

**PEW RESEARCH CENTER  
2016 PAID PARENTAL, FAMILY AND MEDICAL LEAVE SURVEY  
TOPLINE**

**GENERAL PUBLIC: November 17-December 1, 2016  
TARGET SAMPLE<sup>1</sup>: November 17-December 14, 2016**

**NOTE: ALL NUMBERS ARE PERCENTAGES. THE PERCENTAGES LESS THAN .5% ARE REPLACED BY AN ASTERISK (\*). COLUMNS MAY NOT TOTAL 100% DUE TO ROUNDING.**

	<b>Sample Size</b>	<b>Margin of error at 95% confidence level</b>
General public	2,029	+/- 2.3% points
Target sample	5,934	+/- 2.1% points

**SCREENER QUESTIONS FOR TARGET SAMPLE (QUESTIONS 1-7) SHOWN WITH RESULTS FOR  
GENERAL PUBLIC QUESTIONS 120-126**

**NO QUESTIONS 8-9**

**ASK ALL:**

Q.10 All in all, how **[RANDOMIZE: (satisfied) or (dissatisfied)]** are you with the way things are going in your life today? **[SHOW RESPONSE OPTIONS IN SAME ORDER AS STEM]**

<u>General public</u>	<u>Target sample</u>	
26	27	Very satisfied
52	47	Somewhat satisfied
16	19	Somewhat dissatisfied
5	6	Very dissatisfied
*	*	No answer

**ASK ALL:**

Q.11 Next, please tell us whether you are **[DISPLAY IN SAME ORDER AS Q10: (satisfied) or (dissatisfied)]** with the following aspects of your life. **[RANDOMIZE ITEMS a THROUGH c; SHOW RESPONSE OPTIONS IN SAME ORDER AS STEM]**

a. Your family life

<u>General public</u>	<u>Target sample</u>	
46	47	Very satisfied
38	37	Somewhat satisfied
13	12	Somewhat dissatisfied
4	4	Very dissatisfied
*	*	No answer

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<sup>1</sup> The target sample includes those who were employed for pay in the last two years (including those who were self-employed) and took time off from work, or needed or wanted but were not able to take time off from work, for any of the following reasons: the birth or adoption of their child, to care for a family member with a serious health condition, or to deal with their own serious health condition. See [Methodology](#) for a complete description of the methodology used in the surveys.

**QUESTION 11 CONTINUED ...**

b. Your personal financial situation

General <u>public</u>	Target <u>sample</u>	
19	15	Very satisfied
46	42	Somewhat satisfied
23	26	Somewhat dissatisfied
12	17	Very dissatisfied
*	*	No answer

**ASK IF EMPLOYED (PPWORK=1,2):**

c. Your current job

General <u>public</u>	Target <u>sample</u>	
30	28	Very satisfied
45	44	Somewhat satisfied
16	19	Somewhat dissatisfied
8	8	Very dissatisfied
1	1	No answer
<b>(n=1,258)</b>	<b>(n=5,115)</b>	

**ASK IF EMPLOYED AND NOT SELF-EMPLOYED (PPWORK=1):**

Q.12 Overall, how **[DISPLAY IN SAME ORDER AS Q10: (satisfied) or (dissatisfied)]** are you with the BENEFITS your employer provides you? **[SHOW RESPONSE OPTIONS IN SAME ORDER AS STEM]**

General <u>public</u>	Target <u>sample</u>	
27	28	Very satisfied
41	38	Somewhat satisfied
19	18	Somewhat dissatisfied
11	15	Very dissatisfied
2	*	No answer
<b>(n=1,085)</b>	<b>(n=4,444)</b>	

**[A RANDOM ½ OF THE SAMPLE GOT THE RANDOMIZED Q13A-C AND Q14A-C BLOCKS FIRST, FOLLOWED BY THE RANDOMIZED Q15A-C AND Q16A-C BLOCKS; THE OTHER ½ GOT THE RANDOMIZED Q15A-C AND Q16A-C BLOCKS FIRST, FOLLOWED BY THE RANDOMIZED Q13A-C AND Q14A-C BLOCKS]**

**DISPLAY FOR ALL:** On a different subject...**[RANDOMIZE Q13a-c BLOCK AND Q14a-c BLOCK]****ASK ALL:**

Q.13a Following the birth or adoption of a child, do you think FATHERS should be able to take leave from work, with or without pay, or not?

General <u>public</u>	Target <u>sample</u>	
85	93	Yes, fathers should be able to take leave
15	7	No, fathers should not be able to take leave
*	*	No answer

**ASK IF THINKS FATHERS SHOULD BE ABLE TO TAKE LEAVE (Q13a=1):**

Q.13b When FATHERS take leave from work following the birth or adoption of a child should they:  
**[RANDOMIZE OPTIONS 1-3; SHOW OPTION 4 FIRST FOR RANDOM ½ OF SAMPLE AND LAST FOR RANDOM ½ OF SAMPLE]**

General <u>public</u>	Target <u>sample</u>	
62	64	Receive pay from their employer
12	12	Receive pay from the federal government
8	10	Receive pay from their state government
18	13	Not receive pay
*	1	No answer
<b>(n=1,702)</b>	<b>(n=5,504)</b>	

**Q13a/Q13b COMBO TABLE BASED ON TOTAL:**

General <u>public</u>	Target <u>sample</u>	
69	80	Fathers should be able to take PAID leave
52	59	Should receive pay from their employer
10	12	Should receive pay from the federal government
7	10	Should receive pay from their state government
15	12	Fathers should be able to take UNPAID leave
15	7	Fathers should not be able to take leave
1	1	No answer in Q13a or Q13b

**ASK IF THINKS FATHERS SHOULD RECEIVE PAY (Q13b=1,2,3):**

Q.13c For up to how long, in number of days, weeks or months, should FATHERS who take leave from work following the birth or adoption of a child receive pay? **[OPEN-END: RESPONDENTS INSTRUCTED TO ANSWER IN DAYS, WEEKS, OR MONTHS; RESPONSES SHOWN IN WEEKS]**

General <u>public</u>	Target <u>sample</u>	
2	2	Less than a week
31	32	1-2 weeks
26	26	3-5 weeks
14	11	6-8 weeks
6	7	9-11 weeks
18	20	12+ weeks <b>(NET)</b>
12	13	12-16 weeks
1	1	17-20 weeks
*	*	21-24 weeks
4	4	25-36 weeks
2	2	37-52 weeks
*	*	More than a year
2	1	No answer
4.3	4.3	Median (weeks)
<b>(n=1,358)</b>	<b>(n=4,714)</b>	

**ASK ALL:**

Q.14a Following the birth or adoption of a child, do you think MOTHERS should be able to take leave from work, with or without pay, or not?

General <u>public</u>	Target <u>sample</u>	
96	98	Yes, mothers should be able to take leave
3	1	No, mothers should not be able to take leave
1	*	No answer

**ASK IF THINKS MOTHERS SHOULD BE ABLE TO TAKE LEAVE (Q14a=1):**

Q.14b When MOTHERS take leave from work following the birth or adoption of a child, should they:  
**[RANDOMIZE OPTIONS 1-3; SHOW OPTION 4 FIRST FOR RANDOM ½ OF SAMPLE AND LAST FOR RANDOM ½ OF SAMPLE]**

General <u>public</u>	Target <u>sample</u>	
63	64	Receive pay from their employer
13	15	Receive pay from the federal government
9	11	Receive pay from their state government
14	9	Not receive pay
1	1	No answer
<b>(n=1,954)</b>	<b>(n=5,848)</b>	

**Q14a/Q14b COMBO TABLE BASED ON TOTAL:**

General <u>public</u>	Target <u>sample</u>	
82	88	Mothers should be able to take PAID leave
61	63	Should receive pay from their employer
12	14	Should receive pay from the federal government
9	11	Should receive pay from their state government
13	9	Mothers should be able to take UNPAID leave
3	1	Mothers should not be able to take leave
2	1	No answer in Q14a or Q14b

**ASK IF THINKS MOTHERS SHOULD RECEIVE PAY (Q14b=1,2,3):**

Q.14c For up to how long, in number of days, weeks or months, should MOTHERS who take leave from work following the birth or adoption of a child receive pay? **[OPEN-END: RESPONDENTS INSTRUCTED TO ANSWER IN DAYS, WEEKS, OR MONTHS; RESPONSES SHOWN IN WEEKS]**

General public	Target sample	
1	1	Less than a week
7	6	1-2 weeks
16	13	3-5 weeks
22	20	6-8 weeks
12	10	9-11 weeks
41	48	12+ weeks <b>(NET)</b>
24	26	12-16 weeks
2	4	17-20 weeks
1	1	21-24 weeks
10	11	25-36 weeks
4	5	37-52 weeks
1	1	More than a year
2	1	No answer
8.6	8.6	Median (weeks)
<b>(n=1,643)</b>	<b>(n=5,204)</b>	

**DISPLAY ON SAME PAGE AS Q15a/Q16a [GENERAL PUBLIC ONLY]:<sup>2</sup>**

NOTE: For this survey, a SERIOUS HEALTH CONDITION is a condition or illness that:

- lasted at least a week and required treatment by a health care provider OR;
- required an overnight hospital stay OR;
- was long-lasting, requiring treatment by a health care provider at least twice a year.

**[RANDOMIZE Q15a-c BLOCK AND Q16a-c BLOCK]****ASK ALL:**

Q.15a When workers need to care for a FAMILY MEMBER with a serious health condition, should they be able to take leave from work, with or without pay, or not?

General public	Target sample	
94	96	Yes, workers should be able to take leave
5	3	No, workers should not be able to take leave
*	*	No answer

**ASK IF THINKS WORKERS SHOULD BE ABLE TO TAKE LEAVE (Q15a=1):**

Q.15b When workers take leave from work to care for a FAMILY MEMBER with a serious health condition, should they: **[RANDOMIZE OPTIONS 1-3; SHOW OPTION 4 FIRST FOR RANDOM ½ OF SAMPLE AND LAST FOR RANDOM ½ OF SAMPLE]**

General public	Target sample	
41	45	Receive pay from their employer
15	17	Receive pay from the federal government
14	15	Receive pay from their state government
28	23	Not receive pay
1	1	No answer
<b>(n=1,918)</b>	<b>(n=5,764)</b>	

<sup>2</sup> For the target sample, this definition is displayed at the beginning of the survey with the screener questions.

