Data Appendix for Paid Family Leave and New Jersey's Service Sector Workforce

A growing body of research examines workers' need for paid leave and access to paid leave. This research generally draws on administrative data from state systems or national survey data. Yet, this broad focus abstracts away from the experiences of workers who may be most in need of paid leave, yet least able to access – hourly workers in the service sector. Spotlighting these workers is of great importance in the study of paid leave access because these workers are less likely to have paid leave through their employer, they work in precarious jobs, and they are economically fragile.

However, there are only a few public datasets that capture leave-taking behaviors, just one permits a state-by-state focus but has very limited measures of leave-taking, and none focus specifically on low-wage workers. The exception is the survey data collected by the Shift Project from hourly workers at large service sector employers, oversampled to allow for within-state analysis and which includes detailed measures of leave-taking.

In this appendix we aim to first describe the methods used to collect the Shift Project survey data and, second, provide an overview of the primary datasets containing information about workers leave taking and compare these sources to data collected by the Shift Project.

Shift Project Survey Methodology
The Shift Project methodology utilizes Facebook's detailed audience targeting capabilities that are at the heart of Facebook's advertising model to construct samples of this otherwise difficult-to-sample population. This appendix describes data collected from a targeted sample of New Jersey service sector workers on Facebook. A total of 1,185 workers were recruited between Oct 2021 and Dec 2021. Those who responded to the Shift survey invitation were automatically routed to a survey landing page where they were asked to consent to participate in the study, then began the online self-administered survey using the Qualtrics platform. As an incentive, those who completed the survey and provided contact information were given a $10 gift card. In addition to questions about paid leave in New Jersey, the survey included modules on job characteristics, work schedules, demographics, economic stability, health, parenting, and child outcomes. To screen out invalid survey responses, we used an attention filter (a question that instructed respondents to select a particular response category to verify the accuracy of their responses) as well as a speed filter (discarding data for surveys that were completed too hastily).

This strategy produces employer-employee linked data that is otherwise unavailable. Acting as an "advertiser," we use Facebook's audience targeting tools to purchase and place survey recruitment advertisements in the newsfeeds of Facebook users who work at specific companies. Each advertisement is targeted to employees of a specific company (or family of consumer-facing brands), that are 18+ age and in the United States. A key advantage of this sampling approach is that we purposefully capture workers who are covered by family leave laws, which apply to large retail and food employers and exempt smaller establishments. By targeting our data collection to these large establishments, the workers in our survey sample

are precisely those who would be affected by the Family and Medical Leave Act, New Jersey's Family Leave Insurance program, and the New Jersey Family Leave Act.

The Shift Project data is then collected using a non-probability sampling design. Despite this limitation, a growing body of research shows that non-probability samples can yield estimates that align with probability samples. The decline in the coverage of landlines has undermined the primary sampling frame for telephone surveys, and telemarketer fatigue and technology that facilitates call screening and call blocking have dramatically reduced survey response rates. In response to increasing non-response, there have been advancements in developing methods of nonprobability sampling for addressing bias and yielding valid inferences (Zagheni and Weber 2015). Recent research has shown that, using poststratification weighting techniques to weight to gold standard sources such as the census on demographics, even surveys with very low response rates exhibit little evidence of bias on univariate statistics or bivariate relationships (Kohut et al. 2012), with the main exception being measures of civic engagement (Keeter et al. 2017). Therefore, Shift Project estimates are produced using poststratification weighting techniques, applying American Community Survey (ACS) weights to adjust the demographic characteristics of the New Jersey Shift survey sample to match the demographic characteristics of New Jersey service sector workers in the American Community Survey (ACS) for the years 2010-2019.

Some studies have noted that poststratification weighting may not be sufficient to control for bias in non-probability samples and recommend researchers invest in time and resources into ensuring data quality during data collection (Bradley et al. 2021). In addition to weighting, Shift data collection procedures also work to enhance data quality such as, carefully targeting the audiences of recruitment ads to workers at specific firms and applying attention check questions so as to discard surveys of low-quality (Schneider and Harknett 2019). For more information about the Shift Project's unique methodology and estimates, including univariate and multivariate relationships in the Shift data against the Current Population Survey and the National Longitudinal Survey of Youth 1997, see Schneider and Harknett (2019).

