

PUBLIC USE FILE CODEBOOK

How is the Coronavirus Pandemic Affecting the Workplace?

MAY 2021

PRESENTED BY:
NORC at the
University of Chicago

Table of Contents

| | |
|---|-----------|
| Study Methodology | 1 |
| About The Associated Press-NORC Center for Public Affairs Research | 2 |
| Index of Variables: <i>Listed in the order they appear on the file</i> | 3 |
| Details of Variables | 12 |
| Map of Census Regions..... | 35 |

Study Methodology

This survey was conducted by The Associated Press-NORC Center for Public Affairs Research with funding from SAP.

Data were collected using the AmeriSpeak Omnibus®, a monthly multi-client survey using NORC's probability-based panel designed to be representative of the U.S. household population. The survey was part of a larger study that included questions about other topics not included in this report. During the initial recruitment phase of the panel, randomly selected U.S. households were sampled with a known, non-zero probability of selection from the NORC National Sample Frame and then contacted by U.S. mail, email, telephone, and field interviewers (face-to-face). The panel provides sample coverage of approximately 97% of the U.S. household population. Those excluded from the sample include people with P.O. Box only addresses, some addresses not listed in the USPS Delivery Sequence File, and some newly constructed dwellings.

Interviews for this survey were conducted between September 11 and 16, 2020, with full-time or part-time employed adults age 18 and over representing the 50 states and the District of Columbia. Self-employed adults were not included in the survey. Panel members were randomly drawn from AmeriSpeak and screened during the survey for their current employment status. In addition to 531 employed adults from the omnibus sample, the survey included a supplementary sample of 484 employed adults. A total of 1,015 employed adults completed the survey—1,006 via the web and 9 via telephone. Interviews were conducted in English. The screener completion rate is 21.3%, the weighted household panel response rate is 21.0%, and the weighted household panel retention rate is 80.4 percent, for a cumulative response rate of 3.4%. The overall margin of sampling error is +/- 4.2 percentage points at the 95% confidence level, including the design effect. The margin of sampling error may be higher for subgroups.

Once the sample has been selected and fielded, and all the study data have been collected and made final, a poststratification process is used to adjust for any survey nonresponse as well as any noncoverage or under and oversampling resulting from the study specific sample design. Poststratification variables included age, gender, census division, race/ethnicity, and household phone status. Weighting variables were obtained from the 2020 Current Population Survey. The weighted data, which reflect the U.S. population of adults age 18 and over, were used for all analyses.

For more information, visit www.apnorc.org or email info@apnorc.org.

About The Associated Press-NORC Center for Public Affairs Research

The AP-NORC Center for Public Affairs Research taps into the power of social science research and the highest quality journalism to bring key information to people across the nation and throughout the world.

- The Associated Press is the world's essential news organization, bringing fast, unbiased news to all media platforms and formats.
- NORC at the University of Chicago is one of the oldest and most respected, objective social science research institutions in the world.

The two organizations have established The AP-NORC Center to conduct, analyze, and distribute social science research in the public interest on newsworthy topics, and to use the power of journalism to tell the stories that research reveals.

Index of Variables: *Listed in the order they appear on the file*

| # | Variable | Question | Type | Length | Label |
|----|-----------|----------|------|--------|--|
| 1 | SU_ID | N/A | 8 | Num | SU_ID: CaseID |
| 2 | FINALWT | N/A | 8 | Num | FINALWT: Post-stratification weights - 18+ employed general population (N=1,015) |
| 3 | POPWT | N/A | 8 | Num | POPWT: Post-stratification weights - 18+ employed general population |
| 4 | SURV_MODE | N/A | 8 | Num | SURV_MODE: Survey Interview Mode |
| 5 | EMPLOY1 | EMPLOY1 | 8 | Num | EMPLOY1: Which statement best describes your current employment status? |
| 6 | SAP1 | SAP1 | 8 | Num | SAP1: Which of the following best describe your current work situation? |
| 7 | SAP2 | SAP2 | 8 | Num | SAP2: During the coronavirus pandemic, has your job been considered: |
| 8 | SAP3A | SAP3 | 8 | Num | SAP3A: [The way things are going for you generally] Would you say that each of the following has gotten better, stayed the same or gotten worse as a result of the coronavirus pandemic? |
| 9 | SAP3B | SAP3 | 8 | Num | SAP3B: [The amount of stress you experience] Would you say that each of the following has gotten better, stayed the same or gotten worse as a result of the coronavirus pandemic? |
| 10 | SAP3C | SAP3 | 8 | Num | SAP3C: [The amount of work you get done] Would you say that each of the following has gotten better, stayed the same or gotten worse as a result of the coronavirus pandemic? |

| # | Variable | Question | Type | Length | Label |
|----|----------|----------|------|--------|---|
| 11 | SAP3D | SAP3 | 8 | Num | SAP3D: [The balance between your work and personal life] Would you say that each of the following has gotten better, stayed the same or gotten worse as a result of the coronavirus pandemic? |
| 12 | SAP4A | SAP4 | 8 | Num | SAP4A: [Your job] Is each of the following a major source of stress, a minor source of stress or not a source of stress? |
| 13 | SAP4B | SAP4 | 8 | Num | SAP4B: [The coronavirus pandemic] Is each of the following a major source of stress, a minor source of stress or not a source of stress? |
| 14 | SAP4C | SAP4 | 8 | Num | SAP4C: [Your family life] Is each of the following a major source of stress, a minor source of stress or not a source of stress? |
| 15 | SAP4D | SAP4 | 8 | Num | SAP4D: [Your personal finances] Is each of the following a major source of stress, a minor source of stress or not a source of stress? |
| 16 | SAP4E | SAP4 | 8 | Num | SAP4E: [Recent attention to racial inequality] Is each of the following a major source of stress, a minor source of stress or not a source of stress? |
| 17 | SAP4F | SAP4 | 8 | Num | SAP4F: [The national economy] Is each of the following a major source of stress, a minor source of stress or not a source of stress? |
| 18 | SAP4G | SAP4 | 8 | Num | SAP4G: [The presidential election] Is each of the following a major source of stress, a minor source of stress or not a source of stress? |
| 19 | SAP4H | SAP4 | 8 | Num | SAP4H: [Your health] Is each of the following a major source of stress, a minor source of stress or not a source of stress? |

| # | Variable | Question | Type | Length | Label |
|----|----------|----------|------|--------|--|
| 20 | SAP5A | SAP5 | 8 | Num | SAP5A: [Uncertainty about your job security] Thinking about your work during the coronavirus pandemic, is each of the following a major source of stress, a minor source of stress or not a source of stress? |
| 21 | SAP5B | SAP5 | 8 | Num | SAP5B: [Balancing work and other responsibilities] Thinking about your work during the coronavirus pandemic, is each of the following a major source of stress, a minor source of stress or not a source of stress? |
| 22 | SAP5C | SAP5 | 8 | Num | SAP5C: [Concern about being exposed to the coronavirus at work] Thinking about your work during the coronavirus pandemic, is each of the following a major source of stress, a minor source of stress or not a source of stress? |
| 23 | SAP5D | SAP5 | 8 | Num | SAP5D: [Following coronavirus safety procedures] Thinking about your work during the coronavirus pandemic, is each of the following a major source of stress, a minor source of stress or not a source of stress? |
| 24 | SAP5E | SAP5 | 8 | Num | SAP5E: [Isolation from co-workers] Thinking about your work during the coronavirus pandemic, is each of the following a major source of stress, a minor source of stress or not a source of stress? |
| 25 | SAP5F | SAP5 | 8 | Num | SAP5F: [Your work environment at home] Thinking about your work during the coronavirus pandemic, is each of the following a major source of stress, a minor source of stress or not a source of stress? |

