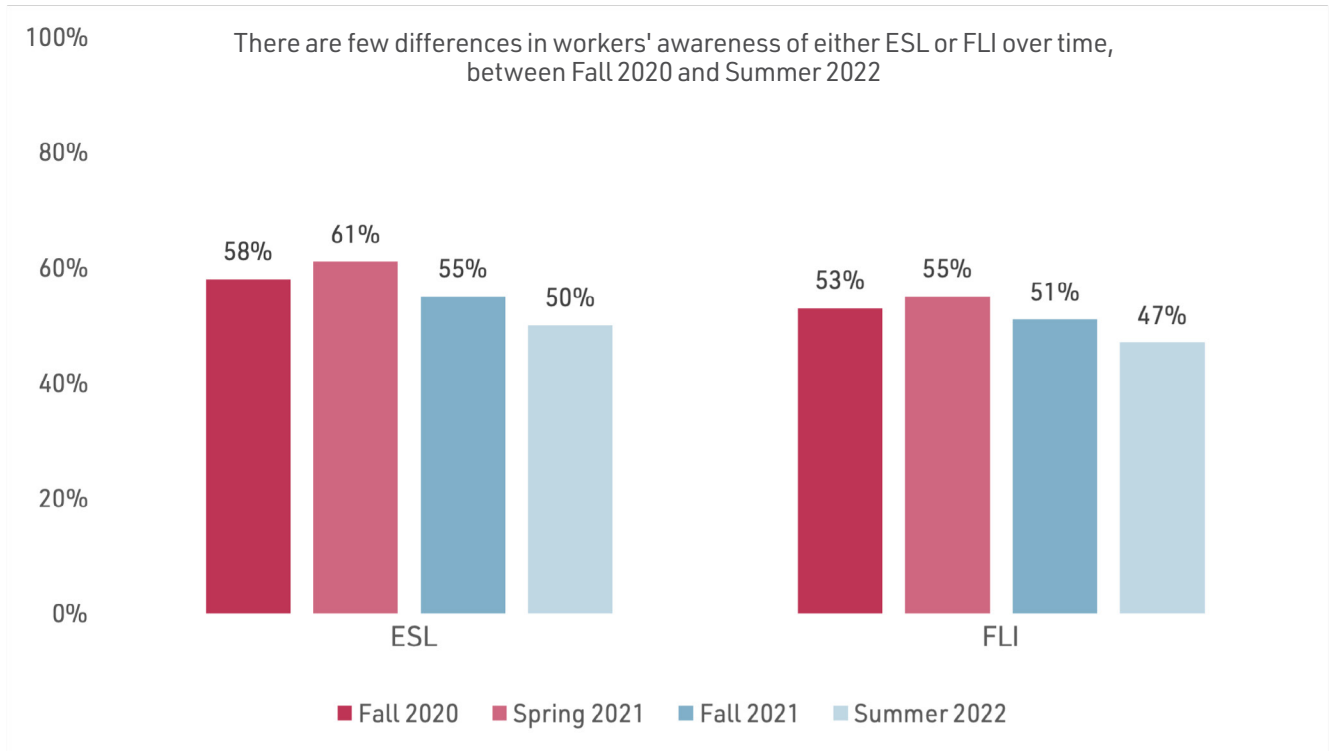
**Figure 1: Percentage of Workers Reporting Paid Time Off for Self and Loved Ones' Health/Wellness, New Jersey Residents Working for New Jersey Employer, Trend Data: Fall 2020, Spring 2021, Fall 2021 and Summer 2022**



## Awareness of the ESL Law and FLI Program

In Summer 2022, half of New Jersey employed residents said they have heard of the ESL law (50%). Similarly, in Summer 2022, approximately half of New Jersey workers have heard of the FLI program (47%). Over time, there is little difference in the number of workers who said they are aware of either ESL or FLI (see Figure 2).

**Figure 2: Percentage of Workers Reporting they have Heard of ESL or FLI, New Jersey Residents Working for New Jersey Employer, Trend Data: Fall 2020, Spring 2021, Fall 2021, and Summer 2022**



## ESL and FLI: Concerns About Use

When asked about reasons why workers may or may not use ESL, more than 4 in 10 workers reported in Summer 2022 that concerns about the following would be a major or minor reason:

- ▶ Job loss (46%),
- ▶ Loss of seniority or potential for advancement (43%), and
- ▶ Unsure how many sick leave hours I have (45%).

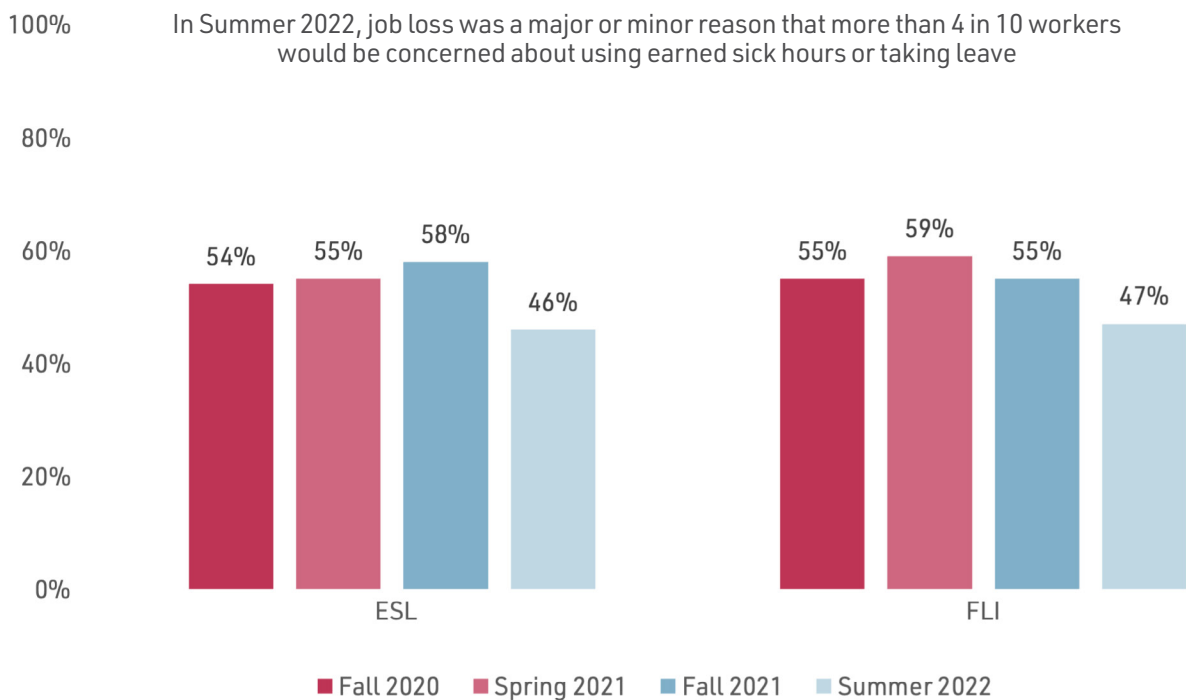
When asked about various reasons why respondents may or may not use FLI, more than 4 in 10 workers reported in Summer 2022 that concerns about the following would be a major or minor reason:

- ▶ Job loss (47%),
- ▶ Loss of seniority or potential for advancement (43%), and
- ▶ Unsure if I qualify for the program (47%).

There are no statistically significant or anecdotally meaningful differences across the four time periods when comparing the percentage of major versus minor responses for any of the reasons asked and for both ESL and FLI. Because differences did not emerge between the two levels of concern, those categories can be combined to increase the power of analysis.

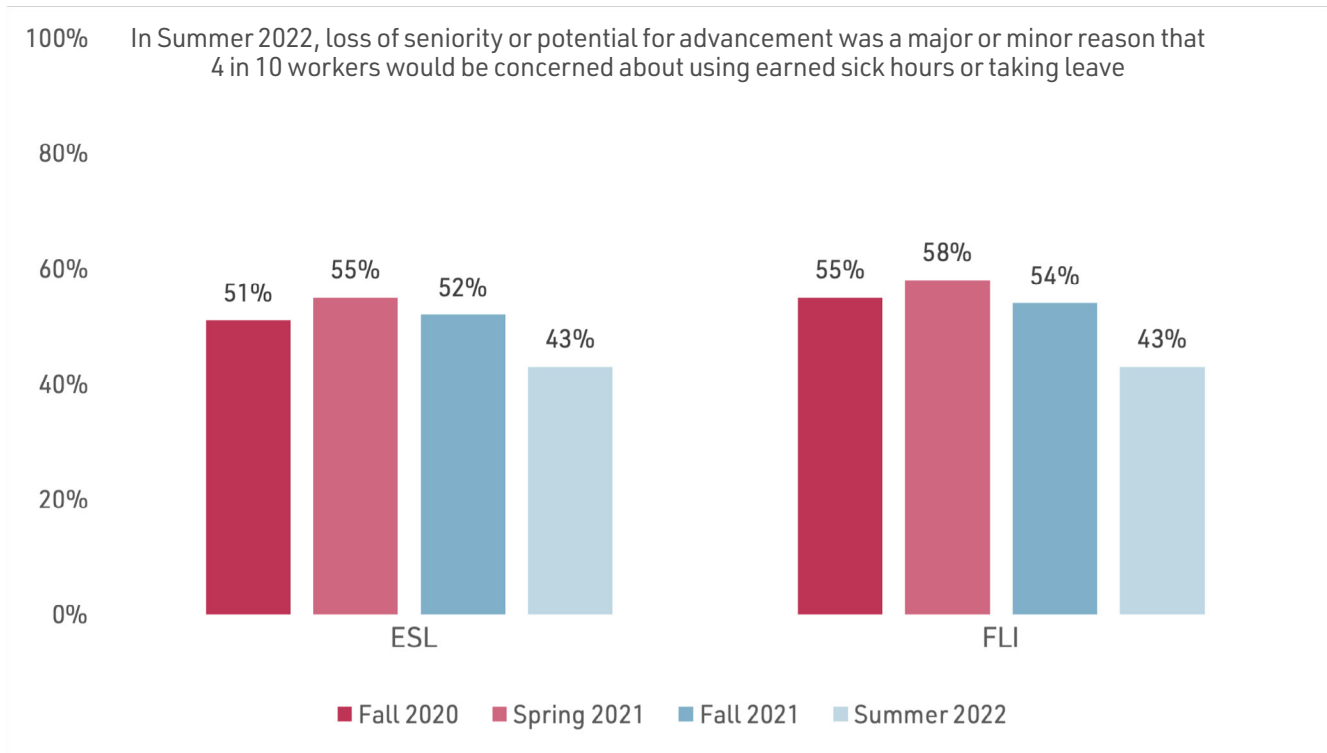
When combining the major and minor reason categories into a single measure, there are differences in opinion over the course of the four surveys. For example, when asking workers whether job loss would be a major or minor reason they would be concerned using sick hours/taking leave, there are no statistically significant differences between Fall 2020 and Summer 2022. There is, however, a statistically significant difference between Fall 2021 and Summer 2022 when asking about ESL, indicating that employees may feel more secure in their jobs as the pandemic recedes (see Figure 3). Another follow-up survey would be required to verify the trend. Otherwise there are no statistically significant differences in opinion over time on this measure.

**Figure 3: Percentage of Workers Indicating Job Loss is a Major/Minor Reason Not to Use Sick Hours or Take Leave, New Jersey Residents Working for New Jersey Employer, Trend Data: Fall 2020, Spring 2021, Fall 2021, and Summer 2022**



In addition, when asking workers about their concern over the loss of seniority or the potential for advancement and using sick hours/taking leave, workers are less likely to say that this would be a major or minor reason they would be concerned about using FLI in Summer 2022, compared to Fall 2020 (see Figure 4).

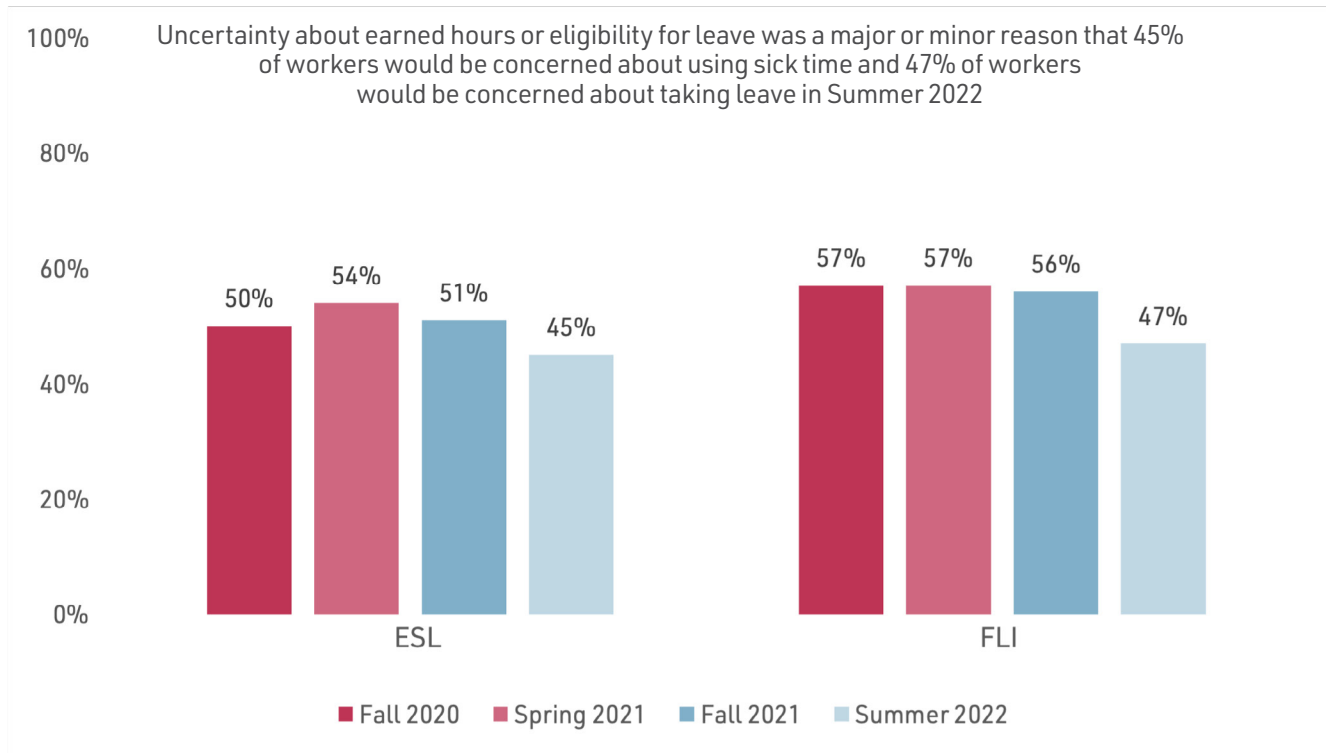
**Figure 4: Percentage of Workers Indicating Losing Seniority or Potential for Advancement is a Major/Minor Reason Not to Use Sick Hours or Take Leave, New Jersey Residents Working for New Jersey Employer, Trend Data: Fall 2020, Spring 2021, Fall 2021, and Summer 2022**



Finally, uncertainty about earned hours or eligibility for leave is a major or minor reason for over 4 in 10 workers concerned about using sick time (45%) or taking leave (47%). While there were no differences between Fall 2020 and Summer 2022, workers in Summer 2022 were less likely to say that uncertainty about how many sick leave hours they have earned is a major or minor reason they would be concerned about taking leave, compared to Spring 2021 (see Figure 5).

Overall, New Jersey workers appear to be less concerned (or no more concerned) about various aspects of using sick hours or taking leave in Summer 2022, compared to New Jersey workers in earlier surveys. The trends observed in this analysis would likely require another follow-up survey to confirm that opinions are steady or decreasing. These and other differences are discussed further in the following section, which disaggregates the data by key socioeconomic subgroups of New Jersey workers.

**Figure 5: Percentage of Workers Indicating Uncertainty About Hours Earned/Eligibility a Major/Minor Reason Not to Use Sick Hours or Take Leave, New Jersey Residents Working for New Jersey Employer, Trend Data: Fall 2020, Spring 2021, Fall 2021, and Summer 2022**



## Longitudinal Findings: Subgroups of New Jersey Workers<sup>10</sup>

This section highlights observed differences that are found to be statistically significant for two sets of comparisons:

- ▶ Between subgroups in Summer 2022 (i.e., white non-Hispanic workers and workers of color), and
- ▶ Across time periods (i.e., Summer [July] 2022 and Fall [October] 2020)

for the following subgroups: based on law/program awareness, race and ethnicity, household income, and gender.

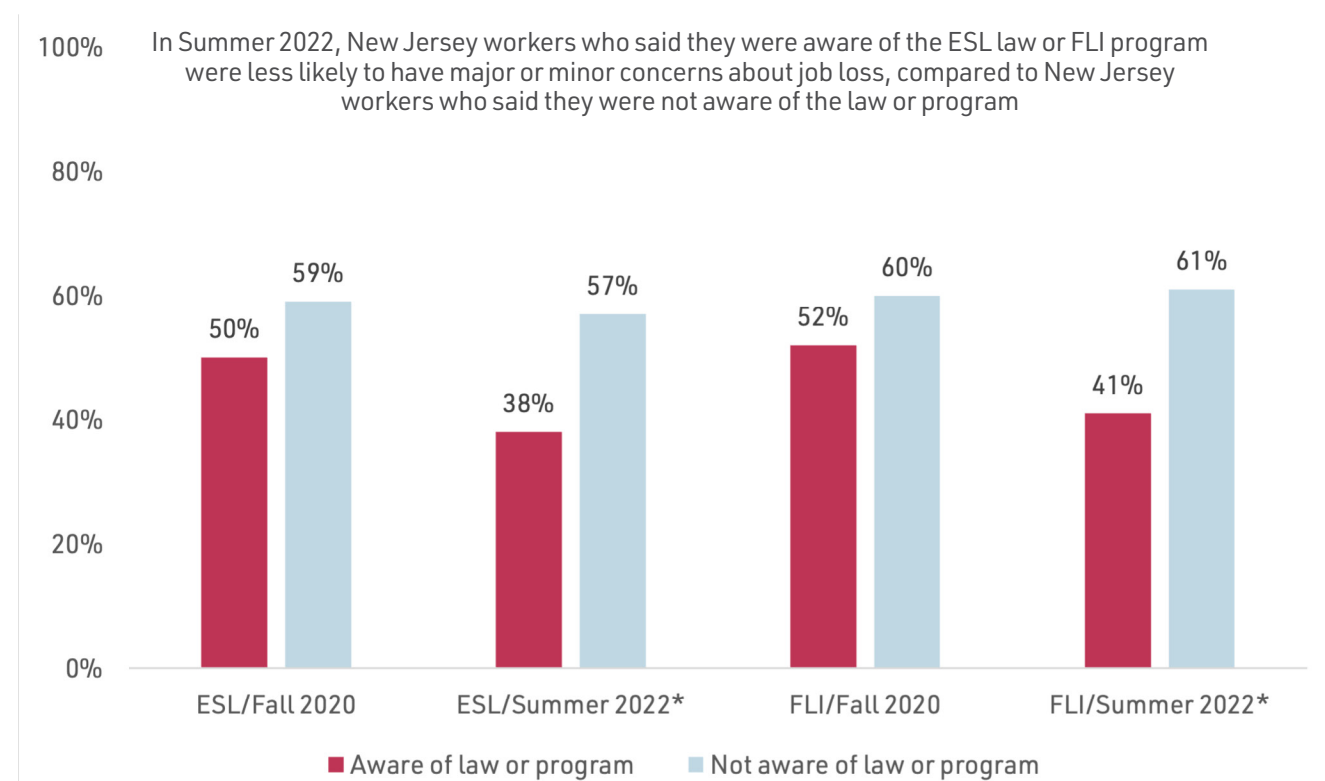
The discussion of race and ethnicity, household income, and gender provides detail about the three modules of questions – concern about using sick hours or taking leave, awareness of the law and program, and access to paid time off. The law/program awareness discussion focuses solely on analysis of concern about using sick hours or taking leave.

<sup>10</sup> The tables that amass major and minor reasons exclude respondents who indicated “don’t know” from calculations, therefore, anecdotal percentages may not match the topline in Appendix A.

## By Law/Program Awareness

Research has shown that awareness of paid leave programs is correlated with knowledge and take-up of employer-provided or public leave programs.<sup>11</sup> While awareness of the ESL law and FLI program among New Jersey workers generally has not changed over time, **in Summer 2022, New Jersey workers who said they have heard of ESL or FLI were less likely to say they are concerned about job loss and eligibility uncertainty they might not take leave, compared to New Jersey workers who said they have not heard of ESL or FLI.** These differences were not observed in Fall 2020. For example, in Summer 2022, 38% of New Jersey workers who said they **have heard of ESL** said job loss is a reason they would be concerned about using sick time, compared to 57% who said they **have not heard of the law** (see Figure 6). There are no major differences between these groups and over time when asking about loss of seniority or potential for advancement.

