

Employee Attitudes, Experiences, and Behaviors During the H1N1 Outbreak

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*Funded as part of a cooperative agreement between
HSPH, the Association of State and Territorial Health Officials, and the CDC*

Summary Points (I)

- A third (35%) of employees have, at some point since the start of the H1N1 outbreak, been concerned about getting sick from H1N1 flu at work.
- Employees, and particularly those working at large companies, reported a high level of exposure to information about how to stay healthy from H1N1 while at work.
- Employees generally felt their companies were prepared for the H1N1 outbreak, and half (50%) believe the current outbreak has made their companies more prepared for a future outbreak.
- Most employees reported that their companies provided hand-sanitizer, encouraged sick employees to stay home, and provided them with information about how to prevent the spread of H1N1. Smaller, but still substantial, shares of employees reported that their company took other actions such as creating back-up systems for employees to cover each others' work and expanding leave policies .

Summary Points (II)

- **Most employees said they more frequently washed or sanitized their hands at work in response to H1N1 and few said they adopted social distancing measures. About one in five (21%) employees got the H1N1 vaccine. H1N1 vaccination rates were higher among employees whose companies encouraged them to get the H1N1 vaccine or made it available to them than among employees whose companies did not do these things.**
- **A majority of employees have paid leave if they have to stay home because they are sick, a family member is sick, or if their child's school closes due to H1N1. Executives and managers are more likely than workers to have five or more paid days off to stay home if they or a family member is sick. In addition, employees working in large companies are more likely to be able to take such time off than employees in small companies.**

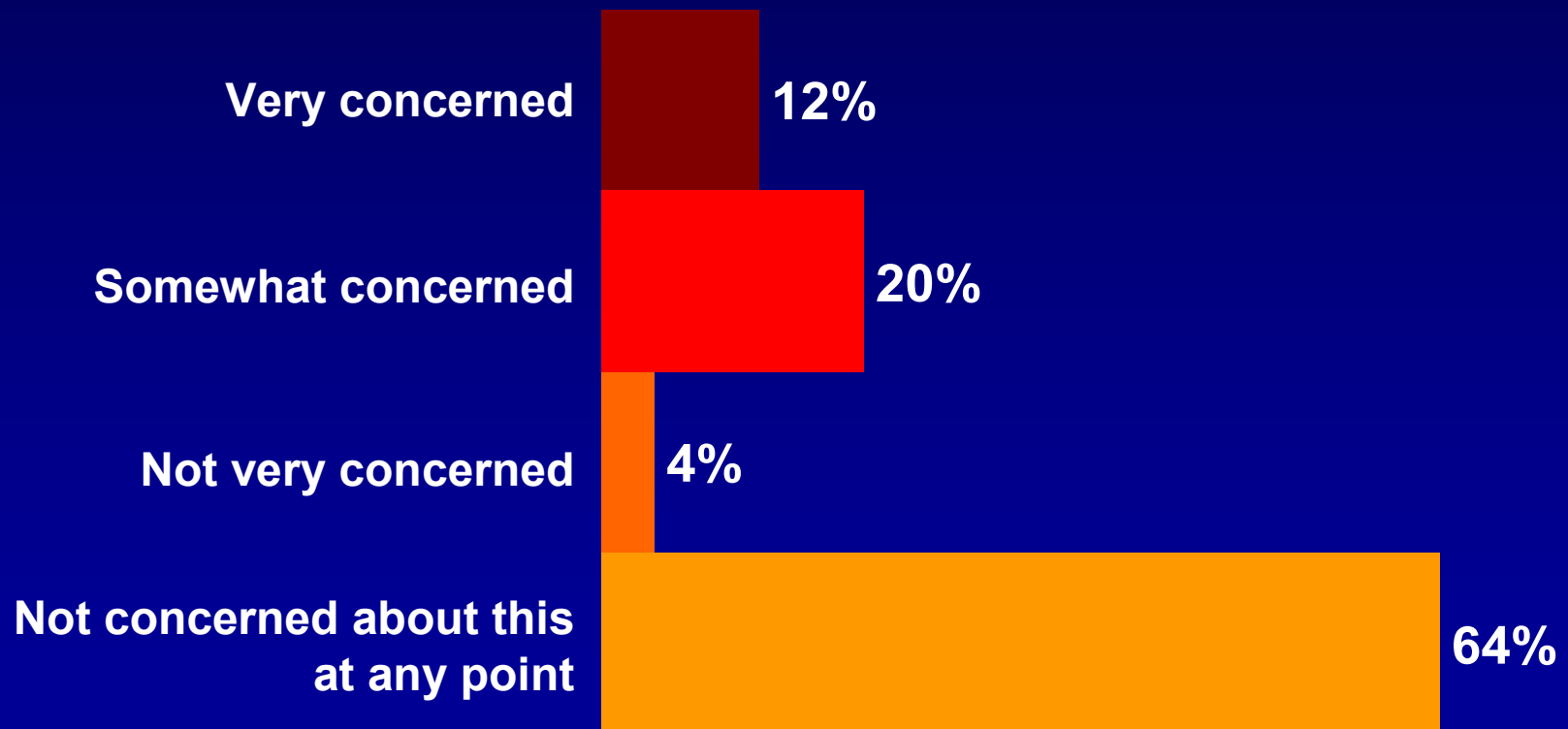
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Employee Concern about H1N1

