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# *Earned Sick Days in Jersey City: A Study of Employers and Employees at Year One*

A REPORT OF THE CENTER FOR WOMEN AND WORK

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## EXECUTIVE SUMMARY

On September 25, 2013, the Jersey City Council adopted an ordinance to provide private sector workers with a minimum number of earned sick days to recover from their own illnesses or to care for sick family members. The ordinance went into effect on January 24, 2014. It includes a provision for a research study on the impact of the ordinance on employers and employees to be conducted one year after implementation. The Rutgers Center for Women and Work (CWW) undertook the evaluation. This report presents our findings based on surveys of 289 Jersey City employers and 198 employees conducted by the Eagleton Center for Public Interest Polling in January and February of 2015.

*The majority of employers surveyed (80.3%) are providing earned sick days to their workers in compliance with the law, and the majority (61.5%) indicated that they had not needed to change their policies in response to the law – they already provided earned sick days.*

*Most employers are providing paid leave, regardless of their business size.* In fact, 91.3% of employers who offer any leave pay employees for their time – 96.3% of those with 10 or more employees and 88.2% of those with 9 or fewer employees. This is despite the fact that smaller businesses are not required to provide paid leave.

*Employers reported an increase in productivity, the quality of new hires, and a reduction in turnover.* Among all businesses, 31.7% saw increases in productivity, improved quality of new hires, or a reduction in turnover due to the law. Among those who had changed their policies due to the law, 41.8% reported at least one of these benefits.

*Employers reported a reduction in the number of sick employees coming to work.* Twenty-eight percent (28%) of employers who made changes to their existing policy in response to the law reported a reduction in the number of sick employees coming to work.

*There is no evidence that employees are abusing the law.* Most - 92.4% - of employers said that there has been no change in their employees' use of sick days. Only 3.4% of employers indicated that their workers were taking more sick days, while 4.1% indicated that their workers were taking fewer.

*The law produced positive outcomes for employees.* Among those employees who had been with their employers for more than one year, 35.9% reported that their employers were more supportive of taking leave and 37.2% indicated higher job satisfaction. However, among those who said they had more sick days available due to the law, 84.4% reported that their employers were more supportive of leave taking and 71.9% reported higher job satisfaction.

Overall, our findings reveal a number of positive effects of the ordinance on businesses and employees in Jersey City and many areas in which the impact has been essentially neutral. Though the short time span since the adoption of the policy means that the effects of the law have not yet been fully realized, even at year one, many benefits are evident.

## INTRODUCTION

On September 25, 2013 the Jersey City Council adopted an ordinance (13.097) to provide workers with a minimum number of earned sick days (ESD) to recover from their own illnesses or to care for sick family members. The ordinance, which went into effect on January 24, 2014, requires that all local businesses with 10 or more employees provide up to five paid sick days to their employees each year and that companies with fewer employees provide five unpaid sick days.<sup>1</sup>

The law also includes a provision for a research study on the impact of the ordinance on businesses and workers, to be conducted one year after implementation. The Rutgers Center for Women and Work (CWW), in partnership with the Rutgers' Eagleton Center for Public Interest Polling (ECPiP), has conducted this evaluation. Here, we report the results of cross-sectional phone surveys, designed to assess the economic and health impact of Jersey City's ESD ordinance, on Jersey City employers and employees in diverse industries and firm sizes.

## RESEARCH ON EARNED SICK DAYS

According to the most recent data, over 1.2 million workers, or 38% of New Jersey's private sector workforce, lack access to any ESD.<sup>2</sup> These figures are more striking when disaggregated by occupation. For example, only 13% of workers in management occupations in New Jersey lack ESD, compared with 76% of New Jerseyans working in food preparation and service.

Although employers bear the cost of offering this benefit, previous research suggests that providing ESD can bring a range of economic, social, and health benefits for workers, businesses, and communities.<sup>3</sup> Studies have demonstrated that access to ESD can benefit workers by increasing economic and job security, promoting good health, and allowing workers to care for their own illnesses or for sick family members. Past scholarship also shows that employers benefit from increased productivity, reduced workplace contagion, reduced turnover, and improved employee retention.<sup>4</sup> For instance, one study found that workers with paid sick days are more productive,<sup>5</sup> and another study showed that paid sick leave decreased the probability of workers' voluntary or involuntary job separation by at least 25%.<sup>6</sup> Further, public support for ESD is high across sociodemographic groups.<sup>7</sup> Poll results consistently suggest this,

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<sup>1</sup>Further information about the ordinance can be found at: <http://www.cityofjerseycity.com/resident.aspx?id=13872>

<sup>2</sup>Institute for Women's Policy Research (IWPR). 2011. *Access to Paid Sick Days in the States, 2010*. Retrieved March 2, 2015 from: <http://www.iwpr.org/publications/pubs/access-to-paid-sick-days-in-the-states-2010>

<sup>3</sup>Lovell, V. 2005. *Valuing Good Health: An Estimate of Costs and Savings for the Healthy Families Act*. Institute for Women's Policy Research.

<sup>4</sup>*Ibid.*

<sup>5</sup>Miller, K. & C. Williams. 2012. *Valuing Good Health in Massachusetts: The Costs and Benefits of Paid Sick Days*. Institute for Women's Policy Research. Retrieved March 2, 2015 from: <http://www.iwpr.org/publications/pubs/valuing-good-health-in-massachusetts-the-costs-and-benefits-of-paid-sick-days-2> .

<sup>6</sup>Hill, H.D. 2013. "Paid Sick Leave and Job Stability." *Work and Occupations*, 40, 143-173.

<sup>7</sup>Smith, T.W., & Kim, J. 2010. *Paid Sick Days: Attitudes and Experiences*. National Opinion Research Center, University of Chicago; National Partnership for Women and Families (2012). Election eve/night omnibus, November 2012. Retrieved September 19, 2013 from [http://go.nationalpartnership.org/site/DocServer/Lake\\_Research\\_and\\_Tarrance\\_Group\\_Omnibus\\_Poll\\_Results\\_fo.pdf?docID=11581](http://go.nationalpartnership.org/site/DocServer/Lake_Research_and_Tarrance_Group_Omnibus_Poll_Results_fo.pdf?docID=11581)); National Partnership for Women and Families (2014). Re: Economic security issues for women

as do the recent victories for ballot initiatives requiring paid sick leave in Trenton and Montclair, New Jersey, Oakland, California, and the state of Massachusetts.

Prior research also highlights that access to ESD is particularly important for relatively vulnerable populations, including women, underserved minorities, and low-wage earners. For example, poor women are one of the sociodemographic groups with the least access to leave: two-thirds of low-income women and three-fourths of very poor women do not get paid when they miss work to care for sick children.<sup>8</sup> And the repercussions are demonstrable. For example, one study by Oxfam America found that 19% of low-wage working mothers had lost a job as a result of being sick or caring for a sick child.<sup>9</sup> In fact, both men and women in lower income brackets are at a disadvantage when it comes to ESD – for instance, workers with annual personal earnings at or below \$14,999 are less likely than are workers with higher earnings to have access.<sup>10</sup> Specifically, previous research conducted by the Center for Women and Work about ESD in New Jersey has indicated that women and underserved minorities are less likely than other groups to have access to leave.<sup>11</sup>

As of February 2015, 18 U.S. cities and three states have enacted laws to guarantee workers the right to earn sick days from their employers.<sup>12</sup> Jersey City was the sixth U.S. city, and first jurisdiction in New Jersey, to adopt an ESD law. Previous studies have evaluated the impact of ESD policies in Connecticut, San Francisco, and Seattle,<sup>13</sup> with all identifying tangible benefits as a result. In this report, we present the first analysis of the impact of Jersey City’s ordinance on both businesses and employees at year one.

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and families in the 2014 midterm election, as presented on candidates’ campaign websites. Retrieved February 23, 2015 from <http://www.nationalpartnership.org/research-library/work-family/2014-midterm-election-candidates-campaign-website-analysis.pdf>

<sup>8</sup>Wyn, R., Ojeda, V., Ranji, U., & Salganicoff, A. 2003. *Women, Work, and Family Health: A Balancing Act*. Washington, DC: Henry J. Kaiser Family Foundation. Retrieved September 17, 2013 from: [http://www.kdheks.gov/hcf/healthquest/download/resource\\_downloads/Balancing\\_Act\\_Issue\\_Brief.pdf](http://www.kdheks.gov/hcf/healthquest/download/resource_downloads/Balancing_Act_Issue_Brief.pdf).

<sup>9</sup>Oxfam America. 2013. *Hard Work, Hard Lives*. Retrieved February 23, 2015 from <http://www.oxfamamerica.org/explore/research-publications/hard-work-hard-lives/>.

<sup>10</sup>O’Connor, R., Hayes, J., & Gault, B. 2014. Paid Sick Days Access Varies by Race/Ethnicity, Sexual Orientation, and Job Characteristics. Institute for Women’s Policy Research. Retrieved February 23, 2015 from: <http://www.iwpr.org/publications/pubs/paid-sick-days-access-varies-by-race-ethnicity-sexual-orientation-and-job-characteristics#sthash.3Nrr9WwI.dpuf>.

<sup>11</sup>White, K., Houser, L., & Lindemann, D. (2013). *It’s Catching: Public Opinion toward Paid Sick Days in New Jersey*. Rutgers University Center for Women and Work. Retrieved June 26 2013 from: <http://smlr.rutgers.edu/cww-report-its-catching-paid-sick-days>.