**Figure 6: Percentage of Workers Indicating Job Loss is a Major/Minor Reason Not to Use ESL or FLI Benefits, by Awareness, New Jersey Residents Working for New Jersey Employer, Trend Data: Fall 2020 and Summer 2022<sup>12</sup>**



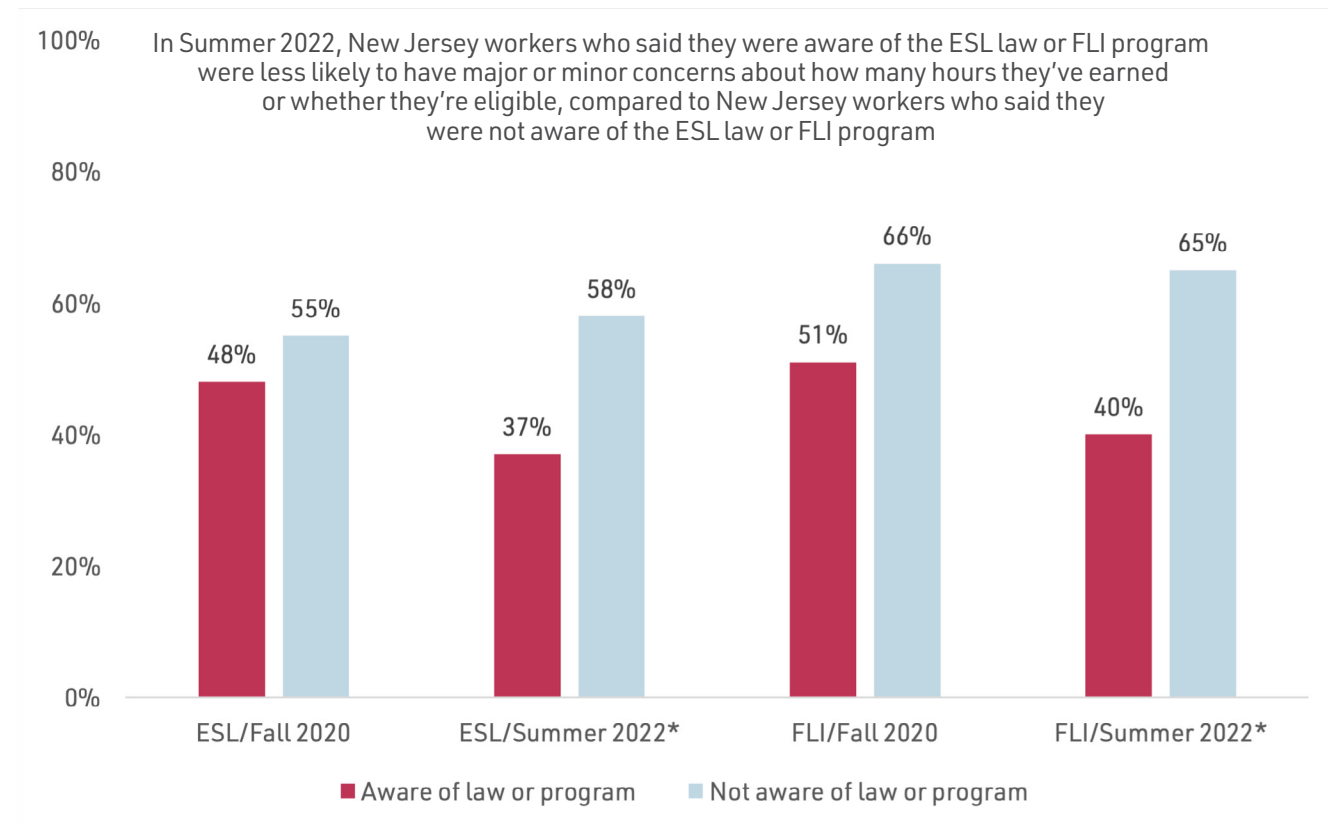
\* statistical significance at  $p < .05$ , chi-square calculation

Sixty-five percent of New Jersey workers who said they have not heard of the FLI program in Summer 2022 said uncertainty about hours earned or eligibility is a major or minor reason they would be concerned about taking leave, compared to 40% of New Jersey workers who have heard of the program (see Figure 7).

<sup>11</sup> [https://www.dol.gov/sites/dolgov/files/OASP/legacy/files/Paid\\_Leave\\_AwarenessBenefitsBarriers.pdf](https://www.dol.gov/sites/dolgov/files/OASP/legacy/files/Paid_Leave_AwarenessBenefitsBarriers.pdf)

<sup>12</sup> Figures 6 and 7 do not include respondents who indicated "don't know" to either the awareness question or the opinion/concern question. Sample sizes are as follows in Figure 6: 323, 194, 281, 118, 301, 213, 270, and 227, respectively. Sample sizes are as follows in Figure 7: 323, 186, 251, 217, 295, 208, 257, and 216, respectively.

**Figure 7: Percentage of Workers Indicating Uncertainty about Hours Earned/Eligibility is a Major/Minor Reason Not to Use ESL or FLI Benefits, by Awareness, New Jersey Residents Working for New Jersey Employer, Trend Data: Fall 2020 and Summer 2022**



\* statistical significance at  $p < .05$ , chi-square calculation

Overall, the opinions of workers who have not heard of the law or program have remained relatively constant over time, while opinions of workers who have heard of the law or program have changed; this group expresses less concern, and likely more knowledge, over time. Aside from concern about eligibility uncertainty for FLI in Fall 2020, there were no differences between groups during the time of the first survey.

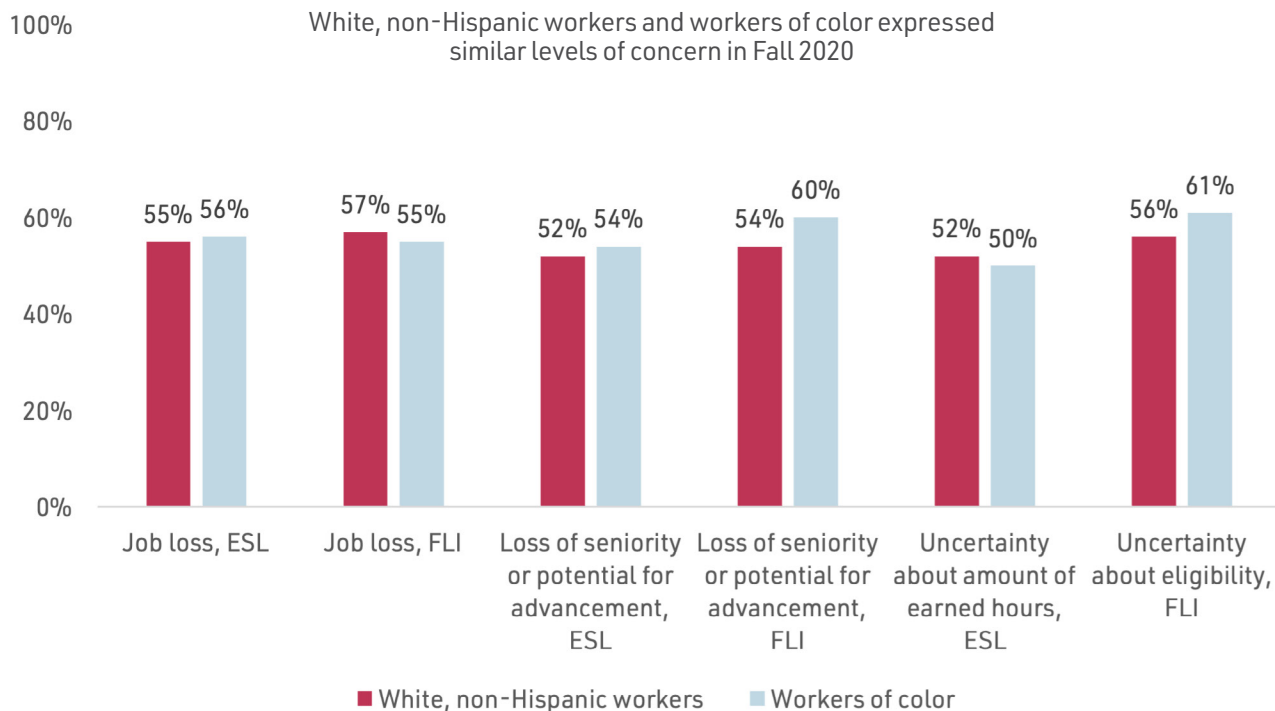
## By Race/Ethnicity

### Concern About Using Sick Time and Taking Leave

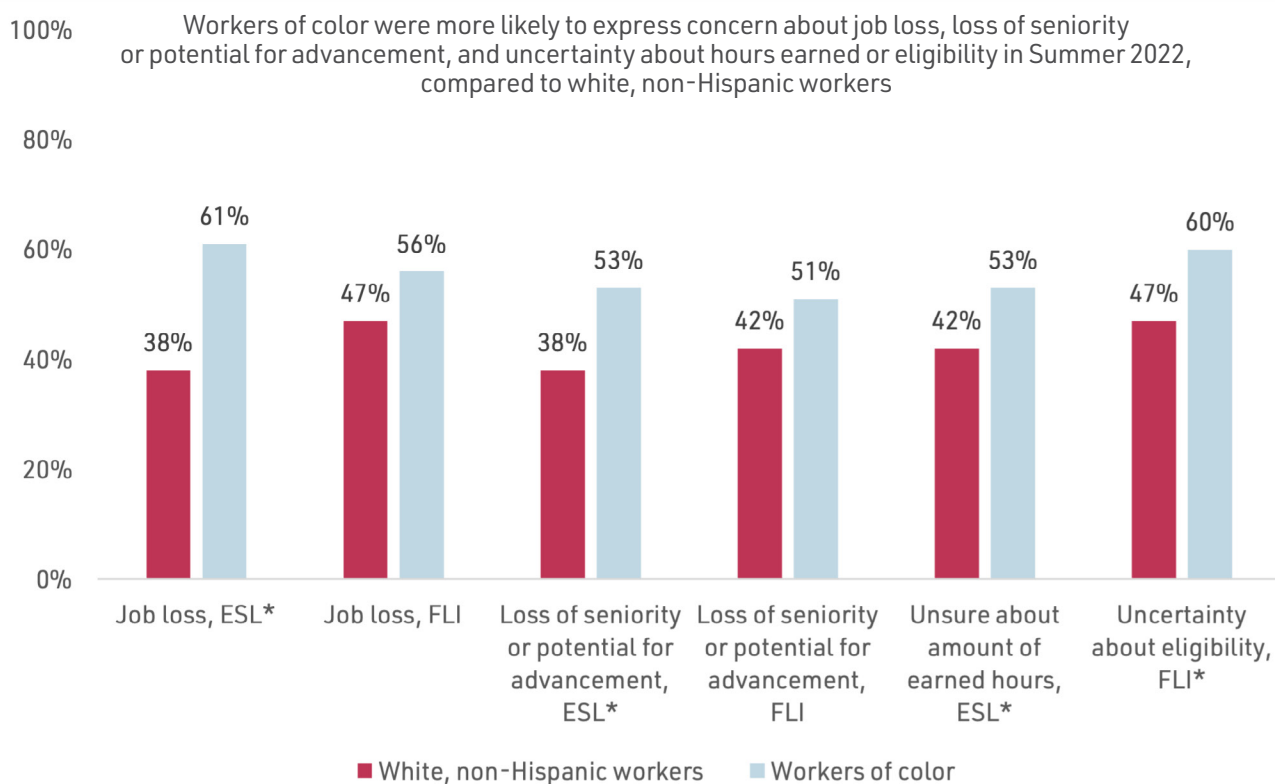
In Fall 2020, more than half of white, non-Hispanic workers and workers of color indicated that job loss, loss of seniority or potential for advancement, and uncertainty about earned hours/eligibility were major or minor reasons they would be concerned about using sick time or taking leave (see Figure 8). While there were no differences between the subgroups on these measures in Fall 2020, there were observed differences on selected measures in Summer 2022 (differences on all measures were observed when comparing Spring 2021 to Fall 2021, as discussed in the [May 2022 report](#) for this project).

In Summer 2022, white, non-Hispanic workers were less likely than workers of color to say they have concerns about taking ESL, and about eligibility uncertainty for FLI. For example, **38% of white, non-Hispanic workers said concern about job loss is a major or minor reason, compared to 61% of workers of color** (see Figure 9).

**Figure 8: Percentage of Workers Indicating Major/Minor Reasons for Not Using ESL or FLI, by Race/Ethnicity, New Jersey Residents Working for New Jersey Employer: Fall 2020**



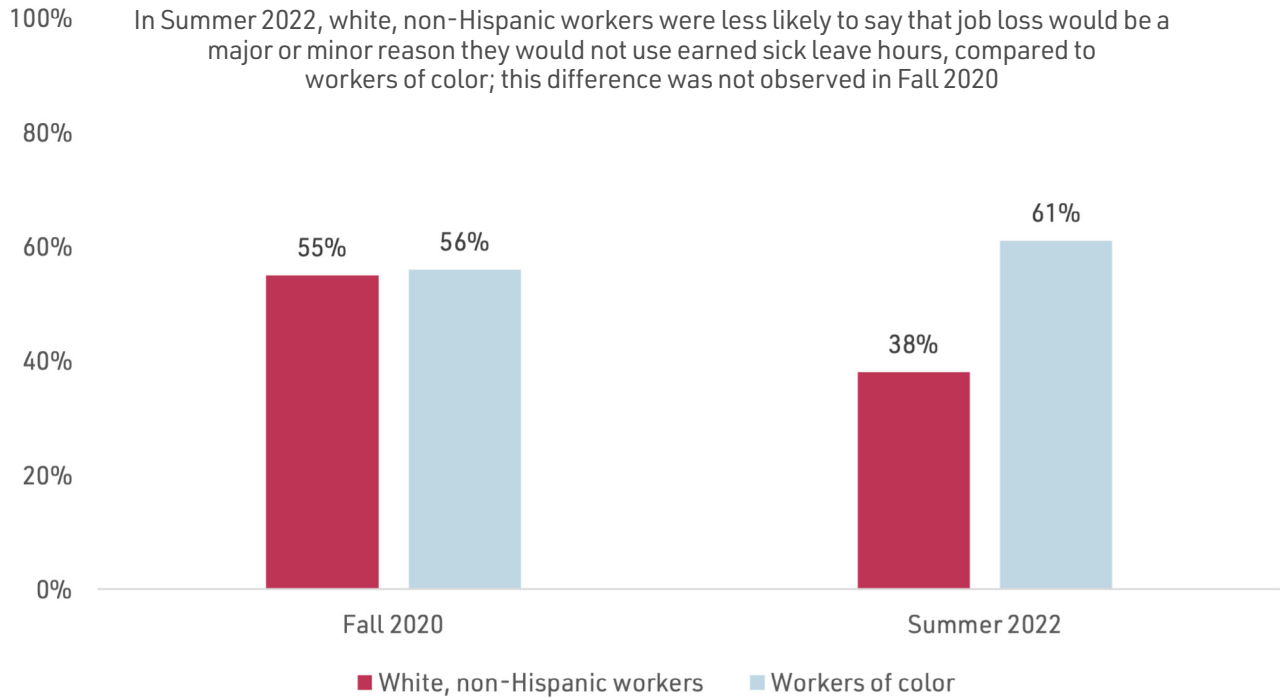
**Figure 9: Percentage of Workers Indicating Major/Minor Reasons for Not Using ESL or FLI, by Race/Ethnicity, New Jersey Residents Working for New Jersey Employer: Summer 2022**



\* statistical significance at  $p < .05$ , chi-square calculation

**While there were no changes over time in opinions for workers of color, white, non-Hispanic workers were less likely to say job loss or loss of seniority/potential for advancement was a major or minor reason they would be concerned about taking ESL in Summer 2022, compared to Fall 2020.** Figure 10 shows the comparisons between subgroups and across the two-year time period for both groups on concerns about job loss.

**Figure 10: Percentage of Workers Indicating Job Loss is Major/Minor Reason for Not Using ESL, by Race/Ethnicity, New Jersey Residents Working for New Jersey Employer, Trend Data: Fall 2020 and Summer 2022**

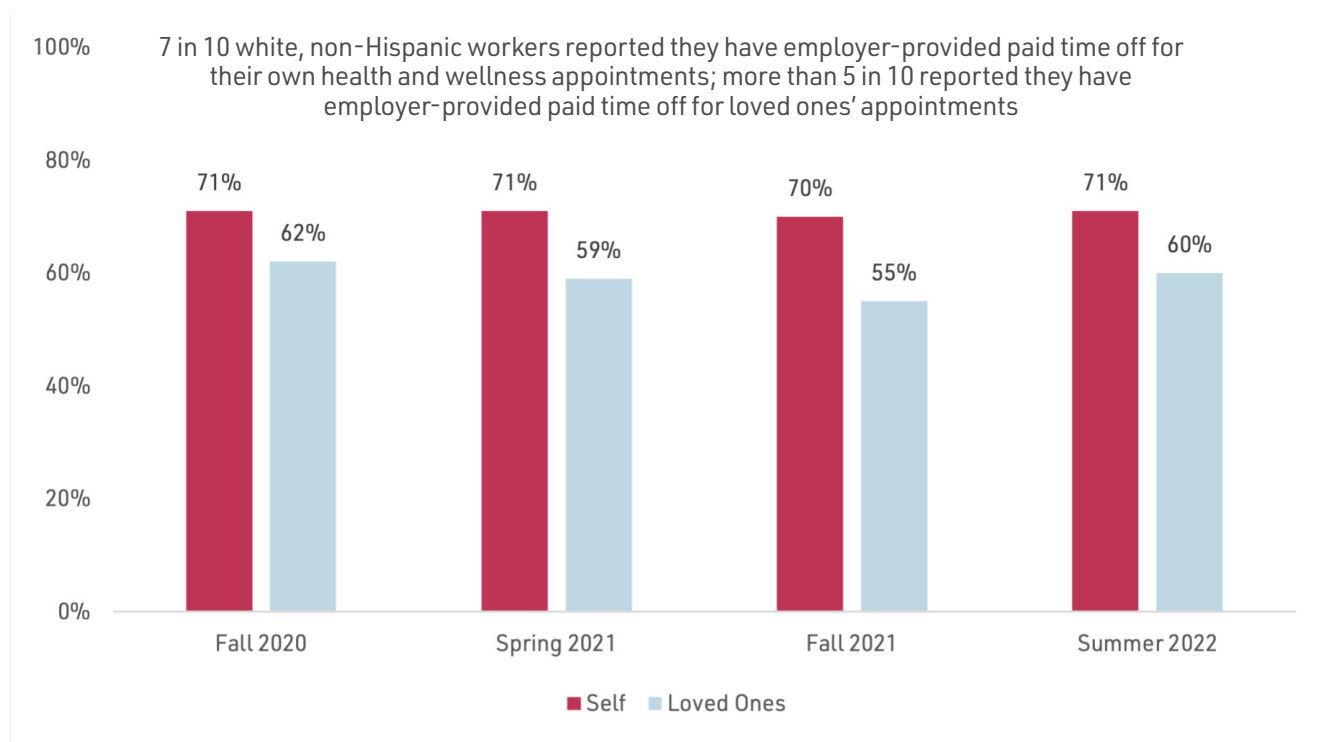


### Access to Paid Leave

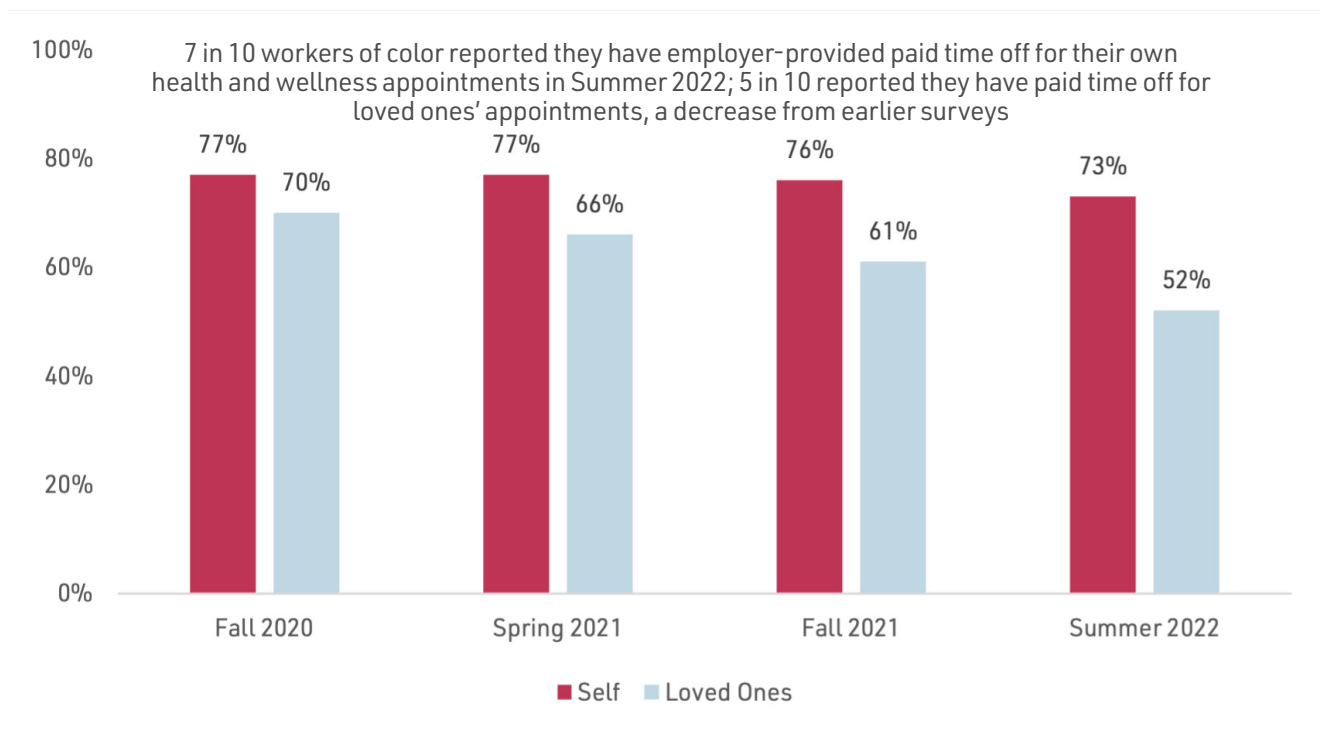
Seven in 10 white, non-Hispanic workers said they have employer-provided paid time off for themselves and for their loved ones from 2020 to 2022 (see Figure 11).