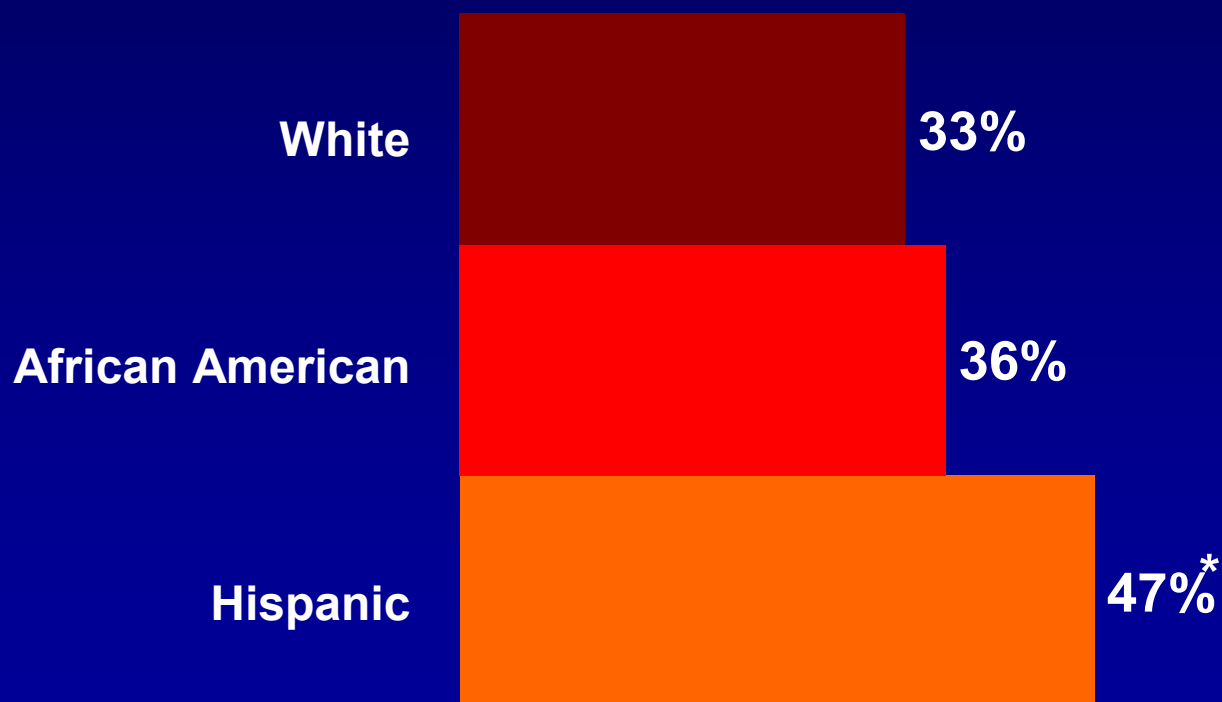
Employee Concern that They Would Get Sick from H1N1 Flu While at Work

% saying, since the beginning of the H1N1 outbreak, they have at some point been...