<sup>12</sup>National Partnership for Women and Families, 2015. *Paid Sick Day Statutes*. Retrieved March 11, 2015 from: <http://www.nationalpartnership.org/research-library/work-family/psd/paid-sick-days-statutes.pdf>

<sup>13</sup>Appelbaum, E., R. Milkman, L. Elliott, and T. Kroeger. 2014. *Good for Business? Connecticut’s Paid Sick Leave Law*. Center for Economic and Policy Research. Retrieved March 2, 2015 from: <http://www.cepr.net/documents/good-for-buisness-2014-02-21.pdf>; Drago, R. and V. Lovell. 2011. *San Francisco’s Paid Sick Leave Ordinance: Outcomes for Employers and Employees*. Institute for Women’s Policy Research. Retrieved March 2, 2015 from: <http://everybodybenefits.org/wp-content/uploads/2011/03/TWPR-SF-Outcomes-for-Employers-and-Employees.pdf>; Romich, J., W. Bignell, T. Brazg, et al., 2014. *Implementation and Early Outcomes of the City of Seattle Paid Sick and Safe Time Ordinance*. The University of Washington. Retrieved March 11, 2015 from: <http://www.seattle.gov/Documents/Departments/CityAuditor/auditreports/PSSTOUWReportwAppendices.pdf>

## **METHODS**

### ***The Employer Poll (n = 289)***

The survey of Jersey City employers (n=289) was conducted by the Eagleton Center for Public Interest Polling by telephone (cellphones and landlines), from January 21 to February 2, 2015. The sampling frame was the universe of Jersey City businesses as available through Dun & Bradstreet listings. Companies with more than one employee were selected; self-employed individuals were ineligible for the study. The list was stratified by number of employees as this information was available in the Dun & Bradstreet database. Businesses with five or more employees were oversampled. The results reported here are weighted to adjust for the oversample of larger businesses so that the statistics are representative of businesses stratified by number of employees in Jersey City.

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. In this poll, the simple sampling error for the weighted sample of 289 businesses out of a universe of approximately 4,000 eligible businesses is +/-5.5 percentage points at a 95 percent confidence interval.

See Appendix A for the employer survey instrument.

### ***The Employee Poll (N = 198)***

The employee poll was conducted by telephone from February 3-10, 2015 with a scientifically selected random sample of New Jersey adults, as part of a larger Rutgers-Eagleton Poll. Specific questions were added for respondents who worked in Jersey City in a business with two or more employees. In addition, a separate sample of adults living in Jersey City was drawn, and efforts were made to survey those who also worked in Jersey City. The total number of Jersey City workers polled was 198—including mostly residents of Jersey City but also including some who live elsewhere within New Jersey. The poll was available in Spanish for respondents who requested to do it in that language.

In this poll, the simple sampling error for the sample of 198 employees out of a universe of approximately 110,000 private sector workers in Jersey City is +/-7 percentage points at a 95 percent confidence interval.<sup>14</sup>

See Appendix B for the employee survey instrument.

### ***Terminology***

In this report, we use “earned sick days” to refer to either paid or unpaid sick days, while we use “paid sick days” to refer to only sick days for which employees receive pay. We use “small business” to refer to businesses with 9 or fewer employees and “large business” for businesses with 10 or more employees.

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<sup>14</sup> This is an estimate calculated by CWW based on the sample size as compared with the estimated total number of Jersey City workers.

## RESULTS

The results of the Rutgers-Eagleton employer poll suggest that, in many ways, “business as usual” has continued in Jersey City. Compliance levels are high, most businesses are providing paid sick days, and those that have changed their policies are reporting a range of benefits. Challenges remain around levels of awareness however.

### JERSEY CITY *EMPLOYERS* AT YEAR ONE

#### *Employers: Compliance with the Law*

Poll results indicate that 80.3% of Jersey City businesses provide sick days to their employees – 72.4% of those with \* or fewer employees and 97.2% of those with 10 or more employees report providing at least one day. The Jersey City ordinance requires businesses with 9 or fewer employees to provide *earned* sick days to their employees; larger businesses are required to provide *paid* sick days. However, more than 9 out of 10 employers—91.3%—who said that they offered ESD to their workers indicated that their workers received pay for these days – 96.3% of larger businesses and 88.2% of smaller businesses. This is despite the fact that smaller businesses were not mandated by the ordinance to provide paid sick days.<sup>15</sup>

The number of days offered varied by business size. In general, larger businesses offered more days; 88.7% of those with ten or more employees offered five days or more, as opposed to 61.2% of smaller businesses.<sup>16</sup>

#### *Employers: Awareness and Understanding of the Law*

More than half of employers in Jersey City (55.7%) indicated that they were aware of the recent legislation requiring that they provide ESD for their employees.<sup>17</sup> Employers in small and large businesses were about equally as likely to be aware of the law. In fact 53.9% of employers with 9 or fewer workers and 59.8% of employers with 10 or more workers said that they were aware of the recent legislation—a difference that is not statistically significant.<sup>18</sup> As we would expect, awareness was highest (70.8%) among those employers who indicated that they had changed their policies due to the law and lowest (36.4%) among those who said they did not offer earned sick days.<sup>19</sup>

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<sup>15</sup> Includes only those businesses with valid responses for each item. Excludes a small number with missing data for number of employees or who answered “don’t know” or “not sure” for questions on the numbers of sick days offered and paid.

<sup>16</sup> Includes only those businesses with valid answers for each item.

<sup>17</sup> 44.3% of employers replied “no.” 0.4% refused to answer the question and were excluded from the analysis.

<sup>18</sup> When asked “Which of the following best describes your company’s response to the Earned Sick Days law?,” some respondents volunteered responses that indicated lack of awareness of the requirements of the law. These included “Does not apply,” “[We] don’t meet the requirements,” and “We don’t offer sick days because we don’t have full-time employees.”

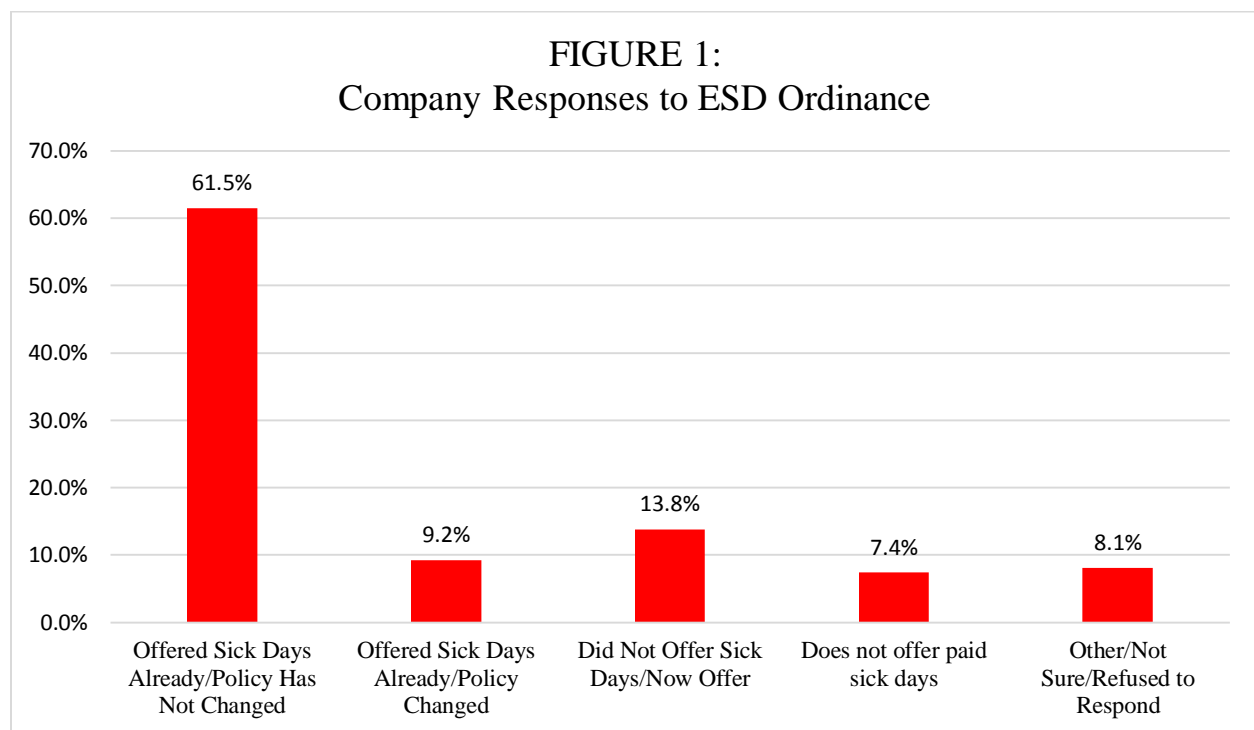
<sup>19</sup> Includes only those businesses with valid answers for each item. This difference in levels of awareness is statistically significant ( $p < 0.01$ ).

Those employers who *were* aware of the passage of the ordinance generally indicated that they found its requirements easy to understand. The overwhelming majority of employers—85.6%—said that they found the law’s requirements either “very easy” or “easy” to understand.<sup>20</sup>

The number of sick days businesses offered was closely tied to awareness of the law. For instance, only 41.3% of those who offered no sick days said that they were aware of the law, compared with 59.8% of employers who offered any sick days, a difference that is statistically significant ( $p < 0.05$ ).

***Employers: Implementation of the Law***

The majority of employers did not need to change their company policies to comply with the ordinance. As Figure 1 illustrates, when asked, “Which of the following best describes your company’s response to the Earned Sick Days law?” 61.5% of employers said that they had offered ESD before the law was passed, and that their policies had not changed due to the passage of the law. About 1 in 10 (9.2%) responded that they had offered ESD before the law was passed but had changed their policies in response to the law, while 13.8% responded that they had not offered ESD before the law was passed but that they now offered ESD in response to the law. An additional 7.4% of employers volunteered responses to this question indicating that they did not offer ESD.<sup>21</sup>



Overall, this means that about one-quarter of Jersey City businesses changed their policies in response to the law.

<sup>20</sup>5.2% said that they found it “neither difficult nor easy,” 5.2% responded “difficult,” 0.7% responded “very difficult,” and 3.3% said that they did not know.