While 7 in 10 workers of color also said they have employer-provided paid time off for their own health and wellness appointments over the course of the four surveys, and 7 in 10 for their loved ones in 2020 and 6 in 10 for their loved ones in 2021, only 5 in 10 (52%) workers of color said they have employer-provided paid time off for their loved ones in Summer 2022. This is a decrease from Fall 2020 (see Figure 12).

**Figure 11: Percentage of Workers Indicating Employer-provided Paid Time Off, White, non-Hispanic workers, New Jersey Residents Working for New Jersey Employer, Trend Data**



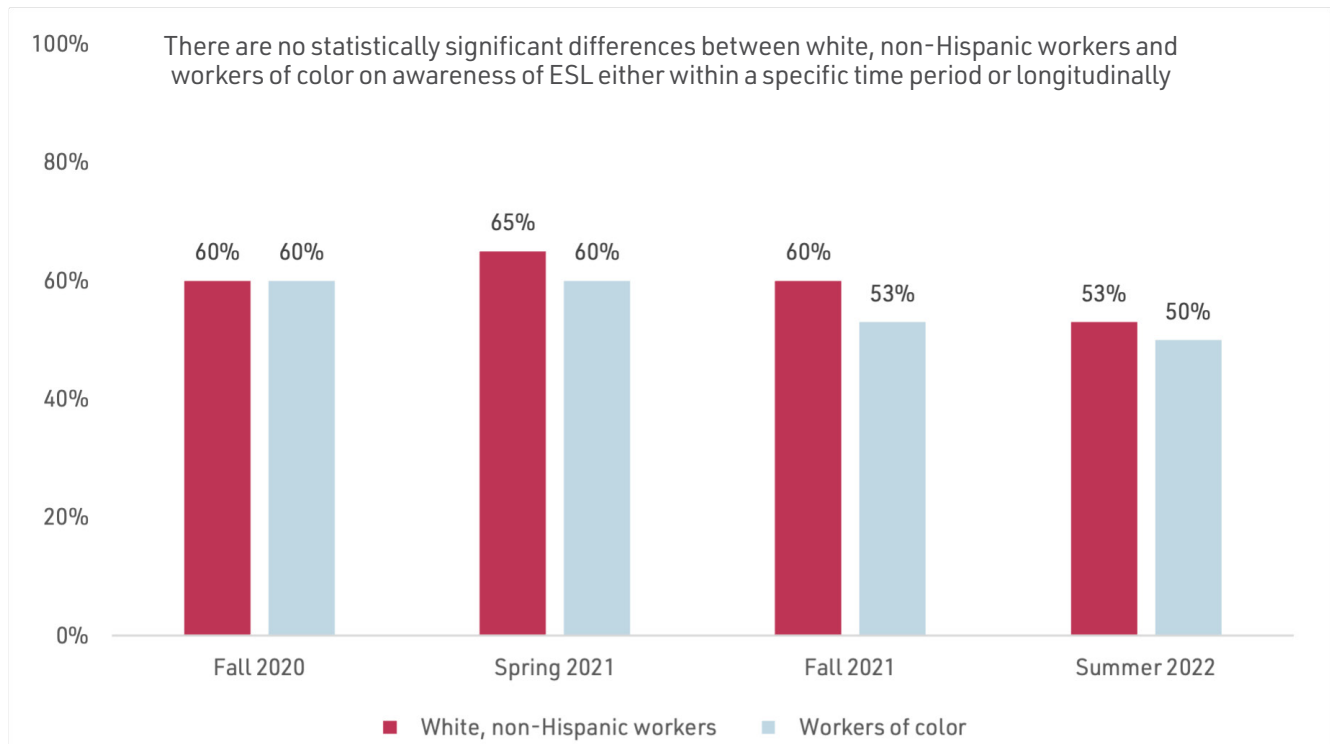
**Figure 12: Percentage of Workers Indicating Employer-provided Paid Time Off, Workers of Color, New Jersey Residents Working for New Jersey Employer, Trend Data**



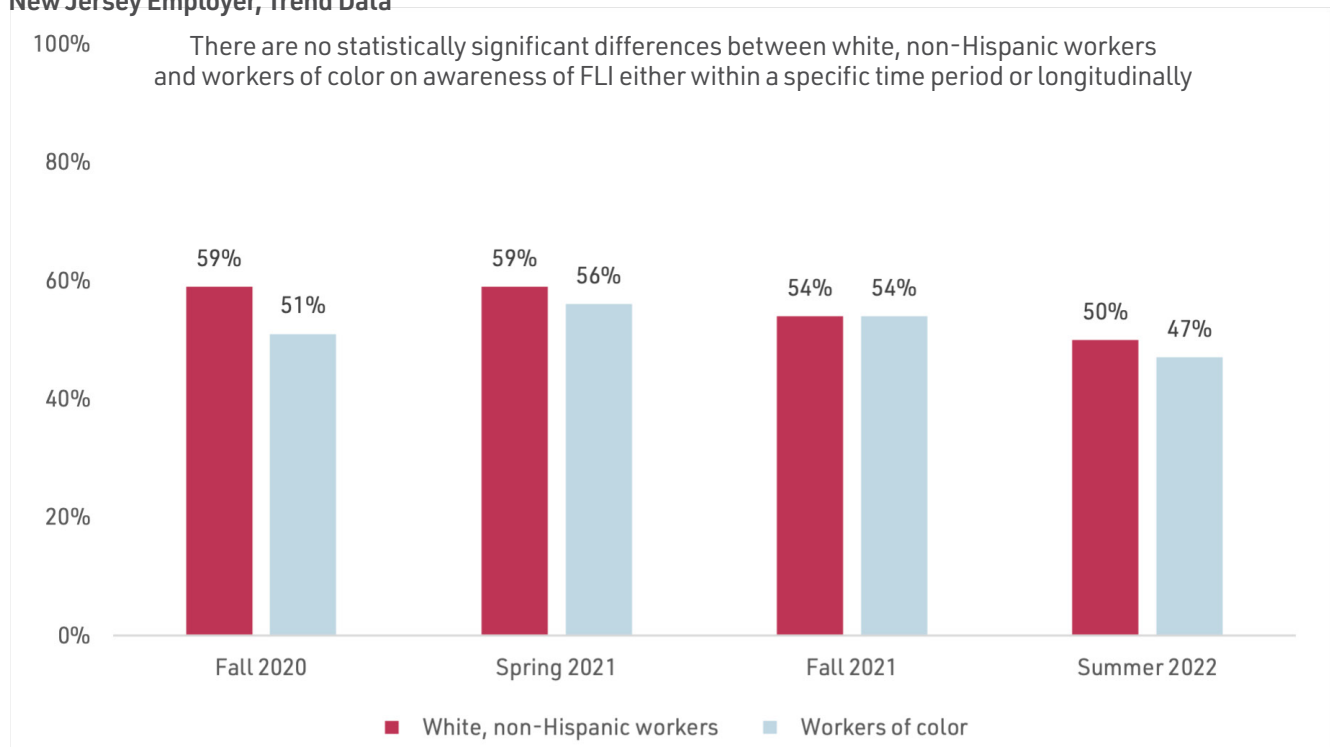
### Awareness of ESL and FLI

The awareness of white, non-Hispanic workers and workers of color of the ESL law and the FLI program is constant over time. There are no statistically significant differences between the two subgroups on awareness when comparing observations within and across surveys (see Figures 13 and 14).

**Figure 13: Percentage of Workers Indicating Awareness of ESL, by Race/Ethnicity, New Jersey Residents Working for New Jersey Employer, Trend Data**



**Figure 14: Percentage of Workers Indicating Awareness of FLI, by Race/Ethnicity, New Jersey Residents Working for New Jersey Employer, Trend Data**



## By Household Income

### Concern About Using Sick Time and Taking Leave

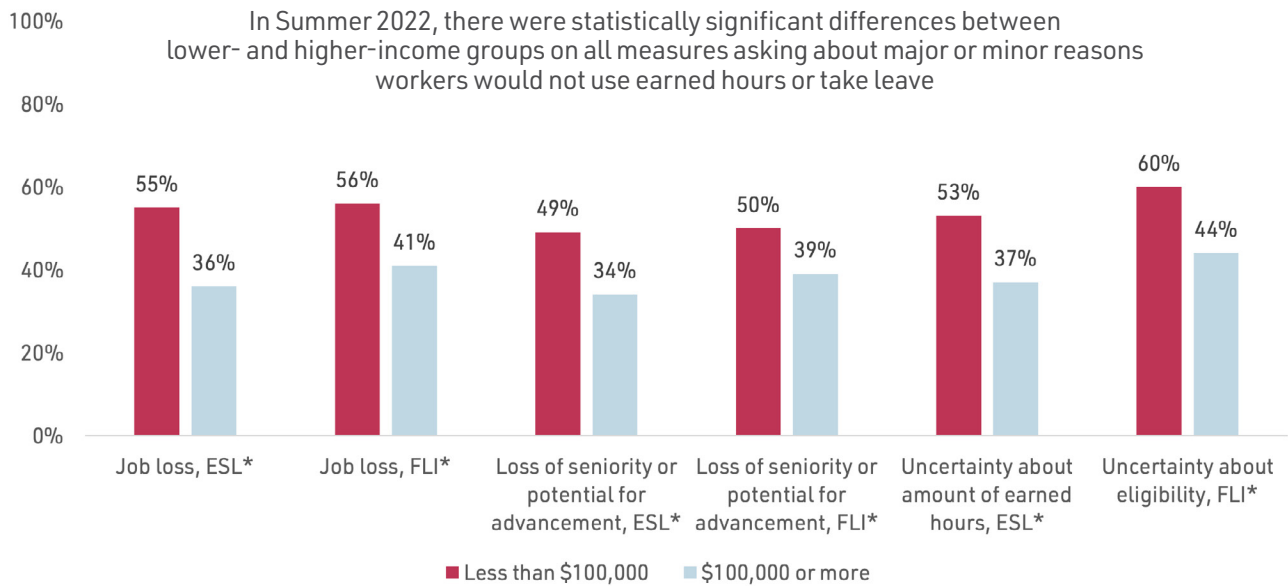
In Fall 2020 and Summer 2022, workers living in households with an annual income of less than \$100,000 were more likely to say that they would be concerned about job loss, loss of seniority or potential for advancement, and uncertainty about earned hours or eligibility when using sick time or taking leave, compared to workers living in households with an annual income of at least \$100,000 (see Figures 15 and 16). When asked in Summer 2022 about major or minor reasons that workers would be concerned about taking ESL time, **55% of workers living in households with an annual income of less than \$100,000 said concern about job loss is a major or minor reason, compared to 36% of workers living in households with an annual income of at least \$100,000 (see Figure 16)**. Loss of seniority or potential for advancement, and uncertainty about hours earned/program eligibility, are also more likely to be concerns for lower-income workers (living in households earning less than \$100,000 annually), compared to higher-income workers (living in households earning at least \$100,000 annually).

**Figure 15: Percentage of Workers Indicating Major/Minor Reasons for Not Using ESL or FLI, by Household Income, New Jersey Residents Working for New Jersey Employer: Fall 2020**



\* statistical significance at  $p < .05$ , chi-square calculation

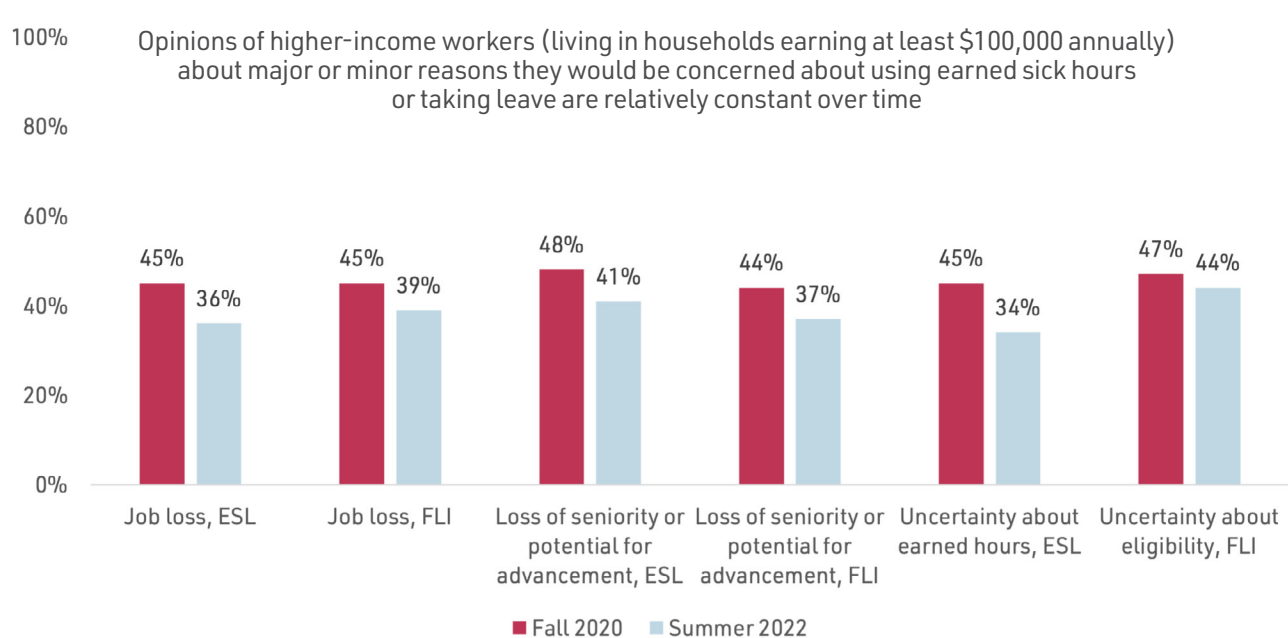
**Figure 16: Percentage of Workers Indicating Major/Minor Reasons for Not Using ESL or FLI, by Household Income, New Jersey Residents Working for New Jersey Employer: Summer 2022**



\* statistical significance at  $p < .05$ , chi-square calculation

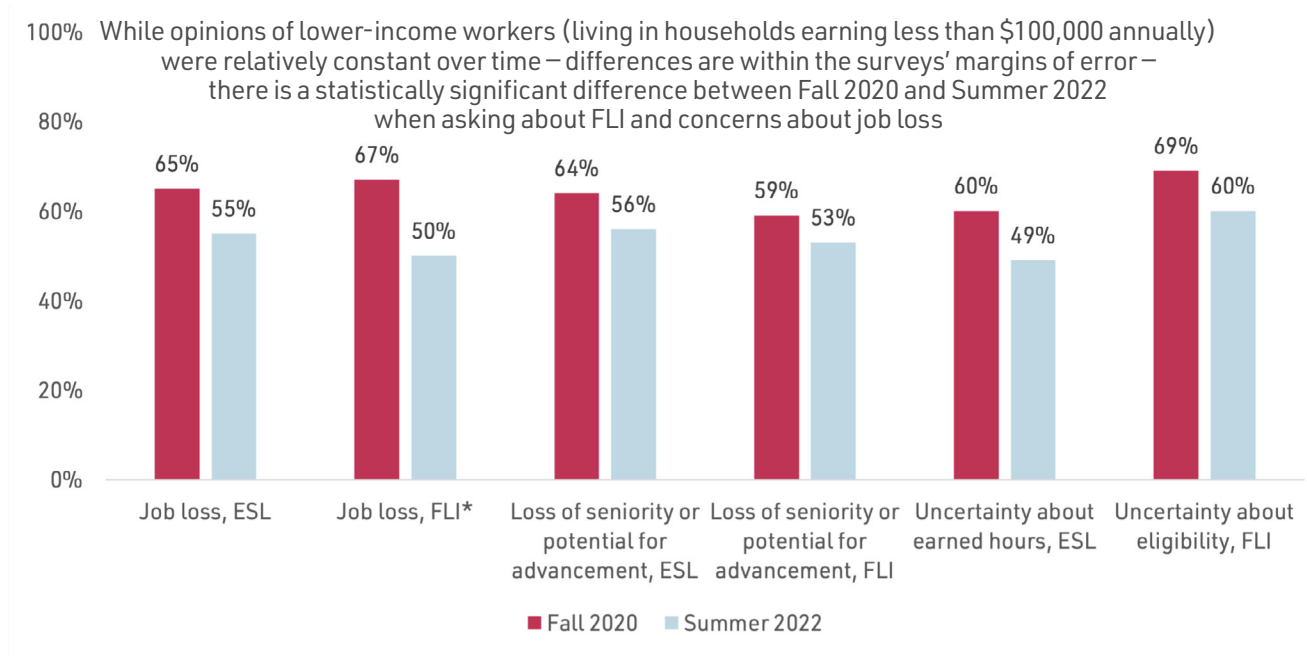
For workers earning more than \$100,000 annually, there are no statistically significant changes outside of the margins of error observed when comparing responses in Fall 2020 to Summer 2022 (see Figure 17). For example, more than 4 in 10 (45%) higher-income workers said job loss was a major or minor reason they would be concerned about taking leave in Fall 2020; 4 in 10 (39%) said the same in Summer 2022.

**Figure 17: Percentage of Workers Indicating Major/Minor Reasons for Not Using ESL or FLI, Workers with Annual Household Income at Least \$100,000, New Jersey Residents Working for New Jersey Employer, Trend Data: Fall 2020 and Summer 2022**



**For workers earning less than \$100,000 annually, however, there appears to be an overall decrease in concern over the two time periods, with the concern about job loss when using FLI benefits showing a statistically significant shift:** in Summer 2022, 5 in 10 (50%) lower-income workers said job loss is a major or minor reason they would be concerned about using FLI, compared to almost 7 in 10 (67%) lower-income workers in Fall 2020 (see Figure 18).

**Figure 18: Percentage of Workers Indicating Major/Minor Reasons for Not Using ESL or FLI, Workers with Annual Household Income Less than \$100,000, New Jersey Residents Working for New Jersey Employer, Trend Data: Fall 2020 and Summer 2022**

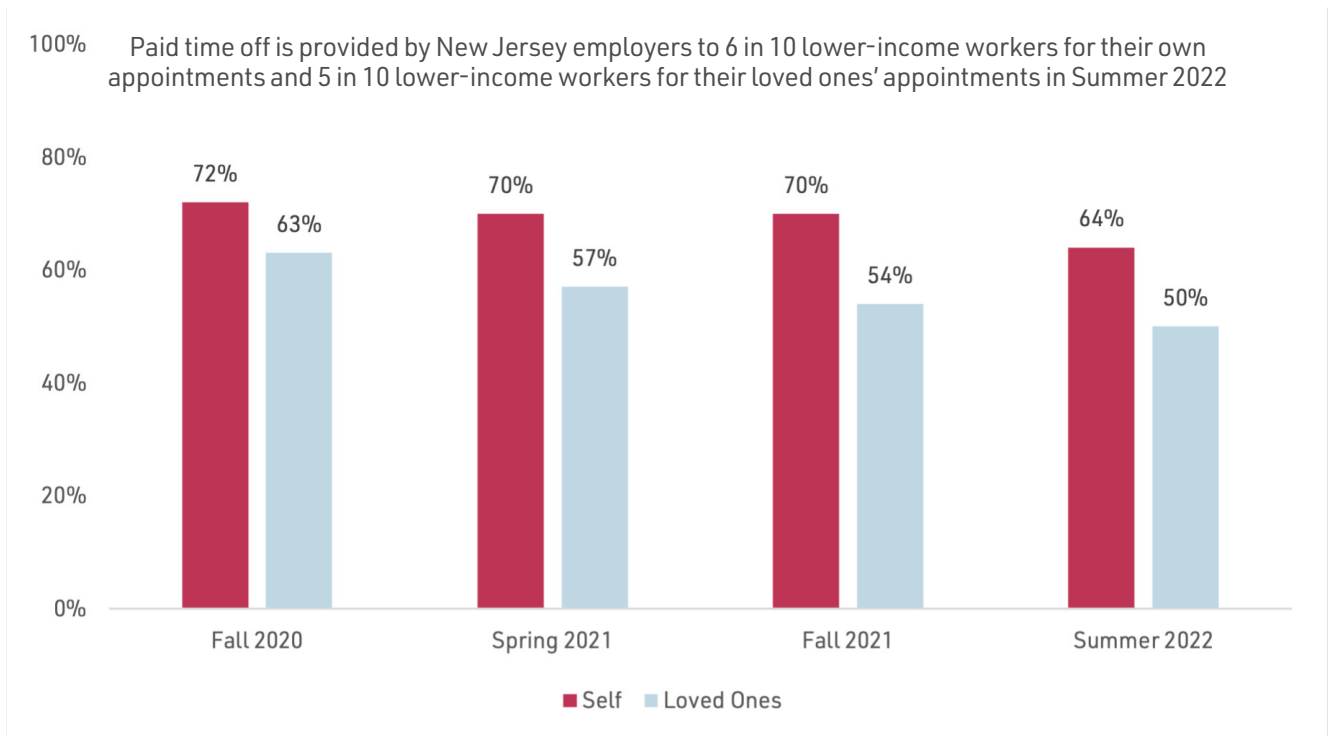


\* statistical significance at  $p < .05$ , chi-square calculation

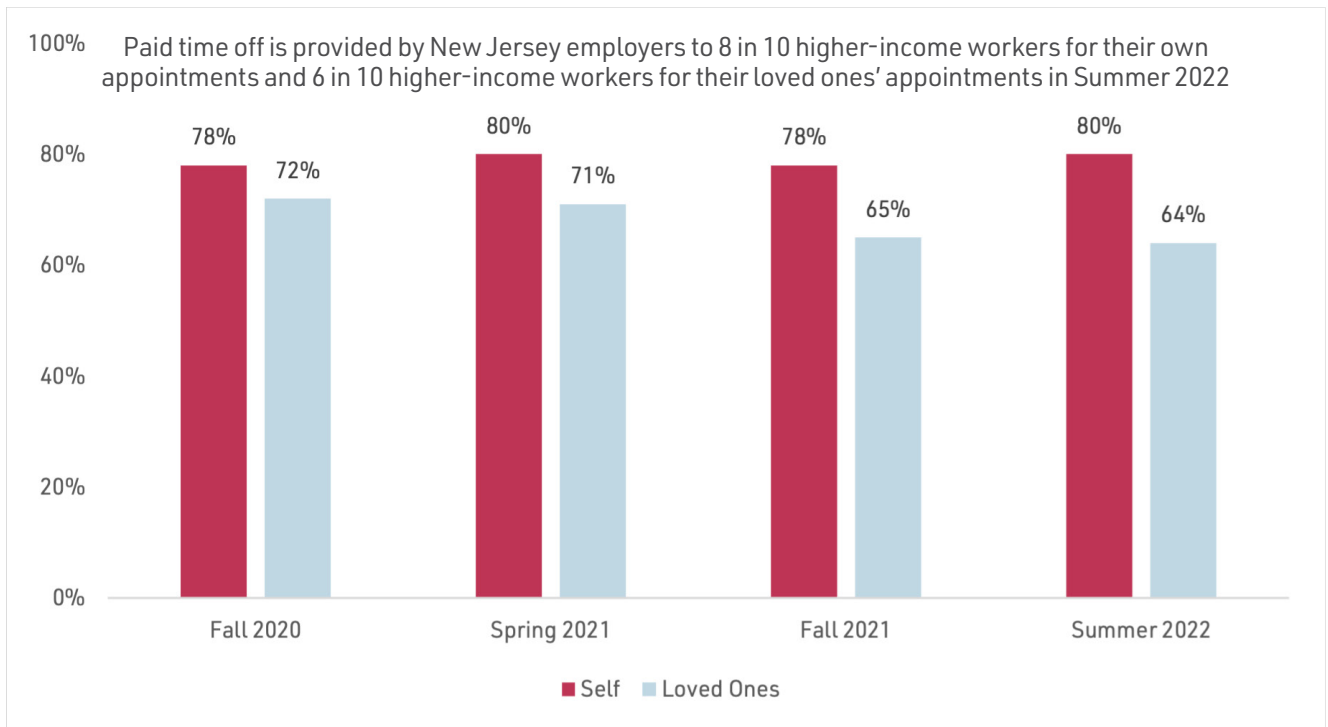
### Access to Paid Leave

Lower- and higher-income workers reported similar levels of employer-provided paid time off for themselves and their family members in 2020 and 2021. However, in Summer 2022, 64% of lower-income workers said they have paid time off from their New Jersey employer for themselves, compared to 80% of higher-income workers. (See Figures 19 and 20.)