| # | Variable | Question | Type | Length | Label |
|----|----------|----------|------|--------|--|
| 26 | SAP6 | SAP6 | 8 | Num | SAP6: Thinking about the way your employer is responding to the coronavirus pandemic, would you say they are going above and beyond, doing about the right amount, or falling short? |
| 27 | SAP7A | SAP7 | 8 | Num | SAP7A: [Physical health] Would you say your employer is doing a good job, a bad job, or neither a good job nor bad job protecting its employees for each of the following? |
| 28 | SAP7B | SAP7 | 8 | Num | SAP7B: [Mental health] Would you say your employer is doing a good job, a bad job, or neither a good job nor bad job protecting its employees for each of the following? |
| 29 | SAP7C | SAP7 | 8 | Num | SAP7C: [Financial wellbeing] Would you say your employer is doing a good job, a bad job, or neither a good job nor bad job protecting its employees for each of the following? |
| 30 | SAP8A | SAP8 | 8 | Num | SAP8A: [Developing an infectious disease preparedness plan] How important would you say it is for your employer to be doing each of the following during the coronavirus pandemic? |
| 31 | SAP8B | SAP8 | 8 | Num | SAP8B: [Communicating updates on company practices during the pandemic] How important would you say it is for your employer to be doing each of the following during the coronavirus pandemic? |
| 32 | SAP8C | SAP8 | 8 | Num | SAP8C: [Ensuring the work environment meets public health guidelines] How important would you say it is for your employer to be doing each of the following during the coronavirus pandemic? |

| # | Variable | Question | Type | Length | Label |
|----|----------|----------|------|--------|---|
| 33 | SAP8D | SAP8 | 8 | Num | SAP8D: [Providing protective equipment for employees to reduce the risk of infection] How important would you say it is for your employer to be doing each of the following during the coronavirus pandemic? |
| 34 | SAP8E | SAP8 | 8 | Num | SAP8E: [Expanding health care benefits] How important would you say it is for your employer to be doing each of the following during the coronavirus pandemic? |
| 35 | SAP8F | SAP8 | 8 | Num | SAP8F: [Expanding paid sick leave] How important would you say it is for your employer to be doing each of the following during the coronavirus pandemic? |
| 36 | SAP8G | SAP8 | 8 | Num | SAP8G: [Offering flexibility for parents and other caregivers] How important would you say it is for your employer to be doing each of the following during the coronavirus pandemic? |
| 37 | SAP8H | SAP8 | 8 | Num | SAP8H: [Offering counseling or other mental health resources] How important would you say it is for your employer to be doing each of the following during the coronavirus pandemic? |
| 38 | SAP8I | SAP8 | 8 | Num | SAP8I: [Communicating to employees if they have come in contact with a confirmed virus case] How important would you say it is for your employer to be doing each of the following during the coronavirus pandemic? |
| 39 | SAP8J | SAP8 | 8 | Num | SAP8J: [Providing hazard pay for at-risk workers] How important would you say it is for your employer to be doing each of the following during the coronavirus pandemic? |

| # | Variable | Question | Type | Length | Label |
|----|----------|----------|------|--------|--|
| 40 | SAP9A | SAP9 | 8 | Num | SAP9A: [Developing an infectious disease preparedness plan] Would you say your employer is doing a good job, a bad job, or neither a good job nor bad job doing each of the following during the coronavirus pandemic? |
| 41 | SAP9B | SAP9 | 8 | Num | SAP9B: [Communicating updates on company practices during the pandemic] Would you say your employer is doing a good job, a bad job, or neither a good job nor bad job doing each of the following during the coronavirus pandemic? |
| 42 | SAP9C | SAP9 | 8 | Num | SAP9C: [Ensuring the work environment meets public health guidelines] Would you say your employer is doing a good job, a bad job, or neither a good job nor bad job doing each of the following during the coronavirus pandemic? |
| 43 | SAP9D | SAP9 | 8 | Num | SAP9D: [Providing protective equipment for employees to reduce the risk of infection] Would you say your employer is doing a good job, a bad job, or neither a good job nor bad job doing each of the following during the coronavirus pandemic? |
| 44 | SAP9E | SAP9 | 8 | Num | SAP9E: [Expanding health care benefits] Would you say your employer is doing a good job, a bad job, or neither a good job nor bad job doing each of the following during the coronavirus pandemic? |
| 45 | SAP9F | SAP9 | 8 | Num | SAP9F: [Expanding paid sick leave] Would you say your employer is doing a good job, a bad job, or neither a good job nor bad job doing each of the following during the coronavirus pandemic? |

| # | Variable | Question | Type | Length | Label |
|----|----------|----------|------|--------|---|
| 46 | SAP9G | SAP9 | 8 | Num | SAP9G: [Offering flexibility for parents and other caregivers] Would you say your employer is doing a good job, a bad job, or neither a good job nor bad job doing each of the following during the coronavirus pandemic? |
| 47 | SAP9H | SAP9 | 8 | Num | SAP9H: [Offering counseling or other mental health resources] Would you say your employer is doing a good job, a bad job, or neither a good job nor bad job doing each of the following during the coronavirus pandemic? |
| 48 | SAP9I | SAP9 | 8 | Num | SAP9I: [Communicating to employees if they have come in contact with a confirmed virus case] Would you say your employer is doing a good job, a bad job, or neither a good job nor bad job doing each of the following during the coronavirus pandemic? |
| 49 | SAP9J | SAP9 | 8 | Num | SAP9J: [Providing hazard pay for at-risk workers] Would you say your employer is doing a good job, a bad job, or neither a good job nor bad job doing each of the following during the coronavirus pandemic? |
| 50 | SAP10A | SAP10 | 8 | Num | SAP10A: [Stipends for childcare] Thinking specifically about parents and caregivers, how important would you say it is for your employer to provide each of the following during the coronavirus pandemic? |
| 51 | SAP10B | SAP10 | 8 | Num | SAP10B: [Childcare facilities] Thinking specifically about parents and caregivers, how important would you say it is for your employer to provide each of the following during the coronavirus pandemic? |

| # | Variable | Question | Type | Length | Label |
|----|----------|----------|------|--------|--|
| 52 | SAP10C | SAP10 | 8 | Num | SAP10C: [Tutoring resources when schools are closed] Thinking specifically about parents and caregivers, how important would you say it is for your employer to provide each of the following during the coronavirus pandemic? |
| 53 | SAP10D | SAP10 | 8 | Num | SAP10D: [Extended family leave options] Thinking specifically about parents and caregivers, how important would you say it is for your employer to provide each of the following during the coronavirus pandemic? |
| 54 | SAP11A | SAP11 | 8 | Num | SAP11A: [Stipends for childcare] Is your employer providing each of the following, or not? |
| 55 | SAP11B | SAP11 | 8 | Num | SAP11B: [Childcare facilities] Is your employer providing each of the following, or not? |
| 56 | SAP11C | SAP11 | 8 | Num | SAP11C: [Tutoring resources when schools are closed] Is your employer providing each of the following, or not? |
| 57 | SAP11D | SAP11 | 8 | Num | SAP11D: [Extended family leave options] Is your employer providing each of the following, or not? |
| 58 | SAP12A | SAP12 | 8 | Num | SAP12A: [Taken leave] As a result of the coronavirus pandemic, have you experienced any of the following? |
| 59 | SAP12B | SAP12 | 8 | Num | SAP12B: [Cut back on hours] As a result of the coronavirus pandemic, have you experienced any of the following? |
| 60 | SAP12C | SAP12 | 8 | Num | SAP12C: [Considered quitting your job] As a result of the coronavirus pandemic, have you experienced any of the following? |