**Q15a/Q15b COMBO TABLE BASED ON TOTAL:**

General <u>public</u>	Target <u>sample</u>	
67	73	Workers should be able to take PAID leave
39	43	Should receive pay from their employer
14	16	Should receive pay from the federal government
13	14	Should receive pay from their state government
26	22	Workers should be able to take UNPAID leave
5	3	Workers should not be able to take leave
1	2	No answer in Q15a or Q15b

**ASK IF THINKS WORKERS SHOULD RECEIVE PAY (Q15b=1,2,3):**

Q.15c For up to how long, in number of days, weeks or months, should workers who take leave from work to care for a FAMILY MEMBER with a serious health condition receive pay? **[OPEN-END: RESPONDENTS INSTRUCTED TO ANSWER IN DAYS, WEEKS, OR MONTHS; RESPONSES SHOWN IN WEEKS]**

General <u>public</u>	Target <u>sample</u>	
2	2	Less than a week
30	31	1-2 weeks
24	27	3-5 weeks
7	8	6-8 weeks
6	6	9-11 weeks
27	24	12+ weeks <b>(NET)</b>
13	13	12-16 weeks
1	1	17-20 weeks
*	*	21-24 weeks
8	7	25-36 weeks
4	3	37-52 weeks
1	1	More than a year
3	2	No answer
4.3	4.3	Median (weeks)
<b>(n=1,309)</b>	<b>(n=4,387)</b>	

**ASK ALL:**

Q.16a When workers need to deal with THEIR OWN serious health condition, should they be able to take leave from work, with or without pay, or not?

General <u>public</u>	Target <u>sample</u>	
97	98	Yes, workers should be able to take leave
2	2	No, workers should not be able to take leave
1	*	No answer

**ASK IF THINKS WORKERS SHOULD BE ABLE TO TAKE LEAVE (Q16a=1):**

Q.16b When workers take leave from work to deal with THEIR OWN serious health condition should they:  
**[RANDOMIZE OPTIONS 1-3; SHOW OPTION 4 FIRST FOR RANDOM ½ OF SAMPLE AND LAST FOR RANDOM ½ OF SAMPLE]**

General <u>public</u>	Target <u>sample</u>	
63	65	Receive pay from their employer
14	13	Receive pay from the federal government
11	12	Receive pay from their state government
12	9	Not receive pay
1	1	No answer
<b>(n=1,976)</b>	<b>(n=5,845)</b>	

**Q16a/Q16b COMBO TABLE BASED ON TOTAL:**

General <u>public</u>	Target <u>sample</u>	
85	89	Workers should be able to take PAID leave
62	63	Should receive pay from their employer
13	13	Should receive pay from the federal government
11	12	Should receive pay from their state government
11	8	Workers should be able to take UNPAID leave
2	2	Workers should not be able to take leave
1	1	No answer in Q16a or Q16b

**ASK IF THINKS WORKERS SHOULD RECEIVE PAY (Q16b=1,2,3):**

Q.16c For up to how long, in number of days, weeks or months, should workers who take leave from work to deal with THEIR OWN serious health condition receive pay? **[OPEN-END: RESPONDENTS INSTRUCTED TO ANSWER IN DAYS, WEEKS, OR MONTHS; RESPONSES SHOWN IN WEEKS]**

General <u>public</u>	Target <u>sample</u>	
2	2	Less than a week
24	27	1-2 weeks
25	25	3-5 weeks
8	8	6-8 weeks
7	7	9-11 weeks
33	30	12+ weeks <b>(NET)</b>
14	14	12-16 weeks
1	1	17-20 weeks
*	*	21-24 weeks
11	9	25-36 weeks
5	4	37-52 weeks
1	1	More than a year
3	2	No answer
4.3	4.3	Median (weeks)
<b>(n=1,711)</b>	<b>(n=5,258)</b>	

**DISPLAY FOR ALL [GENERAL PUBLIC ONLY]:**

NOTE: For the remainder of this survey, questions about leave from work FOR FAMILY OR MEDICAL REASONS refer to taking time off from work following the birth or adoption of a child, to care for a family member with a serious health condition, or to deal with one's own serious health condition.

**ASK ALL [GENERAL PUBLIC ONLY]:**

Q.17 Would you [**RANDOMIZE: (favor) or (oppose)**] the following proposals for dealing with employees who need to take leave from work for family or medical reasons? [**RANDOMIZE ITEMS a THROUGH d; SHOW RESPONSE OPTIONS IN SAME ORDER AS STEM**]

- a. The government providing tax credits to any employer that provides PAID leave

General public	Target sample	
45	---	Strongly favor
42	---	Somewhat favor
7	---	Somewhat oppose
6	---	Strongly oppose
1	---	No answer

- b. A program where the government would provide PAID leave to any worker who needs it using funding from new or higher taxes on wealthy people or corporations

General public	Target sample	
28	---	Strongly favor
32	---	Somewhat favor
17	---	Somewhat oppose
22	---	Strongly oppose
1	---	No answer

- c. A government fund which all employers and employees would pay into through payroll contributions that would provide PAID leave to any worker who needed to take it

General public	Target sample	
24	---	Strongly favor
38	---	Somewhat favor
18	---	Somewhat oppose
19	---	Strongly oppose
1	---	No answer

- d. The government allowing all workers to set aside monthly pre-tax contributions into a personal account, similar to a flexible spending account, that can be withdrawn if they need to take leave from work

General public	Target sample	
39	---	Strongly favor
45	---	Somewhat favor
10	---	Somewhat oppose
5	---	Strongly oppose
1	---	No answer



**ASK IF STRONGLY FAVORS MORE THAN ONE ITEM IN Q17a-d [GENERAL PUBLIC ONLY]:**

Q.18 Of the proposals you favor strongly, which one would you favor THE MOST when it comes to dealing with employees who need to take leave from work for family or medical reasons? **[DISPLAY ONLY ITEMS RESPONDENT STRONGLY FAVORS IN Q17a-d; DISPLAY IN SAME ORDER AS IN Q17]**

**BASED ON TOTAL:**

General public	Target sample	
20	---	The government providing tax credits to any employer that provides paid leave
15	---	A program where the government would provide paid leave to any worker who needs it using funding from new or higher taxes on wealthy people or corporations
9	---	A government fund which all employers and employees would pay into through payroll contributions that would provide paid leave to workers who needed to take it
22	---	The government allowing all workers to set aside monthly pre-tax contributions into a personal account, similar to a flexible spending account, that can be withdrawn if they need to take leave from work
35	---	Does not strongly favor any proposal
*	---	No answer

**NO QUESTIONS 19-21****DISPLAY FOR ALL [TARGET SAMPLE ONLY]:**

NOTE: For the remainder of this survey, questions about leave from work FOR FAMILY OR MEDICAL REASONS refer to taking time off from work following the birth or adoption of a child, to care for a family member with a serious health condition, or to deal with one's own serious health condition.

**ASK IF EMPLOYED OR LOOKING FOR WORK (PPWORK=1-4):**

Q.22 Which of the following benefits or work arrangements is or would be the MOST HELPFUL to you personally? **[RANDOMIZE RESPONSE OPTIONS]**

General public	Target sample	
28	24	Having flexibility to choose when you work as long as you put in your required hours
22	18	Having flexibility to work from home
10	8	Knowing your hours and work schedule well in advance
12	11	Having PAID time off for routine doctor's appointments or to deal with minor illnesses
27	38	Having PAID leave for family or medical reasons
2	1	No answer
<b>(n=1,361)</b>	<b>(n=5,378)</b>	

**ASK IF ANSWER GIVEN IN Q22 (Q22=1-5):**

Q.23 Which of these is or would be the **SECOND** most helpful to you? [**SHOW RESPONSE OPTIONS IN SAME ORDER AS Q22; OMIT ANSWER GIVEN IN Q22**]

**BASED ON EMPLOYED OR LOOKING FOR WORK (PPWORK=1-4):**

General public	Target sample	
24	25	Having flexibility to choose when you work as long as you put in your required hours
18	19	Having flexibility to work from home
12	10	Knowing your hours and work schedule well in advance
21	22	Having PAID time off for routine doctor's appointments or to deal with minor illnesses
22	23	Having PAID leave for family or medical reasons
*	*	No answer
2	1	No first choice
<b>(n=1,361)</b>	<b>(n=5,378)</b>	

**Q22/Q23 COMBO TABLE BASED ON EMPLOYED OR LOOKING FOR WORK (PPWORK=1-4):**

General public	Target sample	
52	48	Having flexibility to choose when you work as long as you put in your required hours
40	37	Having flexibility to work from home
23	18	Knowing your hours and work schedule well in advance
33	34	Having PAID time off for routine doctor's appointments or to deal with minor illnesses
49	61	Having PAID leave for family or medical reasons
2	1	No answer in Q22 or Q23
<b>(n=1,361)</b>	<b>(n=5,378)</b>	

**ASK ALL [GENERAL PUBLIC ONLY]:**

Q.24 Which statement comes closer to your own views — even if neither is exactly right? [**RANDOMIZE RESPONSE OPTIONS**]

General public	Target sample	
51	---	The federal government should require employers to pay their employees when they take leave from work for family or medical reasons
48	---	Employers should be able to decide for themselves whether to pay their employees when they take leave from work for family or medical reasons
1	---	No answer

**ASK ALL [GENERAL PUBLIC ONLY]:**

Q.25 If the government were to provide PAID leave for family and medical reasons, do you think it should be available: [**RANDOMIZE RESPONSE OPTIONS**]

General public	Target sample	
85	---	To all workers regardless of their income
14	---	Only to workers with low incomes
1	---	No answer

**DISPLAY FOR ALL [GENERAL PUBLIC ONLY]:**

Now thinking specifically about PAID leave following the birth or adoption of a child...

**[RANDOMIZE Q25B AND Q25C]****ASK ALL [GENERAL PUBLIC ONLY]:**

Q.25b If the GOVERNMENT were to provide paid leave to workers following the birth or adoption of a child, do you think it should be available: **[RANDOMIZE RESPONSE OPTIONS]**

General <u>public</u>	Target <u>sample</u>	
26	---	Only to mothers
73	---	To both mothers and fathers
1	---	No answer

**ASK ALL [GENERAL PUBLIC ONLY]:**

Q.25c If EMPLOYERS were to provide paid leave to their employees following the birth or adoption of a child, do you think it should be available: **[RANDOMIZE RESPONSE OPTIONS]**

General <u>public</u>	Target <u>sample</u>	
24	---	Only to mothers
75	---	To both mothers and fathers
1	---	No answer

**ASK ALL:**

Q.26 Overall, if all Americans had access to PAID leave for family or medical reasons, how **[RANDOMIZE: (positive) or (negative)]** do you think the impact on each of the following would be? **[RANDOMIZE ITEMS a THROUGH f – ASK ITEMS c THROUGH f OF ALL RESPONDENTS; SHOW RESPONSE OPTIONS IN SAME ORDER AS STEM]**

**ASK FORM 1 ONLY**

a.F1 Employers

General <u>public</u>	Target <u>sample</u>	
19	22	Very positive
33	33	Somewhat positive
37	35	Somewhat negative
10	9	Very negative
1	1	No answer
<b>(n=977)</b>	<b>(n=2,999)</b>	

**ASK FORM 2 ONLY**

b.F2 Small businesses

General <u>public</u>	Target <u>sample</u>	
12	17	Very positive
29	28	Somewhat positive
40	38	Somewhat negative
17	16	Very negative
2	1	No answer
<b>(n=1,052)</b>	<b>(n=2,935)</b>	

