

Survey of the Commission to Develop a Paid Family and Medical Leave Benefits Program

1. What is your age?

- Under 18
- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+

2. Are you:

- White
- Black
- Hispanic
- Asian
- Native American/Member of Indigenous Community
- Other

3. ~~To which gender do you most identify?~~ What is your gender?

4. Which of these describes the way you work? Check all that apply.

- I'm not working right now.
- I'm a full-time employee.
- I'm a part-time employee.
- I'm a temporary worker.
- I'm a contract worker.
- I'm a seasonal worker.
- I'm self-employed.
- I have more than one job.

5. What were your earnings from working in 2020? *Do not include any amounts that are not income from working, such as alimony or child support, social security or disability income benefits, dividend income or gifts or other monetary support you have received.*

- Under \$20,000
- \$20,000 to \$29,999
- \$30,000 to \$39,999
- \$40,000 to \$49,999
- \$50,000 to \$59,999
- \$60,000 to \$69,999
- \$70,000 to \$79,999
- \$80,000 to \$89,999
- \$90,000 to \$99,999
- More than \$100,000

6. When earning money from jobs, what is your average weekly wage **in take home pay**?

- Below \$500
- Between \$500 and \$750
- Between \$750 and \$1000
- Between \$1000 and \$1250
- Between \$1250 and \$1500
- More than \$1500

7. How many members are there in your household?

8. How many other members of your household other than yourself are working?

9. Do you currently have access to paid time off for family and medical leave at your job?

- Yes
- No
- Not sure

10. Is access to paid time off for family and medical leave a factor you considered or would consider when deciding to accept a job or where to live?

- Yes

No

11. As an employee, how much would you be willing to contribute from your wages to provide funding so that you can access paid family and medical leave benefits? In states that have enacted laws to establish paid family and medical leave, the payroll contributions required by employees range from 0.10% to 1.3% of wages.

- Not willing to contribute
- Between 0.10% and 0.49% of wages
- Between 0.50 % and 0.99% of wages
- Between 1.0% and 1.3% of wages

12-7. Which of these life events have you dealt with? Check all that apply.

- A close family member has been sick or injured, and I've had to take care of them.
- A close family member is in the military and has been deployed overseas.
- A close family member in the military has been injured or killed during their service.
- I've had an accident or a serious injury.
- I've had surgery or some other medical procedure that I had to recover from.
- I've been so sick, for more than a few days, that it has been difficult to function.
- I've donated an internal organ.
- I've given birth.
- I've lost a pregnancy.
- I've become a parent because my spouse/partner/co-parent has given birth.
- I've adopted a child.
- I've been a foster parent.
- I've experienced family violence or have a close family member who has experienced family violence.

13-8. Thinking about those life events you've had, which of these describes how you handled them? Check all that apply. For example, you might check several if you've experienced more than one of these life events.

- I didn't take time away from work. I was able to address the life event and continue to work successfully.
- I didn't take time away from work because I wasn't working.

- I didn't take time away from work. It would have been helpful to take time away from work, but I couldn't because I needed to get paid.
- I took time away from work, but not as much as I really needed. I went back to work because I needed to get paid.
- I was able to take all the time away from work that I needed, and I was paid for that time.
- I was able to take all the time away from work that I needed. It was unpaid but I could afford to take some unpaid time.
- I left my work or stopped looking for work to address the life event.

14 9. Tell us more, if you're comfortable doing that.



15 10. Which of these life events are things you might have to deal with in the next two years? Check all that apply.

- I'll have to take care of a close family member who is sick.
- A close family member in the military may be deployed overseas.
- I'll need surgery or some other medical procedure that I will need to recover from.
- I'll donate an internal organ.
- I'll give birth.
- I'll become a parent because my spouse/partner/co-parent will give birth.
- I intend to adopt a child.
- I intend to be a foster parent.
- I'll need to take leave to take care of myself or a family member experiencing family violence.

16 11. Which of these describes how you think you'll handle that? Check all that apply. For example, you might check several if you expect to deal with more than one life event in the next two years.

- I won't need time away from work. I'll address the life event and be able to keep working successfully.
- I won't need time away from work because I don't intend to be working.

- It would be helpful to take time away from work, but I'll keep working because I need to get paid.
- I'll take time away from work, but not as much as I really need. I'll go back to work sooner because I need to get paid.
- I'll take all the time away from work that I need, and I'll be paid for that time.
- I'll take all the time away from work that I need. It will be unpaid but I can afford to take some unpaid time.

17 ~~12~~. Tell us more, if you're comfortable doing that.



18 ~~13~~. Thinking about your past experience and anticipated future experience with life events that require you to care for yourself or others, how much time off from work did you need or would you need **over the course of a 12-month period?**



- ~~Less than 2 weeks~~
- 2 to 4 weeks
- 4 to 6 weeks
- 6 to 8 weeks
- 8 to 10 weeks
- 10 to 12 weeks
- ~~More than 12 weeks~~

19. What is the amount of wage replacement you needed or would need if you needed to take paid family and medical leave?

- 100% of weekly wages
- 90% of weekly wages
- 80% of weekly wages

- 70% of weekly wages
- 60% of weekly wages
- 50% of weekly wages

20. Are you an employer?

- Yes
- No

21. If you are an employer, how many employees are working in your business?

- 1 to 4
- 5 to 9
- 10 to 19
- 20 to 49
- 50 to 99
- 100 or more

PLEASE PROVIDE ANY ADDITIONAL COMMENTS YOU WOULD LIKE TO SHARE

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