**Figure 19: Percentage of Workers Indicating Employer-provided Paid Time Off, Workers Earning Less than \$100,000 Annually, New Jersey Residents Working for New Jersey Employer, Trend Data**



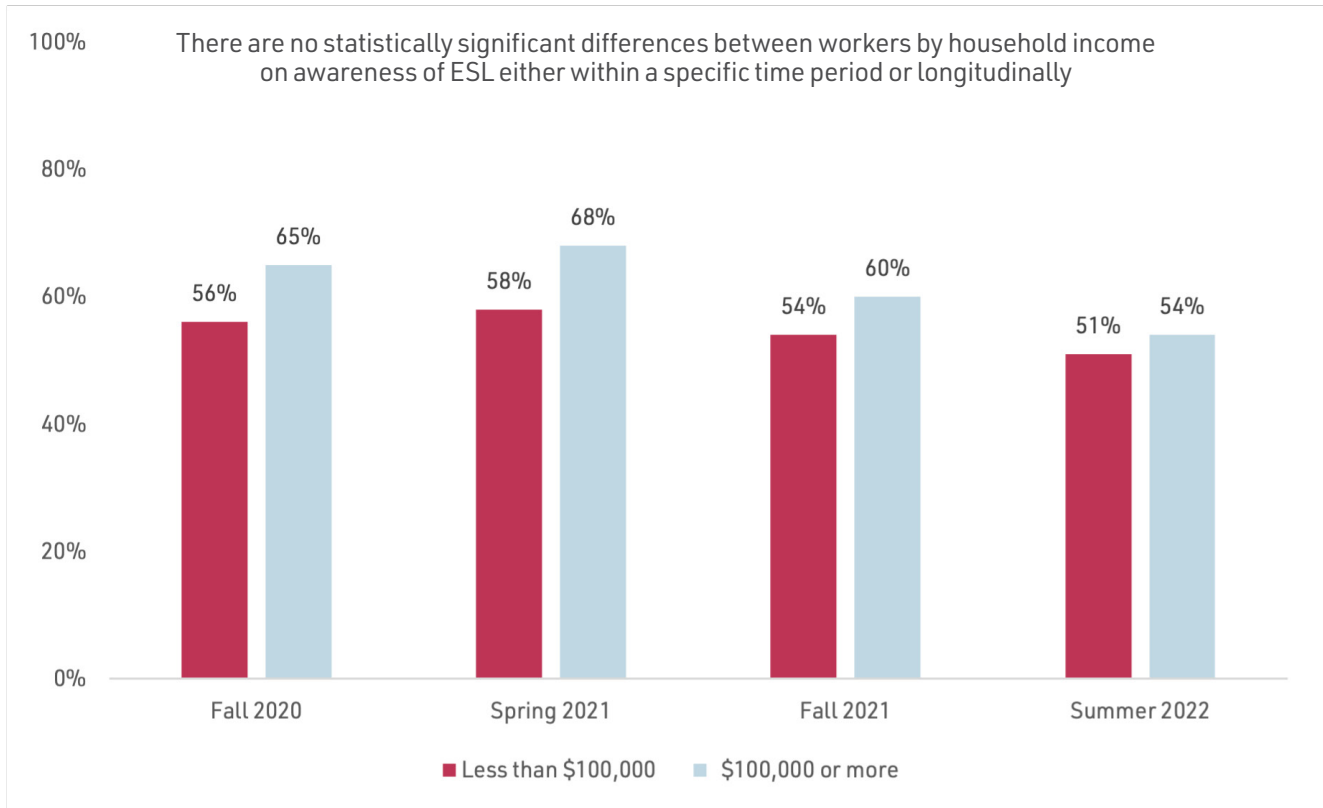
**Figure 20: Percentage of Workers Indicating Employer-provided Paid Time Off, Workers Earning at Least \$100,000 Annually, New Jersey Residents Working for New Jersey Employer, Trend Data**



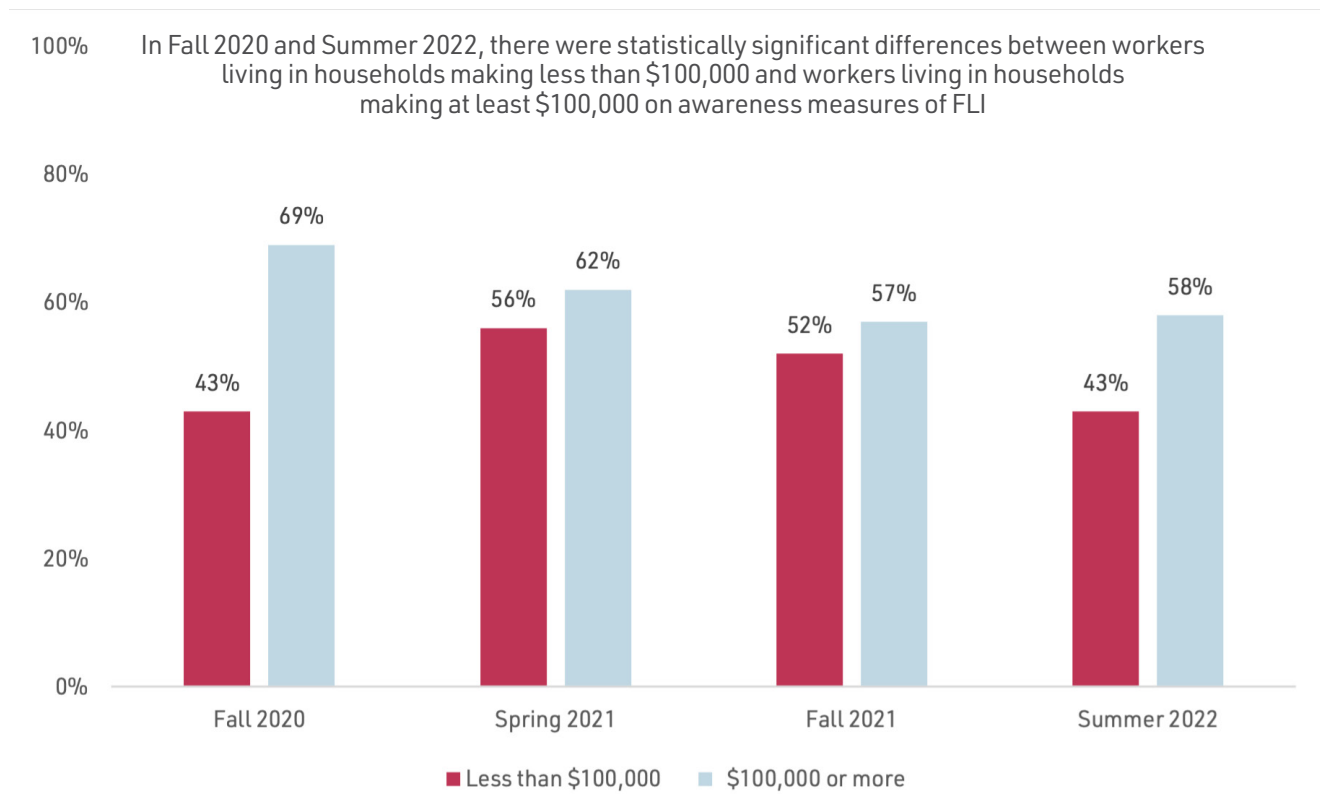
### Awareness of ESL and FLI

Overall, workers living in households that earn less than \$100,000 annually and workers with household incomes of at least \$100,000 annually were similar in measured levels of awareness of the ESL law over the course of the four surveys. There were differences in levels of awareness of the FLI program in Summer 2022 as there were in Fall 2020 (see Figures 21 and 22).

**Figure 21: Percentage of Workers Indicating Awareness of ESL, by Household Income, New Jersey Residents Working for New Jersey Employer, Trend Data**



**Figure 22: Percentage of Workers Indicating Awareness of FLI, by Household Income, New Jersey Residents Working for New Jersey Employer, Trend Data**



### By Gender<sup>13</sup>

#### Concern About Using Sick Time and Taking Leave

In Fall 2020, about half of male (man) workers and female (woman) workers indicated concern about using sick time or taking leave; these percentages were similar to observations collected in Summer 2022. There were no differences between gender subgroups in Fall 2020 or Summer 2022, and no significant differences between the subgroups when comparing the two time periods (see Tables 3 and 4).

**Table 3: Percentage of Workers Indicating Major/Minor Reasons for Not Using ESL or FLI, by Gender, New Jersey Residents Working for New Jersey Employer, Fall 2020 (observed gender in quotes)**

	Male (Man)	Female (Woman)
Job loss, ESL	53%	56%
Job loss, FLI	55%	57%
Loss of seniority or potential for advancement, ESL	51%	51%
Loss of seniority or potential for advancement, FLI	56%	56%
Uncertainty about eligibility, ESL	52%	50%
Uncertainty about eligibility, FLI	59%	57%

<sup>13</sup> Fall 2021 and Summer 2022 numbers are based on self-reported gender (asked if man, woman, or something else). "Something else" responses (less than 1% of total) are excluded. In Fall 2020 and Spring 2021, gender was recorded by interviewer observation (male, female). Given the surveys' sample sizes and prevalence of the cumulative "something else" responses, the terms "male/man" and "female/woman" are being used interchangeably.

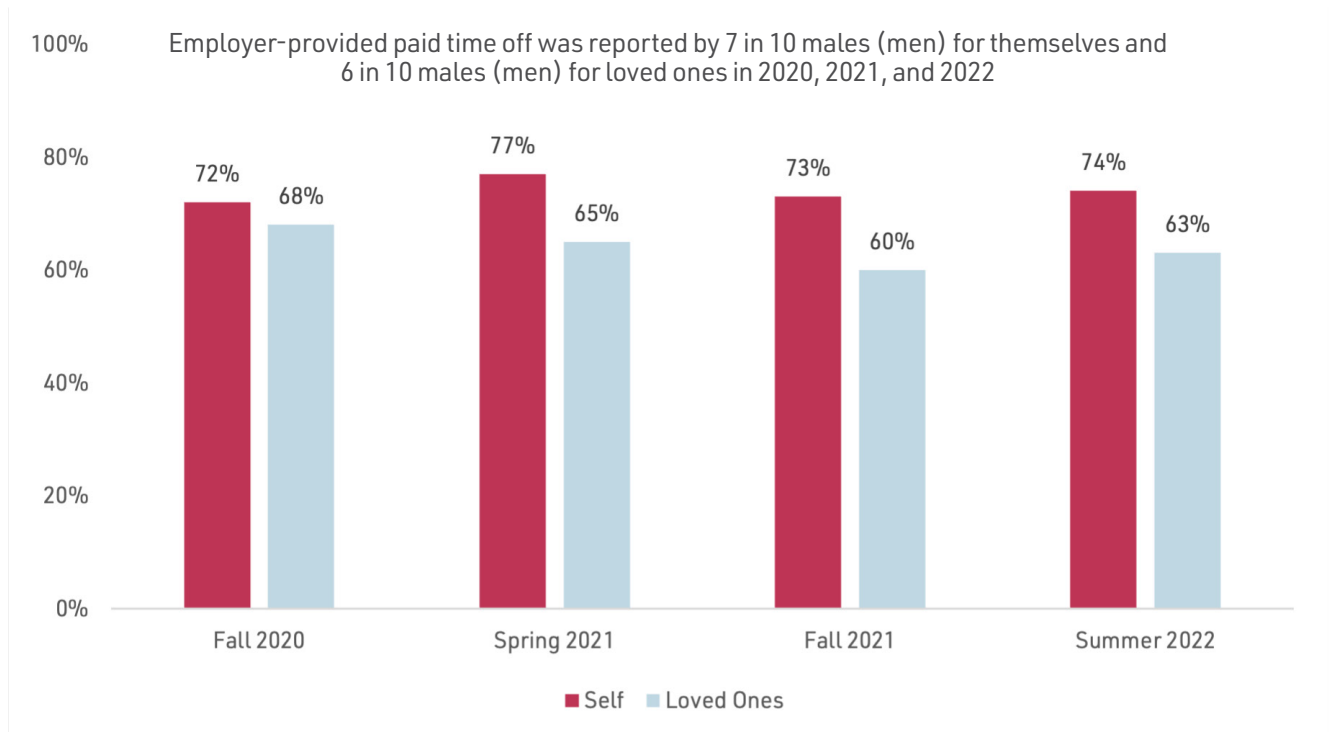
**Table 4: Percentage of Workers Indicating Major/Minor Reasons for Not Using ESL or FLI, by Gender, New Jersey Residents Working for New Jersey Employer, Summer 2022 (reported gender in quotes)**

	Male (Man)	Female (Woman)
Job loss, ESL	47%	49%
Job loss, FLI	53%	50%
Loss of seniority or potential for advancement, ESL	45%	45%
Loss of seniority or potential for advancement, FLI	47%	45%
Uncertainty about eligibility, ESL	46%	47%
Uncertainty about eligibility, FLI	56%	49%

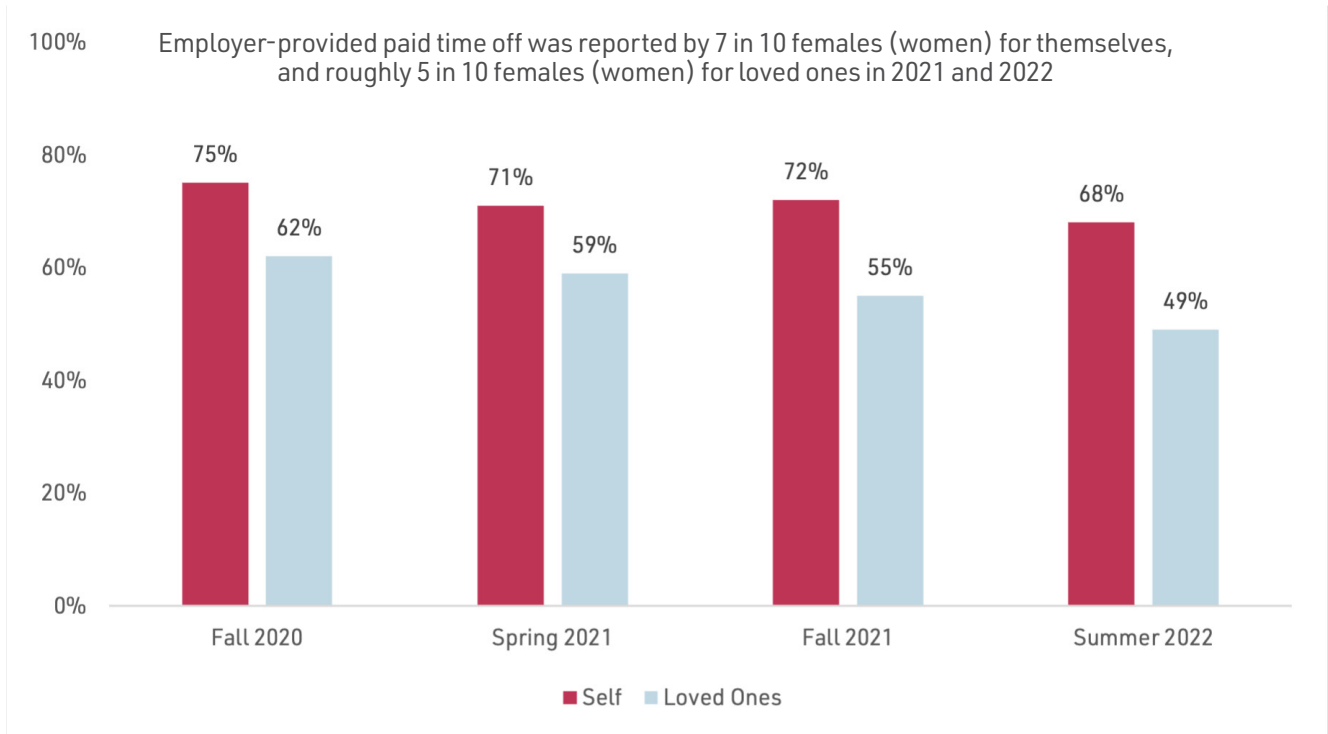
**Access to Paid Leave**

Reported access to employer-provided paid leave by gender is relatively consistent over time for men and women. Seven in 10 males and females reported they have employer-provided paid time off for themselves (see Figures 23 and 24). One difference in Summer 2022 to note is that 49% of females reported having paid time off for loved ones, compared to 63% of males.