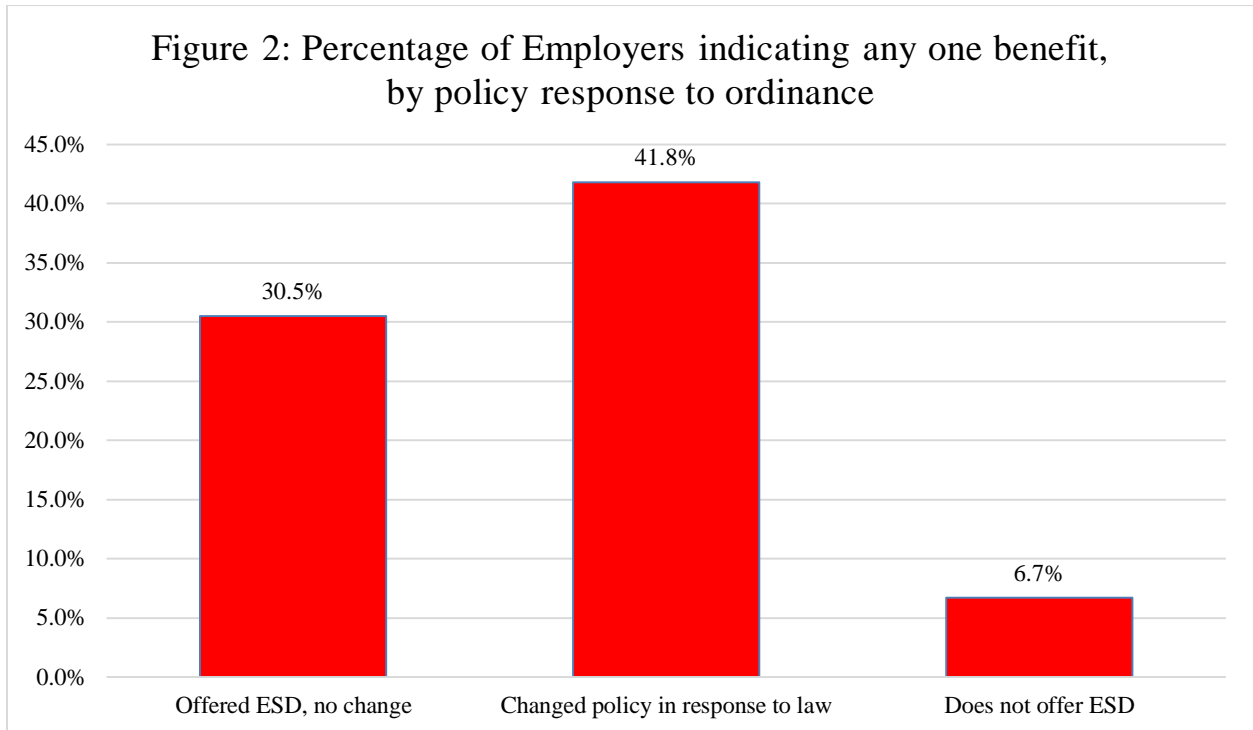
<sup>21</sup>“Other” was a voluntary response category that included those who those who said the ordinance did not apply to them and those who gave other answers.

## ***Employers: Impact of the Law***

The employer polling data suggest that, in large part, the legislation has not changed the number of sick days their employees are taking. In fact, 92.4% of employers said that there has been *no change* in their employees' use of sick days since the city implemented the law. Only 3.4% of employers indicated that their workers were taking *more* sick days, while 4.1% indicated that their workers were taking fewer.<sup>22</sup>

The primary intention of the ordinance was to allow workers time off to care for themselves or for their family members. Overall, 11.8% of employers indicated that the law had reduced the number of sick employees at work. However, among the one-quarter of businesses that had changed their policies as a result of the law – which is the population among which we would expect to see the greatest effect of the ordinance – 28.3% indicated a reduction in the number of sick employees at work.<sup>23</sup>

The survey also asked employers about a variety of other possible effects the ordinance may have had on their organizations, including whether the ESD ordinance had improved the quality of job applicants, improved productivity at their companies, or reduced turnover. Overall, 31.7% of employers indicated that they had experienced any one of these benefits. However, as Figure 2 indicates, among those who had changed their policies, 41.8% indicated at least one of these benefits, versus 30.5% of those who had not changed policies and 6.7% of those who did not offer ESD, a difference that is statistically significant ( $p < 0.05$ ).<sup>24</sup>



<sup>22</sup>Includes only those with valid responses for each item; excludes a small number who replied “Do not know” (3.9%), and 2.8% who refused to respond.

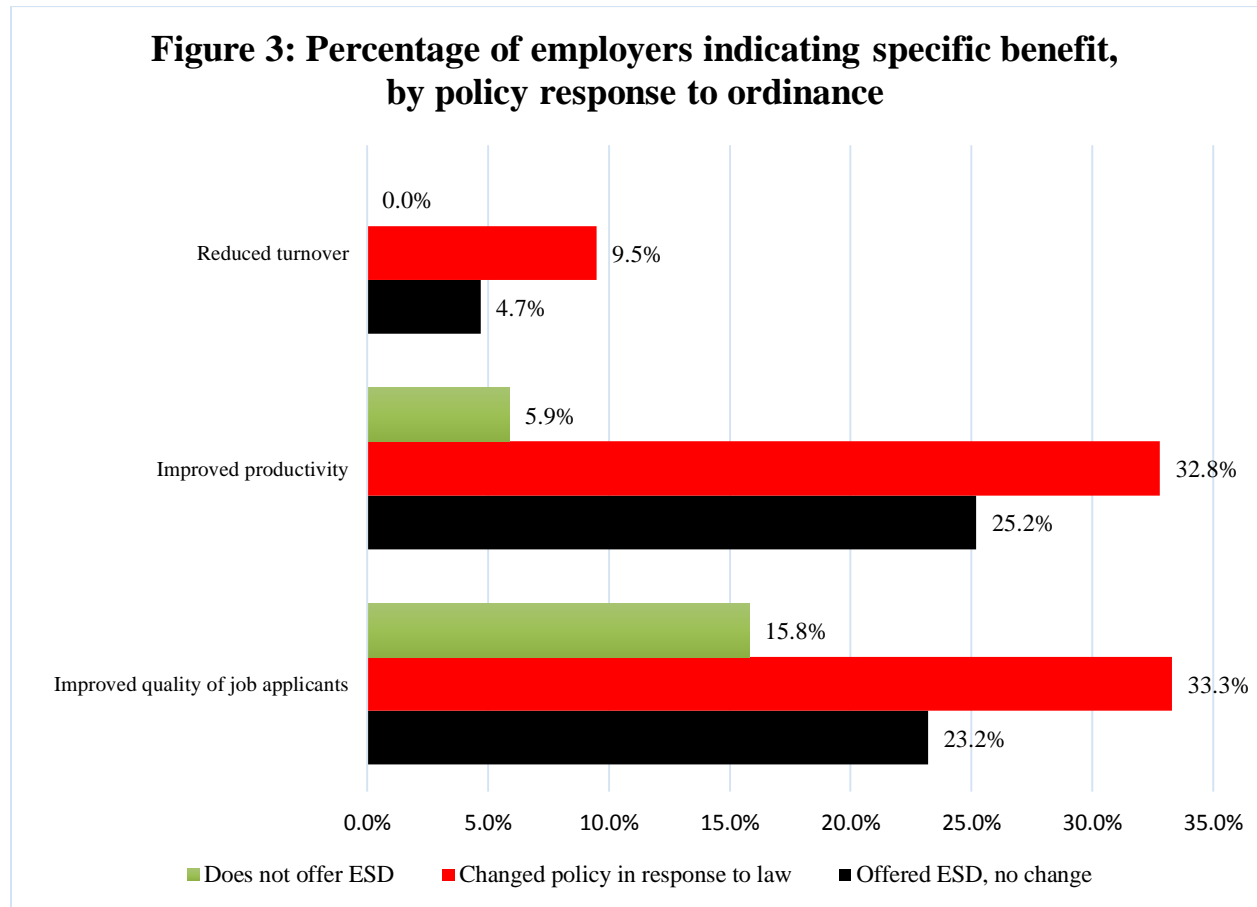
<sup>23</sup>Includes only those with valid responses for each item.

<sup>24</sup>Includes those with valid responses on all items.



There is a similar pattern for each one of these specific benefits, as Figure 3 indicates. Overall, 25.1% of employers indicated improved quality of job applicants, 25.7% reported improved productivity at their companies, and 5.1% reported reduced turnover. All of these numbers were higher for businesses that had changed their policies.<sup>25</sup>

At year one, this legislation is still in a nascent stage, and it will be important to track how these numbers change as awareness and implementation become more widespread.



***Employers: Other Characteristics of Businesses Providing ESD***

We also asked business owners about other characteristics of their businesses, specifically, the percentage of employees earning more than \$12/hour and the percentage of employees with benefits other than paid time off. Interestingly, businesses that paid their employees less were not significantly less likely to offer either any or five or more sick days. In the same vein, companies that provided benefits other than ESD (such as pensions and health benefits) to any of their employees were not significantly more likely to provide any ESD than were companies providing no other benefits—20.0% and 18.8%, respectively. However, companies providing other benefits were more likely to give their employees five or more ESD. Sixty percent (60.0%) of employers who provided other benefits to any of their workers, and 32.8% of employees who

<sup>25</sup> Includes only those with valid responses on each item.