Employee Concern that They Would Get Sick from H1N1 Flu While at Work: By Race / Ethnicity

% saying, since the beginning of the H1N1 outbreak, they have at some point been concerned about getting sick from H1N1 flu while at work



Whites (n = 1171); African Americans (n= 108); Hispanics (n = 115)

*Statistically significantly different from whites at the 95% confidence level

Harvard Opinion Research Program, Harvard School of Public Health, April 21 - May 13, 2010.

Employee Concern that They Would Get Sick from H1N1 Flu While at Work: By Size of Company

% saying, since the beginning of the H1N1 outbreak, they have at some point been concerned about getting sick from H1N1 flu while at work



20 – 99 employees (n = 378); 100 – 499 employees (n = 325); 500 or more employees (n = 738)

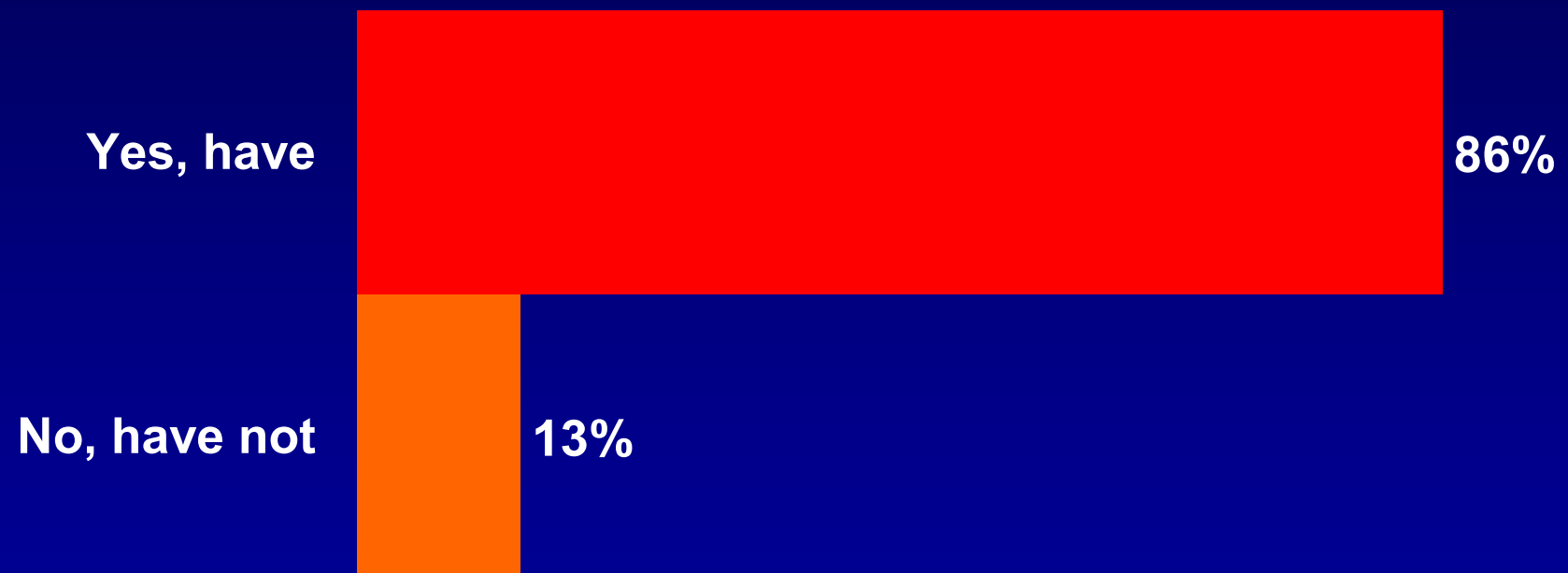
*Statistically significantly different from respondents who work at a company with 20 – 99 full-time and part-time employees at the 95% confidence level

Harvard Opinion Research Program, Harvard School of Public Health, April 21 - May 13, 2010.