| # | Variable | Question | Type | Length | Label |
|----|---------------|----------|------|--------|---|
| 61 | SAP13_1 | SAP13 | 8 | Num | SAP13_1: [No children] Are you the parent or guardian of any children who are currently in daycare or kindergarten through 12th grade, or not? |
| 62 | SAP13_2 | SAP13 | 8 | Num | SAP13_4: [Child in daycare] Are you the parent or guardian of any children who are currently in daycare or kindergarten through 12th grade, or not? |
| 63 | SAP13_3 | SAP13 | 8 | Num | SAP13_3: [Child in K-8] Are you the parent or guardian of any children who are currently in daycare or kindergarten through 12th grade, or not? |
| 64 | SAP13_4 | SAP13 | 8 | Num | SAP13_4: [Child in high school] Are you the parent or guardian of any children who are currently in daycare or kindergarten through 12th grade, or not? |
| 65 | SAP14 | SAP14 | 8 | Num | SAP14: Is your child's school or daycare currently open for in-person attendance or closed because of the coronavirus outbreak? |
| 66 | SAP15 | SAP15 | 8 | Num | SAP15: How many employees work for your employer? |
| 67 | AGEGRP | N/A | 8 | Num | AGEGRP: Age |
| 68 | RACETH | N/A | 8 | Num | RACETH: Race/ethnicity |
| 69 | MARITAL | N/A | 8 | Num | MARITAL: Marital status |
| 70 | HHINCOME | N/A | 8 | Num | HHINCOME: Household income |
| 71 | EDUCATION | N/A | 8 | Num | EDUCATION: Educational attainment |
| 72 | GENDER | N/A | 8 | Num | GENDER: Gender |
| 73 | STATE | N/A | 2 | Char | STATE: State of residence |
| 74 | CENSUS_REGION | N/A | 8 | Num | CENSUS_REGION: Census region |

Variables #67-74 are AmeriSpeak Omnibus® profile variables. These variables are collapsed or recoded to minimize the risk of disclosing respondent privacy.

Details of Variables

- “.” Or space: logic skip, respondent is not applicable to a specific question
- 99: missing, survey non-respondent

| SURV_MODE: Survey Interview Mode | | | |
|----------------------------------|-----------|--------------------|------------------|
| SURV_MODE | Frequency | Weighted Frequency | Weighted Percent |
| (1) Phone interview | 10 | 9 | 0.90 |
| (2) Web interview | 1,005 | 1,006 | 99.10 |
| Total | 1,015 | 1,015 | 100.00 |