Comparison of CPS, FMLA, and Shift Project Surveys
Appendix 1 & Appendix 2, show a comparison of Shift data to the Current Population Survey and the U.S. Department of Labor's Family and Medical Leave Act survey, the two primary public data sets that describe workers' access to leave. These three data sets vary in their methodology. The CPS uses a "gold standard" probability sample of about 60,000 occupied households. Interviews are completed during the calendar week that includes the 19th of the month and the questions refer to activities during the prior week. The sampling methodology of the FMLA survey changed to a web-based panel after seeing declining response rates from random digit dial sampling. IPSOS' Knowledge Panel is unusual in that it is not based solely on opt-in respondents but does not utilize a usual probability sample. In contrast, at the Shift Project we utilize Facebook's excellent coverage of the U.S. population to target ads for our survey to service sector workers at large firms.

The Current Population Survey, the largest United States dataset that provides information on work, earnings, and education, and provides excellent coverage of U.S. workers and households on many dimensions. The CPS allows for looking at service sector workers by industry and occupation along with filtering respondents by state. However, the only questions about taking a leave are triggered by asking the respondent if they were employed the week before they were surveyed. If the respondent answered they were not at work, they can select an extended leave and the reason for this leave from work. Respondents can select maternity or paternity leave, but not caregiving leave. Asking about leave-taking this way overlooks those that could have taken a leave between the times they were surveyed. As shown in Appendix 1 & Appendix 2, beyond these few questions in the CPS, we do not learn anymore about their leave.

The FMLA survey is the most comprehensive survey detailing the need for leave and the experiences of leave taking among U.S. employees. The latest wave of the FMLA survey utilized 4,470 interviews, 17% by Random Digit Dial and 83% via a web survey panel. These interviews were completed in 2018 prior to the COVID-19 pandemic and do not overlap with the period of October – December 2021 that Shift data cover. The FMLA survey is national in scope and provides excellent coverage of workers' leaves covered under the Family and Medical Leave Act. Appendix 1 shows the detailed information the FMLA survey provides on workers taking leave. However, public use data files from the FMLA survey do not identify respondents in New Jersey specifically, a key requirement for understanding paid leave uptake. Even if New Jersey respondents could be identified, the sample size would be too small and would not provide sufficient coverage of service sector workers. Additionally, qualifying leave events in the FMLA survey do not align with those covered by New Jersey's program.

Compared to the CPS and the FMLA, the Shift survey provides excellent coverage of the target population, focusing on hourly workers that are covered by New Jersey's paid leave laws. The FMLA and the CPS data each identify workers by occupation and sector, but these samples are very small. Both the CPS and Shift data allow for looking within New Jersey, but the CPS sample by service sector workers in NJ is too small to produce estimates. Not only does the Shift survey provide excellent coverage of the target population, but it also covers nearly all the topic areas collected on the FMLA survey, leveraging the long-established strengths of the FMLA questionnaire. In addition to what is collected in CPS and FMLA surveys, the Shift survey also includes modules asking about workers' experiences applying for New Jersey's paid leave program, information that directly informs future program decisions as well as outreach and education efforts.

Appendix 1 – Summary of Shift, CPS, and FMLA (DOL) data sets

	Shift	CPS	FMLA (DOL)
Population	Hourly workers in the service sector	U.S. adult (non-institutionalized) population (ages 16+)	U.S. adults employed for pay in public/private sector
Coverage	Approximately 80% of U.S. adults are on Facebook	Broad population coverage due to nationally representative sampling frame. Highest coverage rates for Whites, lowest coverage rates for Black and Hispanic males.	Oversampled subgroups (low wage workers, leave takers and leave needers) and paid leave areas (CA, NJ, and RI), resulting in estimated 97% coverage of target population
Subgroup Coverage	Hourly workers can be oversampled by state and zipcode	Large representative sampling of states and census tract	National with a variable indicating working in a paid leave state
Time	Bi-annual cross-sections (since 2017)	Monthly (during calendar week containing the 19th of the month). Includes a number of supplemental modules (e.g., March Social and Economic Supplement).	Four waves of data collection (1996, 2000, 2012, 2018). Most recent (2018) was collected 03/18 – 02/19.
Sampling	Targeted advertisements on Facebook and Instagram of current and (in recent cross-sections) former employees of	Probability sample of 60,000 occupied housing units across 50 states and DC. Households are in the survey for 4 months, out for 8 months,	Multi-modal (RDD + web survey). Began as RDD (landline and cell phone) but had very low response rates, so pivoted