**Figure 23: Percentage of Workers Indicating Employer-provided Paid Time Off, Males/Men, New Jersey Residents Working for New Jersey Employer, Trend Data**



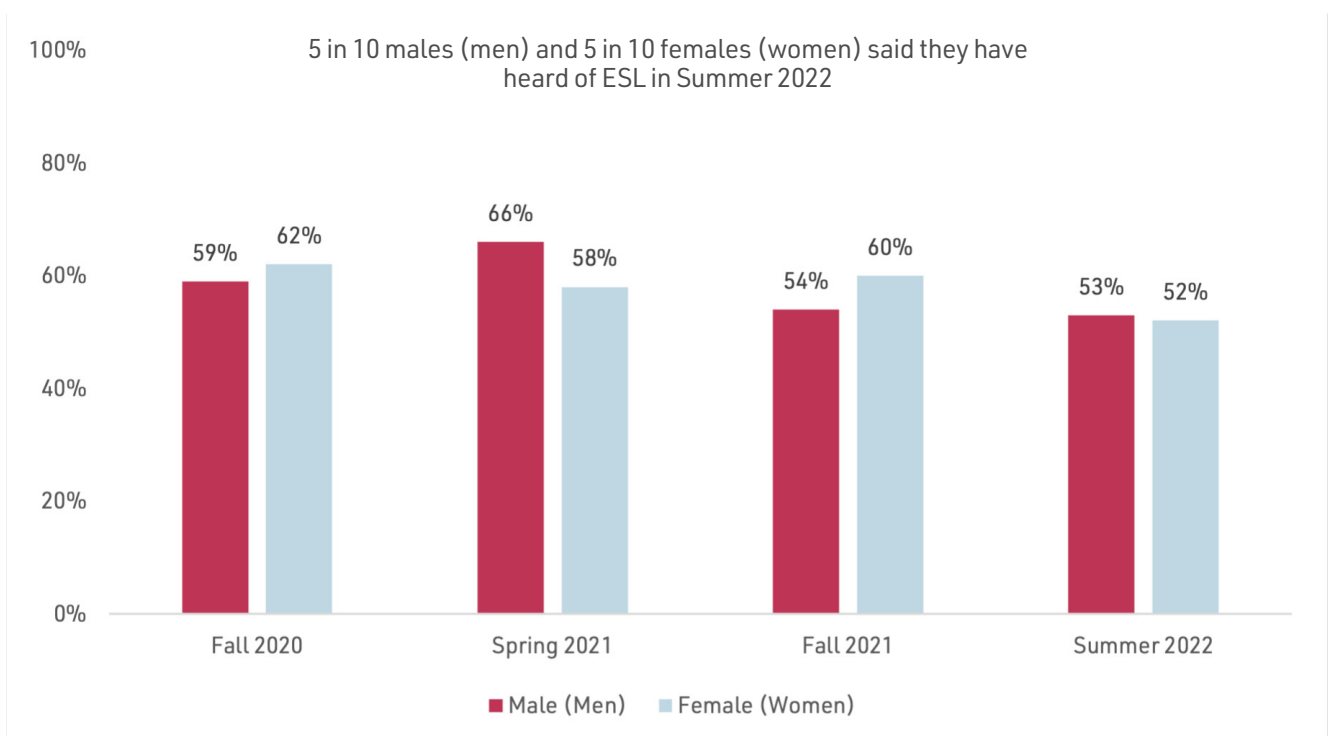
**Figure 24: Percentage of Workers Indicating Employer-provided Paid Time Off, Females/Women, New Jersey Residents Working for New Jersey Employer, Trend Data**



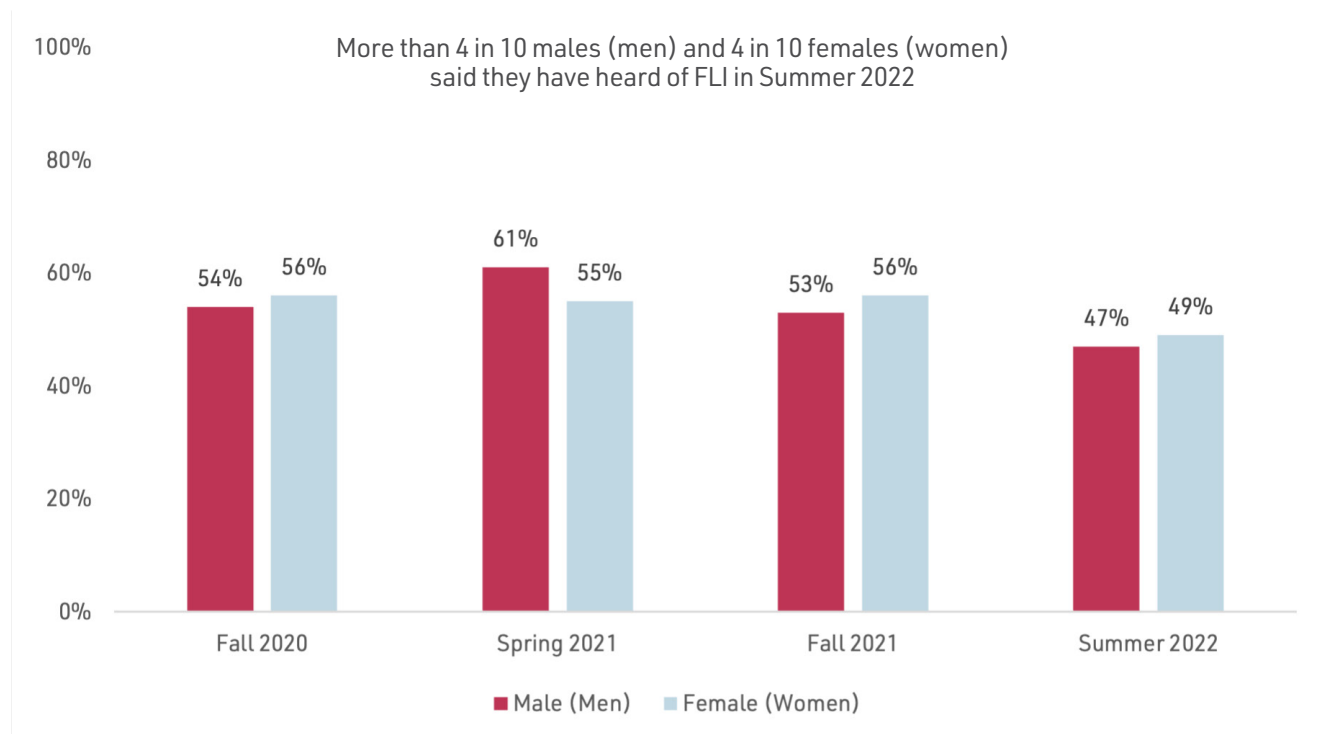
**Awareness of ESL and FLI**

There are no statistically significant differences by gender on awareness of ESL or FLI over time (see Figures 25 and 26).

**Figure 25: Percentage of Workers Indicating Awareness of ESL, by Gender, New Jersey Residents Working for New Jersey Employer, Trend Data**



**Figure 26: Percentage of Workers Indicating Awareness of FLI, by Gender, New Jersey Residents Working for New Jersey Employer, Trend Data**



## Summary

While there are few changes over time for the total sample of New Jersey workers who work for an employer in the state, there are differences and important trends observed between key subgroups of the total sample across the four surveys. Overall, in the final survey, white, non-Hispanic workers are less likely to say they have concerns about using sick time, or about eligibility uncertainty and FLI, compared to workers of color; these differences were not measured in Fall 2020. White, non-Hispanic workers have expressed less concern over time about job security and losing their potential for advancement or seniority, whereas the opinions of workers of color have remained relatively constant (notably higher than white, non-Hispanic workers). Measures disaggregated by income level have remained relatively constant over time – with lower-income workers (less than \$100,000 annually) expressing more concern about using sick time or taking leave than higher-income workers (at least \$100,000 annually), with one exception: those workers who make less than \$100,000 annually are less likely in 2022 to say that job loss is a major or minor reason why they would be concerned about taking family leave, compared to Fall 2020. There does not appear to be any differences by gender on these measures.

The figures presented in Appendix C show relative concern about job loss, loss of seniority/potential for advancement, and uncertainty about earned hours or eligibility over time by the aforementioned demographic subgroups: race and ethnicity, household income, and gender. For example, for white, non-Hispanic workers, “not a reason” responses are most prevalent across the set of reasons and across all four surveys. The same pattern is observed for higher-income workers, which differs from lower-income workers where concern of job loss is a major reason.

## Discussion

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This study aims to examine changes over time in New Jersey workers' knowledge and opinions of paid time off through New Jersey's ESL law and FLI program during a volatile two-year period that saw an unprecedented, ongoing public health emergency having short- and long-term impacts on workers, families, employers, and the economy. The experience of navigating through the COVID-19 pandemic created a labor environment where people faced a higher likelihood to use paid leave from work for healthcare reasons and considered the potential consequences of doing so. The longitudinal component of this study allows for multiple opportunities for comparison that show the following in 2022:

- ▶ While 7 in 10 workers said they have access to employer-provided paid leave for their own health and wellness appointments, closer to half have access to paid time off for loved ones. About half of New Jersey workers said they are aware of the specific law or program by name.
- ▶ Over the two-year period, awareness of the law or program has likely affected opinions about the potential risks associated with taking paid time off. There has been little change over time in levels of awareness of ESL and FLI among workers; that is, the results show that over time, there has not been an increase in the number of New Jersey workers who say they are aware of the law or program. However, workers who said they were aware of the law or program in Summer 2022 expressed less concern about various reasons they may not use sick hours or take leave, than workers who said they were not aware of the law or program. These differences were not measured in Fall 2020.
- ▶ More than 4 in 10 New Jersey workers said being concerned about job loss, losing seniority or the potential for advancement, and uncertainty about earned hours or eligibility are major or minor reasons why they would not use sick time or take family leave in 2022.
- ▶ In Summer 2022, fewer workers of color indicated that they have employer-provided paid time off for physical health and other wellness appointments for loved ones, compared to Fall 2020. One explanation is that workers may have exhausted their leave time due to the pandemic. There is also a considerable difference in awareness of FLI between workers making less than \$100,000 annually, and workers making at least \$100,000 per year in Summer 2022.
- ▶ Throughout the survey study period, there was consistently less concern about using paid sick leave among higher-income households, as well as among white, non-Hispanic workers. Workers living in lower-income households, and workers of color, were profoundly more concerned about using paid time off than workers living in higher-income households and white, non-Hispanic workers. These concerns have not lessened over the course of the pandemic. The opinions of workers of color have steadied over the two-year study period, while white, non-Hispanic workers were less concerned over time. While lower-income workers seemed to express less concern about job loss and taking leave in Summer 2022 compared to earlier surveys, there were key differences when asking subgroups of workers what reasons they may not use sick hours or take leave.

Previous studies have shown actual or perceived concern about job loss and other implications associated with taking leave. A 2010 National Opinion Research Center study found that one in six people lost their jobs for taking time off from work to deal with a personal or family issue.<sup>14</sup> A 2016 qualitative study commissioned by the U.S. Department of Labor exploring paid leave attitudes in California, New Jersey, and Rhode Island, concluded that workers' lack of awareness is the biggest barrier to workers taking paid leave, and:

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<sup>14</sup> <https://news.uchicago.edu/story/survey-support-sick-leave-strong-consequences-severe-not-having-benefit>

*“The perceived adversarial relationship between employers and employees was one of the most common barriers cited by participants across groups. Both caregivers and parents mentioned job-related consequences for taking time off as a reason they would be less inclined to take advantage of the benefits. Across the groups, participants expressed a need to avoid situations that would create conflict with employers. The specific reasons ranged from discomfort with being viewed as less productive by an employer to fear of demotion, replacement and even firing.”<sup>15</sup>*

In a 2016 Pew Research Center survey of U.S. adults who needed/wanted to take leave in the past two years, 72% of workers of all income levels said they did not take family or medical leave when they needed to or wanted to because of concern over loss of wages or salary, including 54% who were afraid to lose their job and 40% who were concerned about losing the potential for advancement. Workers with lower incomes were more likely than workers with higher incomes to say their request to take time was denied or they were worried they “might risk losing their job” if they took leave.<sup>16</sup> New America’s 2019 four-week “sprint” looking at TDI/FLI uptake and use in New Jersey concluded that:

*“For workers, learning whether their job is protected – whether an employer must hold their position or its equivalent while they are on leave – is confusing and difficult. While New Jersey’s PFML (paid family and medical leave) programs largely do not guarantee job protection themselves, many workers do have job protection under federal and state unpaid leave statutes, enforced by other agencies. But potential beneficiaries struggle to understand whether and how these protections apply to them, or how to invoke them if their employers give them trouble – and this lack of understanding can be a serious barrier to taking leave at all.”<sup>17</sup>*

The differences by household income level and race/ethnicity observed in this study may reflect one or more of the following:

- ▶ The types of jobs or workplace environments where these workers are employed;
- ▶ The likelihood that white, non-Hispanic workers were more likely to have used paid time off between Fall 2020 and Summer 2022, compared to workers of color, and having had that experience, they may have become less concerned about the potential ramifications of using sick hours or taking leave; the same may be true of higher-income workers vs. lower-income workers;
- ▶ Family composition and the expected need to use sick hours or take leave in the future; and/or
- ▶ With increasing vaccine availability and fewer school closures, there may be less perceived empathy for taking time off to care for loved ones. Workers may be feeling pressure to revert to pre-pandemic work cultures as the social norm, and workers of color may be more likely to feel that pressure due to the nature and type of their jobs.

There are important outreach implications for the New Jersey Department of Labor and Workforce Development, particularly in helping workers understand their benefits, eligibility, and potential risks for employment, including continuing to target industries and job types, such as hourly workers in “essential” jobs, and finding ways to minimize confusion across programs (paid and unpaid, state-administered and company-based, overlapping cash and benefit and job-protected leave programs). According to researchers evaluating New York City’s paid leave law, successful outreach about paid sick leave prioritizes broad awareness, and “[ensures] trustworthy sources of information with multiple points of contact.”<sup>18</sup> In 2022, the New Jersey Department of Labor and Workforce Development announced the availability of \$1.1 million in CARE (Cultivating Access, Rights, and Equity) grant awards toward outreach, education, and support to increase awareness of and access to worker benefits and protections in New Jersey.<sup>19</sup>

<sup>15</sup> [https://www.dol.gov/sites/dolgov/files/OASP/legacy/files/Paid\\_Leave\\_AwarenessBenefitsBarriers.pdf](https://www.dol.gov/sites/dolgov/files/OASP/legacy/files/Paid_Leave_AwarenessBenefitsBarriers.pdf)

<sup>16</sup> <https://www.pewresearch.org/fact-tank/2017/04/04/why-workers-dont-always-take-family-or-medical-leave-when-they-need-to/>

<sup>17</sup> <https://www.newamerica.org/better-life-lab/reports/implementing-paid-family-and-medical-leave/>

<sup>18</sup> [https://www.researchgate.net/publication/312573318\\_Awareness\\_of\\_Paid\\_Sick\\_Leave\\_among\\_New\\_York\\_City\\_Restaurant\\_Workers](https://www.researchgate.net/publication/312573318_Awareness_of_Paid_Sick_Leave_among_New_York_City_Restaurant_Workers)

<sup>19</sup> See [https://www.nj.gov/labor/lwdhome/press/2023/20230301\\_caregrant.shtml](https://www.nj.gov/labor/lwdhome/press/2023/20230301_caregrant.shtml) for information about the CARE grant program. There are also existing outreach initiatives within the New Jersey Department of Labor and Workforce Development for Wage and Hour & Contract Compliance that have started to target specific industries and job types; see [https://www.nj.gov/labor/lwdhome/press/2022/20221129\\_wageandhour.shtml](https://www.nj.gov/labor/lwdhome/press/2022/20221129_wageandhour.shtml).

Given this important charge, there are limitations to the methods of this study, some of which are due to the use of probability surveys, including:

- ▶ Asking workers to express their opinions about hypothetical or proposed situations (including maternity leave), rather than asking workers to report on their actual experiences;
- ▶ Asking about FLI following ESL consistently, rather than rotating the batteries of questions, to ensure that FLI responses are not influenced or inflated by the stimulus of asking about ESL first;
- ▶ Using household income as a proxy for individual wages;
- ▶ Relying on four individual cross-sections of surveys (with limited sample sizes), rather than a panel, to measure individual-level change over time in knowledge and opinions;
- ▶ Accounting for the dynamic social and political situation of the pandemic, such as what sources workers used to get their information throughout the pandemic;
- ▶ The absence of pre-pandemic data for context; and
- ▶ The variation and impact of “don’t know” responses to survey questions.

Furthermore, it is challenging to measure awareness of a law or program using a single question, and also use that figure to make assertions that have policy implications; that is, whether 50% of workers indicating they are aware of ESL, and 58% aware of FLI, are “sufficient,” to what extent awareness of the law and program should be increased due to policy interventions, and why some workers may be aware of some laws and programs, and not others. In the qualitative study of California, New Jersey, and Rhode Island’s implementation of FLI and related programs in other states, researchers found that the majority of the research subjects were unaware of their state’s paid family leave law, but also confused it with the federal Family and Medical Leave Act, which provides unpaid leave and job protection, similar to the New Jersey Family Leave Act, which covers more employers than the federal law (30+ employees).<sup>20</sup>

To broaden understanding of workers’ experiences with and opinions of using paid sick leave, a future research study should ask workers to report their experience with using sick hours or taking leave, which would likely require a larger sample of workers. This would also increase the ability that statistically significant differences can be ascertained, especially to account for intersectional identities of workers by race and ethnicity, for example, combined with wages and gender. In addition, a follow-up survey is needed to verify the observation of a trend or change measured by the Summer 2022 survey (particularly if a change from 2020 was observed in 2021 but reverted back to 2020 levels in 2022), as well as provide the context to compare findings to the post-pandemic survey period. Finally, qualitative research methods, such as individual interviews, focus groups, or open-ended questions capturing verbatim responses on quantitative surveys, may be needed to better understand concerns about taking leave, knowledge of laws that provide job protection that are separate from cash benefit programs, awareness of specific features of paid leave programs, experiences with paid time off, and why there may be differences between subgroups that have emerged over time.

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<sup>20</sup> [https://www.dol.gov/sites/dolgov/files/OASP/legacy/files/Paid\\_Leave\\_AwarenessBenefitsBarriers.pdf](https://www.dol.gov/sites/dolgov/files/OASP/legacy/files/Paid_Leave_AwarenessBenefitsBarriers.pdf)

## Appendix A: Data Tables

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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 (especially 0.5 decimal points). 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 Summer 2022 estimate and a Fall 2020 estimate that exceeds the surveys' margins of error. Cells highlighted in light blue indicated that the difference between subgroups of workers (i.e., white, non-Hispanic workers and workers of color) with a time period are statistically significant at  $p < .05$ , which may include the difference between subgroups of workers on only one answer category (i.e., major vs. major).

Readers should note that the most recent survey data (Summer 2022) 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 Summer 2022	Total Sample Percent Fall 2021	Total Sample Percent Spring 2021	Total Sample Percent Fall 2020
Yes	71.0	72.9	74.3	73.5
No	24.3	21.0	19.5	22.6
Don't know	4.7	6.1	6.3	3.9
Total	100.0	100.0	100.0	100.0

Summer 2022: N=515  
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 Summer 2022	Total Sample Percent Fall 2021	Total Sample Percent Spring 2021	Total Sample Percent Fall 2020
Yes	55.4	58.0	62.2	65.3
No	31.4	26.1	26.8	28.1
Don't know	13.3	15.9	10.9	6.6
Total	100.0	100.0	100.0	100.0

Summer 2022: N=511  
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 Summer 2022	Total Sample Percent Fall 2021	Total Sample Percent Spring 2021	Total Sample Percent Fall 2020
Yes	49.8	54.6	60.9	58.0
No	46.3	41.7	36.8	38.6
Don't know	3.9	3.7	2.3	3.4
Total	100.0	100.0	100.0	100.0

Summer 2022: N=584  
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 Summer 2022	Total Sample Percent Fall 2021	Total Sample Percent Spring 2021	Total Sample Percent Fall 2020
<b>Taking time off might cost you your job</b>				
Major reason	30.5	41.2	38.4	31.0
Minor reason	15.6	16.7	16.8	22.5
Not a reason	49.9	39.1	42.3	44.8
Don't know	4.0	3.1	2.5	1.7
Total	100.0	100.0	100.0	100.0
<b>You might lose seniority or potential for job advancement</b>				
Major reason	23.1	32.5	33.3	26.1
Minor reason	19.5	19.5	21.7	24.5
Not a reason	53.0	45.3	43.2	48.2
Don't know	4.4	2.7	1.8	1.3
Total	100.0	100.0	100.0	100.0
<b>You are not sure how many sick leave hours you have</b>				
Major reason	27.0	26.5	26.2	22.2
Minor reason	18.1	24.3	27.8	27.4
Not a reason	51.0	43.1	42.8	47.7
Don't know	4.0	6.0	3.2	2.7
Total	100.0	100.0	100.0	100.0

Summer 2022: 533/532/536  
 Fall 2021: N=498/494/493  
 Spring 2021: N=509/507/506  
 Fall 2020: N=547/547/547

Have you heard about the Family Leave Insurance program?	Total Sample Percent Summer 2022	Total Sample Percent Fall 2021	Total Sample Percent Spring 2021	Total Sample Percent Fall 2020
Yes	46.6	50.5	55.4	52.8
No	50.2	43.1	39.9	42.4
Don't know	3.1	6.4	4.8	4.8
Total	100.0	100.0	100.0	100.0

Summer 2022: N=581  
 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 Summer 2022	Total Sample Percent Fall 2021	Total Sample Percent Spring 2021	Total Sample Percent Fall 2020
<b>Taking time off might cost you your job</b>				
Major reason	31.1	38.8	42.3	35.1
Minor reason	16.4	16.7	16.2	19.9
Not a reason	45.5	40.3	39.3	43.5
Don't know	7.0	4.2	2.2	1.5
Total	100.0	100.0	100.0	100.0
<b>You might lose seniority or potential for job advancement</b>				
Major reason	26.0	32.7	35.5	30.4
Minor reason	17.0	21.7	22.2	24.7
Not a reason	51.0	39.7	39.2	43.3
Don't know	5.9	5.9	3.1	1.6
Total	100.0	100.0	100.0	100.0
<b>You are not sure if you qualify for the program</b>				
Major reason	27.6	32.5	32.2	29.0
Minor reason	19.3	23.5	25.2	27.5
Not a reason	42.0	37.5	38.4	40.7
Don't know	11.0	6.4	4.3	2.8
Total	100.0	100.0	100.0	100.0

Summer 2022: N=536/534/537

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?