**QUESTION 26 CONTINUED ...****ASK ALL**

c. The economy

General <u>public</u>	Target <u>sample</u>	
21	27	Very positive
44	44	Somewhat positive
27	23	Somewhat negative
7	5	Very negative
1	1	No answer

**ASK ALL**

d. Men

General <u>public</u>	Target <u>sample</u>	
42	50	Very positive
45	40	Somewhat positive
9	7	Somewhat negative
2	2	Very negative
1	1	No answer

**ASK ALL**

e. Women

General <u>public</u>	Target <u>sample</u>	
62	69	Very positive
31	25	Somewhat positive
4	4	Somewhat negative
1	1	Very negative
2	1	No answer

**ASK ALL**

f. Families

General <u>public</u>	Target <u>sample</u>	
62	71	Very positive
32	25	Somewhat positive
3	3	Somewhat negative
1	1	Very negative
1	1	No answer

**DISPLAY FOR ALL [GENERAL PUBLIC ONLY]:** On a different subject...**RANDOMIZE Q27 AND Q28****ASK ALL [GENERAL PUBLIC ONLY]:**

Q.27 In general, when it comes to WOMEN, what do you think American society values more these days?  
**[RANDOMIZE RESPONSE OPTIONS 1 AND 2]**

General <u>public</u>	Target <u>sample</u>	
15	---	The contributions women make at work
28	---	The contributions women make at home
56	---	Both equally
1	---	No answer

**ASK ALL [GENERAL PUBLIC ONLY]:**

Q.28 In general, when it comes to MEN, what do you think American society values more these days?  
**[SHOW RESPONSE OPTIONS IN SAME ORDER AS Q27]**

General <u>public</u>	Target <u>sample</u>	
53	---	The contributions men make at work
5	---	The contributions men make at home
41	---	Both equally
1	---	No answer

**NO QUESTIONS 29-34****ASK IF EMPLOYED AND NOT SELF-EMPLOYED (PPWORK=1) [GENERAL PUBLIC ONLY]:**

Q.35 Thinking about your employer... How much, if at all, would you say your employer cares about the personal well-being of its employees?

General <u>public</u>	Target <u>sample</u>	
22	---	A great deal
45	---	A fair amount
26	---	Not much
7	---	Not at all
1	---	No answer
<b>(n=1,085)</b>	---	

**ASK ALL [GENERAL PUBLIC ONLY]:**

Q.36 Have you ever, at any point in your life, taken leave from work following the birth or adoption of a child, or not?

General <u>public</u>	Target <u>sample</u>	
29	---	Yes, have taken leave
70	---	No, have not taken leave
1	---	No answer

**ASK IF NOT RETIRED OR DISABLED AND WOMAN UNDER AGE 50 OR MAN UNDER AGE 60  
 (PPWORK=1-4,7 AND [(PPGENDER=2 AND PPAGE=18-49) OR (PPGENDER=1 AND PPAGE=18-59)])  
 [GENERAL PUBLIC ONLY]:**

Q.37 How likely do you think it is that, at some point in the future, you WILL NEED TO take leave from work following the birth or adoption of a child?

General <u>public</u>	Target <u>sample</u>	
15	---	Very likely
18	---	Somewhat likely
19	---	Not too likely
47	---	Not at all likely
2	---	No answer
<b>(n=1,056)</b>	---	

**ASK ALL [GENERAL PUBLIC ONLY]:**

Q.38 Have you ever, at any point in your life, taken leave from work to care for a family member with a serious health condition, or not?

General <u>public</u>	Target <u>sample</u>	
23	---	Yes, have taken leave
76	---	No, have not taken leave
1	---	No answer

**ASK IF NOT RETIRED OR DISABLED (PPWORK=1-4,7) [GENERAL PUBLIC ONLY]:**

Q.39 How likely do you think it is that, at some point in the future, you WILL NEED TO take leave from work to care for a family member with a serious health condition?

General <u>public</u>	Target <u>sample</u>	
15	---	Very likely
34	---	Somewhat likely
33	---	Not too likely
17	---	Not at all likely
1	---	No answer
<b>(n=1,508)</b>	---	

**ASK ALL [GENERAL PUBLIC ONLY]:**

Q.40 Have you ever, at any point in your life, taken leave from work to deal with your own serious health condition, or not?

General <u>public</u>	Target <u>sample</u>	
35	---	Yes, have taken leave
64	---	No, have not taken leave
2	---	No answer

**ASK IF NOT RETIRED OR DISABLED (PPWORK=1-4,7) [GENERAL PUBLIC ONLY]:**

Q.41 How likely do you think it is that, at some point in the future, you WILL NEED TO take leave from work to deal with your own serious health condition?

General <u>public</u>	Target <u>sample</u>	
11	---	Very likely
32	---	Somewhat likely
37	---	Not too likely
18	---	Not at all likely
1	---	No answer
<b>(n=1,508)</b>	---	

**ASK ALL [GENERAL PUBLIC ONLY]:**

Q.42 In general, when a family member has a serious health condition, do you think caregiving responsibilities: **[RANDOMIZE RESPONSE OPTIONS 1 AND 2]**

General <u>public</u>	Target <u>sample</u>	
45	---	Fall mainly on women
1	---	Fall mainly on men
54	---	Fall on both equally
*	---	No answer

**ASK ALL [GENERAL PUBLIC ONLY]:**

Q.43 In your opinion, what is the IDEAL situation for a young child in a two-parent household with a mother and a father?

General <u>public</u>	Target <u>sample</u>	
18	---	Both parents working full time
36	---	One parent working full time and one parent working part time
44	---	One parent working full time and one parent not working outside the home
1	---	No answer

**ASK IF THINKS ONE PARENT SHOULD WORK PART TIME OR NOT WORK OUTSIDE THE HOME (Q43=2,3) [GENERAL PUBLIC ONLY]:**

Q.44 Which parent do you think should [IF Q43=2: work part time/IF Q43=3: not work outside the home] in the IDEAL situation? [RANDOMIZE RESPONSE OPTIONS 1 AND 2 (MOTHER/FATHER)]

**BASED ON THOSE WHO THINK ONE PARENT SHOULD WORK PART TIME (Q43=2):**

General <u>public</u>	Target <u>sample</u>	
1	---	The father
42	---	The mother
57	---	It doesn't matter which parent works part time
*	---	No answer
<b>(n=718)</b>	---	

**BASED ON THOSE WHO THINK ONE PARENT SHOULD NOT WORK OUTSIDE THE HOME (Q43=3):**

General <u>public</u>	Target <u>sample</u>	
8	---	The father
36	---	The mother
55	---	It doesn't matter which parent doesn't work outside the home
*	---	No answer
<b>(n=948)</b>	---	

**DISPLAY FOR ALL [GENERAL PUBLIC ONLY]:**

Thinking again about paid leave...

**[RANDOMIZE Q45 THROUGH Q48F2, WITH Q45A ALWAYS RIGHT AFTER Q45]**

**ASK ALL [GENERAL PUBLIC ONLY]:**

Q.45 In general, do you think employers that pay their employees when they take leave from work for family or medical reasons are [RANDOMIZE: (more likely) or (less likely)] than employers that don't provide paid leave to attract and keep good workers, or do you think it doesn't make much difference? [SHOW RESPONSE OPTIONS 1 AND 2 IN SAME ORDER AS STEM]

General <u>public</u>	Target <u>sample</u>	
74	---	More likely to attract and keep good workers
6	---	Less likely to attract and keep good workers
19	---	It doesn't make much difference
1	---	No answer

**ASK IF 'MORE LIKELY' IN Q45 (Q45=1) [GENERAL PUBLIC ONLY]:**

Q.45a Do you think they are:

General <u>public</u>	Target <u>sample</u>	
77	---	A lot more likely to attract and keep good workers
23	---	Just a little more likely to attract and keep good workers
1	---	No answer
<b>(n=1,530)</b>	---	

**Q45/Q45a COMBO TABLE BASED ON TOTAL:**

General <u>public</u>	Target <u>sample</u>	
74	---	More likely to attract and keep good workers
57	---	A lot more likely
17	---	Just a little more likely
*	---	No answer in Q45a
6	---	Less likely to attract and keep good workers
19	---	It doesn't make much difference
1	---	No answer in Q45

**ASK ALL [GENERAL PUBLIC ONLY]:**

Q.46 When workers have access to paid leave for family or medical reasons, how common do you think it is for them to abuse this benefit by taking time off from work when they don't need it?

General <u>public</u>	Target <u>sample</u>	
16	---	Very common
39	---	Somewhat common
38	---	Not too common
6	---	Not at all common
1	---	No answer

**ASK FORM 1 ONLY [GENERAL PUBLIC ONLY]:**Q.47F1 Thinking about employers that pay their employees when they take leave for family or medical reasons, do you think: **[RANDOMIZE RESPONSE OPTIONS]**

General <u>public</u>	Target <u>sample</u>	
39	---	Most have to reduce salaries or other benefits in order to afford to provide paid leave
59	---	Most can afford to provide paid leave without reducing salaries or other benefits
2	---	No answer
<b>(n=977)</b>	---	

**ASK FORM 2 ONLY [GENERAL PUBLIC ONLY]:**Q.48F2 Thinking about small businesses that pay their employees when they take leave for family or medical reasons, do you think: **[RANDOMIZE RESPONSE OPTIONS]**

General <u>public</u>	Target <u>sample</u>	
69	---	Most have to reduce salaries or other benefits in order to afford to provide paid leave
30	---	Most can afford to provide paid leave without reducing salaries or other benefits
1	---	No answer
<b>(n=1,052)</b>	---	



**NO QUESTIONS 49-50****DISPLAY FOR ALL [GENERAL PUBLIC ONLY]:** In general...**[RANDOMIZE Q51 THROUGH Q54]****ASK ALL [GENERAL PUBLIC ONLY]:**

Q.51 Do you think it's more important for a new baby to have: **[RANDOMIZE RESPONSE OPTIONS 1 AND 2]**

General <u>public</u>	Target <u>sample</u>	
27	---	More time to bond with their mother
2	---	More time to bond with their father
71	---	Both equally
1	---	No answer

**ASK ALL [GENERAL PUBLIC ONLY]:**

Q.52 Do you think employers put **[RANDOMIZE IN SAME ORDER (MOTHER/FATHER) AS Q51: (more pressure on mothers) or (more pressure on fathers)]** to return to work quickly after the birth or adoption of a new child, or do you think employers put about the same amount of pressure on both equally? **[SHOW RESPONSE OPTIONS 1 AND 2 IN SAME ORDER AS STEM]**

General <u>public</u>	Target <u>sample</u>	
18	---	More pressure on mothers
49	---	More pressure on fathers
33	---	About the same amount of pressure on both equally
1	---	No answer

**ASK ALL [GENERAL PUBLIC ONLY]:**

Q.53 Do you think **[RANDOMIZE IN SAME ORDER (MOTHER/FATHER) AS Q51: (mothers want to take more time off from work than fathers), (fathers want to take more time off from work than mothers)]**, or both want to take about the same amount of time off from work after the birth or adoption of a new child? **[SHOW RESPONSE OPTIONS 1 AND 2 IN SAME ORDER AS STEM]**