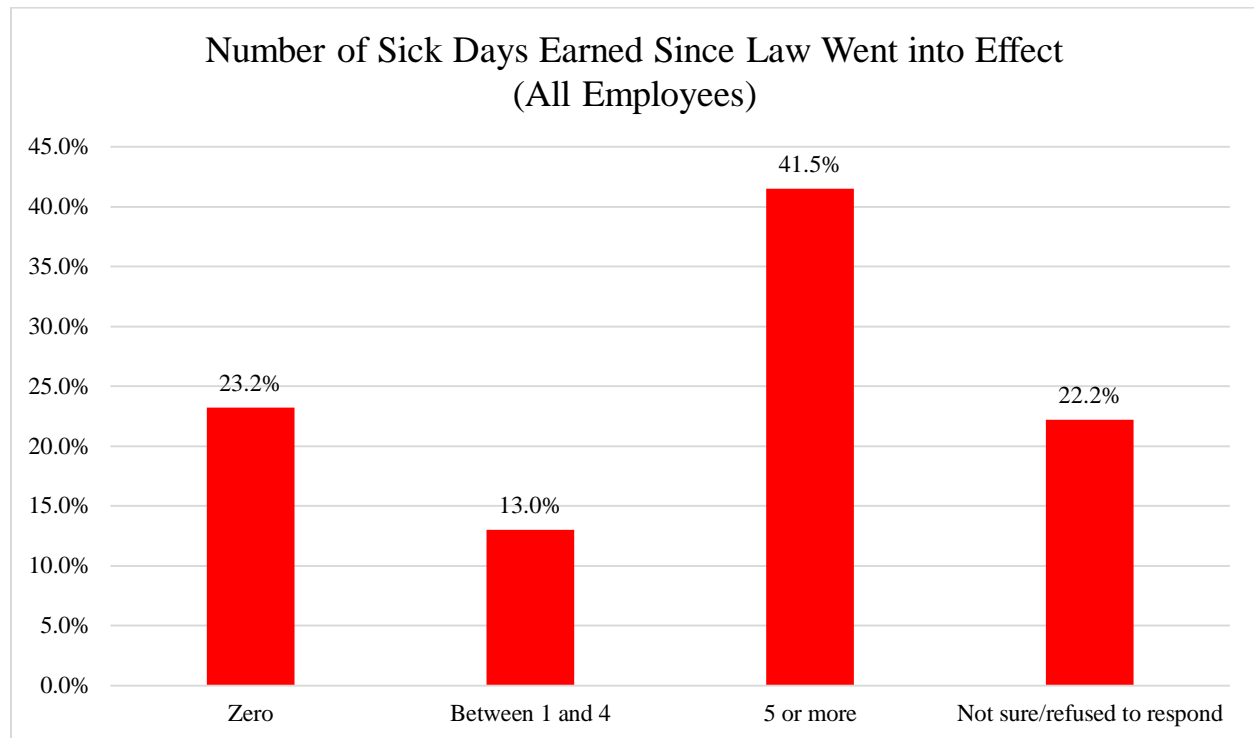
did not offer other benefits, also offered five or more ESD—a difference that is statistically significant at the  $p < 0.01$  level.

## JERSEY CITY EMPLOYEES AT YEAR ONE

### *Employees: Use of the Law and Awareness*

Overall, more than half (54.5%) of Jersey City workers indicated that they had earned at least one sick day since the law had gone into effect; among those who had been working for the same employer for more than one year (and were hence eligible to earn days), the number was 57.1%.

As Figure 4 illustrates, 23.2% of all workers had earned no sick days since the ordinance went into effect, 13.0% had earned between one and four days, and 41.5% had earned five or more days. In addition, 22.2% of workers replied “not sure” or did not respond to the question.



As in the case of employers, only about half of Jersey City employees (49.0%) were aware of the ESD law; 48.5% said that they were not aware of the ordinance, and 2.5% replied “not sure.” There were no significant differences in awareness by sociodemographic group—including age cohort<sup>26</sup>, income<sup>27</sup>, gender, level of education<sup>28</sup>, race/ethnicity<sup>29</sup>, or full-time (52.1% aware) versus part time (44.7% aware) work status.<sup>30</sup>

<sup>26</sup>18-29, 30-49, 59-64, or 65+

<sup>27</sup>In 2014, total family income from all sources, before taxes (categories included less than \$50,000, \$50,000-\$99,999, \$100,000-\$149,999, and \$150,000 or more).

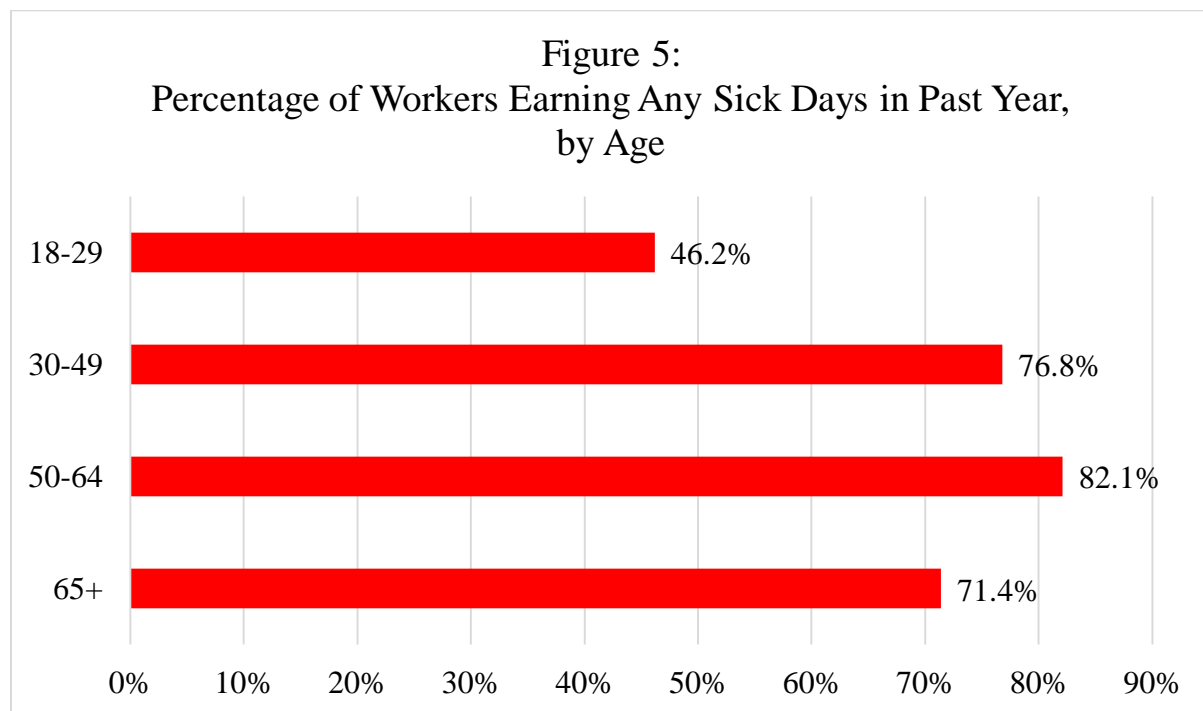
<sup>28</sup>High school or less, some college, college graduate, or graduate work.

<sup>29</sup>White, Black, Hispanic, or Other.

<sup>30</sup>Excludes “Not sure” and non-response.

Also in the case of the employer poll, the number of sick days Jersey City employees said they had earned was strongly linked to their awareness of the ordinance. Among those who were aware of the new law, 80.8% said they had earned at least one sick day in the prior year—compared with 59.2% of those who were not aware of the law.<sup>31</sup> This difference is statistically significant at the  $p < 0.01$  level.<sup>32</sup> In fact, among workers who had earned zero sick days, less than one-third—only 31.1%—were aware of the law.<sup>33</sup>

The percentage of workers who had earned any sick days in the previous year did not vary significantly by education level, race, gender, or income.<sup>34</sup> However, access to ESD was significantly ( $p < 0.01$ ) associated with employee age; younger workers were less likely to have earned any sick days since the ordinance had gone into effect. Less than half (46.2%) of employees in the youngest age cohort (18-29) had earned any sick days, compared to more than three-fourths of employees 30-49, 82.1% of employees aged 50-64, and 71.4% of employees 65 or older (Figure 5<sup>35</sup>). This finding is in accordance with previous work on ESD, indicating lower rates of access among younger workers.<sup>36</sup>



<sup>31</sup>Excludes “not sure” and those who refused to respond.

<sup>32</sup>Along similar lines, among those who were aware of the law, 38.4% had earned less than five sick days, compared to 53.9% of those who were not aware of the law; however, this difference is not statistically significant at the  $p < 0.05$  level. (Excludes “not sure” and non-response).

<sup>33</sup>Excludes “not sure” and non-responses.

<sup>34</sup>Excludes “don’t know” and non-response within all categories.

<sup>35</sup>Excludes “don’t know” and non-response.

<sup>36</sup>White, K., Houser, L., & Lindemann, D. (2013). It’s catching: Public opinion toward Paid Sick Days in New Jersey. Rutgers University Center for Women and Work. Retrieved June 26 2013 from <http://smlr.rutgers.edu/cww-report-its-catching-paid-sick-days>.

There is another significant disparity in ESD access between full-time and part-time workers. Excluding respondents who did not know how many sick days they had received or chose not to respond to that question, 79.8% of full-time employees had received at least one sick day in the previous year, compared with 37.1% of part time employees—a difference that is significant at the  $p < 0.001$  level (Table 1).

This result is also in accordance with prior scholarship.<sup>37</sup> However, it is important to point out that the Jersey City ordinance makes no distinction between part-time and full-time employees. Anyone who works 80 hours in a calendar year in Jersey City is an employee for the purposes of the law and should have access to ESD.

**Table 1: Percentage of Workers Earning Any Sick Days, by Part-Time/Full-Time Status**

	Percentage Earning Any Sick Days
Part-Time Workers	37.1%
Full-Time Workers	79.8%

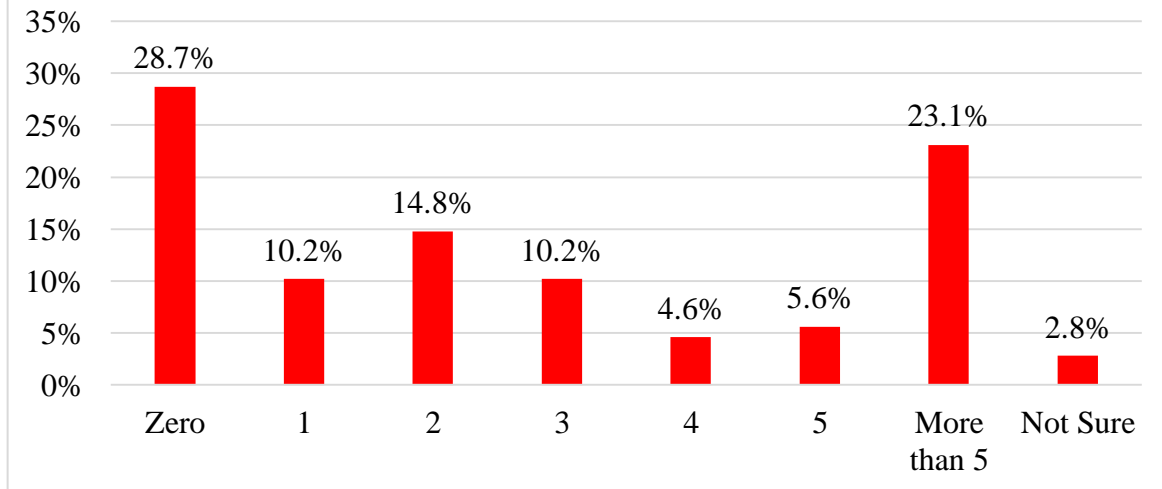
The polling results also demonstrate that a substantial portion of New Jersey workers did not use all of the sick days they had earned. In fact, among workers who had earned at least one sick day since the ordinance was enacted on January 24, 2014, 28.7% said that they had used zero of those days, and more than half—53.7%—had used two or fewer. As Figure 6 illustrates, among Jersey City workers who had earned at least one sick day in the prior year, 39.8% had used between one and four of those days, 5.6% had used five, and 23.1% had used more than five; 2.8% indicated that they were not sure how many ESD they had used.