	Summer 2022	Fall 2021	Spring 2021	Fall 2020
Yes, white, non-Hispanic workers	70.7	69.5	71.2	71.0
Yes, workers of color	72.5	76.3	77.1	77.0
No, white, non-Hispanic workers	24.0	23.4	20.9	25.0
No, workers of color	23.3	18.5	18.8	18.9
Don't know, white, non-Hispanic workers	5.3	7.1	7.9	4.0
Don't know, workers of color	4.2	5.2	4.0	4.1
Total, white, non-Hispanic workers	100.0	100.0	100.0	100.0
Total, workers of color	100.0	100.0	100.0	100.0

Summer 2022: N=307 for white, non-Hispanic workers and N=199 for workers of color

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?	Summer 2022	Fall 2021	Spring 2021	Fall 2020
Yes, white, non-Hispanic workers	60.1	54.9	58.5	62.0
Yes, workers of color	51.5*	60.5	66.2	69.6
No, white, non-Hispanic workers	29.1	29.8	28.2	30.6
No, workers of color	32.7	21.7	26.7	24.3
Don't know, white, non-Hispanic workers	10.8	15.2	13.3	7.4
Don't know, workers of color	15.8	17.7	7.2	6.1
Total, white, non-Hispanic workers	100.0	100.0	100.0	100.0
Total, workers of color	100.0	100.0	100.0	100.0

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

Summer 2022: N=303 for white, non-Hispanic workers and N=199 for workers of color  
Fall 2021: N=320 for white, non-Hispanic workers and N=168 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?	Summer 2022	Fall 2021	Spring 2021	Fall 2020
Yes, white, non-Hispanic workers	53.3	60.4	64.5	60.0
Yes, workers of color	50.0	52.2	59.5	59.9
No, white, non-Hispanic workers	46.7	39.6	35.5	40.0
No, workers of color	50.0	47.8	40.5	40.1
Total, white, non-Hispanic workers	100.0	100.0	100.0	100.0
Total, workers of color	100.0	100.0	100.0	100.0

Summer 2022: N=333 for white, non-Hispanic workers and N=217 for workers of color  
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 about taking Earned Sick Leave: Taking time off might cost you your job	Summer 2022	Fall 2021	Spring 2021	Fall 2020
Major reason, white, non-Hispanic workers	24.4	32.5	32.9	31.4
Major reason, workers of color	37.8	52.0	45.9	32.4
Minor reason, white, non-Hispanic workers	12.5	17.1	16.6	22.5
Minor reason, workers of color	19.6	17.2	16.3	22.5
Not a reason, white, non-Hispanic workers	60.6*	47.3	48.3	44.5
Not a reason, workers of color	36.9	28.1	34.8	43.5
Don't know, white, non-Hispanic workers	2.6	3.0	2.1	1.6
Don't know, workers of color	5.7	2.6	3.0	1.7
Total, white, non-Hispanic workers	100.0	100.0	100.0	100.0
Total, workers of color	100.0	100.0	100.0	100.0

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

Summer 2022 N=316 for white, non-Hispanic workers and N=209 for workers of color  
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	Summer 2022	Fall 2021	Spring 2021	Fall 2020
Major reason, white, non-Hispanic workers	18.8	24.3	24.2	24.3
Major reason, workers of color	28.7	43.4	44.9	29.8
Minor reason, white, non-Hispanic workers	17.5	17.7	25.4	26.6
Minor reason, workers of color	22.4	20.8	18.1	23.5
Not a reason, white, non-Hispanic workers	59.2	54.7	48.3	47.6
Not a reason, workers of color	44.5	33.9	35.4	45.9
Don't know, white, non-Hispanic workers	4.5	3.3	2.1	1.4
Don't know, workers of color	4.4	2.0	1.5	0.8
Total, white, non-Hispanic workers	100.0	100.0	100.0	100.0
Total, workers of color	100.0	100.0	100.0	100.0

Summer 2022: N=316 for white, non-Hispanic workers and N=208 for workers of color  
 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	Summer 2022	Fall 2021	Spring 2021	Fall 2020
Major reason, white, non-Hispanic workers	21.7	20.6	20.1	20.8
Major reason, workers of color	33.6	35.0	34.2	25.3
Minor reason, white, non-Hispanic workers	18.9	20.5	29.0	29.1
Minor reason, workers of color	17.1	28.7	27.0	24.2
Not a reason, white, non-Hispanic workers	55.4	53.1	48.1	46.5
Not a reason, workers of color	45.4	31.2	34.9	49.1
Don't know, white, non-Hispanic workers	3.9	5.8	2.8	3.5
Don't know, workers of color	3.9	5.2	3.9	1.4
Total, white, non-Hispanic workers	100.0	100.0	100.0	100.0
Total, workers of color	100.0	100.0	100.0	100.0

Summer 2022: N=317 for white, non-Hispanic workers and N=210 for workers of color  
 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?	Summer 2022	Fall 2021	Spring 2021	Fall 2020
Yes, white, non-Hispanic workers	50.2	53.9	59.0	59.3
Yes, workers of color	47.2	53.5	56.3	50.6
No, white, non-Hispanic workers	49.8	46.1	41.0	40.7
No, workers of color	52.8	47.5	43.7	49.4
Total, white, non-Hispanic workers	100.0	100.0	100.0	100.0
Total, workers of color	100.0	100.0	100.0	100.0

Summer 2022: N=338 for white, non-Hispanic workers and N=217 for workers of color  
 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	Summer 2022	Fall 2021	Spring 2021	Fall 2020
Major reason, white, non-Hispanic workers	28.5	31.3	34.4	37.7
Major reason, workers of color	34.1	49.1	52.4	32.8
Minor reason, white, non-Hispanic workers	16.7	18.0	16.6	18.8
Minor reason, workers of color	16.5	15.8	14.8	21.3
Not a reason, white, non-Hispanic workers	50.5	47.2	46.8	42.4
Not a reason, workers of color	40.3	30.3	30.7	44.0
Don't know, white, non-Hispanic workers	4.3	3.5	2.2	1.0
Don't know, workers of color	9.1	4.8	2.1	1.8
Total, white, non-Hispanic workers	100.0	100.0	100.0	100.0
Total, workers of color	100.0	100.0	100.0	100.0

Summer 2022: N=318 for white, non-Hispanic workers and N=209 for workers of color  
 Fall 2021: N=296 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	Summer 2022	Fall 2021	Spring 2021	Fall 2020
Major reason, white, non-Hispanic workers	22.0	26.3	29.3	28.4
Major reason, workers of color	31.0	41.7	43.7	34.7
Minor reason, white, non-Hispanic workers	18.7	19.8	19.1	24.4
Minor reason, workers of color	15.8	24.2	26.2	24.8
Not a reason, white, non-Hispanic workers	55.1	49.6	48.2	45.5
Not a reason, workers of color	45.3	26.9	27.5	39.3
Don't know, white, non-Hispanic workers	4.2	4.4	3.3	1.7
Don't know, workers of color	7.8	7.2	2.7	1.2
Total, white, non-Hispanic workers	100.0	100.0	100.0	100.0
Total, workers of color	100.0	100.0	100.0	100.0

Summer 2022: N=318 for white, non-Hispanic workers and N=208 for workers of color  
 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	Summer 2022	Fall 2021	Spring 2021	Fall 2020
Major reason, white, non-Hispanic workers	19.7	24.6	27.0	27.1
Major reason, workers of color	35.8	43.0	39.7	33.5
Minor reason, white, non-Hispanic workers	22.8	23.3	21.2	27.4
Minor reason, workers of color	16.1	24.2	30.5	26.4
Not a reason, white, non-Hispanic workers	48.9	45.6	47.8	42.0
Not a reason, workers of color	35.1	27.0	25.2	38.3
Don't know, white, non-Hispanic workers	8.6	6.5	4.0	3.5
Don't know, workers of color	13.0	5.8	4.6	1.8
Total, white, non-Hispanic workers	100.0	100.0	100.0	100.0
Total, workers of color	100.0	100.0	100.0	100.0

Summer 2022: N=319 for white, non-Hispanic workers and N=209 for workers of color  
 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?	Summer 2022	Fall 2021	Spring 2021	Fall 2020
Yes, <\$100K	63.9	69.7	70.0	71.5
Yes, \$100K+	80.4	78.3	80.4	77.7
No, <\$100K	29.5	23.7	23.2	25.2
No, \$100K+	16.7	16.4	15.4	17.9
Don't know, <\$100K	6.6	6.6	6.8	3.3
Don't know, \$100K+	2.9	5.3	4.2	4.4
Total, <\$100K	100.0	100.0	100.0	100.0
Total, \$100K+	100.0	100.0	100.0	100.0

Summer 2022: N=215 for income <\$100K and N=263 for \$100K+  
 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?	Summer 2022	Fall 2021	Spring 2021	Fall 2020
Yes, <\$100K	49.8	53.9	56.9	62.5
Yes, \$100K+	63.6	64.9	71.4	71.8
No, <\$100K	36.5	27.8	32.6	30.1
No, \$100K+	24.0	23.6	18.9	22.3
Don't know, <\$100K	13.7	18.3	10.5	7.4
Don't know, \$100K+	12.3	11.5	9.7	5.9
Total, <\$100K	100.0	100.0	100.0	100.0
Total, \$100K+	100.0	100.0	100.0	100.0

Summer 2022: N=213 for income <\$100K and N=262 for \$100K+  
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?	Summer 2022	Fall 2021	Spring 2021	Fall 2020
Yes, <\$100K	50.9	54.3	57.5	55.6
Yes, \$100K+	54.4	60.2	68.4	64.8
No, <\$100K	49.1	45.7	42.4	44.4
No, \$100K+	45.6	39.8	31.6	35.2
Total, <\$100K	100.0	100.0	100.0	100.0
Total, \$100K+	100.0	100.0	100.0	100.0

Summer 2022: N=246 for income <\$100K and N=274 for \$100K+  
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	Summer 2022	Fall 2021	Spring 2021	Fall 2020
Major reason, <\$100K	35.8	50.2	41.8	36.6
Major reason, \$100K+	20.7	25.7	35.0	27.2
Minor reason, <\$100K	17.2	17.0	19.9	27.5
Minor reason, \$100K+	14.0	19.5	12.1	17.1
Not a reason, <\$100K	43.0	30.8	35.5	34.2
Not a reason, \$100K+	62.7	50.9	51.7	53.6
Don't know, <\$100K	4.0	2.0	2.7	1.7
Don't know, \$100K+	2.6	3.9	1.3	2.1
Total, <\$100K	100.0	100.0	100.0	100.0
Total, \$100K+	100.0	100.0	100.0	100.0

Summer 2022: N=231 for income <\$100K and N=263 for \$100K+  
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	Summer 2022	Fall 2021	Spring 2021	Fall 2020
Major reason, <\$100K	30.3	38.9	37.6	31.5
Major reason, \$100K+	12.9	24.1	29.7	23.1
Minor reason, <\$100K	17.8	19.0	21.3	27.5
Minor reason, \$100K+	19.7	19.8	21.4	21.4
Not a reason, <\$100K	49.7	40.0	39.1	40.1
Not a reason, \$100K+	62.6	52.3	47.6	53.6
Don't know, <\$100K	2.2	2.1	2.0	0.9
Don't know, \$100K+	4.8	3.8	1.3	1.9
Total, <\$100K	100.0	100.0	100.0	100.0
Total, \$100K+	100.0	100.0	100.0	100.0

Summer 2022: N=229 for income <\$100K and N=264 for \$100K+  
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	Summer 2022	Fall 2021	Spring 2021	Fall 2020
Major reason, <\$100K	31.8	32.1	32.9	28.1
Major reason, \$100K+	16.3	21.1	17.0	16.7
Minor reason, <\$100K	19.5	28.2	29.7	28.7
Minor reason, \$100K+	19.3	19.3	26.9	26.3
Not a reason, <\$100K	45.1	32.6	33.7	40.2
Not a reason, \$100K+	61.8	56.1	54.1	54.5
Don't know, <\$100K	3.6	7.1	3.6	3.0
Don't know, \$100K+	2.6	3.5	2.1	2.5
Total, <\$100K	100.0	100.0	100.0	100.0
Total, \$100K+	100.0	100.0	100.0	100.0

Summer 2022: N=231 for income <\$100K and N=266 for \$100K+  
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?	Summer 2022	Fall 2021	Spring 2021	Fall 2020
Yes, <\$100K	43.2	51.9	55.8	43.4
Yes, \$100K+	58.3	57.0	62.4	68.6
No, <\$100K	56.8	48.1	44.2	56.6
No, \$100K+	41.7	43.0	37.6	31.4
Total, <\$100K	100.0	100.0	100.0	100.0
Total, \$100K+	100.0	100.0	100.0	100.0

Summer 2022: N=244 for income <\$100K and N=277 for \$100K  
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	Summer 2022	Fall 2021	Spring 2021	Fall 2020
Major reason, <\$100K	34.5	47.6	47.2	42.9
Major reason, \$100K+	23.0	25.2	35.9	27.0
Minor reason, <\$100K	17.2	19.2	16.7	21.1
Minor reason, \$100K+	17.3	14.9	14.0	19.1
Not a reason, <\$100K	40.4	28.8	33.7	35.5
Not a reason, \$100K+	56.9	55.7	48.3	50.8
Don't know, <\$100K	7.9	4.4	2.3	0.5
Don't know, \$100K+	2.8	4.2	1.9	3.1
Total, <\$100K	100.0	100.0	100.0	100.0
Total, \$100K+	100.0	100.0	100.0	100.0

Summer 2022: N=235 for income <\$100K and N=265 for \$100K+  
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	Summer 2022	Fall 2021	Spring 2021	Fall 2020
Major reason, <\$100K	34.1	38.8	39.8	39.6
Major reason, \$100K+	15.7	25.7	29.9	21.9
Minor reason, <\$100K	13.9	26.1	21.8	26.1
Minor reason, \$100K+	21.7	14.3	23.4	22.2
Not a reason, <\$100K	48.0	28.7	35.5	32.9
Not a reason, \$100K+	58.3	54.2	43.7	53.6
Don't know, <\$100K	4.1	6.4	2.9	1.4
Don't know, \$100K+	4.4	5.8	3.0	2.2
Total, <\$100K	100.1	100.0	100.0	100.0
Total, \$100K+	100.1	100.0	100.0	100.0

Summer 2022: N=231 for income <\$100K and N=269 for \$100K+  
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	Summer 2022	Fall 2021	Spring 2021	Fall 2020
Major reason, <\$100K	32.3	39.7	36.8	40.1
Major reason, \$100K+	20.7	21.9	25.9	18.1
Minor reason, <\$100K	21.4	26.6	28.9	26.5
Minor reason, \$100K+	19.3	21.6	21.2	28.6
Not a reason, <\$100K	36.3	28.6	30.7	30.2
Not a reason, \$100K+	51.4	49.7	49.1	51.7
Don't know, <\$100K	10.0	5.1	3.6	3.1
Don't know, \$100K+	8.6	6.8	3.8	1.6
Total, <\$100K	100.0	100.0	100.0	100.0
Total, \$100K+	100.0	100.0	100.0	100.0

Summer 2022: N=236 for income <\$100K and N=266 for \$100K+  
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?

	Summer 2022	Fall 2021	Spring 2021	Fall 2020
Yes, male <sup>21</sup>	73.8	72.6	77.2	72.1
Yes, female	68.0	72.4	70.9	75.1
No, male	22.8	20.7	16.9	24.4
No, female	26.4	22.0	22.4	20.4
Don't know, male	3.4	6.7	5.9	3.5
Don't know, female	5.6	5.6	6.7	4.4
Total, male	100.0	100.0	100.0	100.0
Total, female	100.0	100.0	100.0	100.0

Summer 2022: N=245 for males and N=266 for females  
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?

	Summer 2022	Fall 2021	Spring 2021	Fall 2020
Yes, male	62.5	59.5	64.5	68.1
Yes, female	48.9	55.1	59.5	61.9
No, male	27.2	26.4	24.8	26.5
No, female	35.5	27.1	29.2	29.9
Don't know, male	10.2	14.2	10.7	5.3
Don't know, female	15.6	17.8	11.2	8.2
Total, male	100.0	100.0	100.0	100.0
Total, female	100.0	100.0	100.0	100.0

Summer 2022: N=245 for males and N=262 for females  
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

Have you heard about the New Jersey Earned Sick  
Leave law?

	Summer 2022	Fall 2021	Spring 2021	Fall 2020
Yes, male	52.7	54.3	65.8	58.5
Yes, female	51.9	59.8	58.1	61.9
No, male	47.3	45.7	34.2	41.5
No, female	48.1	40.2	41.9	38.1
Total, male	100.0	100.0	100.0	100.0
Total, female	100.0	100.0	100.0	100.0

Summer 2022: N=264 for males and N=292 for females  
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

<sup>21</sup> Fall 2021 and Summer 2022 numbers are based on self-reported gender (asked if man, woman, something else). "Something else" responses (less than 1% of total) are excluded. In Fall 2020 and Spring 2021, gender was recorded by interviewer observation (male, female).

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	Summer 2022	Fall 2021	Spring 2021	Fall 2020
Major reason, male	30.5	38.3	37.0	29.6
Major reason, female	30.6	44.5	40.1	32.6
Minor reason, male	14.7	12.3	18.2	22.7
Minor reason, female	16.2	22.5	15.1	22.4
Not a reason, male	51.1	45.6	42.1	45.8
Not a reason, female	48.8	31.4	42.6	43.7
Don't know, male	3.7	3.9	2.7	2.0
Don't know, female	4.4	1.6	2.1	1.4
Total, male	100.0	100.0	100.0	100.0
Total, female	100.0	100.0	100.0	100.0

Summer 2022: N=256 for males and N=272 for females  
 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	Summer 2022	Fall 2021	Spring 2021	Fall 2020
Major reason, male	21.8	31.1	34.3	26.1
Major reason, female	25.0	35.6	32.0	26.0
Minor reason, male	20.6	18.1	19.6	23.8
Minor reason, female	18.1	20.5	24.1	25.2
Not a reason, male	52.8	48.3	43.9	47.9
Not a reason, female	52.9	40.8	42.4	48.6
Don't know, male	4.8	2.5	2.1	2.2
Don't know, female	4.1	3.1	1.4	0.2
Total, male	100.0	100.0	100.0	100.0
Total, female	100.1	100.0	100.0	100.0

Summer 2022: N=255 for males and N=272 for females  
 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	Summer 2022	Fall 2021	Spring 2021	Fall 2020
Major reason, male	25.4	23.3	27.3	23.3
Major reason, female	28.5	30.9	24.9	20.9
Minor reason, male	18.9	24.5	24.8	26.2
Minor reason, female	17.3	25.0	31.4	28.8
Not a reason, male	52.1	45.8	44.3	45.9
Not a reason, female	50.7	38.9	41.1	49.9
Don't know, male	3.6	6.4	3.6	4.6
Don't know, female	3.5	5.1	2.7	0.5
Total, male	100.0	100.0	100.0	100.0
Total, female	100.0	100.0	100.0	100.0

Summer 2022: N=256 for males and N=275 for females  
 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?	Summer 2022	Fall 2021	Spring 2021	Fall 2020
Yes, male	47.3	52.6	60.5	54.3
Yes, female	49.4	55.9	55.3	56.5
No, male	52.7	47.4	39.5	45.7
Yes, female	50.6	44.1	44.7	43.2
Total, male	100.0	100.0	100.0	100.0
Total, female	100.0	100.0	100.0	100.0

Summer 2022: N=266 for males and N=293 for females  
 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	Summer 2022	Fall 2021	Spring 2021	Fall 2020
Major reason, male	33.6	38.7	41.4	32.0
Major reason, female	29.1	40.0	43.3	38.7
Minor reason, male	16.0	13.7	15.2	21.7
Minor reason, female	17.0	19.9	17.3	17.8
Not a reason, male	44.8	43.4	41.5	43.7
Not a reason, female	45.3	35.8	36.7	43.2
Don't know, male	5.6	4.3	1.9	2.6
Don't know, female	8.7	4.3	2.7	0.2
Total, male	100.0	100.0	100.0	100.0
Total, female	100.0	100.0	100.0	100.0

Summer 2022: N=257 for males and N=275 for females  
 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

	Summer 2022	Fall 2021	Spring 2021	Fall 2020
Major reason, male	24.9	33.1	39.2	30.1
Major reason, female	27.7	33.1	31.0	30.8
Minor reason, male	20.1	20.4	20.8	25.0
Minor reason, female	14.3	24.5	23.9	24.4
Not a reason, male	50.0	41.8	37.6	43.0
Not a reason, female	51.2	35.0	41.1	43.6
Don't know, male	5.1	4.7	2.4	1.9
Don't know, female	6.8	7.5	4.0	1.2
Total, male	100.1	100.0	100.0	100.0
Total, female	100.0	100.0	100.0	100.0

Summer 2022: N=254 for males and N=276 for females  
 Fall 2021: N=246 for males and N=226 for females  
 Spring 2021: N=269 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

	Summer 2022	Fall 2021	Spring 2021	Fall 2020
Major reason, male	27.3	28.6	36.0	29.4
Major reason, female	27.3	37.7	27.6	28.6
Minor reason, male	23.4	24.4	21.9	28.4
Minor reason, female	15.6	23.2	29.0	26.3
Not a reason, male	39.7	39.5	38.5	39.7
Not a reason, female	44.4	34.2	38.2	41.9
Don't know, male	9.6	7.5	3.6	2.5
Don't know, female	12.7	4.9	5.2	3.1
Total, male	100.0	100.0	100.0	100.0
Total, female	100.0	100.0	100.0	100.0

Summer 2022: N=256 for males and N=277 for females  
 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

## Appendix B: Margins of Error and Sample Composition

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This report presents the results from four surveys using fresh samples conducted in Fall 2020, Spring 2021, Fall 2021, and Summer 2022 by the Eagleton Institute of Politics' 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 Summer 2022 survey was fielded from July 18 to 27, 2022 with a scientifically selected random sample of 1,018 New Jersey adults age 18 or older.

Participants were chosen scientifically by random digit dial to landline and cell phone numbers. The Fall 2020, Spring 2021, and Fall 2021 studies were fielded in English and Spanish by telephone; the Summer 2022 study was fielded in English only; 50% of this sample includes respondents acquired through one-to-one SMS (short message service) text messaging by live interviewers that led respondents to an online version of the survey. The studies have been weighted separately to be representative of the noninstitutionalized adult population of New Jersey. Weighting balances sample demographics to target population parameters. The four 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.<sup>22</sup>

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. 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. 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 +/- 3.1 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.
- ▶ The sampling error for the Summer 2022 sample of 1,018 respondents is +/-3.1 percentage points, at a 95% confidence interval (design effect is 1.57), making the adjusted margin of error +/- 3.8 percentage points for the total sample. The sampling error for the Summer 2022 sample of 584 New Jersey residents employed by a New Jersey employer is +/-5.1 percentage points at a 95% confidence interval.
- ▶ 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.