General <u>public</u>	Target <u>sample</u>	
63	---	Mothers want to take more time off than fathers
2	---	Fathers want to take more time off than mothers
34	---	Both want to take about the same amount of time off
1	---	No answer

**ASK ALL [GENERAL PUBLIC ONLY]:**

Q.54 Aside from breastfeeding, do you think: **[RANDOMIZE RESPONSE OPTIONS 1 AND 2 IN SAME ORDER (MOTHER/FATHER) AS Q51]**

General <u>public</u>	Target <u>sample</u>	
53	---	Mothers do a better job caring for a new baby than fathers
1	---	Fathers do a better job caring for a new baby than mothers
45	---	Both about equally
1	---	No answer

**ASK ALL [GENERAL PUBLIC ONLY]:**

Q.55 In general, when it comes to caring for a family member with a serious health condition, who do you think would do a better job? **[RANDOMIZE RESPONSE OPTIONS 1 AND 2]**

General public	Target sample	
40	---	Women
1	---	Men
59	---	Both about equally
1	---	No answer

**NO QUESTIONS 56-59**

## -----BEGIN SERIES FOR TARGET SAMPLE-----

Questions 70a through 115 focus on the experiences of those who took leave and those who needed or wanted to take leave but were not able to do so. Respondents who indicated that they took time off from work for more than one reason were asked which experience happened most recently (**Q60a-Q60e, not shown**) and received questions related to their most recent experience as a leave taker. Similarly, those who indicated that they needed or wanted to take time off from work for more than one reason but were not able to do so were asked which experience happened most recently (**Q100a-Q100e, not shown**) and received questions related to that experience. Only one respondent who took time off from work for more than one reason and one respondent who needed or wanted to take time off from work for more than one reason but were not able to do so did not indicate which experience happened most recently. These respondents were randomly assigned to a relevant group.

The variables FILTER1 and FILTER2, referenced throughout this series of questions, indicate the experience respondents were asked about.

“FILTER1=1” refers to those who were asked about the time they took off from work following the birth or adoption of their child; “FILTER1=2” refers to those who were asked about the time they took off from work to care for a family member with a serious health condition; “FILTER1=3” refers to those who were asked about the time they took off from work to deal with their own serious health condition.

“FILTER2=1” refers to those who were asked about the time they needed or wanted to take time off from work but were not able to do so following the birth or adoption of their child; “FILTER2=2” refers to those who were asked about the time they needed or wanted to take time off from work but were not able to do so to care for a family member with a serious health condition; “FILTER2=3” refers to those who were asked about the time they needed or wanted to take time off from work but were not able to do so to deal with their

**NO QUESTIONS 61-69**

**DISPLAY FOR LEAVE TAKERS WHO HAVE TAKEN TIME OFF FROM WORK FOR MORE THAN ONE REASON [TARGET SAMPLE ONLY]:** For the next set of questions we are interested in your most recent experience. That is, when you took time off from work [following the birth or adoption of your child/to care for a family member with a serious health condition/to deal with your own serious health condition].

**DISPLAY FOR LEAVE TAKERS WHO HAVE TAKEN TIME OFF FROM WORK FOR ONLY ONE REASON [TARGET SAMPLE ONLY]:** Earlier you indicated that you took time off from work in the last two years [following the birth or adoption of your child/to care for a family member with a serious health condition/to deal with your own serious health condition].

**ASK IF TOOK TIME OFF TO CARE FOR A FAMILY MEMBER WITH A SERIOUS HEALTH CONDITION (FILTER1=2) [TARGET SAMPLE ONLY]:**

Q.70a Were you caring for:

Target <u>sample</u>	
87	Only one family member with a serious health condition
12	More than one family member with a serious health condition
1	No answer
<b>(n=1,373)</b>	

**ASK IF TOOK TIME OFF TO CARE FOR ONLY ONE FAMILY MEMBER WITH A SERIOUS HEALTH CONDITION (Q70a=1) [TARGET SAMPLE ONLY]:**

Q.70b Was this family member:

Target <u>sample</u>	
17	Your child younger than 18
6	Your adult child, age 18 or older
29	Your spouse or partner
36	One of your parents
3	A grandparent <b>(VOL)</b>
3	A sibling <b>(VOL)</b>
1	An in-law <b>(VOL)</b>
1	An aunt or uncle <b>(VOL)</b>
4	Someone else in your family
*	No answer
<b>(n=1,176)</b>	

**ASK IF TOOK TIME OFF TO CARE FOR A FAMILY MEMBER WITH A SERIOUS HEALTH CONDITION (FILTER1=2) [TARGET SAMPLE ONLY]:**

Q.71 In total, how much time, in days, weeks or months, did you take off from work to care for **[IF Q70b=1,2: your child/IF Q70b=3: your spouse or partner/IF Q70b=4: your parent/IF Q70a=99 OR Q70b=5,99: your family member with a serious health condition/IF Q70a=2: your family members with serious health conditions]? [OPEN-END: RESPONDENTS INSTRUCTED TO ANSWER IN DAYS, WEEKS, OR MONTHS; RESPONSES SHOWN IN WEEKS]**

Target <u>sample</u>	
6	Less than a week
57	1-2 weeks
18	3-5 weeks
3	6-8 weeks
3	9-11 weeks
9	12+ weeks <b>(NET)</b>
3	12-16 weeks
1	17-20 weeks
*	21-24 weeks
2	25-36 weeks
2	37-52 weeks
1	More than a year
3	No answer
2.0	Median (weeks)
<b>(n=1,373)</b>	

**ASK IF TOOK TIME OFF TO CARE FOR A FAMILY MEMBER WITH A SERIOUS HEALTH CONDITION (FILTER1=2) [TARGET SAMPLE ONLY]:**

Q.72 Did you take this time off all at once or did you take it in separate blocks of time or as needed?

Target	
<u>sample</u>	
48	All at once
49	In separate blocks or as needed
4	No answer
<b>(n=1,373)</b>	

**ASK IF TOOK TIME OFF FOLLOWING BIRTH OR ADOPTION OF A CHILD (FILTER1=1) [TARGET SAMPLE ONLY]:**Q.73 In total, how much time, in days, weeks or months, did you take off from work following the birth or adoption of your child? **[OPEN-END: RESPONDENTS INSTRUCTED TO ANSWER IN DAYS, WEEKS, OR MONTHS; RESPONSES SHOWN IN WEEKS]**

Target	
<u>sample</u>	
12	Less than a week
29	1-2 weeks
10	3-5 weeks
12	6-8 weeks
6	9-11 weeks
26	12+ weeks <b>(NET)</b>
15	12-16 weeks
3	17-20 weeks
2	21-24 weeks
3	25-36 weeks
3	37-52 weeks
1	More than a year
4	No answer
4.3	Median (weeks)
<b>(n=945)</b>	

**ASK IF TOOK TIME OFF FOLLOWING BIRTH OR ADOPTION OF A CHILD (FILTER1=1) [TARGET SAMPLE ONLY]:**

Q.74 Did you take this time off all at once or did you take it in separate blocks of time or as needed?

Target	
<u>sample</u>	
78	All at once
16	In separate blocks or as needed
6	No answer
<b>(n=945)</b>	

**ASK IF TOOK TIME OFF TO DEAL WITH OWN SERIOUS HEALTH CONDITION (FILTER1=3) [TARGET SAMPLE ONLY]:**

Q.75 In total, how much time, in days, weeks or months, did you take off from work to deal with your own serious health condition? **[OPEN-END: RESPONDENTS INSTRUCTED TO ANSWER IN DAYS, WEEKS, OR MONTHS; RESPONSES SHOWN IN WEEKS]**

Target sample	
2	Less than a week
49	1-2 weeks
17	3-5 weeks
7	6-8 weeks
7	9-11 weeks
18	12+ weeks <b>(NET)</b>
6	12-16 weeks
2	17-20 weeks
1	21-24 weeks
3	25-36 weeks
3	37-52 weeks
2	More than a year
1	No answer
2.1	Median (weeks)
<b>(n=2,909)</b>	

**ASK IF TOOK TIME OFF TO DEAL WITH OWN SERIOUS HEALTH CONDITION (FILTER1=3) [TARGET SAMPLE ONLY]:**

Q.76 Did you take this time off all at once or did you take it in separate blocks of time or as needed?

Target sample	
68	All at once
29	In separate blocks or as needed
3	No answer
<b>(n=2,909)</b>	

**ASK IF TOOK TIME OFF ALL AT ONCE (Q72=1 OR Q74=1 OR Q76=1) [TARGET SAMPLE ONLY]:**

Q.77 Following this time off, did you:

Target sample	
86	Go back to work for the same employer
7	Go back to work for a new employer
7	Not go back to work
*	No answer
<b>(n=3,305)</b>	

**ASK IF TOOK TIME OFF ALL AT ONCE AND WENT BACK TO WORK FOR SAME EMPLOYER (Q77=1)  
[TARGET SAMPLE ONLY]:**

Q.78 Are you currently:

Target sample	
82	Still working for the same employer
9	Working for a different employer
9	Not employed
*	No answer
<b>(n=2,847)</b>	

**ASK IF TOOK TIME OFF IN BLOCKS OR AS NEEDED OR IF SKIPPED (Q72>1 OR Q74>1 or Q76>1)  
[TARGET SAMPLE ONLY]:**

Q.79 Are you currently:

Target sample	
73	Still working for the same employer you worked for when you took time off
14	Working for a different employer
12	Not employed
1	No answer
<b>(n=1,922)</b>	

**ASK IF TOOK TIME OFF FOR ANY REASON (FILTER1=1,2,3) [TARGET SAMPLE ONLY]:**

Q.80 Thinking about how much time you took off from work **[IF FILTER1=1:** following the birth or adoption of your child/**IF FILTER1=2:** to care for (**IF Q70b=1,2:** your child/**IF Q70b=3:** your spouse or partner/**IF Q70b=4:** your parent/**IF Q70a=99 OR Q70b=5,99:** your family member with a serious health condition/**IF Q70a=2:** your family members with serious health conditions)/**IF FILTER1=3:** to deal with your own serious health condition]...

Overall, would you say that you: **[RANDOMIZE RESPONSE OPTIONS 1 AND 2]**

Target sample	
44	Took LESS time off from work than you needed or wanted to
7	Took MORE time off from work than you needed or wanted to
49	Took about as much time off from work as you needed or wanted to
1	No answer
<b>(n=5,227)</b>	

**ASK IF TOOK LESS TIME OFF THAN NEEDED OR WANTED TO (Q80=1) [TARGET SAMPLE ONLY]:**

Q.81 Here are some reasons why people sometimes take less time off from work than they need or want to.