	large, named establishments in the service sector	then return for 4 more months (4-8-4 design). Administered through personal and telephone interviews. Average response rate of 90%.	to launch web survey using Ipsos KnowledgePanel.
Limitations	• Potential sample bias via non-response and selectivity into completion	• Limited questions about PFML	• Low response rates via RDD • Small sample size • No estimates by state

Relevant FMLA Variables	**Non-PMFL state**
	• Qualifying life events in last year (child, medical event, care giving)
	• Pay needed (% of normal pay)
	PMFL State
	• Knowledge of laws:
	  ○ Heard of state law
	  ○ Which are qualifying events
	  ○ What helped learn about benefits
		• Reason for absence from work last week (own illness or medical problem; maternity/paternity leave; other family/personal obligations)
		• Whether paid by employer during time off
		• Broad set of labor market, employment, and demographic questions
			• Residence in PMFL state
			• Leave category (taker vs. needer vs. both vs. employed only)
			• Whether took leave
			• Currently on leave
			• Total number of different reasons took leave
			• Main reason took leave
			• Health condition for which they took leave
			• Took time off continuously or on separate occasions
			• How many separate blocks of time took off
			• Total time taken off

	- Pay needed (% of normal pay) - Qualifying life events in last year (child, medical event, care giving) - Whether took leave for [qualifying event] - How many weeks of leave they took - Whether received pay during leave (from employer or other source) - What was important to decision about how much time to take - Consequences experienced for taking leave - Reasons didn't take leave - Why left job **NJFLI** - Completed app for NJ PFL program - Why haven't completed app		- Whether anyone else in household took leave for same reason - Relationship of this person - Whether took leave during same period - How much time overlapped - Whether longest leave in past 12 months was different from most recent leave - Whether longest leave was more than 3 weeks - Consequences of taking leave - Losing job - Lost seniority/potential for advancement - Reveal personal information - Treated differently - Whether employer required medical certification

	- Why ineligible - Why couldn't complete if tried to apply - What information would have helped apply for program - Whether received response - Whether approved for benefits - Know why application was denied - Whether received payment - When received benefits - What form of payment they received - How much they received in payments per week - How compared to previous pay before leave - Importance of PFL benefits to take time off from work **Knowledge of Laws (PMFL State)**		- Whether certification accepted on first submission - Whether employer required multiple doctor's visits - Whether paid out of pocket for medical certification - Whether required re-certification - How much time took off for certification - Amount of notice before leave provided to employer - Whether received pay during leave - How many days received pay - Full/partial pay while on leave - Percent of regular pay - How many days received sick pay/vacation pay/flex time pay/temporary

	• How well understood PMFL benefits available • What helped them learn about benefits • How helpful employer was • How well understood qualification for job protection • Support of manager • Support of coworkers Importance of paid leave program to take time off work		disability/state-paid family leave/PTO • Whether kept health insurance while on leave • How employer covered work while on leave • How respondent covered lost wages/salary • Difficulty to make ends meet while on leave • Whether would have taken longer leave if received more pay • Whether returned to employer or work after leave • Whether employer required fitness for duty certification to return to work • Why returned to work • Similarity of position after return to work • Why took different position • Whether respondent needed leave but didn't take it

			• How many times needed but didn't take leave in last 12 months • Main reason needed leave • Why didn't take leave • Why ineligible • How met care recipients' needs **Knowledge of PFML** • Whether heard of Family and Medical Leave Act • How learned about FMLA • Knowledge of what FMLA covers • Whether entitled to FMLA benefits at current job • Reasons can take paid leave from current job • FMLA eligibility

Appendix 2 – Comparison of Shift, CPS, and FMLA (DOL) surveys' coverage on NJ service sector workers