| EMPLOY1: Which statement best describes your <u>current</u> employment status? | | | |
|--|-----------|--------------------|------------------|
| EMPLOY1 | Frequency | Weighted Frequency | Weighted Percent |
| Working remotely as a paid employee | 329 | 295 | 29.02 |
| Working in-person as a paid employee | 686 | 720 | 70.98 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP1: Which of the following best describe your current work situation? | | | |
|---|-----------|--------------------|------------------|
| SAP1 | Frequency | Weighted Frequency | Weighted Percent |
| (1) Leave home to work in a hospital, a doctor's or dentist's office, or other medical facility | 103 | 98 | 9.68 |
| (2) Leave home to work in a retail or service job | 172 | 178 | 17.50 |
| (3) Leave home to work in some other type of workplace | 406 | 441 | 43.42 |
| (4) Work from home, or telecommute, because of the coronavirus outbreak | 263 | 241 | 23.78 |
| (5) Work from home and did so before the coronavirus outbreak | 54 | 42 | 4.15 |
| (6) On leave | 9 | 10 | 1.03 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 8 | 5 | 0.45 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP2: During the coronavirus pandemic, has your job been considered: | | | |
|--|-----------|--------------------|------------------|
| SAP2 | Frequency | Weighted Frequency | Weighted Percent |
| (1) Essential | 697 | 688 | 67.77 |
| (2) Non-essential | 201 | 199 | 19.59 |
| (77) Not sure | 115 | 128 | 12.57 |
| (99) SKIPPED ON WEB/REFUSED (VOL) | 2 | 1 | 0.08 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP3A: [The way things are going for you generally] Would you say that each of the following has gotten better, stayed the same or gotten worse as a result of the coronavirus pandemic? | | | |
|--|-----------|--------------------|------------------|
| SAP3A | Frequency | Weighted Frequency | Weighted Percent |
| (1) A lot better | 29 | 43 | 4.23 |
| (2) A little better | 142 | 151 | 14.90 |
| (3) Stayed the same | 452 | 440 | 43.33 |
| (4) A little worse | 321 | 313 | 30.87 |
| (5) A lot worse | 67 | 64 | 6.28 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 4 | 4 | 0.39 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP3B: [The amount of stress you experience] Would you say that each of the following has gotten better, stayed the same or gotten worse as a result of the coronavirus pandemic? | | | |
|---|-----------|--------------------|------------------|
| SAP3B | Frequency | Weighted Frequency | Weighted Percent |
| (1) A lot better | 29 | 43 | 4.24 |
| (2) A little better | 79 | 86 | 8.43 |
| (3) Stayed the same | 323 | 330 | 32.56 |
| (4) A little worse | 391 | 374 | 36.88 |
| (5) A lot worse | 190 | 178 | 17.55 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 3 | 3 | 0.34 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP3C: [The amount of work you get done] Would you say that each of the following has gotten better, stayed the same or gotten worse as a result of the coronavirus pandemic? | | | |
|---|-----------|--------------------|------------------|
| SAP3C | Frequency | Weighted Frequency | Weighted Percent |
| (1) A lot better | 44 | 52 | 5.12 |
| (2) A little better | 122 | 128 | 12.61 |
| (3) Stayed the same | 583 | 583 | 57.44 |
| (4) A little worse | 202 | 199 | 19.58 |
| (5) A lot worse | 61 | 50 | 4.90 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 3 | 3 | 0.34 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP3D: [The balance between your work and personal life] Would you say that each of the following has gotten better, stayed the same or gotten worse as a result of the coronavirus pandemic? | | | |
|---|-----------|--------------------|------------------|
| SAP3D | Frequency | Weighted Frequency | Weighted Percent |
| (1) A lot better | 50 | 65 | 6.39 |
| (2) A little better | 136 | 131 | 12.91 |
| (3) Stayed the same | 459 | 447 | 44.05 |
| (4) A little worse | 252 | 248 | 24.48 |
| (5) A lot worse | 115 | 120 | 11.83 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 3 | 3 | 0.34 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP4A: [Your job] Is each of the following a major source of stress, a minor source of stress or not a source of stress? | | | |
|--|-----------|--------------------|------------------|
| SAP4A | Frequency | Weighted Frequency | Weighted Percent |
| (1) Major source | 320 | 324 | 31.87 |
| (2) Minor source | 466 | 469 | 46.21 |
| (3) Not a source | 224 | 218 | 21.46 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 5 | 5 | 0.46 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP4B: [The coronavirus pandemic] Is each of the following a major source of stress, a minor source of stress or not a source of stress? | | | |
|--|-----------|--------------------|------------------|
| SAP4B | Frequency | Weighted Frequency | Weighted Percent |
| (1) Major source | 467 | 437 | 43.01 |
| (2) Minor source | 416 | 432 | 42.56 |
| (3) Not a source | 125 | 137 | 13.53 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 7 | 9 | 0.90 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP4C: [Your family life] Is each of the following a major source of stress, a minor source of stress or not a source of stress? | | | |
|--|-----------|--------------------|------------------|
| SAP4C | Frequency | Weighted Frequency | Weighted Percent |
| (1) Major source | 200 | 215 | 21.18 |
| (2) Minor source | 451 | 458 | 45.12 |
| (3) Not a source | 358 | 335 | 32.99 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 6 | 7 | 0.70 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP4D: [Your personal finances] Is each of the following a major source of stress, a minor source of stress or not a source of stress? | | | |
|--|-----------|--------------------|------------------|
| SAP4D | Frequency | Weighted Frequency | Weighted Percent |
| (1) Major source | 282 | 305 | 30.02 |
| (2) Minor source | 429 | 423 | 41.63 |
| (3) Not a source | 296 | 280 | 27.63 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 8 | 7 | 0.72 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP4E: [Recent attention to racial inequality] Is each of the following a major source of stress, a minor source of stress or not a source of stress? | | | |
|---|-----------|--------------------|------------------|
| SAP4E | Frequency | Weighted Frequency | Weighted Percent |
| (1) Major source | 270 | 271 | 26.65 |
| (2) Minor source | 417 | 408 | 40.17 |
| (3) Not a source | 321 | 330 | 32.46 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 7 | 7 | 0.71 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP4F: [The national economy] Is each of the following a major source of stress, a minor source of stress or not a source of stress? | | | |
|--|-----------|--------------------|------------------|
| SAP4F | Frequency | Weighted Frequency | Weighted Percent |
| (1) Major source | 233 | 224 | 22.04 |
| (2) Minor source | 546 | 550 | 54.19 |
| (3) Not a source | 229 | 232 | 22.83 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 7 | 10 | 0.94 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP4G: [The presidential election] Is each of the following a major source of stress, a minor source of stress or not a source of stress? | | | |
|---|-----------|--------------------|------------------|
| SAP4G | Frequency | Weighted Frequency | Weighted Percent |
| (1) Major source | 333 | 299 | 29.45 |
| (2) Minor source | 402 | 411 | 40.46 |
| (3) Not a source | 273 | 297 | 29.28 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 7 | 8 | 0.82 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP4H: [Your health] Is each of the following a major source of stress, a minor source of stress or not a source of stress? | | | |
|---|-----------|--------------------|------------------|
| SAP4H | Frequency | Weighted Frequency | Weighted Percent |
| (1) Major source | 194 | 205 | 20.18 |
| (2) Minor source | 447 | 411 | 40.45 |
| (3) Not a source | 369 | 393 | 38.71 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 5 | 7 | 0.65 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP5A: [Uncertainty about your job security] Thinking about your work during the coronavirus pandemic, is each of the following a major source of stress, a minor source of stress or not a source of stress? | | | |
|---|-----------|--------------------|------------------|
| SAP5A | Frequency | Weighted Frequency | Weighted Percent |
| (1) Major source | 187 | 218 | 21.45 |
| (2) Minor source | 313 | 269 | 26.51 |
| (3) Not a source | 510 | 521 | 51.36 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 5 | 7 | 0.68 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP5B: [Balancing work and other responsibilities] Thinking about your work during the coronavirus pandemic, is each of the following a major source of stress, a minor source of stress or not a source of stress? | | | |
|--|------------------|---------------------------|-------------------------|
| SAP5B | Frequency | Weighted Frequency | Weighted Percent |
| (1) Major source | 258 | 272 | 26.81 |
| (2) Minor source | 431 | 419 | 41.29 |
| (3) Not a source | 319 | 316 | 31.16 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 7 | 8 | 0.74 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP5C: [Concern about being exposed to the coronavirus at work] Thinking about your work during the coronavirus pandemic, is each of the following a major source of stress, a minor source of stress or not a source of stress? | | | |
|---|------------------|---------------------------|-------------------------|
| SAP5C | Frequency | Weighted Frequency | Weighted Percent |
| . | 334 | 298 | 29.41 |
| (1) Major source | 225 | 226 | 22.27 |
| (2) Minor source | 262 | 287 | 28.31 |
| (3) Not a source | 190 | 199 | 19.57 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 4 | 4 | 0.44 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP5D: [Following coronavirus safety procedures] Thinking about your work during the coronavirus pandemic, is each of the following a major source of stress, a minor source of stress or not a source of stress? | | | |
|--|------------------|---------------------------|-------------------------|
| SAP5D | Frequency | Weighted Frequency | Weighted Percent |
| . | 334 | 298 | 29.41 |
| (1) Major source | 188 | 190 | 18.74 |
| (2) Minor source | 301 | 317 | 31.20 |
| (3) Not a source | 188 | 205 | 20.23 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 4 | 4 | 0.43 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP5E: [Isolation from co-workers] Thinking about your work during the coronavirus pandemic, is each of the following a major source of stress, a minor source of stress or not a source of stress? | | | |
|---|-----------|--------------------|------------------|
| SAP5E | Frequency | Weighted Frequency | Weighted Percent |
| . | 698 | 732 | 72.07 |
| (1) Major source | 50 | 47 | 4.68 |
| (2) Minor source | 130 | 114 | 11.25 |
| (3) Not a source | 135 | 119 | 11.73 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 2 | 3 | 0.27 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP5F: [Your work environment at home] Thinking about your work during the coronavirus pandemic, is each of the following a major source of stress, a minor source of stress or not a source of stress? | | | |
|---|-----------|--------------------|------------------|
| SAP5F | Frequency | Weighted Frequency | Weighted Percent |
| . | 698 | 732 | 72.07 |
| (1) Major source | 38 | 37 | 3.63 |
| (2) Minor source | 137 | 115 | 11.34 |