Overall, 58.1% of workers who had earned sick days in the past year did not use up all of the days they had earned (not shown on Figure 6).<sup>38</sup>

<sup>37</sup>Bureau of Labor Statistics. 2014. Employee Benefits in the United States – March 2014. Retrieved March 5, 2015 from: <http://www.bls.gov/news.release/pdf/ebs2.pdf>

<sup>38</sup>41.9% indicated that they had used at least as many sick days as they had earned. Excludes “don’t know” and non-response. The poll asks whether respondents had earned and used zero, one, two, three, four, five, or more than five sick days. Respondents who earned “more than five” and used “more than five” sick days are counted as using all of their sick days, since the ordinance only allows for up to five sick days. Under this rubric, a respondent who, hypothetically, earned seven days and used six would be counted as “using all of her sick days,” though she had not technically done that. In sum, we likely *overestimate* the number of people who exhausted all of their sick time.

Figure 6:  
Number of Sick Days Used Since Passage of Law  
(Among Employees Earning at Least One Day)



While part-time Jersey City employees were significantly less likely to have access to ESD than were full-time workers, among employees who *had* earned any sick days, full-time and part-time workers were about equally as likely to have used them. We found that 70.7% of full-time employees and 69.2% of part-time employees who had earned any sick days had used at least one of those days—a difference that is not statistically significant.<sup>39</sup>

Among those workers who had earned sick days in the past year, we also did not find any significant sociodemographic differences (by gender, age group, level of education, income, or race<sup>40</sup>) in whether they had used any of those days.

***Employees: Use of the Law (Paid Sick Days)***

In accordance with the findings from the employer survey, employees indicated that, if they were receiving any ESD, they were generally being paid for those days. As Figure 7<sup>41</sup> demonstrates, among workers who had earned one or more sick days in the past year, most said they had received pay for at least one of those days. Only about 1 in 10 workers (9.5%) who received ESD said that none of those sick days were paid.

In fact, further analysis (not shown on Figure 7) reveals that, in 86.3% of cases, workers were paid for *all* of the sick days they had used.<sup>42</sup>

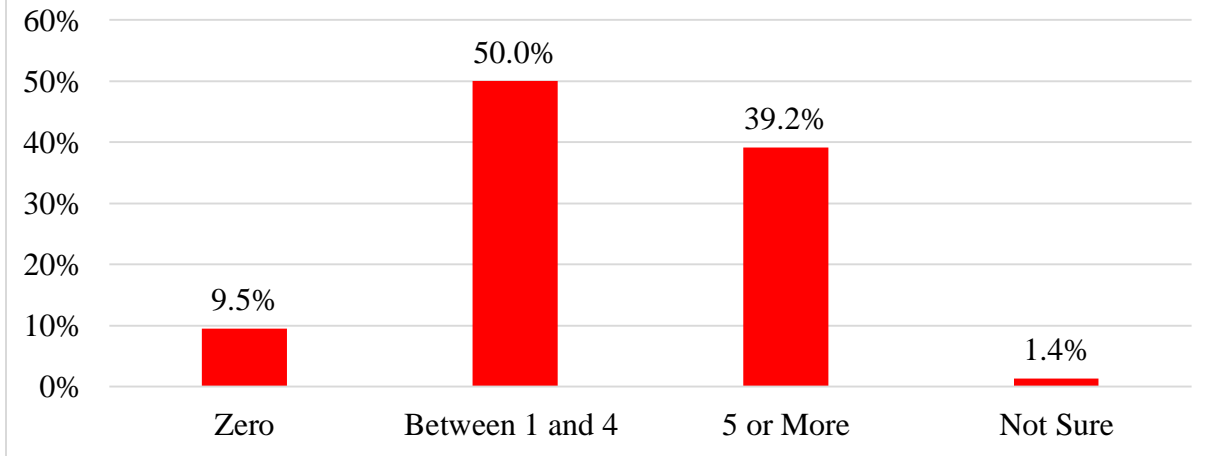
<sup>39</sup>Excludes “not sure” responses.

<sup>40</sup>Excludes “not sure” responses within all categories.

<sup>41</sup>Totals do not sum to 100% due to rounding.

<sup>42</sup>Excludes “not sure” and non-responses.

**Figure 7:  
Number of Sick Days for Which Workers Received Pay  
(Among Workers Earning at Least One Day)**



While the Jersey City ordinance only required smaller businesses to provide only *unpaid* sick days for their employees, among those workers who had used ESD, employees in businesses with nine or fewer employees (81.8%) were not significantly less likely than were workers in larger businesses (69.1%) to have been paid for that time.<sup>43</sup> This finding is also in accordance with the results of the employer poll, which suggest that a majority of both small and large companies that offer ESD pay their employees for the sick days they take.

***Employees: Reasons for Using or Not Using ESD***

The Rutgers-Eagleton polling results reveal that employees’ primary use of sick days has been to care for their own illnesses. Among those who had used at least one ESD, 89.2% said that they had taken sick time because they themselves were ill.<sup>44</sup> In contrast, only 39.2% of those who had taken earned sick time had used it to care for ill family members.<sup>45</sup>

**Table 2: Reasons for Taking ESD (Among Workers Using at Least One Sick Day)**

	Percentage Taking Sick Time
To Care for Own Illness	89.2%
To Care for Sick Family Member	39.2%

While women (43.3%) were more likely than were men (36.4%) to have used ESD to care for sick family members, this difference is not statistically significant at the  $p < 0.05$  level.

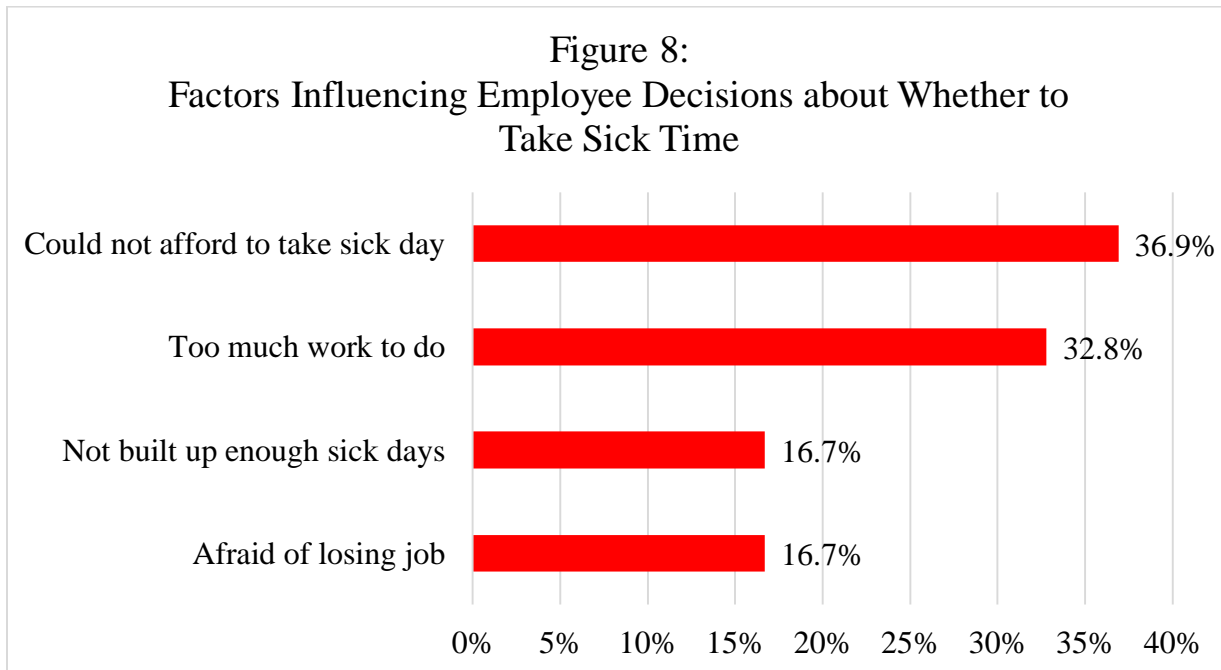
The Rutgers-Eagleton Poll also asked about four factors that may have influenced workers’ decisions about whether or not to take a day off from work to recover from illnesses or to care

<sup>43</sup>Excludes respondents who refused to respond or did not know whether there were ten or more employees in their business.

<sup>44</sup>9.5% indicated they had not taken a sick day because they themselves were sick, and 1.4% refused to respond.

<sup>45</sup>60.8% indicated they had not taken a sick day because a family member was sick, and zero refused to respond.

for sick family members. As Figure 8 demonstrates, the factor most commonly influencing these types of decisions was financial need, with 36.9% of employees indicating that they could not afford to take the time off from their jobs.<sup>46</sup> In comparison, 32.8% indicated that they had too much work to do,<sup>47</sup> 16.7% indicated that they had not built up enough sick days,<sup>48</sup> and 16.7% said that they were afraid they would lose their jobs if they took a sick day.<sup>49</sup>



The majority of workers (81.8%) did not fear losing their jobs when they took sick days. However, a non-trivial percentage of workers (16.7%) did still have this fear, despite the fact that the ordinance forbids employers from retaliating against employees who use the sick time to which they are entitled. With greater awareness and implementation of the ordinance, we might expect to see this percentage decrease. Furthermore, a 2013 Rutgers-Eagleton poll asking the same question found that a higher proportion of New Jerseyans in general (24.7%) feared losing their jobs if they took sick days<sup>50</sup>—a difference that might reflect the impact of the ordinance, even at this early stage.