	Shift	CPS ASEC	DOL FMLA Survey
Survey Details			
Periodicity	Bi-annual cross-sections + NJ oversample (Fall 2021)	Annually (March)	1996, 2000, 2012, 2018
Sample size per round - National	18,219	March 2021 ASEC: Total = 163,543;	Total (2018): 4,470;
Sample size of Service-sector Workers per round - National	11,419	24,882	325
Sample size in New Jersey	1,185	3,030	Paid leave state: 1,184 (no ability to identify NJ respondents)
Sample size of service sector workers in New Jersey	1,200	444	(no ability to identify NJ respondents)
Items to Gauge Eligibility			
Residence in paid leave state	**Total Sample**	**STATEFIP**	**paid_leave_state**: Respondent resides in state that offers paid family leave
Employed	**EMPLOYED: Employment Status**	**EMPSTAT**: Employment status	**ne5**: Are you currently employed?

Experienced qualifying event			
Any			**a1:** Confirm: have you taken leave from work in last 12 months to care for a new child, your own or someone else's serious health condition, pregnancy, or military deployment?
Child	**D1.2:** In the last 12 months, have you welcomed a new child into your family through birth, adoption, or foster placement?		**a5_newchild**: Most recent leave reason: related to a new child
Medical	**D1.3:** In the last 12 months, have you had a serious health condition or illness, like recovering from surgery or a serious injury?		**a5_ownillness:** Most recent leave reason: own illness
Health condition for which took leave			**a8_long_cat & a10_mr:** health condition for which you took leave

Care Giving	**D1.4:** In the last 12 months, have you needed to care for a seriously ill or injured family member?		**a8_adulthealthlt65**: Most recent leave reason: care of an elderly FMLA-covered adult's health condition (care recipient less than 65 years old)
			a8_adulthealthgt65: Most recent leave reason: care of an elderly FMLA-covered adult's health condition (care recipient 65 years or older)
Taking leave			
Whether took leave for event	**D2.1/D3.1/D4.1**: Did you take leave from your job at [EMPLOYER NAME] to [care for your new child/recover from your serious health condition or illness/to care for a seriously ill or injured family member]?		**a1**: Confirm: have you taken leave from work in last 12 months to care for a new child, your own or someone else's serious health condition, pregnancy, or military deployment?
Currently on leave	[Response option for D2.1/D3.1/D4.1: "I am still on leave"]		**a3**: Are you currently on this type of leave from work?
Absent from work		**ABSENT**: Absent from work last week 1 No 2 Yes, laid off 3 Yes, other reason (vacation, illness, labor dispute)	

Why absent from work		**WHYABSNT**: Reason for absence from work 01 On temporary layoff (under 30 days) 02 On indefinite layoff (30+ days) 03 Slack work/business conditions 04 Waiting for a new job to begin 05 Vacation/personal days 06 Own illness/injury/medical problems 07 Child care problems 08 Other family/personal obligation 09 Maternity/paternity leave 10 Labor dispute 11 Weather affected job 12 School/training 13 Civic/military duty 14 Does not work in the business 15 Other	
Number of reasons took leave	Sum across D2.1, D3.1, D4.1		**a4_cat**: For how many TOTAL different reasons did you take leave in the last 12 months?

Number of weeks of leave taken	**D2.2**: How many weeks of leave did you take from your job at [EMPLOYER NAME] to [care for your new child/recover from your serious health condition or illness/to care for a seriously ill or injured family member]?		**a19_long_cat**: Total time taken off work for reason mentioned.
Whether anyone else in household took leave for same event			**a19b_mr**: In the last 12 months, did anyone else in your household take leave for the same reason you mentioned?
Notice given to employer			**a42_cat**: How long before you took you took leave did you provide notice to your employer?
Received pay during leave	**D2.4**. During this leave, did you receive pay from [EMPLOYER NAME]? Do not include pay from the government or short-term disability insurance unless paid for by your employer.	**PAYIFABS**: Paid if absent from work last week 1 Not Paid 2 Paid 3 Self-employed	**a43:** Did you receive pay while you were on leave?