Employee Exposure to Information About H1N1

Employee Exposure to H1N1 Flu Information at Work

% saying since the beginning of September 2009, they have seen posters, billboards, web-based ads, television, or newspaper ads that provide information about ways to keep healthy from H1N1 flu while at work



Employee Exposure to H1N1 Flu Information at Work: By Size of Company

% saying since the beginning of September 2009, they have seen posters, billboards, web-based ads, television, or newspaper ads that provide information about ways to keep healthy from H1N1 flu while at work



20 – 99 employees (n = 378); 100 – 499 employees (n = 325); 500 or more employees (n = 738)

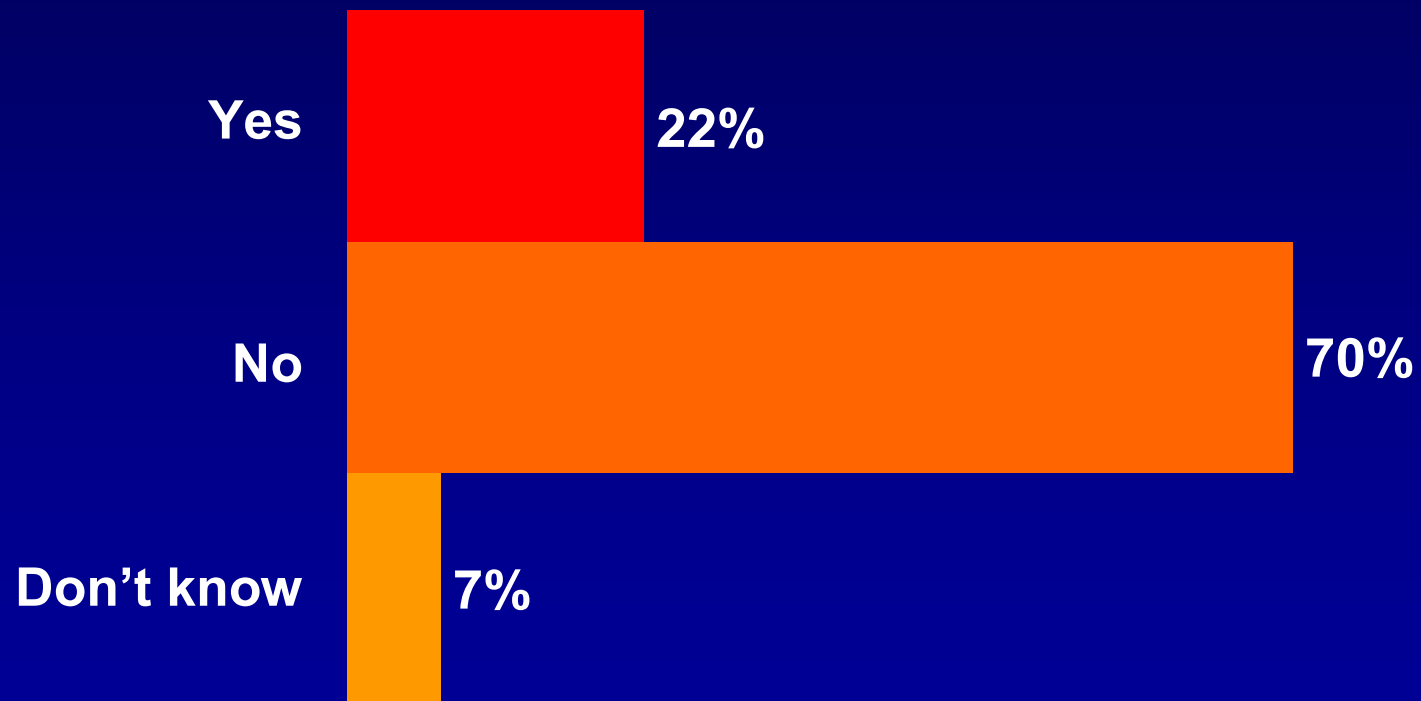
*Statistically significantly different from respondents who work at a company with 20 – 99 or 100 – 499 full-time and part-time employees at the 95% confidence level

Harvard Opinion Research Program, Harvard School of Public Health, April 21 - May 13, 2010.