| (3) Not a source | 141 | 130 | 12.76 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 1 | 2 | 0.20 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP6: Thinking about the way your employer is responding to the coronavirus pandemic, would you say they are going above and beyond, doing about the right amount, or falling short? | | | |
|--|-----------|--------------------|------------------|
| SAP6 | Frequency | Weighted Frequency | Weighted Percent |
| (1) Going above and beyond | 242 | 242 | 23.87 |
| (2) Doing about the right amount | 580 | 580 | 57.17 |
| (3) Falling short | 186 | 185 | 18.21 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 7 | 8 | 0.74 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP7A: [Physical health] Would you say your employer is doing a good job, a bad job, or neither a good job nor bad job protecting its employees for each of the following? | | | |
|--|-----------|--------------------|------------------|
| SAP7A | Frequency | Weighted Frequency | Weighted Percent |
| (1) Very good | 181 | 197 | 19.38 |
| (2) Moderately good | 350 | 352 | 34.68 |
| (3) Neither good nor bad | 333 | 323 | 31.82 |
| (4) Moderately bad | 110 | 102 | 10.05 |
| (5) Very bad | 35 | 34 | 3.39 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 6 | 7 | 0.68 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP7B: [Mental health] Would you say your employer is doing a good job, a bad job, or neither a good job nor bad job protecting its employees for each of the following? | | | |
|--|-----------|--------------------|------------------|
| SAP7B | Frequency | Weighted Frequency | Weighted Percent |
| (1) Very good | 141 | 149 | 14.73 |
| (2) Moderately good | 298 | 312 | 30.69 |
| (3) Neither good nor bad | 372 | 359 | 35.37 |
| (4) Moderately bad | 147 | 139 | 13.72 |
| (5) Very bad | 50 | 48 | 4.76 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 7 | 7 | 0.73 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP7C: [Financial wellbeing] Would you say your employer is doing a good job, a bad job, or neither a good job nor bad job protecting its employees for each of the following? | | | |
|--|-----------|--------------------|------------------|
| SAP7C | Frequency | Weighted Frequency | Weighted Percent |
| (1) Very good | 166 | 175 | 17.24 |
| (2) Moderately good | 306 | 307 | 30.22 |
| (3) Neither good nor bad | 376 | 367 | 36.18 |
| (4) Moderately bad | 106 | 94 | 9.24 |
| (5) Very bad | 55 | 65 | 6.44 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 6 | 7 | 0.68 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP8A: [Developing an infectious disease preparedness plan] How important would you say it is for your employer to be doing each of the following during the coronavirus pandemic? | | | |
|--|-----------|--------------------|------------------|
| SAP8A | Frequency | Weighted Frequency | Weighted Percent |
| (1) Extremely important | 351 | 361 | 35.61 |
| (2) Very important | 325 | 327 | 32.26 |
| (3) Somewhat important | 208 | 204 | 20.14 |
| (4) Not too important | 69 | 55 | 5.38 |
| (5) Not at all important | 51 | 56 | 5.54 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 11 | 11 | 1.06 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP8B: [Communicating updates on company practices during the pandemic] How important would you say it is for your employer to be doing each of the following during the coronavirus pandemic? | | | |
|--|-----------|--------------------|------------------|
| SAP8B | Frequency | Weighted Frequency | Weighted Percent |
| (1) Extremely important | 347 | 358 | 35.28 |
| (2) Very important | 378 | 370 | 36.49 |
| (3) Somewhat important | 207 | 208 | 20.45 |
| (4) Not too important | 53 | 50 | 4.89 |
| (5) Not at all important | 18 | 18 | 1.80 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 12 | 11 | 1.10 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP8C: [Ensuring the work environment meets public health guidelines] How important would you say it is for your employer to be doing each of the following during the coronavirus pandemic? | | | |
|--|-----------|--------------------|------------------|
| SAP8C | Frequency | Weighted Frequency | Weighted Percent |
| (1) Extremely important | 449 | 454 | 44.69 |
| (2) Very important | 320 | 320 | 31.56 |
| (3) Somewhat important | 177 | 177 | 17.47 |
| (4) Not too important | 37 | 33 | 3.28 |
| (5) Not at all important | 22 | 21 | 2.08 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 10 | 9 | 0.93 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP8D: [Providing protective equipment for employees to reduce the risk of infection] How important would you say it is for your employer to be doing each of the following during the coronavirus pandemic? | | | |
|--|-----------|--------------------|------------------|
| SAP8D | Frequency | Weighted Frequency | Weighted Percent |
| (1) Extremely important | 438 | 447 | 44.06 |
| (2) Very important | 304 | 297 | 29.23 |
| (3) Somewhat important | 181 | 182 | 17.94 |
| (4) Not too important | 55 | 54 | 5.27 |
| (5) Not at all important | 27 | 26 | 2.60 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 10 | 9 | 0.90 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP8E: [Expanding health care benefits] How important would you say it is for your employer to be doing each of the following during the coronavirus pandemic? | | | |
|--|-----------|--------------------|------------------|
| SAP8E | Frequency | Weighted Frequency | Weighted Percent |
| (1) Extremely important | 249 | 258 | 25.43 |
| (2) Very important | 281 | 276 | 27.20 |
| (3) Somewhat important | 293 | 293 | 28.92 |
| (4) Not too important | 116 | 110 | 10.86 |
| (5) Not at all important | 64 | 66 | 6.51 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 12 | 11 | 1.10 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP8F: [Expanding paid sick leave] How important would you say it is for your employer to be doing each of the following during the coronavirus pandemic? | | | |
|---|-----------|--------------------|------------------|
| SAP8F | Frequency | Weighted Frequency | Weighted Percent |
| (1) Extremely important | 291 | 300 | 29.52 |
| (2) Very important | 308 | 315 | 31.05 |
| (3) Somewhat important | 239 | 231 | 22.75 |
| (4) Not too important | 114 | 108 | 10.67 |
| (5) Not at all important | 51 | 51 | 5.07 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 12 | 10 | 0.94 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP8G: [Offering flexibility for parents and other caregivers] How important would you say it is for your employer to be doing each of the following during the coronavirus pandemic? | | | |
|---|-----------|--------------------|------------------|
| SAP8G | Frequency | Weighted Frequency | Weighted Percent |
| (1) Extremely important | 342 | 352 | 34.66 |
| (2) Very important | 347 | 347 | 34.15 |
| (3) Somewhat important | 227 | 215 | 21.14 |
| (4) Not too important | 56 | 57 | 5.57 |
| (5) Not at all important | 32 | 35 | 3.47 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 11 | 10 | 1.01 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP8H: [Offering counseling or other mental health resources] How important would you say it is for your employer to be doing each of the following during the coronavirus pandemic? | | | |
|--|-----------|--------------------|------------------|
| SAP8H | Frequency | Weighted Frequency | Weighted Percent |
| (1) Extremely important | 216 | 213 | 21.03 |
| (2) Very important | 280 | 289 | 28.51 |
| (3) Somewhat important | 302 | 290 | 28.55 |
| (4) Not too important | 123 | 121 | 11.96 |
| (5) Not at all important | 81 | 90 | 8.84 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 13 | 11 | 1.11 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP8I: [Communicating to employees if they have come in contact with a confirmed virus case] How important would you say it is for your employer to be doing each of the following during the coronavirus pandemic? | | | |
|---|-----------|--------------------|------------------|
| SAP8I | Frequency | Weighted Frequency | Weighted Percent |
| (1) Extremely important | 503 | 511 | 50.31 |
| (2) Very important | 301 | 281 | 27.73 |
| (3) Somewhat important | 138 | 145 | 14.31 |
| (4) Not too important | 42 | 40 | 3.99 |
| (5) Not at all important | 21 | 26 | 2.60 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 10 | 11 | 1.06 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP8J: [Providing hazard pay for at-risk workers] How important would you say it is for your employer to be doing each of the following during the coronavirus pandemic? | | | |
|--|-----------|--------------------|------------------|
| SAP8J | Frequency | Weighted Frequency | Weighted Percent |
| (1) Extremely important | 287 | 300 | 29.51 |
| (2) Very important | 297 | 307 | 30.29 |
| (3) Somewhat important | 216 | 200 | 19.73 |
| (4) Not too important | 114 | 109 | 10.74 |
| (5) Not at all important | 89 | 89 | 8.76 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 12 | 10 | 0.96 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP9A: [Developing an infectious disease preparedness plan] Would you say your employer is doing a good job, a bad job, or neither a good job nor bad job doing each of the following during the coronavirus pandemic? | | | |
|--|-----------|--------------------|------------------|
| SAP9A | Frequency | Weighted Frequency | Weighted Percent |
| (1) Very good | 200 | 210 | 20.64 |
| (2) Moderately good | 288 | 280 | 27.54 |
| (3) Neither good nor bad | 356 | 361 | 35.54 |
| (4) Moderately bad | 104 | 98 | 9.62 |
| (5) Very bad | 55 | 55 | 5.39 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 12 | 13 | 1.26 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP9B: [Communicating updates on company practices during the pandemic] Would you say your employer is doing a good job, a bad job, or neither a good job nor bad job doing each of the following during the coronavirus pandemic? | | | |
|--|-----------|--------------------|------------------|
| SAP9B | Frequency | Weighted Frequency | Weighted Percent |
| (1) Very good | 277 | 273 | 26.86 |
| (2) Moderately good | 344 | 356 | 35.07 |
| (3) Neither good nor bad | 241 | 245 | 24.13 |
| (4) Moderately bad | 93 | 88 | 8.65 |
| (5) Very bad | 49 | 42 | 4.12 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 11 | 12 | 1.17 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP9C: [Ensuring the work environment meets public health guidelines] Would you say your employer is doing a good job, a bad job, or neither a good job nor bad job doing each of the following during the coronavirus pandemic? | | | |
|--|-----------|--------------------|------------------|
| SAP9C | Frequency | Weighted Frequency | Weighted Percent |
| (1) Very good | 321 | 321 | 31.65 |
| (2) Moderately good | 325 | 346 | 34.09 |
| (3) Neither good nor bad | 234 | 233 | 22.93 |
| (4) Moderately bad | 82 | 66 | 6.50 |
| (5) Very bad | 39 | 38 | 3.74 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 14 | 11 | 1.08 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP9D: [Providing protective equipment for employees to reduce the risk of infection] Would you say your employer is doing a good job, a bad job, or neither a good job nor bad job doing each of the following during the coronavirus pandemic? | | | |
|--|-----------|--------------------|------------------|
| SAP9D | Frequency | Weighted Frequency | Weighted Percent |
| (1) Very good | 290 | 301 | 29.67 |
| (2) Moderately good | 334 | 329 | 32.43 |
| (3) Neither good nor bad | 240 | 248 | 24.41 |
| (4) Moderately bad | 93 | 81 | 8.02 |
| (5) Very bad | 43 | 43 | 4.26 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 15 | 12 | 1.21 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP9E: [Expanding health care benefits] Would you say your employer is doing a good job, a bad job, or neither a good job nor bad job doing each of the following during the coronavirus pandemic? | | | |