How long recevied pay			**a43b_cat:** For the days you took leave, for how many did you receive ANY pay from any source?
Amount of pay received	**D2.4.** During this leave, did you receive pay from [EMPLOYER NAME]? Do not include pay from the government or short-term disability insurance unless paid for by your employer. 1 Yes, I received pay from disability insurance 2 Yes, I received pay from a private paid leave insurance program 3 Yes, I received pay from [Piped State] paid leave program (Display Logic) 4 No, I did not receive any pay from a government agency while I was on leave.		**a43c**: During your paid days on leave, did you receive full pay or partial pay or some full pay and some partial pay?
Days receiving full pay			**a43d_cat:** For how many days did you receive full pay?
Days receiving partial pay			**a43f_cat**: For how many days did you receive partial pay?

Amount of pay received (% of normal pay)	**D1.5:** If you needed to provide care for a new child, a seriously ill family member, or to recover from a serious illness, how much of your normal pay would you need in order to take time away from work? Percentage (%) of normal pay you would need to receive in order to take time away from work ()		**a43g_cat**: You mentioned you received partial pay for while you were on leave. How much of your regular pay did you receive? Your best estimate is fine
Types of pay received			For how many days did you receive...? Vacation pay? Sick pay? Flex time pay? Temporary disability? State-paid family leave? Paid time off?

Other sources of pay	**D2.5** During this leave, did you receive pay from another source? Do not include pay you received from your employer while on leave. Check all that apply 1 Yes, I received pay from disability insurance 2 Yes, I received pay from a private paid leave insurance program 3 Yes, I received pay from [Piped State] paid leave program (Display Logic) 4 No, I did not receive any pay from a government agency while I was on leave		

Consequences for taking leave	**D2.6.6** Did you experience any of the following situations due to taking leave from work? Mark all that apply. 1. I lost my job. 2. I lost my seniority or potential for job advancement 3. I had to reveal information about my personal relationships or family relationships to my manager/boss 4. I had to reveal personal information about my own health, or the health of my care recipient to my manager/boss 5. I was treated differently at work because of the reason I took leave 6. Something else happened (TEXT BOX)		**a23a-f**: As a result of taking leave… Did you lose your job? Did you lose your seniority or potential for advancement? Did you reveal information about personal relationships or family relationships? Did you reveal information about your own health, or the health of your care recipient? Were you treated differently? Did anything else happen?

What influenced decision on how much leave to take	**D2.6**. Please tell us if any of the following were important factors in your decision about how much time you took off from your job at [EMPLOYER NAME] to care for your new child. Mark all that apply. 1 I could not financially afford to take more time off 2 I felt pressure from my employer to return to work 3 I felt pressure from my co-workers to return to work 4 I was afraid I would lose my job 5 I was concerned about losing my health insurance 6 I no longer needed to be away from work 7 Other: _____		
Employer required medical certification			**a26:** Did your employer require medical certification for this leave?

Medical certification accepted first submission			**a28:** Was your medical certification accepted on the first submission for this leave?
Employer required multiple doctor visits			**a30**: Did your employer require multiple doctor visits – that is, a second or third opinion – to obtain your INITIAL medical certification?
Pay for medical certification out of pocket			**a33:** Did your employer require multiple doctor visits – that is, a second or third opinion – to obtain your INITIAL medical certification?
Re-certification			**a35**: Did your employer require medical RE-CERTIFICATION?
Time off for certification			**a41_cat:** How much time did you need to take off from work in order to obtain medical certification and re-certification?
Health insurance status on leave			**a44**: On your leave, did you keep your health insurance, lose part or all of your health insurance, or did you not have this benefit at the time you took leave?

How employer covered work			**a52**: To cover your work while you were on leave, did your employer… - cover your work by - assigning it to other employees? - hire a permanent employee to cover your work? - hire a temporary employee to cover your work? - let your work go undone until you returned? - request that you complete some or all of your work while you were on leave using alternative work arrangements, such as telecommuting?
Covering lost wages/salary			**a53:** In order to cover lost wages or salary during your leave, did you: - use savings that you had earmarked for this situation? - use savings earmarked for something else? - borrow money? - go on public assistance? - limit spending? - put off paying your bills? - cut your leave time short? - Do anything else?

Making ends meet			**na54**: How easy or difficult was it for you to make ends meet during your leave?
Whether would have taken longer leave if received more pay			**a55**: If you had received [some/additional] pay, would you have taken leave for a longer period of time?
Returned to employer or work after leave			**a59:** After your leave ended, did you go back to work: for the same employer, for a new employer, or did you not return to work at all?
Fitness for duty certification to return to work			**a60:** Did your employer require you to obtain fitness for duty certification before you returned to work?