For each, please indicate if this was a reason or not a reason why you took less time off from work than you needed or wanted to [IF FILTER1=1: following the birth or adoption of your child/IF FILTER1=2: to care for (IF Q70b=1,2: your child/IF Q70b=3: your spouse or partner/IF Q70b=4: your parent/IF Q70a=99 OR Q70b=5,99: your family member with a serious health condition/IF Q70a=2: your family members with serious health conditions)/IF FILTER1=3: to deal with your own serious health condition]. [RANDOMIZE ITEMS a THROUGH f]

a. You thought you might risk losing your job if you took more time off

Target	
<u>sample</u>	
47	Yes, was a reason
53	No, was not a reason
*	No answer
<b>(n=2,169)</b>	

b. You thought taking more time off might hurt your chances for job advancement

Target	
<u>sample</u>	
34	Yes, was a reason
65	No, was not a reason
1	No answer
<b>(n=2,169)</b>	

c. You could not afford to lose more wages or salary

Target	
<u>sample</u>	
69	Yes, was a reason
30	No, was not a reason
*	No answer
<b>(n=2,169)</b>	

d. Your employer denied your request for more time off

Target	
<u>sample</u>	
23	Yes, was a reason
77	No, was not a reason
1	No answer
<b>(n=2,169)</b>	

e. You felt no one else was capable of doing your job

Target	
<u>sample</u>	
33	Yes, was a reason
67	No, was not a reason
*	No answer
<b>(n=2,169)</b>	

**QUESTION 81 CONTINUED ...**

- f. You felt badly about co-workers taking on additional work

Target	
<u>sample</u>	
41	Yes, was a reason
58	No, was not a reason
1	No answer
<b>(n=2,169)</b>	

**NO QUESTION 82****[RANDOMIZE Q83A AND Q83B]****ASK IF TOOK TIME OFF FOR ANY REASON (FILTER1=1,2,3) [TARGET SAMPLE ONLY]:**

- Q.83a In general, how supportive would you say your SUPERVISOR was when you took time off from work **[IF FILTER1=1: following the birth or adoption of your child/IF FILTER1=2: to care for (IF Q70b=1,2: your child/IF Q70b=3: your spouse or partner/IF Q70b=4: your parent/IF Q70a=99 OR Q70b=5,99: your family member with a serious health condition/IF Q70a=2: your family members with serious health conditions)/IF FILTER1=3: to deal with your own serious health condition]**?

Target	
<u>sample</u>	
56	Very supportive
27	Somewhat supportive
9	Not too supportive
6	Not at all supportive
1	No answer
<b>(n=5,227)</b>	

**ASK IF TOOK TIME OFF FOR ANY REASON (FILTER1=1,2,3) [TARGET SAMPLE ONLY]:**

- Q.83b In general, how supportive would you say your CO-WORKERS were when you took time off from work **[IF FILTER1=1: following the birth or adoption of your child/IF FILTER1=2: to care for (IF Q70b=1,2: your child/IF Q70b=3: your spouse or partner/IF Q70b=4: your parent/IF Q70a=99 OR Q70b=5,99: your family member with a serious health condition/IF Q70a=2: your family members with serious health conditions)/IF FILTER1=3: to deal with your own serious health condition]**?

Target	
<u>sample</u>	
61	Very supportive
28	Somewhat supportive
7	Not too supportive
3	Not at all supportive
1	No answer
<b>(n=5,227)</b>	



**ASK IF TOOK TIME OFF FOR ANY REASON (FILTER1=1,2,3) [TARGET SAMPLE ONLY]:**

Q.84a About how often, if at all, did you have to respond to work-related emails or phone calls while you were taking time off from work [**IF FILTER1=1:** following the birth or adoption of your child/**IF FILTER1=2:** to care for (**IF Q70b=1,2:** your child/**IF Q70b=3:** your spouse or partner/**IF Q70b=4:** your parent/**IF Q70a=99 OR Q70b=5,99:** your family member with a serious health condition/**IF Q70a=2:** your family members with serious health conditions)/**IF FILTER1=3:** to deal with your own serious health condition]?

Target sample	
14	Frequently
28	Occasionally
26	Rarely
32	Never
*	No answer
<b>(n=5,227)</b>	

**ASK IF RESPONDED TO WORK-RELATED EMAILS/CALLS FREQUENTLY OR OCCASIONALLY IN Q84A (Q84A=1,2) [TARGET SAMPLE ONLY]:**

Q.84b Did this bother you, or not?

Target sample	
31	Yes, bothered me
69	No, did not bother me
*	No answer
<b>(n=2,286)</b>	

**ASK IF TOOK TIME OFF FOR ANY REASON (FILTER1=1,2,3) [TARGET SAMPLE ONLY]:**

Q.85 Did you receive pay for ANY of the time that you took off from work [**IF FILTER1=1:** following the birth or adoption of your child/**IF FILTER1=2:** to care for (**IF Q70b=1,2:** your child/**IF Q70b=3:** your spouse or partner/**IF Q70b=4:** your parent/**IF Q70a=99 OR Q70b=5,99:** your family member with a serious health condition/**IF Q70a=2:** your family members with serious health conditions)/**IF FILTER1=3:** to deal with your own serious health condition], or not?

Target sample	
64	Yes, received pay
36	No, did not receive pay
*	No answer
<b>(n=5,227)</b>	

**ASK IF RECEIVED PAY WHEN TAKING TIME OFF (Q85=1) [TARGET SAMPLE ONLY]:**

Q.86 Was the pay you received over the course of the whole time you took off from work the same amount as your regular pay or only part of your regular pay?

Target sample	
74	Same amount as regular pay
25	Only part of regular pay
1	No answer
<b>(n=3,250)</b>	

**ASK IF RECEIVED ONLY PART OF REGULAR PAY (Q86=2) [TARGET SAMPLE ONLY]:**

Q.87 About how much of your regular pay did you receive in total?

Target sample	
14	A quarter or less
15	More than a quarter but less than half
20	Half
31	More than half but less than three-quarters
19	Three-quarters or more
1	No answer
<b>(n=814)</b>	

**Q85/Q86/Q87 COMBO TABLE BASED ON TOOK TIME OFF FOR ANY REASON (FILTER1=1,2,3):**

Target sample	
64	Received pay
47	Same amount as regular pay
16	Only part of regular pay
2	A quarter or less of regular pay
2	More than a quarter but less than half
3	Half
5	More than half but less than three-quarters
3	Three-quarters or more
*	No answer in Q87
*	No answer in Q86
36	Did not receive pay
*	No answer in Q85
<b>(n=5,227)</b>	

**ASK IF RECEIVED PAY WHEN TAKING TIME (Q85=1) [TARGET SAMPLE ONLY]:**Q.88 Was any of the pay you received part of: **[DO NOT RANDOMIZE ITEMS]**

- a. Any vacation days, sick leave or personal time off that you had earned

Target sample	
79	Yes
18	No
3	Not sure
1	No answer
<b>(n=3,250)</b>	

- b. Vacation days or sick leave DONATED TO YOU by your co-workers

Target sample	
5	Yes
93	No
2	Not sure
1	No answer
<b>(n=3,250)</b>	

**QUESTION 88 CONTINUED ...**

- c. Temporary or short-term disability insurance provided by your employer

Target	
<u>sample</u>	
22	Yes
74	No
3	Not sure
1	No answer
<b>(n=3,250)</b>	

- d. Family or medical leave benefits PAID BY YOUR EMPLOYER, separate from vacation, sick leave or personal time off

Target	
<u>sample</u>	
20	Yes
76	No
4	Not sure
1	No answer
<b>(n=3,250)</b>	

- e. Family or medical leave benefits PAID BY THE STATE

Target	
<u>sample</u>	
9	Yes
86	No
5	Not sure
1	No answer
<b>(n=3,250)</b>	

**ASK IF TOOK TIME OFF FOR ANY REASON (FILTER1=1,2,3) [TARGET SAMPLE ONLY]:**

- Q.89 How **[RANDOMIZE: (easy) or (difficult)]** was it for you to learn about what leave benefits, if any, were available to you when you took time off from work **[IF FILTER1=1: following the birth or adoption of your child/IF FILTER1=2: to care for (IF Q70b=1,2: your child/IF Q70b=3: your spouse or partner/IF Q70b=4: your parent/IF Q70a=99 OR Q70b=5,99: your family member with a serious health condition/IF Q70a=2: your family members with serious health conditions)/IF FILTER1=3: to deal with your own serious health condition]? **[SHOW RESPONSE OPTIONS IN SAME ORDER AS STEM]****

Target	
<u>sample</u>	
35	Very easy
33	Somewhat easy
21	Somewhat difficult
10	Very difficult
1	No answer
<b>(n=5,227)</b>	

**ASK IF RECEIVED ONLY PART OF REGULAR PAY OR SKIPPED Q86 (Q86>1) [TARGET SAMPLE ONLY]:**

Q.90 How **[RANDOMIZE IN SAME ORDER AS Q89: (easy) or (difficult)]** was it for you to have enough money to cover your basic expenses while you were taking time off from work **[IF FILTER1=1: following the birth or adoption of your child/IF FILTER1=2: to care for (IF Q70b=1,2: your child/IF Q70b=3: your spouse or partner/IF Q70b=4: your parent/IF Q70a=99 OR Q70b=5,99: your family member with a serious health condition/IF Q70a=2: your family members with serious health conditions)/IF FILTER1=3: to deal with your own serious health condition]? [SHOW RESPONSE OPTIONS IN SAME ORDER AS STEM]**

Target	
<u>sample</u>	
11	Very easy
30	Somewhat easy
41	Somewhat difficult
18	Very difficult
1	No answer
<b>(n=825)</b>	

**ASK IF DID NOT RECEIVE PAY OR DID NOT RECEIVE FULL PAY (Q85>1 OR Q86>1) [TARGET SAMPLE ONLY]:**

Q.91 In order to cover lost wages or salary while you were taking time off from work **[IF FILTER1=1: following the birth or adoption of your child/IF FILTER1=2: to care for (IF Q70b=1,2: your child/IF Q70b=3: your spouse or partner/IF Q70b=4: your parent/IF Q70a=99 OR Q70b=5,99: your family member with a serious health condition/IF Q70a=2: your family members with serious health conditions)/IF FILTER1=3: to deal with your own serious health condition]**, did you: **[RANDOMIZE ITEMS a THROUGH i]**

- a. Use savings that you had set aside for this situation

Target	
<u>sample</u>	
45	Yes, did this to cover lost wages or salary
54	No, did not do this to cover lost wages or salary
1	No answer
<b>(n=2,802)</b>	

- b. Use savings that you had set aside for something else

Target	
<u>sample</u>	
50	Yes, did this to cover lost wages or salary
49	No, did not do this to cover lost wages or salary
1	No answer
<b>(n=2,802)</b>	

- c. Take on debt

Target	
<u>sample</u>	
37	Yes, did this to cover lost wages or salary
61	No, did not do this to cover lost wages or salary
2	No answer
<b>(n=2,802)</b>	

**QUESTION 91 CONTINUED ...**

- d. Go on public assistance

Target	
<u>sample</u>	
17	Yes, did this to cover lost wages or salary
82	No, did not do this to cover lost wages or salary
1	No answer
<b>(n=2,802)</b>	