Cases of H1N1 at Work

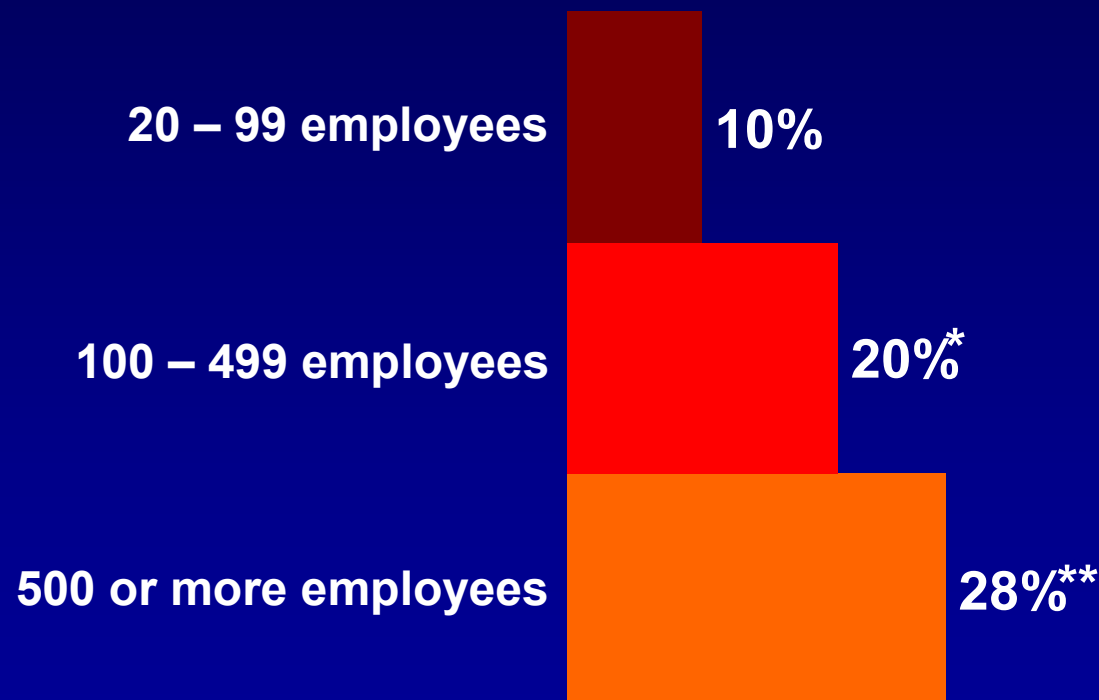
Employee Awareness of Cases of H1N1 Flu at Work

% saying since April 2009, someone at their company has become ill with H1N1 flu



Employee Awareness of Cases of H1N1 Flu at Work: By Size of Company

% saying since April 2009, someone at their company has become ill with
H1N1 flu



20 – 99 employees (n = 378); 100 – 499 employees (n = 325); 500 or more employees (n = 738)

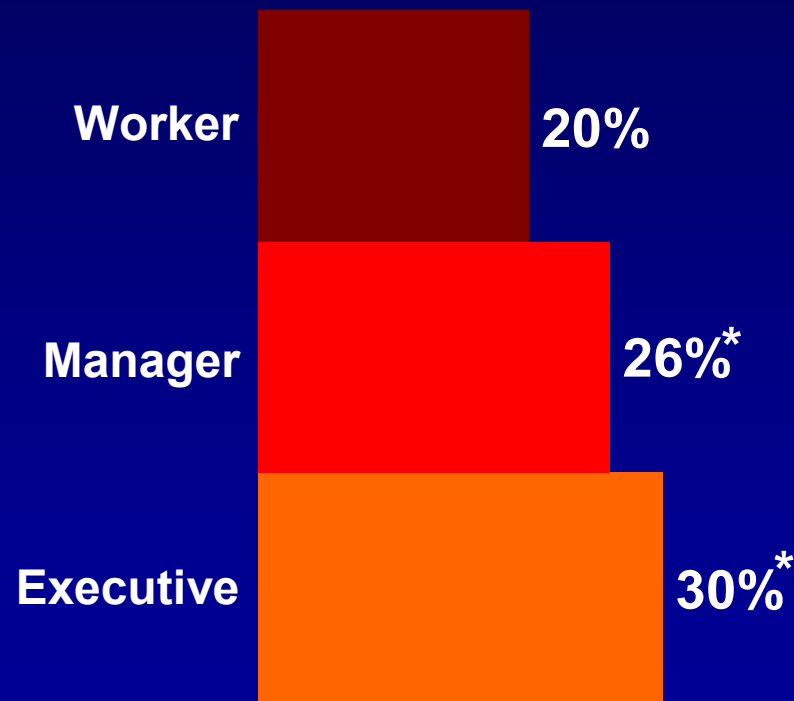
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Employee Awareness of Cases of H1N1 Flu at Work: By Type of Position at Company