Why returned to work			**na62:** Did you return to work because: - you wanted to get back to work? - you used up all the leave time you were allowed? - you felt pressured by your boss or co-workers to return? - you had too much work to do to stay away longer? - someone else took over your care-giving responsibilities? - you no longer needed to be on leave? - your doctor told that you you no longer needed to be on leave? - your care recipient's doctor told you that it was safe for you to return to work? - you did not want to lose your seniority or potential for job advancement?
Similarity of position after return to work			**a63**: After your leave, did you return to a position that was the same, similar, better, or worse than the one you had before your leave?

Why took different position			**a64:** Did you choose to take a different position or did your employer ask you to take or assign you to a different position?
Why left job	**D.2.7.1** What made you leave your job?		
Didn't take leave			
Whether respondent needed leave but didn't take it	Can identify via those who had qualifying event and didn't take leave (D1.2/D1.3/D1.4 + D2.1/D3.1/D4.1)		**b1:** Needed but did not take leave in the past 12 months?
Reason for needing leave	Can identify via those who had qualifying event and didn't take leave (D1.2/D1.3/D1.4 + D2.1/D3.1/D4.1)		**b6_cat:** Thinking of the most recent reason you needed leave, what was the main reason for which you needed to take leave from work?
How often needed leave but didn't take it			**b4_cat:** How many different times did you need leave but not take it in the last 12 months?

| **Reasons for not taking leave** | **D2.7.** Please tell us if any of the following were reasons why you did not take time off from your job at [EMPLOYER NAME] to [care for your new child]. Mark all that apply. | | **b15:** What was the reason or reasons you didn't take the MOST RECENT leave you needed…?
- you thought you might lose your job?
- you thought you would lose your seniority or potential for job advancement?
- you were ineligible?
- your worksite denied your request?
- you couldn't afford to take an unpaid leave?
- you wanted to save your leave time?
- your work is too important?
- you made alternative work arrangements such as flex time, telecommuting/working offsite?
- you were worried about revealing personal information about your family or personal relationships?
- you were worried about revealing personal information about your own health or the health of your care recipient?
- you thought you would be treated differently because of the reason you needed to take leave?
- you thought that the person you wanted to take leave to care for was not considered a covered family member?
- you thought that the health condition did not qualify? |

			- your worksite's process for taking leave was too complicated?
			- you were unable to meet your worksite's notice requirement for taking leave?
			- you were unaware of the availability of leave?
			- some other reason?
Ineligibility			**b16:** Were you ineligible because you only worked part-time at your main job?

			b17: Were you ineligible because you hadn't worked long enough for your employer on your main job?
How met care needs			b20: What did you do in order to meet your or your care recipient's needs…? - forewent medical treatment? - delayed medical treatment. - someone else in family took leave - someone else took over care giving - paid someone for childcare. - paid someone for elder care. - other not mentioned
Didn't take or hasn't needed leave			
Didn't take or need leave			**c1:** Have NOT taken or needed to take leave from work in past 12 months?
Hypothetical need	**NJ1.4**: If you needed to provide care for a new child, a seriously ill family member, or to recover from a serious illness, how much of your normal pay would you need in order to take time away from work?		

Knowledge of laws			
Ever heard of Family and Medical Leave Act	**NJ1.1:** Have you heard of the [State Paid Leave Law]?		**e2:** Have you ever heard of the federal Family and Medical Leave Act?
Whether entitled to FMLA benefits at current job			

| Knowledge of qualifying events | NJ1.2: To the best of your knowledge, which of the following are "qualifying events" for paid leave under [State Paid Leave Law]? Check all that apply…
1 Welcoming a new child into your family through birth, adoption, or foster placement
1 Your own serious health condition or illness, like recovering from a surgery or a serious injury
2 Caring for a seriously ill or injured family member
3 To address needs arising from domestic or sexual violence
4 A qualifying military family leave event
5 (exclusive) All of the above | | e4: To the best of your knowledge, does FMLA cover leave…?
- for the care of a newborn?
- : for an employee's own serious health condition?
- for the care of a child with a serious health condition?
- for the care of a spouse with a serious health condition?
- for the care of a same-sex spouse with a serious health condition?
- for the care of a parent with a serious health condition?
- for the care of a grandparent with a serious health condition?
- for the care of a grandchild with a serious health condition?
- for the care of a sibling with a serious health condition?
- to provide eldercare for a parent or spouse?
- for the care of an adopted child or foster child?
- for the care of a military service member, or for reasons related to the deployment of a military service member |