|--|-----------|--------------------|------------------|
| SAP9E | Frequency | Weighted Frequency | Weighted Percent |
| (1) Very good | 71 | 77 | 7.58 |
| (2) Moderately good | 135 | 142 | 13.97 |
| (3) Neither good nor bad | 522 | 537 | 52.87 |
| (4) Moderately bad | 152 | 129 | 12.74 |
| (5) Very bad | 121 | 119 | 11.72 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 14 | 11 | 1.12 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP9F: [Expanding paid sick leave] Would you say your employer is doing a good job, a bad job, or neither a good job nor bad job doing each of the following during the coronavirus pandemic? | | | |
|--|------------------|---------------------------|-------------------------|
| SAP9F | Frequency | Weighted Frequency | Weighted Percent |
| (1) Very good | 100 | 124 | 12.20 |
| (2) Moderately good | 168 | 173 | 17.07 |
| (3) Neither good nor bad | 447 | 427 | 42.12 |
| (4) Moderately bad | 149 | 137 | 13.46 |
| (5) Very bad | 134 | 141 | 13.85 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 17 | 13 | 1.31 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP9G: [Offering flexibility for parents and other caregivers] Would you say your employer is doing a good job, a bad job, or neither a good job nor bad job doing each of the following during the coronavirus pandemic? | | | |
|--|------------------|---------------------------|-------------------------|
| SAP9G | Frequency | Weighted Frequency | Weighted Percent |
| (1) Very good | 175 | 172 | 16.91 |
| (2) Moderately good | 282 | 270 | 26.65 |
| (3) Neither good nor bad | 348 | 374 | 36.84 |
| (4) Moderately bad | 111 | 100 | 9.86 |
| (5) Very bad | 84 | 86 | 8.49 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 15 | 13 | 1.26 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP9H: [Offering counseling or other mental health resources] Would you say your employer is doing a good job, a bad job, or neither a good job nor bad job doing each of the following during the coronavirus pandemic? | | | |
|---|------------------|---------------------------|-------------------------|
| SAP9H | Frequency | Weighted Frequency | Weighted Percent |
| (1) Very good | 114 | 120 | 11.84 |
| (2) Moderately good | 195 | 204 | 20.15 |
| (3) Neither good nor bad | 445 | 444 | 43.79 |
| (4) Moderately bad | 135 | 114 | 11.25 |
| (5) Very bad | 115 | 122 | 11.99 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 11 | 10 | 0.98 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP9I: [Communicating to employees if they have come in contact with a confirmed virus case] Would you say your employer is doing a good job, a bad job, or neither a good job nor bad job doing each of the following during the coronavirus pandemic? | | | |
|---|-----------|--------------------|------------------|
| SAP9I | Frequency | Weighted Frequency | Weighted Percent |
| (1) Very good | 249 | 265 | 26.08 |
| (2) Moderately good | 263 | 256 | 25.26 |
| (3) Neither good nor bad | 301 | 318 | 31.31 |
| (4) Moderately bad | 123 | 108 | 10.68 |
| (5) Very bad | 66 | 56 | 5.56 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 13 | 11 | 1.11 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP9J: [Providing hazard pay for at-risk workers] Would you say your employer is doing a good job, a bad job, or neither a good job nor bad job doing each of the following during the coronavirus pandemic? | | | |
|--|-----------|--------------------|------------------|
| SAP9J | Frequency | Weighted Frequency | Weighted Percent |
| (1) Very good | 76 | 80 | 7.92 |
| (2) Moderately good | 124 | 145 | 14.30 |
| (3) Neither good nor bad | 442 | 435 | 42.81 |
| (4) Moderately bad | 156 | 135 | 13.32 |
| (5) Very bad | 199 | 205 | 20.17 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 18 | 15 | 1.47 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP10A: [Stipends for childcare] Thinking specifically about parents and caregivers, how important would you say it is for your employer to provide each of the following during the coronavirus pandemic? | | | |
|--|-----------|--------------------|------------------|
| SAP10A | Frequency | Weighted Frequency | Weighted Percent |
| (1) Extremely important | 151 | 155 | 15.26 |
| (2) Very important | 209 | 226 | 22.28 |
| (3) Somewhat important | 320 | 320 | 31.53 |
| (4) Not too important | 182 | 161 | 15.90 |
| (5) Not at all important | 139 | 141 | 13.87 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 14 | 12 | 1.16 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP10B: [Childcare facilities] Thinking specifically about parents and caregivers, how important would you say it is for your employer to provide each of the following during the coronavirus pandemic? | | | |
|--|-----------|--------------------|------------------|
| SAP10B | Frequency | Weighted Frequency | Weighted Percent |
| (1) Extremely important | 148 | 163 | 16.04 |
| (2) Very important | 218 | 221 | 21.73 |
| (3) Somewhat important | 299 | 312 | 30.74 |
| (4) Not too important | 184 | 161 | 15.83 |
| (5) Not at all important | 150 | 146 | 14.41 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 16 | 13 | 1.25 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP10C: [Tutoring resources when schools are closed] Thinking specifically about parents and caregivers, how important would you say it is for your employer to provide each of the following during the coronavirus pandemic? | | | |
|--|-----------|--------------------|------------------|
| SAP10C | Frequency | Weighted Frequency | Weighted Percent |
| (1) Extremely important | 128 | 141 | 13.87 |
| (2) Very important | 212 | 226 | 22.22 |
| (3) Somewhat important | 303 | 290 | 28.57 |
| (4) Not too important | 205 | 198 | 19.50 |
| (5) Not at all important | 153 | 149 | 14.68 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 14 | 12 | 1.15 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP10D: [Extended family leave options] Thinking specifically about parents and caregivers, how important would you say it is for your employer to provide each of the following during the coronavirus pandemic? | | | |
|---|-----------|--------------------|------------------|
| SAP10D | Frequency | Weighted Frequency | Weighted Percent |
| (1) Extremely important | 223 | 235 | 23.11 |
| (2) Very important | 330 | 333 | 32.79 |
| (3) Somewhat important | 305 | 298 | 29.32 |
| (4) Not too important | 88 | 82 | 8.07 |
| (5) Not at all important | 56 | 57 | 5.64 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 13 | 11 | 1.08 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP11A: [Stipends for childcare] Is your employer providing each of the following, or not? | | | |
|--|-----------|--------------------|------------------|
| SAP11A | Frequency | Weighted Frequency | Weighted Percent |
| (1) Yes | 48 | 60 | 5.93 |
| (2) No | 769 | 743 | 73.24 |
| (77) Not sure | 186 | 201 | 19.78 |
| (99) SKIPPED ON WEB/REFUSED (VOL) | 12 | 11 | 1.04 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP11B: [Childcare facilities] Is your employer providing each of the following, or not? | | | |
|--|-----------|--------------------|------------------|
| SAP11B | Frequency | Weighted Frequency | Weighted Percent |
| (1) Yes | 93 | 102 | 10.00 |
| (2) No | 767 | 741 | 73.00 |
| (77) Not sure | 146 | 164 | 16.15 |
| (99) SKIPPED ON WEB/REFUSED (VOL) | 9 | 9 | 0.85 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP11C: [Tutoring resources when schools are closed] Is your employer providing each of the following, or not? | | | |
|--|-----------|--------------------|------------------|
| SAP11C | Frequency | Weighted Frequency | Weighted Percent |
| (1) Yes | 66 | 68 | 6.73 |
| (2) No | 750 | 730 | 71.92 |
| (77) Not sure | 187 | 207 | 20.43 |
| (99) SKIPPED ON WEB/REFUSED (VOL) | 12 | 9 | 0.93 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP11D: [Extended family leave options] Is your employer providing each of the following, or not? | | | |
|---|-----------|--------------------|------------------|
| SAP11D | Frequency | Weighted Frequency | Weighted Percent |
| (1) Yes | 242 | 264 | 26.01 |
| (2) No | 499 | 463 | 45.65 |
| (77) Not sure | 265 | 279 | 27.50 |
| (99) SKIPPED ON WEB/REFUSED (VOL) | 9 | 9 | 0.85 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP12A: [Taken leave] As a result of the coronavirus pandemic, have you experienced any of the following? | | | |
|---|-----------|--------------------|------------------|
| SAP12A | Frequency | Weighted Frequency | Weighted Percent |
| (1) Yes | 209 | 205 | 20.24 |
| (2) No | 800 | 805 | 79.32 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 6 | 5 | 0.44 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP12B: [Cut back on hours] As a result of the coronavirus pandemic, have you experienced any of the following? | | | |
|---|-----------|--------------------|------------------|
| SAP12B | Frequency | Weighted Frequency | Weighted Percent |
| (1) Yes | 278 | 286 | 28.18 |
| (2) No | 731 | 724 | 71.38 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 6 | 5 | 0.44 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP12C: [Considered quitting your job] As a result of the coronavirus pandemic, have you experienced any of the following? | | | |
|--|-----------|--------------------|------------------|
| SAP12C | Frequency | Weighted Frequency | Weighted Percent |
| (1) Yes | 257 | 256 | 25.23 |
| (2) No | 751 | 754 | 74.30 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 7 | 5 | 0.46 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP13_1: [No children] Are you the parent or guardian of any children who are currently in daycare or kindergarten through 12th grade, or not? | | | |
|--|-----------|--------------------|------------------|
| SAP13_1 | Frequency | Weighted Frequency | Weighted Percent |
| (0) No | 399 | 371 | 36.59 |
| (1) Yes | 616 | 644 | 63.41 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP13_4: [Child in daycare] Are you the parent or guardian of any children who are currently in daycare or kindergarten through 12th grade, or not? | | | |
|---|-----------|--------------------|------------------|
| SAP13_2 | Frequency | Weighted Frequency | Weighted Percent |
| (0) No | 899 | 922 | 90.81 |
| (1) Yes | 116 | 93 | 9.19 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP13_3: [Child in K-8] Are you the parent or guardian of any children who are currently in daycare or kindergarten through 12th grade, or not? | | | |
|---|-----------|--------------------|------------------|
| SAP13_3 | Frequency | Weighted Frequency | Weighted Percent |
| (0) No | 765 | 790 | 77.84 |
| (1) Yes | 250 | 225 | 22.16 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP13_4: [Child in high school] Are you the parent or guardian of any children who are currently in daycare or kindergarten through 12th grade, or not? | | | |
|---|-----------|--------------------|------------------|
| SAP13_4 | Frequency | Weighted Frequency | Weighted Percent |
| (0) No | 892 | 886 | 87.24 |
| (1) Yes | 123 | 129 | 12.76 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP14: Is your child's school or daycare currently open for in-person attendance or closed because of the coronavirus outbreak? | | | |
|---|-----------|--------------------|------------------|
| SAP14 | Frequency | Weighted Frequency | Weighted Percent |
| . | 628 | 658 | 64.87 |
| (1) Open | 247 | 225 | 22.22 |
| (2) Closed | 138 | 131 | 12.88 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 2 | 0 | 0.03 |
| Total | 1,015 | 1,015 | 100.00 |