- e. Cut back on your spending

Target	
<u>sample</u>	
78	Yes, did this to cover lost wages or salary
21	No, did not do this to cover lost wages or salary
1	No answer
<b>(n=2,802)</b>	

- f. Put off paying your bills

Target	
<u>sample</u>	
33	Yes, did this to cover lost wages or salary
65	No, did not do this to cover lost wages or salary
1	No answer
<b>(n=2,802)</b>	

- g. Cut your leave time short

Target	
<u>sample</u>	
41	Yes, did this to cover lost wages or salary
57	No, did not do this to cover lost wages or salary
1	No answer
<b>(n=2,802)</b>	

- h. Receive money from family or friends that you weren't expected to pay back

Target	
<u>sample</u>	
23	Yes, did this to cover lost wages or salary
75	No, did not do this to cover lost wages or salary
2	No answer
<b>(n=2,802)</b>	

- i. Borrow money from family or friends

Target	
<u>sample</u>	
24	Yes, did this to cover lost wages or salary
76	No, did not do this to cover lost wages or salary
1	No answer
<b>(n=2,802)</b>	

**ASK IF TOOK TIME OFF FOR ANY REASON (FILTER1=1,2,3) [TARGET SAMPLE ONLY]:**

Q.92 Overall, do you think that taking time off from work [IF FILTER1=1: following the birth or adoption of your child/IF FILTER1=2: to care for (IF Q70b=1,2: your child/IF Q70b=3: your spouse or partner/IF Q70b=4: your parent/IF Q70a=99 OR Q70b=5,99: your family member with a serious health condition/IF Q70a=2: your family members with serious health conditions)/IF FILTER1=3: to deal with your own serious health condition] had [RANDOMIZE IN SAME ORDER AS Q26: (a positive impact) or (a negative impact)], or did it not make much difference, on: [RANDOMIZE ITEMS a AND b; SHOW RESPONSE OPTIONS IN SAME ORDER AS STEM]

a. Your job or career

Target sample	
16	Positive impact
21	Negative impact
63	Didn't make much difference
*	No answer
<b>(n=5,227)</b>	

b. Your family

Target sample	
56	Positive impact
12	Negative impact
31	Didn't make much difference
1	No answer
<b>(n=5,227)</b>	

**ASK IF TOOK TIME OFF FOR ANY REASON AND WAS NOT CARING FOR A SPOUSE OR PARTNER (FILTER1=1,2,3 AND (Q70a NE 1 OR Q70b NE 3)) [TARGET SAMPLE ONLY]:**

Q.93 When you took time off from work [IF FILTER1=1: following the birth or adoption of your child/IF FILTER1=2: to care for (IF Q70b=1,2: your child/IF Q70b=4: your parent/IF Q70a=99 OR Q70b=5,99: your family member with a serious health condition/IF Q70a=2: your family members with serious health conditions)/IF FILTER1=3: to deal with your own serious health condition], were you:

Target sample	
64	Married
13	Living with a partner
22	Neither married nor living with a partner
*	No answer
<b>(n=4,867)</b>	

**ASK IF TOOK TIME OFF FOLLOWING THE BIRTH OR ADOPTION OF A CHILD AND MARRIED OR LIVING WITH A PARTNER WHEN TOOK TIME OFF (FILTER1=1 AND Q93=1,2) [TARGET SAMPLE ONLY]:**

Q.94 At the time, was your [IF Q93=1: spouse/IF Q93=2: partner]:

Target sample	
74	Employed full time
8	Employed part time
18	Not employed
1	No answer
<b>(n=871)</b>	

**ASK IF SPOUSE OR PARTNER WAS EMPLOYED AT THE TIME (Q94=1,2) [TARGET SAMPLE ONLY]:**

Q.95 Did your [**IF Q93=1: spouse/IF Q93=2: partner**] take any time off from work, even if just a few days, following the birth or adoption of your child, or not?

Target	
<u>sample</u>	
83	Yes, took time off
17	No, did not take time off
*	No answer
<b>(n=735)</b>	

**ASK IF SPOUSE/PARTNER TOOK TIME OFF (Q95=1) [TARGET SAMPLE ONLY]:**

Q.96 Did your [**IF Q93=1: spouse/IF Q93=2: partner**] take ... [**RANDOMIZE RESPONSE OPTIONS 1 AND 2**]

Target	
<u>sample</u>	
43	More time off from work than you
52	Less time off from work than you
5	About as much time off from work as you
0	No answer
<b>(n=591)</b>	

**ASK IF SPOUSE OR PARTNER DIDN'T TAKE TIME OFF IN Q95 OR IF TOOK MORE OR LESS TIME OFF IN Q96 (Q95=2,99 OR Q96=1,2,99) [TARGET SAMPLE ONLY]:**

Q.97 Was any of the following a factor in deciding whether you or your [**IF Q93=1: spouse/IF Q93=2: partner**] took [**IF Q96=1,2,99: more**] time off from work following the birth or adoption of your child? [**RANDOMIZE ITEMS a THROUGH g**]

a. Who earned more money

Target	
<u>sample</u>	
35	Yes, was a factor
64	No, was not a factor
1	No answer
<b>(n=708)</b>	

b. Who was more focused on their job or career

Target	
<u>sample</u>	
22	Yes, was a factor
78	No, was not a factor
*	No answer
<b>(n=708)</b>	

c. Who had more flexibility at work

Target	
<u>sample</u>	
50	Yes, was a factor
50	No, was not a factor
*	No answer
<b>(n=708)</b>	

**QUESTION 97 CONTINUED ...**

- d. Who had more generous leave benefits at work

Target	
<u>sample</u>	
45	Yes, was a factor
53	No, was not a factor
1	No answer
<b>(n=708)</b>	

- e. Who wanted to take more time off

Target	
<u>sample</u>	
40	Yes, was a factor
59	No, was not a factor
*	No answer
<b>(n=708)</b>	

- f. Who would do a better job caring for a new child

Target	
<u>sample</u>	
45	Yes, was a factor
55	No, was not a factor
*	No answer
<b>(n=708)</b>	

- g. Who needed more time to recover physically

Target	
<u>sample</u>	
69	Yes, was a factor
31	No, was not a factor
*	No answer
<b>(n=708)</b>	

**ASK IF TOOK TIME OFF TO CARE FOR A FAMILY MEMBER (FILTER1=2) [TARGET SAMPLE ONLY]:**

Q.98 Thinking about the role you and other people in your family played in caring for **[IF Q70b=1,2: your child/IF Q70b=3: your spouse or partner/IF Q70b=4: your parent/IF Q70a=99 OR Q70b=5,99: your family member with a serious health condition/IF Q70a=2: your family members with serious health conditions]**...

Overall, would you say:

Target	
<u>sample</u>	
55	You provided more care than anyone else in your family
19	Someone else in your family provided more care than you
25	You and others in your family provided about the same amount of care
1	No answer
<b>(n=1,373)</b>	



**ASK IF RESPONDENT AND FAMILY DID NOT PROVIDE SAME AMOUNT OF CARE (Q98=1,2) [TARGET SAMPLE ONLY]:**

Q.99 Was any of the following a factor in deciding who would provide the most care? **[RANDOMIZE ITEMS a THROUGH e]**

- a. Who had fewer work responsibilities

Target  
sample

36	Yes, was a factor
64	No, was not a factor
*	No answer

**(n=1,066)**

- b. Who had fewer family responsibilities

Target  
sample

28	Yes, was a factor
72	No, was not a factor
1	No answer

**(n=1,066)**

**ASK ITEM c IF NOT CARING FOR SPOUSE OR PARTNER (Q70b NE 3):**

- c. Who lived closer to the family member who needed care

Target  
sample

49	Yes, was a factor
51	No, was not a factor
1	No answer

**(n=739)**

- d. Who had a closer relationship with the family member who needed care

Target  
sample

49	Yes, was a factor
50	No, was not a factor
1	No answer

**(n=1,066)**

- e. Who would do a better job providing care

Target  
sample

48	Yes, was a factor
52	No, was not a factor
1	No answer

**(n=1,066)**

**DISPLAY FOR THOSE WHO NEEDED OR WANTED TO TAKE TIME OFF FROM WORK FOR MORE THAN ONE REASON BUT WERE NOT ABLE TO DO SO [TARGET SAMPLE ONLY]:** For the next set of questions we are interested in your most recent experience. That is, the time when you needed or wanted to take time off from work [following the birth or adoption of your child/to care for a family member with a serious health condition/to deal with your own serious health condition] but were not able to do so.

**DISPLAY FOR THOSE WHO NEEDED OR WANTED TO TAKE TIME OFF FROM WORK FOR ONLY ONE REASON BUT WERE NOT ABLE TO DO SO [TARGET SAMPLE ONLY]:** Earlier you indicated that there was a time in the last two years when you NEEDED or WANTED to take time off from work [following the birth or adoption of your child/to care for a family member with a serious health condition/to deal with your own serious health condition] but were not able to do so.

**ASK IF UNABLE TO TAKE TIME OFF (FILTER2=1,2,3) [TARGET SAMPLE ONLY]:**

Q.101 Here are some reasons why people don't always take time off from work when they need to or want to. For each, please indicate if this was a reason or not a reason you didn't take time off from work when you needed or wanted to **[IF FILTER2=1: following the birth or adoption of your child/IF FILTER2=2: to care for a family member with a serious health condition/IF FILTER2=3: to deal with your own serious health condition]**. **[RANDOMIZE ITEMS a THROUGH f]**

- a. You thought you might risk losing your job if you took time off

Target sample	
54	Yes, was a reason
46	No, was not a reason
1	No answer
<b>(n=2,259)</b>	

- b. You thought taking time off might hurt your chances for job advancement

Target sample	
40	Yes, was a reason
58	No, was not a reason
1	No answer
<b>(n=2,259)</b>	

- c. You could not afford to lose wages or salary

Target sample	
72	Yes, was a reason
27	No, was not a reason
1	No answer
<b>(n=2,259)</b>	

- d. Your employer denied your request for time off

Target sample	
32	Yes, was a reason
67	No, was not a reason
1	No answer
<b>(n=2,259)</b>	

**QUESTION 101 CONTINUED ...**

- e. You felt no one else was capable of doing your job

Target	
<u>sample</u>	
36	Yes, was a reason
63	No, was not a reason
1	No answer
<b>(n=2,259)</b>	

- f. You felt badly about co-workers taking on additional work

Target	
<u>sample</u>	
42	Yes, was a reason
58	No, was not a reason
1	No answer
<b>(n=2,259)</b>	

**ASK IF UNABLE TO TAKE TIME OFF (FILTER2=1,2,3) [TARGET SAMPLE ONLY]:**

Q.102 At the time that you needed or wanted to take time off from work [**IF FILTER2=1:** following the birth or adoption of your child/**IF FILTER2=2:** to care for a family member with a serious health condition/**IF FILTER2=3:** to deal with your own serious health condition] but were not able to, did you have access to any of the following? [**DO NOT RANDOMIZE ITEMS**]