How well understood PMFL benefits available	**NJ7.1.** At the time you needed to take leave, how well did you understand the paid family & medical leave benefits that were available to you? 1 Extremely well 2 Very well 3 Somewhat well 4 Not well at all		
Eligible in current job			**ne6:** To the best of your knowledge, are you entitled to leave under the federal FMLA on your main job?
What paid leave covers in current job			**ne8:** Please indicate whether or not you can take paid leave from your current job for… - Your own illness or medical care? - The illness or medical care of another family member? - Routine childcare, other than for illness (e.g.: snow days, school institute dates, or events at school) - Eldercare? - Errands or personal reasons?

How learned about PMFL benefits	**NJ1.3.** Did any of the following help you learn about the paid family & medical leave benefits available to you? Please select all that apply… 1 Employer 2 Co-worker 3 Healthcare provider 4 Friend/family 5 Government agency 6 Nonprofit/Legal aid 7 Internet search 8 Other:_____ 9 Nobody helped me		**e3:** How have you learned about the federal Family and Medical Leave Act: 1. Media (tv, newspapers, internet, etc.)? 2. Co-workers? 3. Employer or human resource office gave out information? 4. Posters? 5. Family member? 6. Friend or neighbor? 7. Union gave out information? 8. Other?
How helpful employer was	**NJ7.3.** How helpful was your employer in making sure you understood what paid family & medical leave benefits were available to you?		
How well understood qualification for job protection	**NJ7.4.** At the time you needed to take leave, how well did you understand if you qualified for job protection (meaning your job would be held for you		

	until you returned from leave)?		
Support of manager	**NJ7.5.** How supportive was your manager or supervisor of your decision to take leave?		
Support of coworkers	**NJ7.6.** How supportive were your coworkers of your decision to take leave?		
Importance of PMFL program to take paid leave	**NJ7.6** How important were [STATE PAID LEAVE PROGRAM] benefits to your ability to take time off from work?		
New Jersey Paid Leave Insurance Program			
Completed application	**NJ6.1.** Have you completed an application		

	for New Jersey's Paid Family Leave program?		
Reasons for not completing application	**NJ6.2** Why haven't you completed an application for New Jersey's Paid Family Leave program? 1 I did not know about the program 2 My employer told me I am not eligible 3 I learned from a NJ state agency that I am not eligible 5 I don't know how to apply 6 I haven't had time to apply yet 7 I could not obtain the required documentation from my health provider 8 I tried to apply but could not complete the application 9 Other: _____		
Ineligibility	**NJ6.3** Why were you ineligible? [TEXT Response]		

Why not complete	**NJ6.3.1** Why didn't you complete the application? 1. It was too confusing 2. I had technical issues		
What would have helped	**NJ6.4.1** What information or support would have helped you to apply for the program? 1. A person to help you fill out the paperwork 2. A person to answer questions about eligibility 3. A person to educate my employer about the program 4. A dashboard that shows me what I need to submit		
Response to app	**NJ6.4** Have you received a response to your application for paid family leave?		
Approved	**NJ6.5** Were you approved for paid leave benefits?		

Know why denied	**NJ6.6** Do you know why your application was denied? **NJ6.6.1** What was the reason? _____ [TEXT RESPONSE; Paragraph]		
Payment	**NJ6.7** Did you receive a payment from New Jersey's Paid Family Leave program?		
When received benefits	**NJ6.8** When did you receive your leave benefits?		
Method of payment	**NJ6.9** What method of payment did you receive?		
How much received	**NJ6.10** How much do you receive in paid leave payments per week?		
Compare pay to leave payment	**NJ6.11.** How does that compare to what you were earning at [EMPLOYER NAME] before you took leave?		

| Importance of benefits | **NJ6.12** How important were New Jersey's Paid Family Leave benefits to your ability to take time off from work**?** | | |