| SAP15: How many employees work for your employer? | | | |
|---|-----------|--------------------|------------------|
| SAP15 | Frequency | Weighted Frequency | Weighted Percent |
| (1) 1-9 | 88 | 86 | 8.52 |
| (2) 10-49 | 155 | 144 | 14.18 |
| (3) 50-99 | 96 | 98 | 9.69 |
| (4) 100-499 | 179 | 185 | 18.24 |
| (5) 500-999 | 95 | 86 | 8.51 |
| (6) 1000-1999 | 73 | 70 | 6.87 |
| (7) More than 2000 | 325 | 342 | 33.71 |
| (99) DON'T KNOW/SKIPPED ON WEB/REFUSED (VOL) | 4 | 3 | 0.29 |
| Total | 1,015 | 1,015 | 100.00 |

| AGEGRP: Age | | | |
|-----------------|-----------|--------------------|------------------|
| AGEGRP | Frequency | Weighted Frequency | Weighted Percent |
| (1) 18 to 29 | 141 | 247 | 24.30 |
| (2) 30 to 39 | 338 | 233 | 23.00 |
| (3) 40 to 59 | 387 | 402 | 39.59 |
| (4) 60 to 64 | 92 | 73 | 7.16 |
| (5) 65 or older | 57 | 61 | 5.96 |
| Total | 1,015 | 1,015 | 100.00 |