While, overall, financial need was the top factor influencing employees' leave-taking behavior, the salience of this factor varied significantly by sociodemographic group (Figures 9a and 9b). For example, as one might expect, workers with lower family incomes were significantly

<sup>46</sup>61.1% said this was not a factor influencing their decisions about sick time, 1.5% said that they did not know whether this was a factor, and .5% refused to respond.

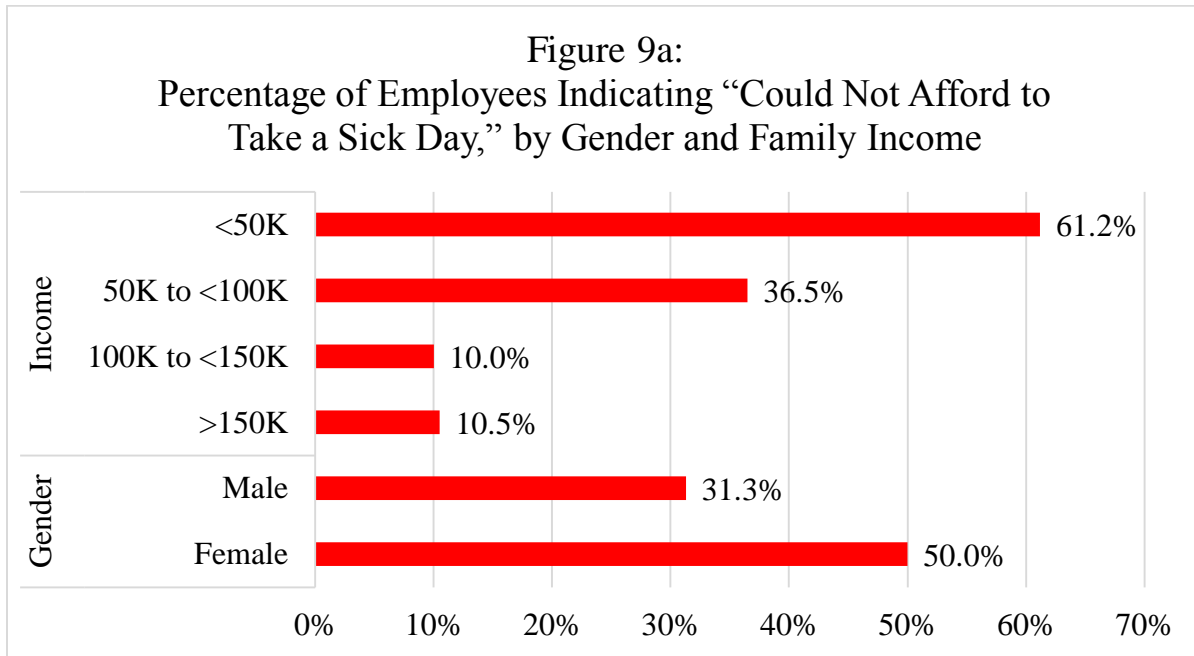
<sup>47</sup>65.7% said this was not a factor influencing their decisions about sick time, and 1.5% said that they did not know if this was a factor.

<sup>48</sup>79.8% indicated that this was not a factor influencing their decisions about sick time, and 3.5% responded that they did not know whether this was a factor.

<sup>49</sup>81.8% said that this was not a factor influencing their decisions about sick time, and 1.5% indicated that they did not know whether this was a factor.

<sup>50</sup>White, K., Houser, L., & Lindemann, D. (2013). It's catching: Public opinion toward Paid Sick Days in New Jersey. Rutgers University Center for Women and Work. Page 13. Retrieved March 5, 2015 from <http://smlr.rutgers.edu/cww-report-its-catching-paid-sick-days>.

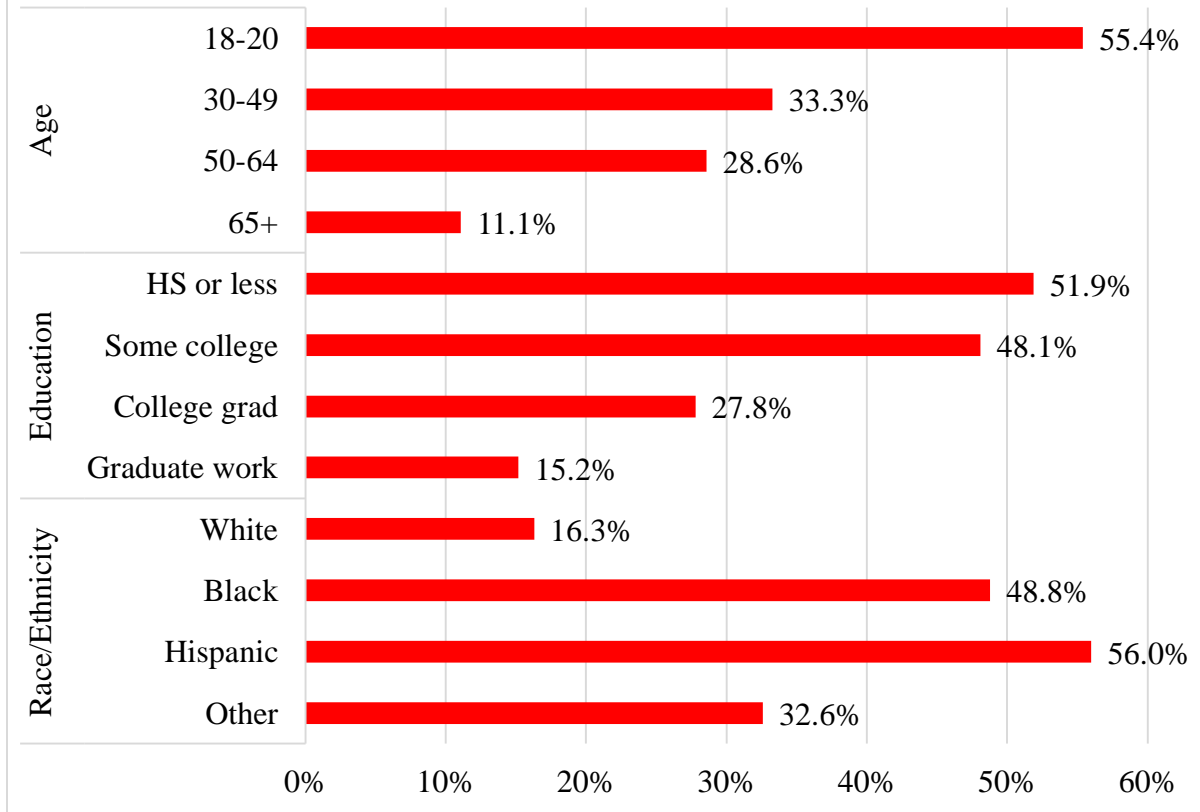
( $p < 0.001$ ) more likely than higher earners were to agree that this was a factor in their use of sick days. And half of women (50.0%) indicated that they could not afford to take sick time, compared with less than one-third of men (31.3%)—a difference that is statistically significant at the  $p < 0.05$  level (Figure 9a).



In addition, as Figure 9b illustrates, younger age cohorts were significantly ( $p < 0.01$ ) more likely than older workers were, and workers with lower levels of education were significantly ( $p < 0.01$ ) more likely than workers with higher levels of education were, to say that they could not afford to take sick days. And Blacks and Hispanics were significantly ( $p < 0.001$ ) more likely than were non-Latino Whites to indicate that this was a factor affecting their leave-taking.



Figure 9b:  
Percentage of Employees Indicating “Could Not Afford to  
Take a Sick Day,” by Age, Education, and Race/Ethnicity



***Employees: Impact of the Law***

Finally, employees who had been working at the same companies for longer than one year were asked a variety of questions about the impact of the ordinance on their working conditions and their broader lives. For example, workers were read two statements: “Since the passage of the law, my employer is now more supportive of providing earned leave benefits” and “Since the passage of this law, I am more satisfied with my job because of the changes in earned leave benefits.” They were then asked whether they felt those statements applied to them. They were also asked to reply yes or no to the following two statements: “Changing the law has made it easier for me to use an earned sick day when I am sick,” and “Changing the law has made it easier for me to use an earned sick day to care for family members when they are sick or in need.”

As Table 5 demonstrates, over one-third of employees indicated that their employers were now more supportive of their leave-taking (35.9%) and that their job satisfaction had increased (37.2%) due to the ordinance. Additionally, 42.3% said that the law had made it easier for them to use ESD when they were sick, and 43.6% indicated the law had made it easier to care for sick family members.

**Table 5: Benefits Workers Have Received from the Law (Among Employees Working at Same Company for Longer Than One Year)<sup>51</sup>**

<b>“My employer is more supportive of providing earned leave.”</b>	
Yes	35.9%
No	49.4%
No answer/Refused to respond	14.8%
<b>“Since the passage of this law, I am more satisfied with my job because of the changes in earned leave benefits.”</b>	
Yes	37.2%
No	48.1%
No answer/Refused to respond	14.8%
<b>“Changing the law has made it easier for me to use an earned sick day when I am sick.”</b>	
Yes	42.3%
No	51.3%
No answer/Refused to respond	6.4%
<b>“Changing the law has made it easier for me to use an earned sick day to care for family members when they are sick or in need.”</b>	
Yes	43.6%
No	49.4%
No answer/Refused to respond	7.1%

Overall, about one fifth (20.5%) of respondents<sup>52</sup> said that they had more available sick days as a result of the law. Among those who now had more sick days, 59.4% said that they had received pay for those days.<sup>53</sup>

Responses to the questions about the impact of the law were particularly striking among workers who said that the number of sick days available to them had increased as a result of the ordinance (not shown on Table 5). For example, among employees who now had more sick days due to the law, 84.4% said that their employers were now more supportive of providing earned leave, and 71.9% said that they were more satisfied with their jobs. These results suggest that the majority of employees who have been directly affected by the ordinance feel that it has been beneficial for them.

<sup>51</sup>Totals do not sum to 100% due to rounding.

<sup>52</sup>68.9% replied “no” and 10.9% said that they did not know. Includes only respondents who had been at the same employer for more than one year.