- a. Paid vacation days, sick leave or personal time off

Target	
<u>sample</u>	
49	Yes, had access
44	No, did not have access
6	Not sure
1	No answer
<b>(n=2,259)</b>	

- b. Temporary or short-term disability insurance provided by your employer

Target	
<u>sample</u>	
25	Yes, had access
64	No, did not have access
11	Not sure
1	No answer
<b>(n=2,259)</b>	

- c. Family or medical leave benefits PAID BY YOUR EMPLOYER, separate from vacation, sick leave or personal time off

Target	
<u>sample</u>	
18	Yes, had access
69	No, did not have access
12	Not sure
1	No answer
<b>(n=2,259)</b>	

**QUESTION 102 CONTINUED ...**

d. Family or medical leave benefits PAID BY THE STATE

Target	
<u>sample</u>	
12	Yes, had access
70	No, did not have access
17	Not sure
1	No answer
<b>(n=2,259)</b>	

**ASK IF UNABLE TO TAKE TIME OFF (FILTER2=1,2,3) [TARGET SAMPLE ONLY]:**

Q.103 Are you currently:

Target	
<u>sample</u>	
63	Still working for same employer you worked for when you needed or wanted to take time off
19	Working for a different employer
17	Not employed
*	No answer
<b>(n=2,259)</b>	

**ASK IF UNABLE TO TAKE TIME OFF (FILTER2=1,2,3) [TARGET SAMPLE ONLY]:**

Q.104 How **[RANDOMIZE; KEEP SAME ORDER AS Q89/Q90 IF APPLICABLE: (easy) or (difficult)]** was it for you to learn about what leave benefits, if any, were available to you at the time that you needed or wanted to take time off from work **[IF FILTER2=1: following the birth or adoption of your child/IF FILTER2=2: to care for a family member with a serious health condition/IF FILTER2=3: to deal with your own serious health condition]? [SHOW RESPONSE OPTIONS IN SAME ORDER AS STEM]**

Target	
<u>sample</u>	
21	Very easy
30	Somewhat easy
32	Somewhat difficult
16	Very difficult
1	No answer
<b>(n=2,259)</b>	

**ASK IF UNABLE TO TAKE TIME OFF (FILTER2=1,2,3) [TARGET SAMPLE ONLY]:**

Q.105 Overall, do you think that NOT taking time off from work when you needed or wanted to **[IF FILTER2=1: following the birth or adoption of your child/IF FILTER2=2: to care for a family member with a serious health condition/IF FILTER2=3: to deal with your own serious health condition]** had **[RANDOMIZE IN SAME ORDER AS Q26: (a positive impact) or (a negative impact)]**, or did it not make much difference, on: **[SHOW RESPONSE OPTIONS IN SAME ORDER AS STEM]**

a. Your job or career

Target	
<u>sample</u>	
16	Positive impact
29	Negative impact
54	Didn't make much difference
1	No answer
<b>(n=2,259)</b>	

**QUESTION 105 CONTINUED ...**

b. Your family

Target <u>sample</u>	
21	Positive impact
45	Negative impact
33	Didn't make much difference
1	No answer
<b>(n=2,259)</b>	

**ASK IF UNABLE TO TAKE TIME OFF (FILTER2=1,2,3) [TARGET SAMPLE ONLY]:**

Q.106 When you NEEDED OR WANTED to take time off from work [IF FILTER2=1: following the birth or adoption of your child/IF FILTER2=2: to care for a family member with a serious health condition/IF FILTER2=3: to deal with your own serious health condition] but were NOT ABLE to do so, were you:

Target <u>sample</u>	
54	Married
21	Living with a partner
25	Neither married nor living with a partner
*	No answer
<b>(n=2,259)</b>	

**ASK IF NEEDED OR WANTED TO TAKE TIME OFF FOLLOWING THE BIRTH OR ADOPTION OF A CHILD AND MARRIED OR LIVING WITH A PARTNER WHEN NEEDED OR WANTED TO TAKE TIME OFF (FILTER2=1 AND Q106=1,2) [TARGET SAMPLE ONLY]:**

Q.107 At the time, was your [IF Q106=1: spouse/IF Q106=2: partner]:

Target <u>sample</u>	
64	Employed full time
12	Employed part time
24	Not employed
0	No answer
<b>(n=202)</b>	

**ASK IF SPOUSE OR PARTNER WAS EMPLOYED WHEN NEEDED/WANTED TO TAKE TIME OFF FOLLOWING BIRTH/ADOPTION (Q107=1,2) [TARGET SAMPLE ONLY]:**

Q.108 Did your [IF Q106=1: spouse/IF Q106=2: partner] take any time off from work, even if just a few days, following the birth or adoption of your child, or not?

Target <u>sample</u>	
72	Yes, took time off
24	No, did not take time off
4	No answer
<b>(n=162)</b>	

**ASK IF SPOUSE OR PARTNER TOOK TIME OFF FOLLOWING BIRTH/ADOPTION (Q108=1) [TARGET SAMPLE ONLY]:**

Q.109 Was any of the following a factor in deciding whether you or your [IF Q106=1: spouse/IF Q106=2: partner] took time off from work following the birth or adoption of your child? [RANDOMIZE ITEMS a THROUGH g]

- a. Who earned more money

Target	
<u>sample</u>	
49	Yes, was a factor
50	No, was not a factor
1	No answer
<b>(n=104)</b>	

- b. Who was more focused on their job or career

Target	
<u>sample</u>	
41	Yes, was a factor
59	No, was not a factor
0	No answer
<b>(n=104)</b>	

- c. Who had more flexibility at work

Target	
<u>sample</u>	
65	Yes, was a factor
35	No, was not a factor
0	No answer
<b>(n=104)</b>	

- d. Who had more generous leave benefits at work

Target	
<u>sample</u>	
70	Yes, was a factor
30	No, was not a factor
0	No answer
<b>(n=104)</b>	

- e. Who wanted to take time off

Target	
<u>sample</u>	
50	Yes, was a factor
50	No, was not a factor
0	No answer
<b>(n=104)</b>	

- f. Who would do a better job caring for a new child

Target	
<u>sample</u>	
54	Yes, was a factor
46	No, was not a factor
*	No answer
<b>(n=104)</b>	

**QUESTION 109 CONTINUED ...**

- g. Who needed more time to recover physically

Target <u>sample</u>	
69	Yes, was a factor
31	No, was not a factor
1	No answer
<b>(n=104)</b>	

**ASK IF NEEDED OR WANTED TO TAKE TIME OFF TO CARE FOR A FAMILY MEMBER (FILTER2=2)  
[TARGET SAMPLE ONLY]:**

- Q.110 Thinking about the role you and other people in your family played in caring for your family member with a serious health condition...

Overall, would you say:

Target <u>sample</u>	
46	You provided more care than anyone else in your family
27	Someone else in your family provided more care than you
26	You and others in your family provided about the same amount of care
*	No answer
<b>(n=1,008)</b>	

**ASK IF RESPONDENT AND FAMILY DID NOT PROVIDE SAME AMOUNT OF CARE (Q110=1,2) [TARGET SAMPLE ONLY]:**

- Q.111 Was any of the following a factor in deciding who would provide the most care? **[RANDOMIZE ITEMS a THROUGH e]**

- a. Who had fewer work responsibilities

Target <u>sample</u>	
41	Yes, was a factor
58	No, was not a factor
1	No answer
<b>(n=773)</b>	

- b. Who had fewer family responsibilities

Target <u>sample</u>	
28	Yes, was a factor
71	No, was not a factor
1	No answer
<b>(n=773)</b>	

- c. Who lived closer to the family member who needed care

Target <u>sample</u>	
50	Yes, was a factor
50	No, was not a factor
*	No answer
<b>(n=773)</b>	

**QUESTION 111 CONTINUED ...**

- d. Who had a closer relationship with the family member who needed care

Target	
<u>sample</u>	
50	Yes, was a factor
49	No, was not a factor
*	No answer
<b>(n=773)</b>	

- e. Who would do a better job providing care

Target	
<u>sample</u>	
50	Yes, was a factor
50	No, was not a factor
*	No answer
<b>(n=773)</b>	

**ASK IF TOOK TIME OFF FOR ANY REASON (FILTER1=1,2,3) [TARGET SAMPLE ONLY]:**

Q.112x When you took time off from work [IF FILTER1=1: following the birth or adoption of your child/IF FILTER1=2: to care for (IF Q70b=1,2: your child/IF Q70b=3: your spouse or partner/IF Q70b=4: your parent/IF Q70a=99 OR Q70b=5,99: your family member with a serious health condition/IF Q70a=2: your family members with serious health conditions)/IF FILTER1=3: to deal with your own serious health condition], were you employed:

Target	
<u>sample</u>	
82	Full time
18	Part time
1	No answer
<b>(n=5,227)</b>	

**DISPLAY IF TOOK TIME OFF AND DOES NOT WORK FOR SAME EMPLOYER (Q77>1 OR Q78>1 OR Q79>1) [TARGET SAMPLE ONLY]:**

Thinking about your employer at the time that you took time off from work [IF FILTER1=1: following the birth or adoption of your child/IF FILTER1=2: to care for (IF Q70b=1,2: your child/IF Q70b=3: your spouse or partner/IF Q70b=4: your parent/IF Q70a=99 OR Q70b=5,99: your family member with a serious health condition/IF Q70a=2: your family members with serious health conditions)/IF FILTER1=3: to deal with your own serious health condition]...

**ASK IF TOOK TIME OFF AND DOES NOT WORK FOR SAME EMPLOYER (Q77>1 OR Q78>1 OR Q79>1) [TARGET SAMPLE ONLY]:**

Q.112 Were you employed by government, by a private company, a nonprofit organization, or were you self-employed or working in a family business?

Target	
<u>sample</u>	
12	Government
59	Private-for-profit company
14	Non-profit organization including tax exempt and charitable organizations
10	Self-employed
3	Working in family business
2	No answer
<b>(n=1,534)</b>	



**ASK IF TOOK TIME OFF AND DOES NOT WORK FOR SAME EMPLOYER (Q77>1 OR Q78>1 OR Q79>1)  
[TARGET SAMPLE ONLY]:**

Q.113 Including all locations where your employer operated, how many people worked for your employer?

Target sample	
16	Under 10
10	10-24
9	25-49
10	50-99
17	100-499
11	500-999
25	1000 or more
2	No answer
<b>(n=1,534)</b>	

**ASK IF UNABLE TO TAKE TIME OFF (FILTER2=1,2,3) [TARGET SAMPLE ONLY]:**

Q.114x At the time that you NEEDED OR WANTED to take time off from work [IF FILTER2=1: following the birth or adoption of your child/IF FILTER2=2: to care for a family member with a serious health condition/IF FILTER2=3: to deal with your own serious health condition] but were NOT ABLE to do so, were you employed:

Target sample	
79	Full time
20	Part time
1	No answer
<b>(n=2,259)</b>	

**DISPLAY IF UNABLE TO TAKE TIME OFF AND DOES NOT WORK FOR SAME EMPLOYER (Q103>1)  
[TARGET SAMPLE ONLY]:**

Thinking about your employer at the time that you NEEDED OR WANTED to take time off from work [IF FILTER2=1: following the birth or adoption of your child/IF FILTER2=2: to care for a family member with a serious health condition/IF FILTER2=3: to deal with your own serious health condition] but were NOT ABLE to do so...