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<sup>22</sup> Preliminary memos provided to the New Jersey Department of Labor and Workforce Development 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)	Summer 2022	Fall 2021	Spring 2021	Fall 2020
Topline (employed in New Jersey)	5.1	5.1	4.9	5.1
Disaggregated Data (based on employed in New Jersey)				
Race/Ethnicity				
White, non-Hispanic workers	6.6	6.5	6.1	6.1
Workers of color	8.0	8.4	8.3	8.9
Income				
<\$100K	7.6	7.2	6.9	7.6
\$100K+	7.3	7.7	7.4	7.3
Gender				
Man/male	7.5	7.1	6.7	6.9
Woman/female	7.1	7.5	7.2	7.6
ESL Awareness				
Yes, aware of ESL	6.8	6.5	6.3	6.6
No, not aware of ESL	8.0	8.7	8.3	8.5
FLI Awareness				
Yes, aware of ESL	7.1	6.9	6.6	6.9
No, not aware of ESL	7.6	8.3	7.8	8.2

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

	Unweighted Sample Percentages				Weighted Sample Percentages				
	Summer 2022	Fall 2021	Spring 2021	Fall 2020	Summer 2022	Fall 2021	Spring 2021	Fall 2020	
<b>Mode of Participation**</b>					<b>Mode of Participation**</b>				
Landline	23.6	30.6	39.8	40.0	Landline	34.5	47.3	39.9	47.4
Cell	76.4	69.4	60.2	60.0	Cell	65.5	52.7	60.1	52.6
Total	100.0	100.0	100.0	100.0	Total	100.0	100.0	100.0	100.0
<b>Gender</b>					<b>Gender</b>				
Male (Man)	46.9	47.5	47.6	51.4	Male (Man)	47.6	47.2	48.1	47.7
Female (Woman)	52.5	49.5	52.4	48.6	Female (Woman)	51.7	49.5	51.9	52.3
Other	0.6	0.9			Other	0.7	0.7		
Total	100.0	100.0	100.0	100.0	Total	100.0	100.0	100.0	100.0
<b>Age</b>					<b>Age</b>				
18-29	12.4	19.0	13.3	11.8	18-29	16.4	18.6	17.8	18.3
30-49	36.6	35.8	29.9	33.5	30-49	34.2	31.8	31.9	32.3
50-64	31.6	26.2	31.1	34.8	50-64	28.1	28.4	29.9	29.0
65+	19.3	19.1	25.6	20.0	65+	21.3	21.2	20.4	20.4
Total	100.0	100.0	100.0	100.0	Total	100.0	100.0	100.0	100.0
<b>Race/Ethnicity Combined</b>					<b>Race/Ethnicity Combined</b>				
White	63.2	68.5	67.4	69.8	White	56.5	58.6	56.8	58.3
Black	14.0	11.0	10.7	10.8	Black	12.4	12.9	12.7	12.1
Hispanic	12.4	12.5	15.6	10.9	Hispanic	18.8	16.5	19.4	17.7
Other	10.4	8.0	6.3	8.6	Other	12.3	12.0	11.1	11.9
Total	100.0	100.0	100.0	100.0	Total	100.0	100.0	100.0	100.0
<b>Race/Ethnicity (dichotomous)</b>					<b>Race/Ethnicity (dichotomous)</b>				
White, non-Hispanic workers	63.2	68.5	67.4	69.8	White, non-Hispanic workers	56.5	58.6	56.8	58.3
Workers of color	36.8	31.5	32.6	30.2	Workers of color	43.5	41.4	43.2	41.7
Total	100.0	100.0	100.0	100.0	Total	100.0	100.0	100.0	100.0
<b>Education</b>					<b>Education</b>				
High school or less	12.3	15.8	15.9	16.1	High school or less	29.0	28.7	28.6	29.4
Some college	26.8	30.7	27.1	24.8	Some college	30.9	30.7	31.3	30.1
College graduate	33.1	30.4	30.4	30.5	College graduate	21.8	22.0	21.5	21.8
Graduate work	27.8	23.2	26.6	28.6	Graduate work	18.3	18.6	18.6	18.6
Total	100.0	100.0	100.0	100.0	Total	100.0	100.0	100.0	100.0

\* Less than 1% reporting

\*\* Unweighted: 50.4% completed the survey on the phone; 49.6% text to web. Weighted: 58.7% completed the survey on the phone; 41.3% text to web.

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

	Unweighted Sample Percentages				Weighted Sample Percentages				
	Summer 2022	Fall 2021	Spring 2021	Fall 2020	Summer 2022	Fall 2021	Spring 2021	Fall 2020	
<b>Income</b>					<b>Income</b>				
Less than \$50K	17.3	24.7	24.2	22.9	Less than \$50K	22.5	29.5	31.1	30.7
\$50K to Less than \$100K	34.0	34.0	34.9	32.9	\$50K to Less than \$100K	37.9	35.0	34.5	33.8
\$100K to Less than \$150K	22.0	18.7	16.3	20.6	\$100K to Less than \$150K	18.7	15.7	14.3	17.0
\$150K+	26.8	22.6	24.6	23.6	\$150K+	20.9	19.9	20.1	18.5
Total	100.0	100.0	100.0	100.0	Total	100.0	100.0	100.0	100.0
<b>Political Party Identification (with leaners)</b>					<b>Political Party Identification (with leaners)</b>				
Democrat	51.3	45.6	52.9	51.3	Democrat	47.9	46.1	50.3	52.8
Independent	20.2	15.8	14.9	13.2	Independent	22.9	17.9	17.1	14.1
Republican	28.4	38.6	32.2	35.5	Republican	29.2	36.0	32.6	33.1
Total	100.0	100.0	100.0	100.0	Total	100.0	100.0	100.0	100.0
<b>Region of New Jersey</b>					<b>Region of New Jersey</b>				
Urban	14.2	14.5	17.2	15.4	Urban	16.4	16.7	16.4	18.5
Suburb	32.4	35.3	35.2	35.1	Suburb	35.4	35.8	35.8	34.7
Exurban	16.5	14.3	12.5	14.2	Exurban	13.9	13.8	13.3	13.8
Philadelphia/South Jersey	18.4	17.8	15.2	17.3	Philadelphia/South Jersey	17.6	17.7	17.5	16.0
Shore	18.5	18.0	19.9	18.1	Shore	16.7	16.0	17.0	17.1
Total	100.0	100.0	100.0	100.0	Total	100.0	100.0	100.0	100.0
<b>Employment Status</b>					<b>Employment Status</b>				
Employed	67.1	63.5	56.3	61.1	Employed	62.6	58.6	54.6	56.0
Unemployed, looking for work	4.8	4.3	6.5	6.5	Unemployed, looking for work	5.1	4.1	8.4	8.5
Unemployed, not looking for work	1.0	1.2	2.3	1.6	Unemployed, not looking for work	1.4	1.9	2.9	1.8
Military	*	*	*	*	Military	*	*	*	*
Homemaker/stay-at-home parent	3.4	4.4	3.5	4.1	Homemaker/stay-at-home parent	4.1	4.4	3.7	5.4
Retired	17.7	18.6	24.5	20.9	Retired	19.4	22.1	20.8	20.9
Otherwise not employed	1.2	1.1	1.8	1.1	Otherwise not employed	1.5	1.9	2.4	1.2
Student	2.9	4.4	2.4	2.2	Student	3.9	4.4	3.6	3.6
Unable to work	1.6	2.4	2.4	2.2	Unable to work	1.8	2.5	3.4	2.3
Total	100.0	100.0	100.0	100.0	Total	100.0	100.0	100.0	100.0

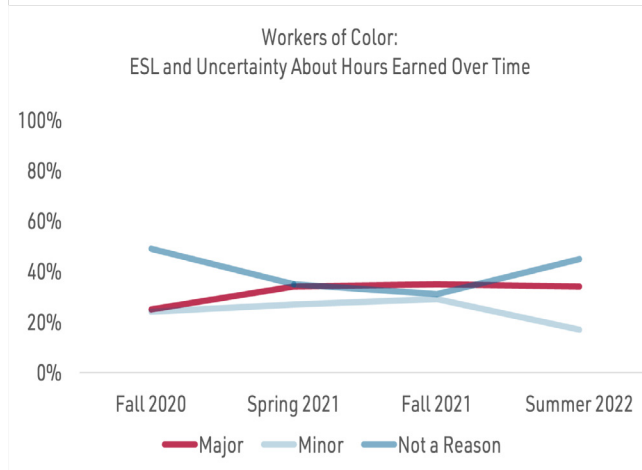
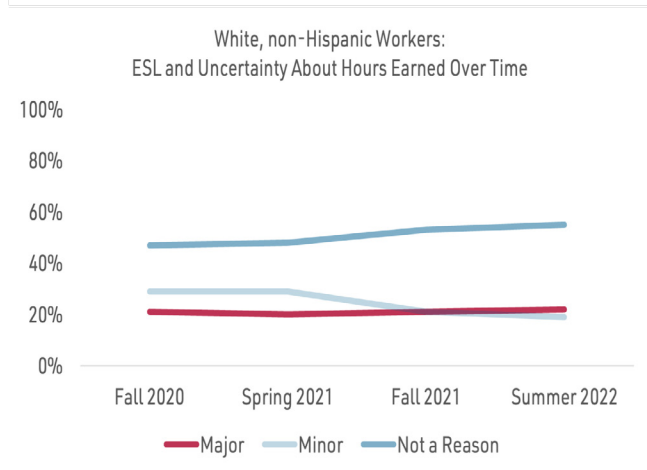
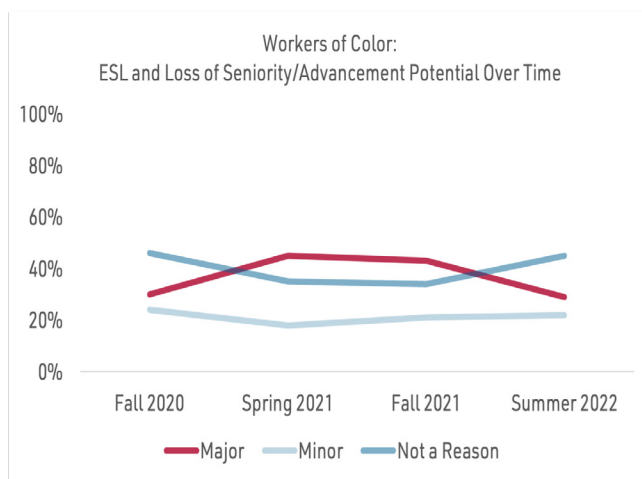
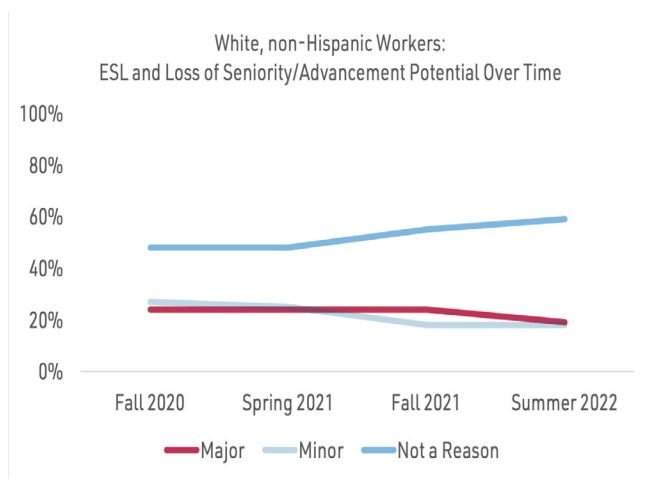
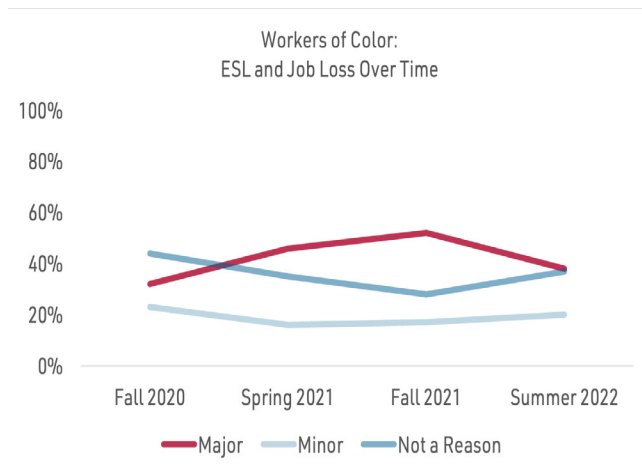
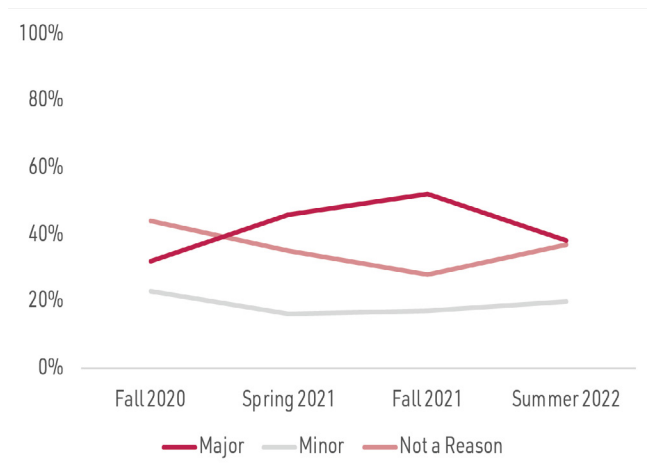
\* Less than 1% reporting

\*\* Unweighted: 50.4% completed the survey on the phone; 49.6% text to web. Weighted: 58.7% completed the survey on the phone; 41.3% text to web.

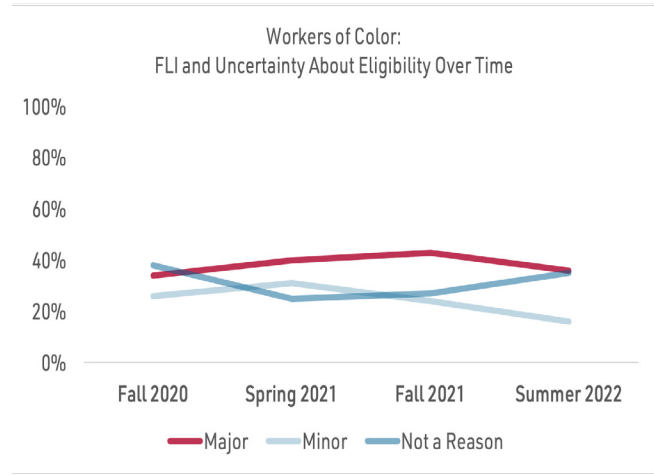
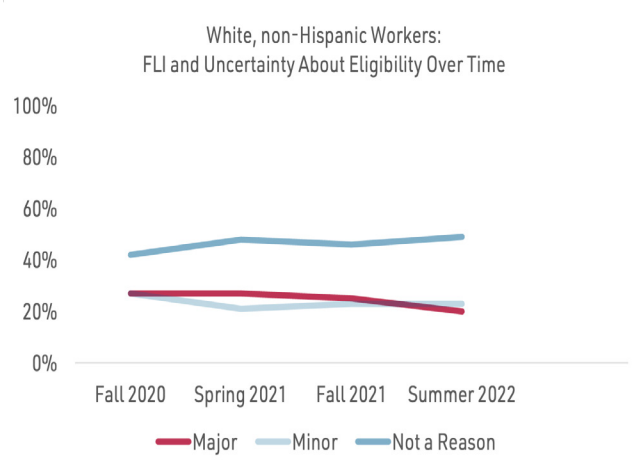
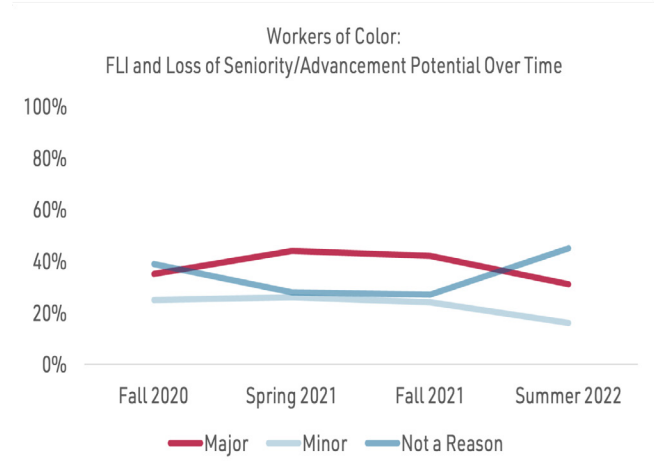
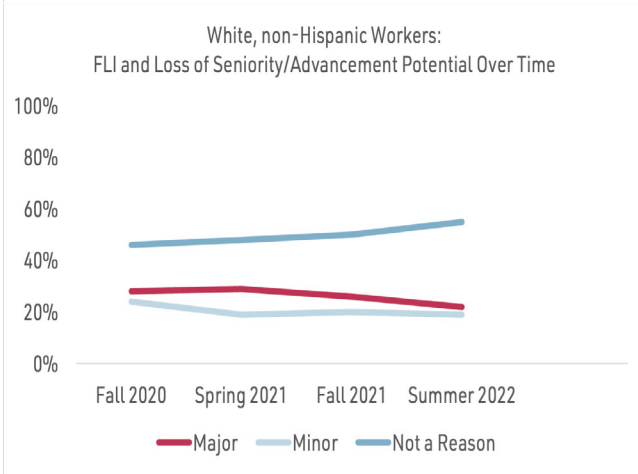
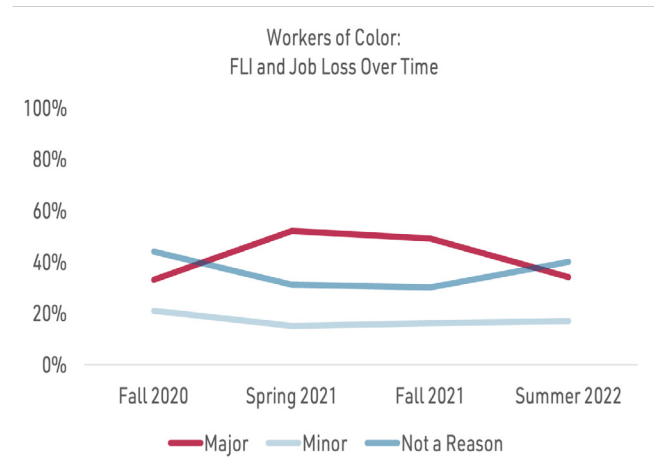
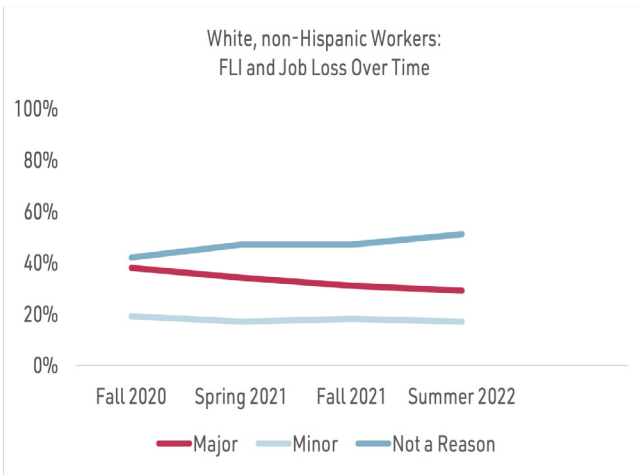
# Appendix C: Supplemental Charts

## Race and Ethnicity

The following charts show how white, non-Hispanic workers and workers of color expressed concern about using sick hours or taking leave over time. For workers of color, concern grew in Spring 2021 and Fall 2021. For white, non-Hispanic workers, concern remained relatively constant until Summer 2022.