<sup>53</sup>In contrast, 12.5% said that the days were unpaid, 25.0% replied “it depends,” and 3.1% did not respond to the question about whether the days were paid.

## CONCLUSION

In many ways, “business as usual” has continued in Jersey City. Today, 80.3% of Jersey City businesses provide sick days to their employees. A majority of employers (61.5%) indicated that their policies had not changed due to the passage of the ESD ordinance; they already offered ESD and did not need to change. In addition, most employers (92.4%) said that there had been *no change* in their employees’ use of sick days and only 3.4% of employers indicated that their workers were taking more sick days since the city implemented the law.

Further, of those businesses in Jersey City that offered ESD, the overwhelming majority (91.3%) indicated that they paid employees for these days. This was true of 96.3% of businesses with 10 or more employees, but also of 88.2% of businesses with 9 or fewer employees – even though the law does not mandate those in the latter category to pay employees for sick days.

There is no evidence of abuse of the law. Overall, 92.4% of employers said that there has been no change in their employees’ use of sick days. Only 3.4% of employers indicated that their workers were taking more sick days, while 4.1% indicated that their workers were taking fewer.

Our analysis indicates that a range of benefits for employers have followed in the wake of the adoption of the policy. Even one year out, a substantial minority of business owners report a reduction in the number of sick employees at work, reduced turnover, improved productivity, and improved quality of job applicants. As we would expect, these benefits are particularly evident among companies that changed their policies in response to the law.

Among employees polled, more than half (54.5%) of Jersey City workers indicated that they had earned at least one sick day since the law had gone into effect; among those who had been working for the same employer for more than one year (and were hence eligible to earn days) the number was 57.1%.

Overall, 58.1% of workers who had earned sick days in the past year did not use up all of the days they had earned. In fact, among workers who had earned at least one sick day since the ordinance was enacted on January 24, 2014, 28.7% said that they had used zero of those days, and more than half—53.7%—had used two or fewer. Of those who had used any days, most used them to care for their own illnesses (89.2%), though 39.2% of workers had used days to care for sick family members.

The law produced positive outcomes for employees. Among those employees who had been with their employers for more than one year, 35.9% reported that their employers were more supportive of taking leave and 37.2% indicated higher job satisfaction. However, among those who said they had more sick days available due to the law, 84.4% reported that their employers were more supportive of leave taking and 71.9% reported higher job satisfaction.

Though most employees report having access to ESD, both access and the reasons for leave-taking varied significantly by sociodemographic group. Younger workers had significantly less access to ESD, as did employees who worked part-time. And lower-income workers, women, younger workers, workers with lower levels of education, and Blacks and Hispanics were still

significantly more likely to say that they could not afford to take sick days despite the passage of the ordinance.

Our polling also indicates the need for increased awareness of the new law among both employers and employees. Only about half of both employers (55.7%) and employees (49.0%) in Jersey City knew about the passage of the ordinance. Awareness was strongly related to policy change – 70.8% of those employers who had changed their policies were aware of the law, compared to 36.4% of those who said they do not offer earned sick days. While the majority of employers who knew about the ordinance said they found it easy to understand, these polling data also suggest that greater outreach may be necessary to clarify the law’s requirements. For example, some workers (16.7%) still said that they feared losing their jobs when they took sick days, despite the fact that the ordinance prohibits businesses from retaliating against employees who use the sick time they have earned.

Overall, our findings reveal a number of positive impacts of the ordinance on businesses and employees in Jersey City and many areas in which the impact of the law has been essentially neutral. Though the short time span since the adoption of the policy means that the effects of the law have not yet been fully realized, even at year one, many benefits are evident.

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## **ABOUT THE CENTER FOR WOMEN AND WORK**

The Center for Women and Work (CWW) is an innovative leader in research and programs that promote gender equity, a high-skill economy, and reconciliation of work and well-being for all. CWW is located in the School of Management and Labor Relations at Rutgers, The State University of New Jersey, and is a member of the Institute for Women's Leadership Consortium.

To find out more about CWW, visit our website at: [cww.rutgers.edu](http://cww.rutgers.edu).

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## **APPENDIX A:**

### **RUTGERS-EAGLETON POLL QUESTIONS: *EMPLOYER SURVEY***

#### **INTRODUCTION**

Hello, my name is \_\_\_\_\_. I am calling from the Eagleton Center for Public Interest Polling to ask some questions about human resource issues important to businesses in Jersey City. I would like to talk to [INSERT NAME if available OR “the owner or senior manager of your organization.”]

#### **IF SENT TO SECRETARY/ASSISTANT**

Hello, my name is \_\_\_\_\_. I am calling from the Eagleton Center for Public Interest Polling to ask some questions about human resource issues important to businesses in Jersey City.

[IF NAME IS KNOWN] May I please speak to [INSERT NAME] to complete this very short research study?

[IF YES, CONTINUE WITH RESPONDENT]

[IF NOT AVAILABLE, ASK]: Could I schedule an appointment to call back?

[IF NO, ASK FOR VOICEMAIL OR LEAVE MESSAGE WITH ASSISTANT]

[IF YES, SCHEDULE APPOINTMENT]

[IF NAME IS NOT KNOWN] What is the name of the person who would best know about human resource issues facing your business? [WAIT FOR NAME] May I speak to Mr./Ms. [NAME]?

[CONTINUE AS ABOVE]

#### **IF SENT TO VOICEMAIL**

Hello, my name is \_\_\_\_\_. I am calling from the Rutgers-Eagleton Poll to ask some questions about legal issues that may be important to your business. This is a very short survey and the results will be used to help understand issues facing businesses in Jersey City. I am sorry I missed you. We will give you a call back soon and hope you will be able to complete this important survey. Thanks.

#### **CONTINUE WITH RESPONDENT/CONSENT**

Hello, my name is \_\_\_\_\_. I am calling from the Eagleton Center for Public Interest Polling to ask some questions about human resource issues important to businesses in Jersey City. This is a short six minute survey and the results will be used to help understand key issues in the business community. We are speaking to leaders in a random sample of 300 businesses in Jersey City, so your responses will represent many other businesses as well as your own. Your answers will be confidential, and only reported in combination with other respondents, so your answers will not be made public in any way.

Participation is voluntary, you may end your participation at any time, and you may skip questions you do not want to answer. May I ask the first question? **[IF YES]** Thanks!

**IF NECESSARY:** We are not selling anything, not asking for money, and all your answers will be completely confidential.

**IF RESPONDENT DECLINES TO PARTICIPATE, POSSIBLE PROBES:**

--Your participation is very important because only 300 businesses have been randomly selected for this survey and your views will represent many companies like yours.

**IF NOT INTERESTED, DON'T WANT TO:**

-- Please help me; we could really use your cooperation and we are interested in what you think.

**IF ASKED WHO IS PAYING FOR SURVEY:**

-- This survey is being sponsored by the Working Families project at Rutgers University who has contracted with us to carry out the data collection.

- 0 NO
- 1 YES → CONTINUE WITH Q1

**IF NO:** Is there a better time to talk with you about this?  
**[ATTEMPT TO SCHEDULE]**

**IF NO:** Is there someone else in your organization I should talk to?  
**[ASK TO BE TRANSFERRED, RETURN TO INTRO]**

Q1 I'd like to ask you about the use of Sick Leave in your business. As of today, how many sick days (either paid or unpaid) do you offer to your employees per year?

- 0 0 Days → SKIP TO Q3
- 1 1 Day
- 2 2 Days
- 3 3 Days
- 4 4 Days
- 5 5 Days
- 6 More than 5
- 8 Not sure (vol)
- 9 Refused to answer (vol)

Q2 Are these sick days paid?

- 1 Yes
- 2 No
- 8 Not sure (vol)
- 9 Refused to answer (vol)

Q3 On January 24, 2014, the Jersey City Municipal Council passed a law requiring that all local businesses operating in Jersey City with 10 or more employees provide up to 5 paid sick days to their employees each year. Companies with fewer employees must provide 5 unpaid sick days. Now I'd like to ask you a few questions about your experience with this new law.

First, are you aware of this law?

- 1 Yes
- 2 No
- 8 Not Sure (vol)
- 9 Refused to answer (vol)

Q4 Which of the following best describes your company's response to the Earned Sick Days law? **[READ OPTIONS 1-3]**

- 1 We offered Earned Sick Days before the law passed, and our policy has not changed.
- 2 We offered Earned Sick Days before the law passed, but our policy has changed because of the law.
- 3 We did not offer Earned Sick Days before the law passed, but we now offer them in response to the law.
- 4 Other **[SPECIFY]** (VOL)
- 8 Not Sure (vol)
- 9 Refused to answer (vol)

**AFTER Q4, IF Q3 = 2 SKIP TO Q7**

Q5 How easy or difficult was it for you to understand the requirements of the law? Was it: **[READ 1-5]**

- 1 Very easy
- 2 Easy
- 3 Neither difficult nor easy
- 4 Difficult
- 5 Very difficult
- 8 Don't know (vol)
- 9 Refused to respond (vol)

Q6 In general, which of the following is true about your employees' use of Earned Sick Days since the law was implemented on January 24, 2014? **[READ OPTIONS 1 -3]**

- 1 They are taking more sick days.
- 2 They are taking fewer sick days.
- 3 The number of sick days they are taking has not changed.
- 8 Don't know (vol)
- 9 Refused to respond (vol)



Q7 Has the Earned Sick Days law had any of the following effects on your organization?  
For each statement, please tell me yes or no.

Q7A Has it reduced employee turnover?

Q7B Has it reduced the number of employees who come to work sick?

Q7C Has it improved employee productivity?

Q7D Has it improved the quality of employee you are hiring?

### RESPONSE OPTIONS

- 1 Yes
- 2 No
- 8 Don't Know
- 9 Refused to answer

Q8 We're almost done. Thanks for your help. I have just a couple more questions so we can properly analyze your answers.

How many people does your company employ in Jersey City? If you own more than one business in Jersey City, please include your total number of workers. For instance, if you own one business with eight workers and another with seven, both in Jersey City, then you employ a total of fifteen workers. Just stop me when I get to the right category.