| RACETH: Race/ethnicity | | | |
|------------------------------------|-----------|--------------------|------------------|
| RACETH | Frequency | Weighted Frequency | Weighted Percent |
| (1) White, non-Hispanic | 642 | 617 | 60.80 |
| (2) African American, non-Hispanic | 124 | 122 | 12.02 |
| (3) Hispanic | 175 | 184 | 18.16 |
| (4) Other | 74 | 92 | 9.02 |
| Total | 1,015 | 1,015 | 100.00 |

| MARITAL: Marital status | | | |
|-------------------------|-----------|--------------------|------------------|
| MARITAL | Frequency | Weighted Frequency | Weighted Percent |
| (1) Married | 548 | 511 | 50.38 |
| (2) Widowed | 27 | 24 | 2.33 |
| (3) Divorced | 86 | 81 | 7.99 |
| (4) Separated | 37 | 38 | 3.74 |
| (5) Never married | 226 | 259 | 25.54 |
| (6) Living with partner | 91 | 102 | 10.02 |
| Total | 1,015 | 1,015 | 100.00 |

| HHINCOME: Household income | | | |
|----------------------------------|-----------|--------------------|------------------|
| HHINCOME | Frequency | Weighted Frequency | Weighted Percent |
| (1) Under \$10,000 | 25 | 34 | 3.34 |
| (2) \$10,000 to under \$20,000 | 45 | 43 | 4.21 |
| (3) \$20,000 to under \$30,000 | 71 | 69 | 6.80 |
| (4) \$30,000 to under \$40,000 | 93 | 102 | 10.05 |
| (5) \$40,000 to under \$50,000 | 86 | 75 | 7.35 |
| (6) \$50,000 to under \$75,000 | 233 | 229 | 22.58 |
| (7) \$75,000 to under \$100,000 | 191 | 185 | 18.27 |
| (8) \$100,000 to under \$150,000 | 176 | 181 | 17.79 |
| (9) \$150,000 or more | 95 | 97 | 9.61 |
| Total | 1,015 | 1,015 | 100.00 |

| EDUCATION: Educational attainment | | | |
|-----------------------------------|-----------|--------------------|------------------|
| EDUCATION | Frequency | Weighted Frequency | Weighted Percent |
| (1) No HS diploma | 20 | 66 | 6.47 |
| (2) HS graduate or equivalent | 146 | 264 | 26.00 |
| (3) Some college | 405 | 281 | 27.67 |
| (4) BA or above | 254 | 236 | 23.27 |
| 5 | 190 | 168 | 16.59 |
| Total | 1,015 | 1,015 | 100.00 |

| GENDER: Gender | | | |
|----------------|-----------|--------------------|------------------|
| GENDER | Frequency | Weighted Frequency | Weighted Percent |
| (1) Male | 548 | 521 | 51.32 |
| (2) Female | 467 | 494 | 48.68 |
| Total | 1,015 | 1,015 | 100.00 |

| STATE: State of residence | | | |
|---------------------------|-----------|--------------------|------------------|
| STATE | Frequency | Weighted Frequency | Weighted Percent |
| (AK) Alaska | 5 | 4 | 0.35 |
| (AL) Alabama | 6 | 5 | 0.45 |
| (AR) Arkansas | 4 | 5 | 0.47 |
| (AZ) Arizona | 24 | 21 | 2.03 |
| (CA) California | 114 | 120 | 11.79 |
| (CO) Colorado | 19 | 15 | 1.49 |
| (CT) Connecticut | 14 | 14 | 1.42 |
| (DE) Delaware | 7 | 6 | 0.56 |
| (FL) Florida | 63 | 59 | 5.78 |
| (GA) Georgia | 30 | 28 | 2.72 |
| (HI) Hawaii | 3 | 3 | 0.29 |
| (IA) Iowa | 12 | 6 | 0.62 |
| (ID) Idaho | 7 | 5 | 0.51 |
| (IL) Illinois | 40 | 34 | 3.34 |
| (IN) Indiana | 24 | 21 | 2.11 |
| (KS) Kansas | 14 | 10 | 0.95 |
| (KY) Kentucky | 14 | 19 | 1.86 |
| (LA) Louisiana | 9 | 9 | 0.91 |
| (MA) Massachusetts | 20 | 22 | 2.14 |
| (MD) Maryland | 16 | 13 | 1.29 |
| (ME) Maine | 8 | 4 | 0.41 |
| (MI) Michigan | 27 | 26 | 2.60 |
| (MN) Minnesota | 23 | 19 | 1.83 |
| (MO) Missouri | 27 | 21 | 2.11 |
| (MS) Mississippi | 6 | 8 | 0.79 |
| (MT) Montana | 7 | 6 | 0.59 |
| (NC) North Carolina | 42 | 37 | 3.65 |
| (ND) North Dakota | 5 | 3 | 0.33 |
| (NE) Nebraska | 12 | 6 | 0.60 |
| (NH) New Hampshire | 6 | 3 | 0.33 |
| (NJ) New Jersey | 27 | 38 | 3.74 |
| (NM) New Mexico | 7 | 9 | 0.87 |
| (NV) Nevada | 13 | 14 | 1.37 |
| (NY) New York | 44 | 42 | 4.16 |
| (OH) Ohio | 44 | 40 | 3.93 |
| (OK) Oklahoma | 11 | 16 | 1.54 |
| (OR) Oregon | 10 | 8 | 0.83 |
| (PA) Pennsylvania | 39 | 50 | 4.97 |
| (RI) Rhode Island | 4 | 4 | 0.35 |
| (SC) South Carolina | 18 | 22 | 2.19 |

| | | | |
|--------------------|-------|-------|--------|
| (SD) South Dakota | 4 | 3 | 0.30 |
| (TN) Tennessee | 15 | 24 | 2.37 |
| (TX) Texas | 72 | 93 | 9.18 |
| (UT) Utah | 7 | 6 | 0.58 |
| (VA) Virginia | 28 | 32 | 3.17 |
| (VT) Vermont | 2 | 1 | 0.14 |
| (WA) Washington | 21 | 28 | 2.72 |
| (WI) Wisconsin | 31 | 26 | 2.59 |
| (WV) West Virginia | 8 | 6 | 0.57 |
| (WY) Wyoming | 2 | 1 | 0.07 |
| Total | 1,015 | 1,015 | 100.00 |

| CENSUS_REGION: Census region | | | |
|------------------------------|-----------|--------------------|------------------|
| CENSUS_REGION | Frequency | Weighted Frequency | Weighted Percent |
| (1) Northeast | 164 | 179 | 17.67 |
| (2) Midwest | 263 | 216 | 21.31 |
| (3) South | 349 | 381 | 37.52 |
| (4) West | 239 | 239 | 23.50 |
| Total | 1,015 | 1,015 | 100.00 |

Map of Census Regions