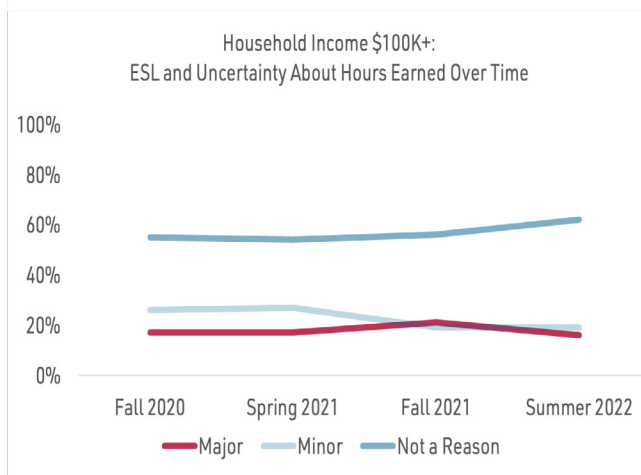
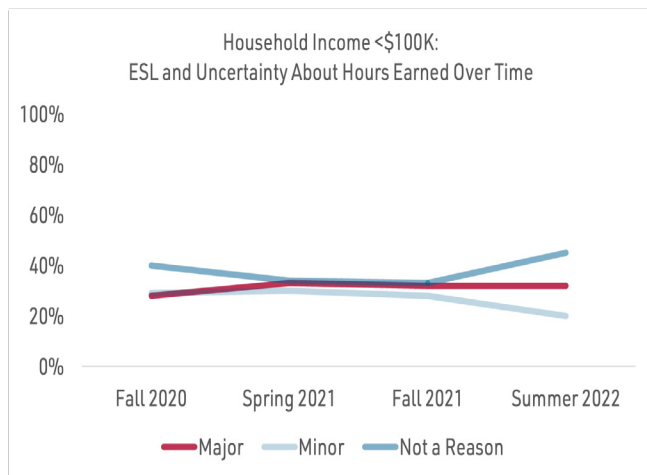
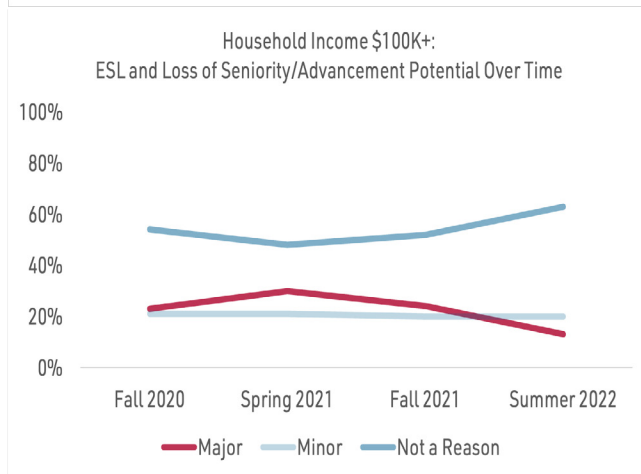
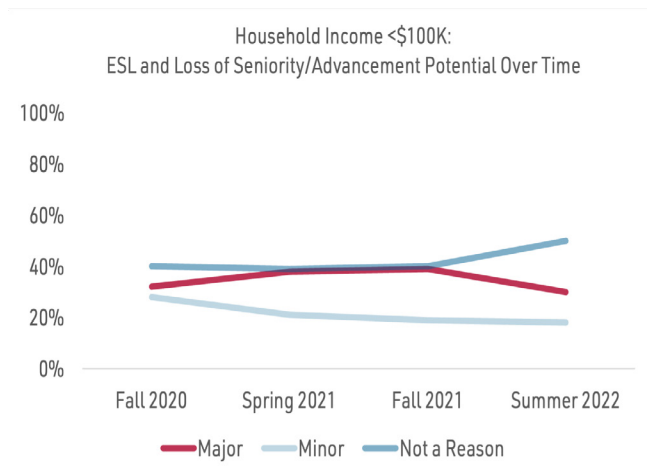
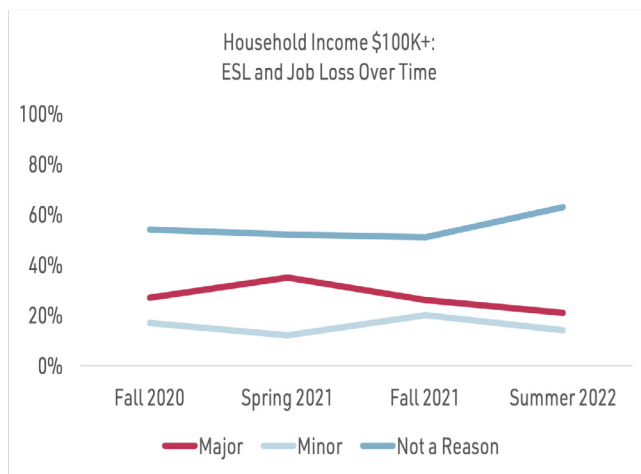
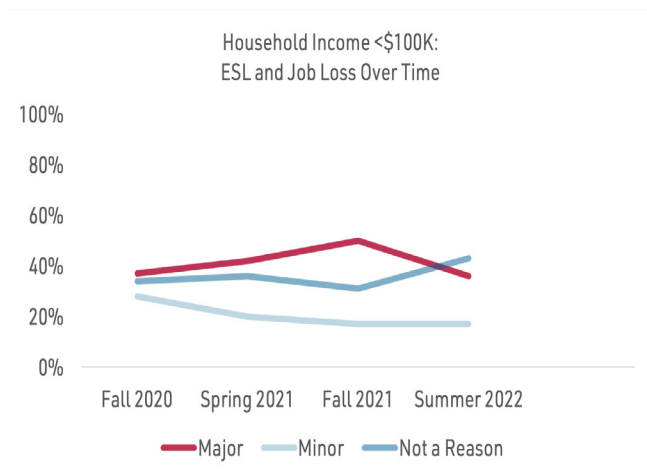


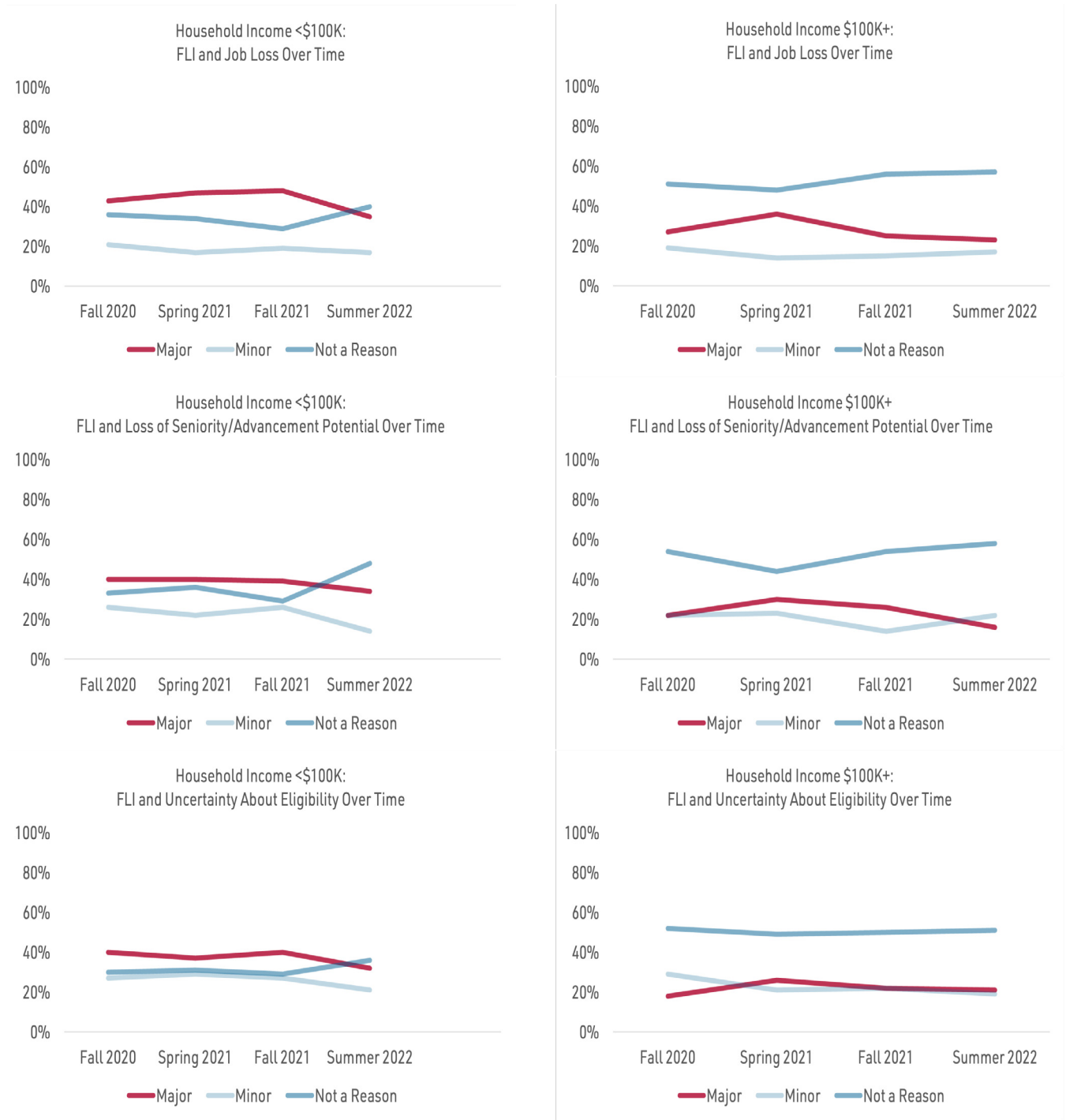
Note: Charts exclude "Don't know" and "Refused" responses.



## Household Income

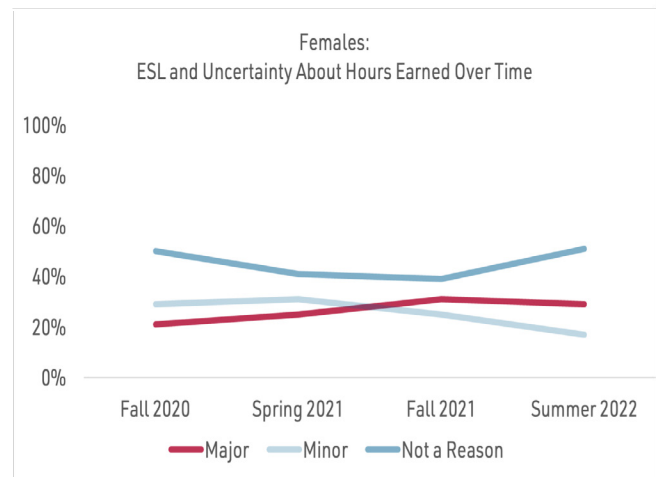
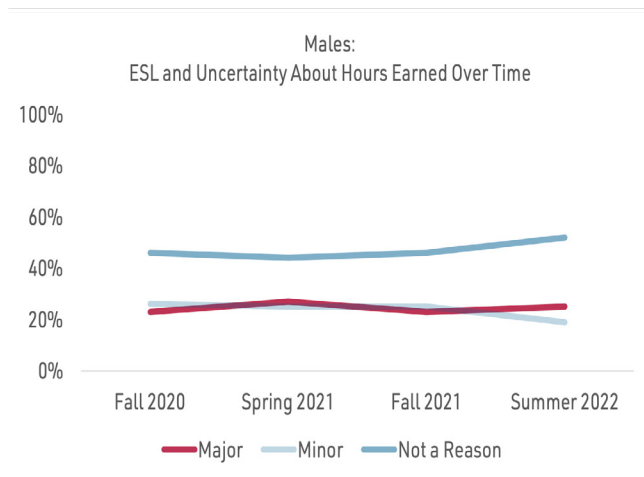
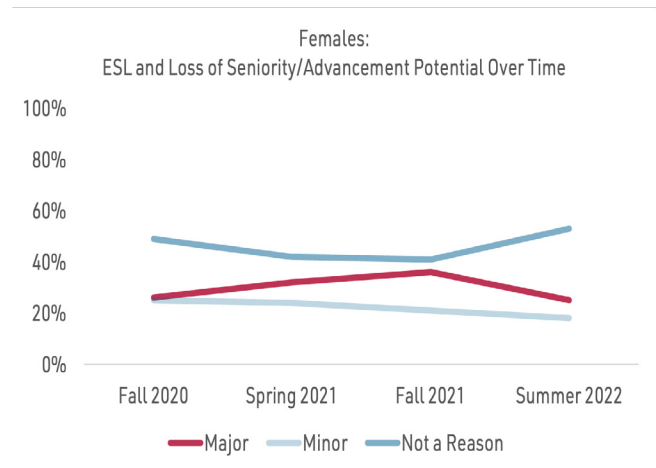
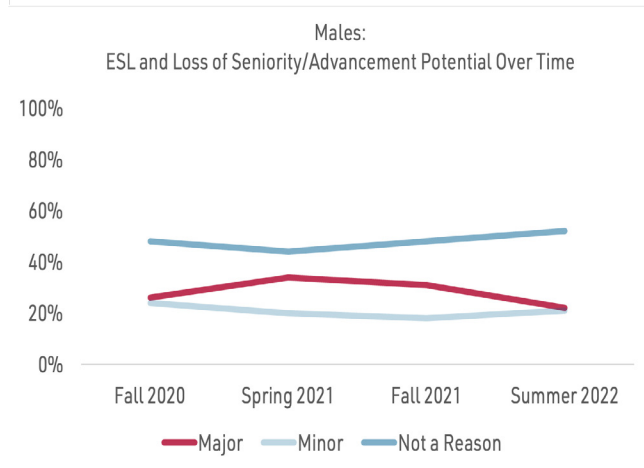
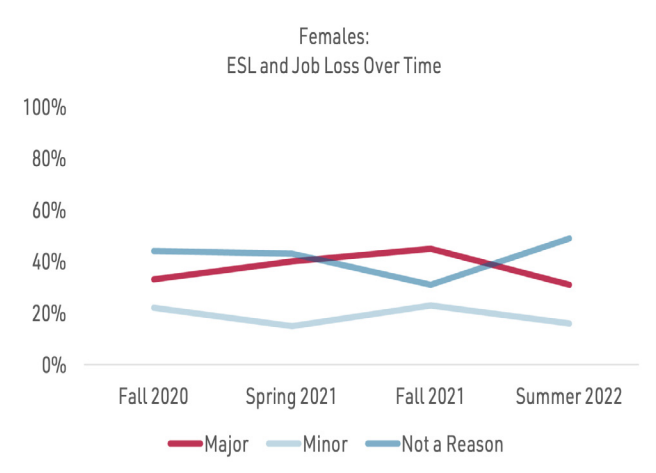
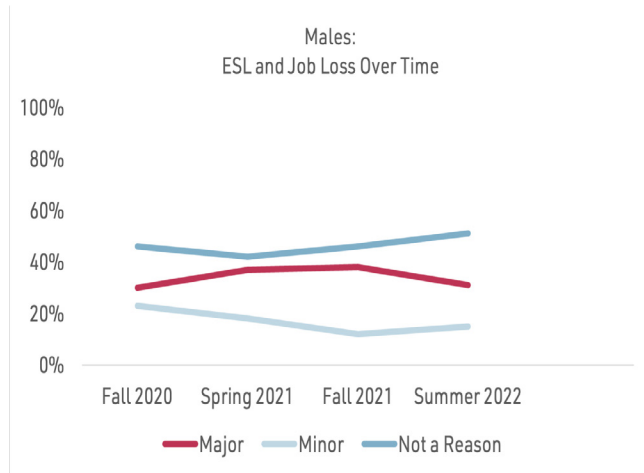
The following charts show how workers living in households making less than \$100,000 annually and workers living in households making at least \$100,000 annually expressed concern about using sick hours or taking leave over time. Concern for lower-income workers (less than \$100,000 annually) peaked in Fall 2021, while concern for higher-income workers (at least \$100,000 annually) remained relatively constant during the four time periods and for each program.

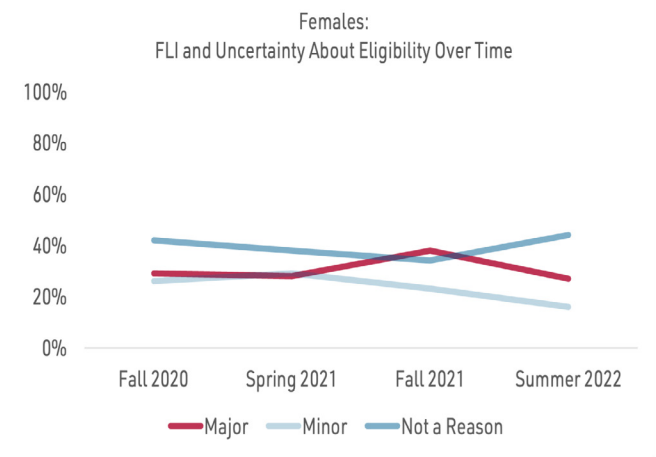
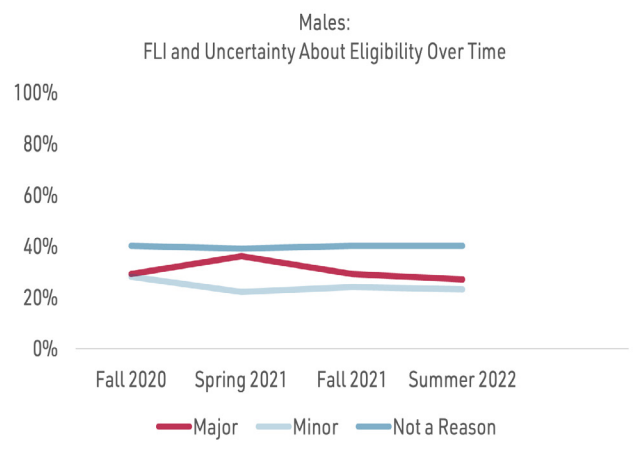
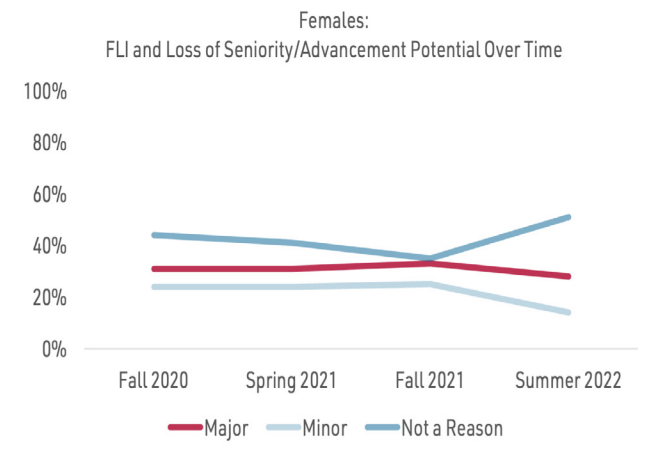
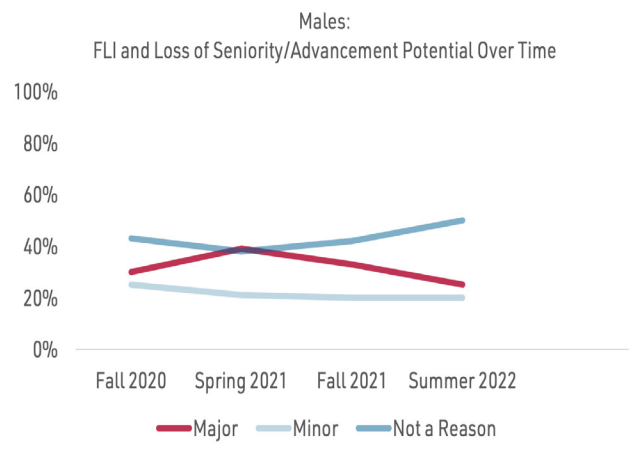
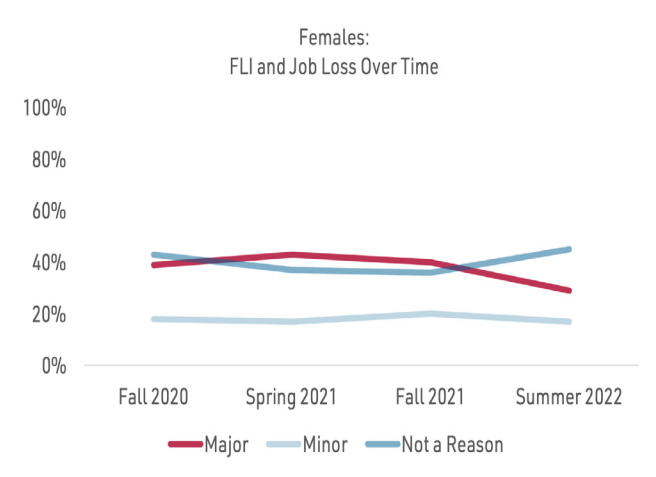
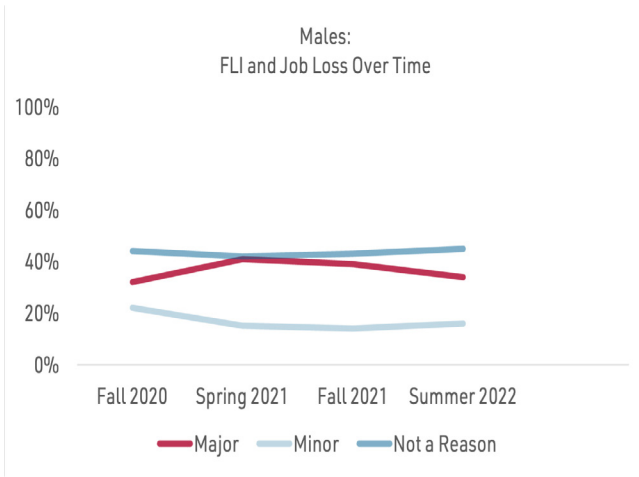




## Gender

The following charts show changes in attitudes over time for males (men) and females (women). In Spring 2021, males expressed the greatest concern (citing the various concerns as major reasons they may not use hours or take leave). This was true of females in Fall 2021.





## Appendix D: Survey Questions

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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, Fall 2021, and Summer 2022 surveys is noted.

### Employment

**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=2,3]**

**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 New Jersey
2. No, not employed in New Jersey
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 1 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 statewide 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 and Summer 2022: 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; Summer 2022: 2021), 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)

## Acknowledgments

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The authors of this report were Heldrich Center staff members Jessica Starace, Research Associate; Marjory Palius, Ed.D., Research Project Manager; Kristine Joy Bacani, Research Project Coordinator; and Brittney Donovan, Research Project Assistant; as well as former Heldrich Center staff member Sean Simone, Ph.D., now with the National Center for Education Statistics at the U.S. Department of Education's Institute of Education Sciences.

Laurie M. Harrington and Sean Simone, Ph.D. oversaw this research study. Additionally, Laurie M. Harrington and Stephanie Holcomb were instrumental in the survey design process. Kevin Dehmer reviewed the report. Robb C. Sewell was the editor and graphic designer.

## About the Heldrich Center

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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.

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- ▶ Career and Technical Education
- ▶ Data Collection and Analysis
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