**[READ 1-4; STOP WHEN TOLD]**

- 1 1 to 9
- 2 10 to 24
- 3 25 to 49
- 4 50 or more
- 8 Not sure (vol)
- 9 Refused to answer (vol)

Q9 What percentage of your employees earn more than \$12 an hour? Just stop me when I get to the right category. **[READ 1-5; STOP WHEN TOLD]**

- 1 None of my employees earn more than \$12 an hour.
- 2 Between 1% and 25%
- 3 Between 26% and 50%
- 4 Between 51% and 75%
- 5 Between 75% and 100%
- 8 Not Sure (vol)
- 9 Refused to answer (vol)

Q10 For what percentage of your employees do you provide benefits, other than time off? Examples of benefits could include health benefits or pensions, but are not limited to these. Is it: **[READ 1-5]**

- 1 None of my employees receive benefits.

- 2 Between 1% and 25%
- 3 Between 26% and 50%
- 4 Between 51% and 75%
- 5 Between 75% and 100%
- 8 Not Sure
- 9 Refused to answer

**[Closing]**

That completes our survey. Thank you very much for your time and cooperation. If you have any questions, you may contact Dr. David Redlawsk (*pronounced RED-losk*) at 848-932-8504. If you have any questions about your rights as a research participant, you may contact the administrator of the Rutgers Institutional Review Board at 732-235-9806. Have a good day/evening.

## APPENDIX B:

### RUTGERS-EAGLETON POLL QUESTIONS: *EMPLOYEE SURVEY*

<b>JERSEY CITY SICK LEAVE LAW</b>
-----------------------------------

QD9 What is your primary employment status? Are you: **[READ 1-8]**

**[IF RESPONDENT SAYS SELF-EMPLOYED, PROMPT WITH “AND ARE YOU SELF-EMPLOYED FULL TIME OR PART TIME?”]**

- 1 Employed full time [CODE ALSO FOR THOSE SELF-EMPLOYED FULL TIME]
- 2 Employed part time [CODE ALSO FOR THOSE SELF-EMPLOYED PART TIME]
- 3 Laid off from a job
- 4 A homemaker or stay at home parent
- 5 Retired
- 7 Otherwise Not Employed
- 8 Disabled
- 9 Refused (VOL)

**[IF QD9 IS NOT 1 OR 2, SKIP TO Q35]**

SL1 And do you work in Jersey City, NJ?

- 1. No  **SKIP TO Q35**
- 2. Yes
- 8 Don't work  **SKIP TO Q35**
- 9 Refused  **SKIP TO Q35**

SL2 In what industry do you work? Just stop me when I get to the right category.  
**[READ 1-5]**

- 1 City, State, or Federal Government  **SKIP TO Q35**
- 2 Accommodation or Food Service
- 3 Healthcare, Childcare, or Direct Care Services
- 4 Retail
- 5 Or is it something else?
- 9 Refused  **SKIP TO Q35**

SL3 Are there ten or more employees at the company where you work?

- 1 Yes
- 2 No
- 3 Not sure
- 4 Refused

SL4 Have you worked for your current employer for more than one year?

- 1 Yes
- 2 No
- 9 Refused

SL5 A year ago, on January 24, 2014, the Jersey City Municipal Council passed a law requiring that all local businesses operating in Jersey City with 10 or more employees provide up to 5 paid sick days to their employees each year and that companies with fewer employees provide 5 unpaid sick days. Now I'd like to ask you a few questions about your experience with this new law.

First, are you aware of this law?

- 1 Yes
- 2 No
- 8 Not Sure
- 9 Refused

SL6 Since the passage of the law on January 24, 2014, how many sick days have you *earned in the past calendar year*?

- 0 0 Days  **SKIP TO SL10**
- 1 1
- 2 2
- 3 3
- 4 4
- 5 5
- 6 More than 5
- 8 Not sure (VOL)  **SKIP TO SL10**
- 9 Refused (VOL)  **SKIP TO SL10**

SL7 Since the passage of the law on January 24, 2014, how many of your Earned Sick Days have you *used during the past calendar year*?

- 0 0 Days  **SKIP TO SL10**
- 1 1
- 2 2

- 3 3
- 4 4
- 5 5
- 6 More than 5
- 8 Not sure (VOL)  **SKIP TO SL10**
- 9 Refused (VOL)  **SKIP TO SL10**

SL8 Of the \_\_\_\_\_ [**POPULATE FROM SL7 ANSWER**] earned sick days you used last year, how many of those did you receive pay?

- 0 0 Days
- 1 1
- 2 2
- 3 3
- 4 4
- 5 5
- 6 More than 5
- 8 Not sure (VOL)
- 9 Refused (VOL)

SL9 I will now read two statements. For each I would like you to tell me if it was a reason you took an Earned Sick Day. For each statement, please tell me yes or no.

SL9A I have taken an Earned Sick Day because I was sick.

SL9B I have taken an Earned Sick Day to care for a family member.

**RESPONSE OPTIONS**

- 1 Yes
- 2 No
- 9 Refused

SL10 I will now read some statements. For each, I would like you to tell me if any of these factors influenced your decision about whether or not to take a day off from work to recover from an illness or to care for a sick family member. For each statement, please tell me yes or no.

SL10A I could not financially afford to take the time off.

SL10B I was afraid I'd lose my job if I took a sick day.

SL10C I had too much work to do to take a sick day.

SL10D I had not built up enough sick days to take time off.

### **RESPONSE OPTIONS**

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

**[IF SL4 IS NOT 1 (WORKED MORE THAN ONE YEAR), DO NOT ASK ANY SL11 QUESTIONS, SKIP TO EITHER QD6 (JERSEY CITY OVERSAMPLE) OR Q37 (REGULAR SAMPLE)]**

SL11 I will now read some statements about benefits that some workers have received from this law. I would like you to tell me if they apply to you. For each statement, please tell me yes or no.

### **[ROTATE SL11A and SL11B]**

SL11A Since the passage of the law, my employer is now more supportive of providing earned leave benefits.

SL11B Since the passage of this law, I am more satisfied with my job because of the changes in earned leave benefits.

**[ASK ALL RESPONDENTS]**

SL11C Since the passage of this law last January, has the number of sick days available to you as an employee increased?

**RESPONSE OPTIONS FOR SL11A, SL11B, SL11C**

- 1 Yes
- 2 No
- 8 Don't know (VOL)
- 9 Refused to answer (VOL)

**[IF SL11C IS NOT 1 SKIP TO SL11E.]**

SL11D Are you paid for those earned leave days, unpaid or it depends on how much time I have used during the past year?

- 1 Paid
- 2 Unpaid
- 3 It depends (VOL)
- 8 Don't know
- 9 Refused

**For the next two statements, please tell me yes or no.**

SL11E Changing the law has made it easier for me to use an earned sick day when I am sick.

SL11F Changing the law has made it easier for me to use an earned sick day to care for family members when they are sick or in need.

**[RESPONSE OPTIONS SL11E, SL11F]**

- 1 Yes
- 2 No
- 8 Don't Know
- 9 Refused

**[ IF JERSEY CITY OVERSAMPLE ONLY, SKIP TO QD6]**

**DEMOGRAPHICS**

We're almost finished. Now we have a few last questions to help us understand our results.

**QD6** What was the last grade in school you completed? **[CODE TO LIST]**

- 1 8th Grade Or Less
- 2 High School Incomplete (Grades 9, 10 and 11)
- 3 High School Complete (Grade 12)
- 4 Vocational/Technical School
- 5 Some College
- 6 Junior College Graduate (2 Year, Associates Degree)
- 7 4 Year College Graduate (Bachelor's Degree)
- 8 Graduate Work (Masters, Law/Medical School, Etc.)
- 9 Refused (VOL)

**QD13** Do you or any member of your household belong to a labor union?

- 1.** Yes → **ASK QD14**
- 2. No
- 8 Don't Know (VOL)
- 9 Refused (VOL)

**[ASK ONLY IF QD13 = 1]**

**QD14** Is the union a public employee union?

- 1 Yes
- 2 No
- 8 Don't Know (VOL)
- 9 Refused

**QD17** 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 (VOL)
- 9 Refused (VOL)

QD18 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)

QD19 Are you married, in a committed relationship, widowed, divorced, separated, or have you never been married?

- 1 Married
- 2 Committed relationship
- 3 Widowed
- 4 Divorced
- 5 Separated
- 6 Never married
- 9 Refused (VOL)

**[ASK ONLY IF QD19 = 1 OR 2]**

QD19A And how many years have you been **[ANSWER TO QD19: either MARRIED or IN A COMMITTED RELATIONSHIP]**?

**[RECORD NUMBER]**

- 8 Don't know
- 9 Refused

QD20 Are you the parent or guardian of any children under 18 now living in your home?

- 1 Yes
- 2 No
- 9 Refused (vol)

QD21 Last year, that is in 2014, 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. – DO NOT READ]
- 9 Refused [VOL. – DO NOT READ]

**[IF REACHED ON CELL PHONE ASK:]**

QD34C Do you have any landline phones in your household or do you only use cell phones?

- 1. Landline in Household (reached on Cell)
- 2. Only use Cell
- 9 Refused (VOL)

**[IF REACHED ON CELL PHONE ASK:]**

QD35C Do you share your cell phone for personal use (at least one-third of the time) with other adults?

- 1 Yes
- 2 No
- 9 Refused

**[ASK ONLY IF QD35C = 1]**

QD40C How many adults – including you – share the cell phone?  
 \_\_\_\_\_ **[ENTER NUMBER: 99= REFUSED]**

**[IF REACHED ON LANDLINE PHONE ASK:]**

QD34L Do you have any cell phones in your household or do you only use landline phones?

- 3 Cell in Household (reached on LL)
- 4 Only use landline
- 9 Refused (VOL)

**[IF REACHED ON LANDLINE PHONE ASK:]**

QD35L Including, yourself, how many adults are in your household; that is, who live with you at least half the time?

\_\_\_\_\_ **[ENTER NUMBER: 99= REFUSED]**

**Closing and Additional Informed Consent Language**

That completes our survey. Thank you very much for your time and cooperation. If you have any questions, you may contact Dr. David Redlawsk (*pronounced RED-loSk*) at 732-932-9384. If you have any questions about your rights as a research participant, you may contact the administrator of the Rutgers Institutional Review Board at 732-235-9806. Have a good day/evening.