**ASK IF UNABLE TO TAKE TIME OFF AND DOES NOT WORK FOR SAME EMPLOYER (Q103>1) [TARGET SAMPLE ONLY]:**

Q.114 Were you employed by government, by a private company, a nonprofit organization, or were you self-employed or working in a family business?

Target sample	
8	Government
58	Private-for-profit company
18	Non-profit organization including tax exempt and charitable organizations
9	Self-employed
6	Working in family business
1	No answer
<b>(n=785)</b>	

**ASK IF UNABLE TO TAKE TIME OFF AND DOES NOT WORK FOR SAME EMPLOYER (Q103>1) [TARGET SAMPLE ONLY]:**

Q.115 Including all locations where your employer operated, how many people worked for your employer?

Target sample	
18	Under 10
12	10-24
8	25-49
13	50-99
18	100-499
9	500-999
19	1000 or more
2	No answer
<b>(n=785)</b>	

-----END SERIES FOR TARGET SAMPLE-----

**NO QUESTIONS 116-119****DISPLAY FOR ALL [GENERAL PUBLIC ONLY]:** Now just a few more questions...**FOR GENERAL PUBLIC ASK IF NOT CURRENTLY EMPLOYED (PPWORK=3-7):  
FOR TARGET SAMPLE ASK ALL:**Q.120 Have you been employed for pay at any point in the last two years, that is, since **[IF TAKING SURVEY IN NOVEMBER: November 2014/IF TAKING SURVEY IN DECEMBER: December 2014]**, including being self-employed, or not?<sup>3</sup>**GENERAL PUBLIC – BASED ON NOT CURRENTLY EMPLOYED (PPWORK=3-7):  
TARGET SAMPLE – BASED ON TOTAL:**

General public	Target sample	
21	100	Yes, have been employed
77	---	No, have not been employed
1	---	No answer
<b>(n=771)</b>	<b>(n=5,934)</b>	

**FOR GENERAL PUBLIC ASK IF EMPLOYED IN PAST TWO YEARS (Q120=1 OR PPWORK=1,2):  
FOR TARGET SAMPLE ASK ALL:**

Q.121 In the last two years, have you taken any time off from work, even if only a few days, following the birth or adoption of your child, or not?

**GENERAL PUBLIC – BASED ON EMPLOYED IN PAST TWO YEARS (Q120=1 OR PPWORK=1,2):  
TARGET SAMPLE – BASED ON TOTAL:**

General public	Target sample	
7	29	Yes, took time off for this reason
17	21	No, did not take time off for this reason
75	50	Did not have or adopt a child in the past two years
1	0	No answer
<b>(n=1,413)</b>	<b>(n=5,934)</b>	

<sup>3</sup> For the target sample, these questions were asked at the beginning of the survey as screener questions (Questions 1-7).

**FOR GENERAL PUBLIC ASK IF EMPLOYED IN PAST TWO YEARS (Q120=1 OR PPWORK=1,2):****FOR TARGET SAMPLE ASK ALL:**

Q.122 In the last two years, have you NEEDED or WANTED to take time off from work following the birth or adoption of your child but were NOT ABLE to do so for some reason, or has that not happened to you?

**GENERAL PUBLIC – BASED ON EMPLOYED IN PAST TWO YEARS (Q120=1 OR PPWORK=1,2):****TARGET SAMPLE – BASED ON TOTAL:**

General <u>public</u>	Target <u>sample</u>	
4	9	Yes, has happened
21	38	No, has not happened
75	54	Did not have or adopt a child in the past two years
*	*	No answer
<b>(n=1,413)</b>	<b>(n=5,934)</b>	

**FOR GENERAL PUBLIC DISPLAY IF EMPLOYED IN PAST TWO YEARS (Q120=1 OR PPWORK=1,2):****FOR TARGET SAMPLE DISPLAY FOR ALL:**

NOTE: For this survey, a SERIOUS HEALTH CONDITION is a condition or illness that:

- lasted at least a week and required treatment by a health care provider OR;
- required an overnight hospital stay OR;
- was long-lasting, requiring treatment by a health care provider at least twice a year.

**FOR GENERAL PUBLIC ASK IF EMPLOYED IN PAST TWO YEARS (Q120=1 OR PPWORK=1,2):****FOR TARGET SAMPLE ASK ALL:**

Q.123 In the last two years, have you taken at least five days off from work to care for a child, spouse, parent or other family member with a serious health condition, or not?

**GENERAL PUBLIC – BASED ON EMPLOYED IN PAST TWO YEARS (Q120=1 OR PPWORK=1,2):****TARGET SAMPLE – BASED ON TOTAL:**

General <u>public</u>	Target <u>sample</u>	
11	36	Yes, have taken five or more days off for this reason
88	64	No, have not taken five or more days off for this reason
1	*	No answer
<b>(n=1,413)</b>	<b>(n=5,934)</b>	

**FOR GENERAL PUBLIC ASK IF EMPLOYED IN PAST TWO YEARS (Q120=1 OR PPWORK=1,2):****FOR TARGET SAMPLE ASK ALL:**

Q.124 In the last two years, has there been a time when you NEEDED or WANTED to take at least five days off from work to care for a child, spouse, parent or other family member with a serious health condition but were NOT ABLE to do so for some reason, or has that not happened to you?

**GENERAL PUBLIC – BASED ON EMPLOYED IN PAST TWO YEARS (Q120=1 OR PPWORK=1,2):****TARGET SAMPLE – BASED ON TOTAL:**

General <u>public</u>	Target <u>sample</u>	
10	24	Yes, has happened
89	76	No, has not happened
1	*	No answer
<b>(n=1,413)</b>	<b>(n=5,934)</b>	

**FOR GENERAL PUBLIC ASK IF EMPLOYED IN PAST TWO YEARS (Q120=1 OR PPWORK=1,2):****FOR TARGET SAMPLE ASK ALL:**

Q.125 In the last two years, have you taken at least five days off from work because YOU had a serious health condition, or not?

**GENERAL PUBLIC – BASED ON EMPLOYED IN PAST TWO YEARS (Q120=1 OR PPWORK=1,2):****TARGET SAMPLE – BASED ON TOTAL:**

General <u>public</u>	Target <u>sample</u>	
15	52	Yes, have taken five or more days off for this reason
83	48	No, have not taken five or more days off for this reason
2	*	No answer
<b>(n=1,413)</b>	<b>(n=5,934)</b>	

**FOR GENERAL PUBLIC ASK IF EMPLOYED IN PAST TWO YEARS (Q120=1 OR PPWORK=1,2):****FOR TARGET SAMPLE ASK ALL:**

Q.126 In the last two years, have you NEEDED or WANTED to take at least five days off from work because you had a serious health condition but were NOT ABLE to do so for some reason, or has that not happened to you?

**GENERAL PUBLIC – BASED ON EMPLOYED IN PAST TWO YEARS (Q120=1 OR PPWORK=1,2):****TARGET SAMPLE – BASED ON TOTAL:**

General <u>public</u>	Target <u>sample</u>	
9	22	Yes, has happened
90	78	No, has not happened
1	*	No answer
<b>(n=1,413)</b>	<b>(n=5,934)</b>	

**ASK IF EMPLOYED AND NOT SELF-EMPLOYED (PPWORK=1) [GENERAL PUBLIC ONLY]:**

Q.126x Here is a list of employee benefits that some employers offer. Please indicate if your CURRENT employer offers each of the following to you, or not. **[ASK ITEMS IN ORDER]**

## a. Health insurance

General <u>public</u>	Target <u>sample</u>	
78	---	Employer offers it
15	---	Employer does not offer it
6	---	Not sure
1	---	No answer
<b>(n=1,085)</b>	---	

## b. A 401(k) or other retirement savings program

General <u>public</u>	Target <u>sample</u>	
71	---	Employer offers it
20	---	Employer does not offer it
8	---	Not sure
1	---	No answer
<b>(n=1,085)</b>	---	

**QUESTION 126x CONTINUED ...**

- c. Paid time off for vacations, routine doctor's appointments, or to deal with minor illnesses

General <u>public</u>	Target <u>sample</u>	
74	---	Employer offers it
17	---	Employer does not offer it
9	---	Not sure
1	---	No answer
<b>(n=1,085)</b>	---	

- d. Paid leave, separate from vacation, sick leave or personal time off (PTO), following the birth or adoption of a child, to care for a family member with a serious health condition, or to deal with one's own serious health condition

General <u>public</u>	Target <u>sample</u>	
43	---	Employer offers it
36	---	Employer does not offer it
20	---	Not sure
1	---	No answer
<b>(n=1,085)</b>	---	

**DISPLAY IF MARRIED OR LIVING WITH A PARTNER (PPMARIT=1,6) [TARGET SAMPLE ONLY]:** Now just a few more questions...

**ASK IF MARRIED OR LIVING WITH A PARTNER (PPMARIT=1,6):**

Q.127 Is your **[IF PPMARIT=1: spouse/IF PPMARIT=6: partner]** currently:

General <u>public</u>	Target <u>sample</u>	
55	67	Employed full time
10	10	Employed part time
34	23	Not employed
*	*	No answer
<b>(n=1,355)</b>	<b>(n=3,760)</b>	

**DISPLAY IF NOT MARRIED/NOT LIVING WITH A PARTNER (PPMARIT=2,3,4,5) [TARGET SAMPLE ONLY]:** Now just a few more questions...

**ASK ALL:**

PARTY In politics today, do you consider yourself a:

General <u>public</u>	Target <u>sample</u>	
29	28	Republican
36	33	Democrat
24	25	Independent
10	13	Something else
2	1	No answer

**ASK IF INDEPENDENT, SOMETHING ELSE OR NO ANSWER (PARTY>2):**

PARTYLN As of today do you lean more to:

General <u>public</u>	Target <u>sample</u>	
43	42	The Republican Party
43	45	The Democratic Party
13	13	No answer
<b>(n=720)</b>	<b>(n=2,161)</b>	

**PARTY/PARTYLN COMBO TABLE BASED ON TOTAL:**

General <u>public</u>	Target <u>sample</u>	
44	45	Republican/Lean Rep.
51	51	Democrat/Lean Dem.
5	5	No answer to lean

**ASK ALL:**

IDEO In general, would you describe your political views as: **[SHOW RESPONSE OPTIONS 1-5 IN REVERSE ORDER FOR RANDOM ½ OF SAMPLE]**

General <u>public</u>	Target <u>sample</u>	
33	31	Conservative <b>(NET)</b>
8	8	Very conservative
25	23	Conservative
44	44	Moderate
22	22	Liberal <b>(NET)</b>
6	5	Very liberal
16	17	Liberal
2	3	No answer