% saying since April 2009, someone at their company has become ill with
H1N1 flu



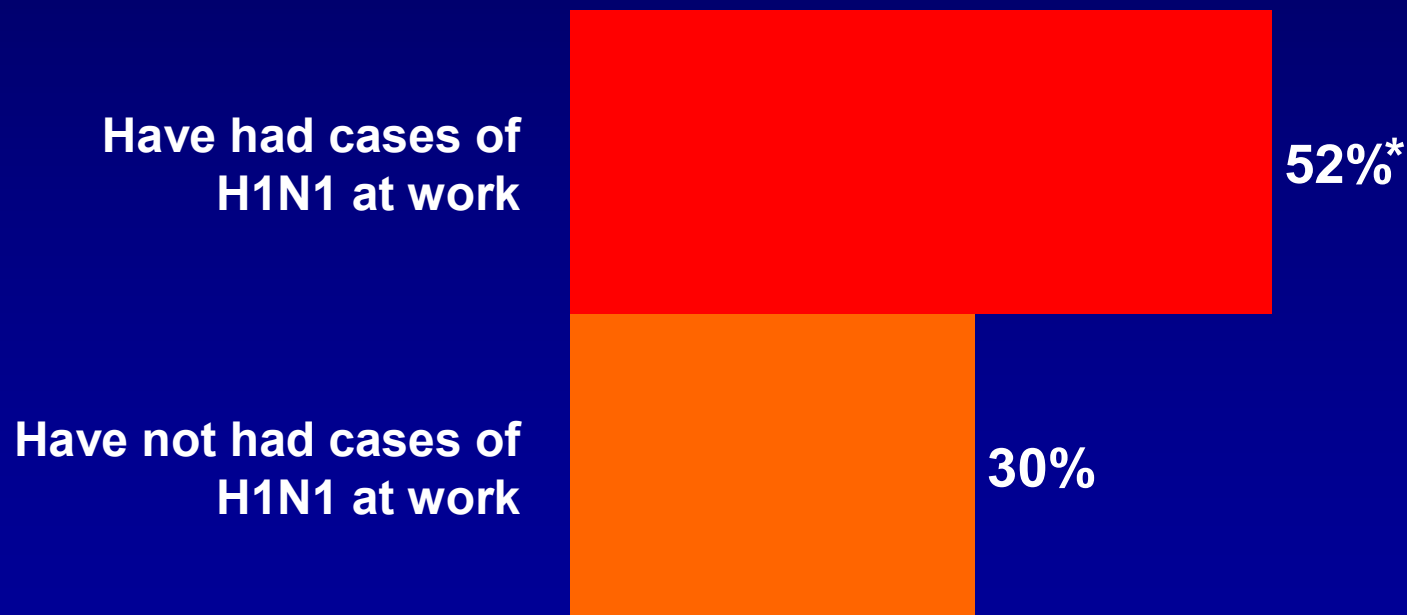
Worker (n = 849); Manager (n = 507); Executive (n = 127)

*Statistically significantly different from workers at the 95% confidence level

Harvard Opinion Research Program, Harvard School of Public Health, April 21 - May 13, 2010.

Employee Concern that They Would Get Sick from H1N1 Flu While at Work During the H1N1 Outbreak: By Cases of H1N1 at Work

% saying, since the beginning of the H1N1 outbreak, they have at some point been concerned about getting sick from H1N1 flu while at work



Have had cases of H1N1 at work (n = 347); Have not had cases of H1N1 at work (n = 1019)

*Statistically significantly different from respondents who said that, since April 2009, there has not been anyone at their company who has become ill with H1N1 flu at the 95% confidence level

Harvard Opinion Research Program, Harvard School of Public Health, April 21 - May 13, 2010.

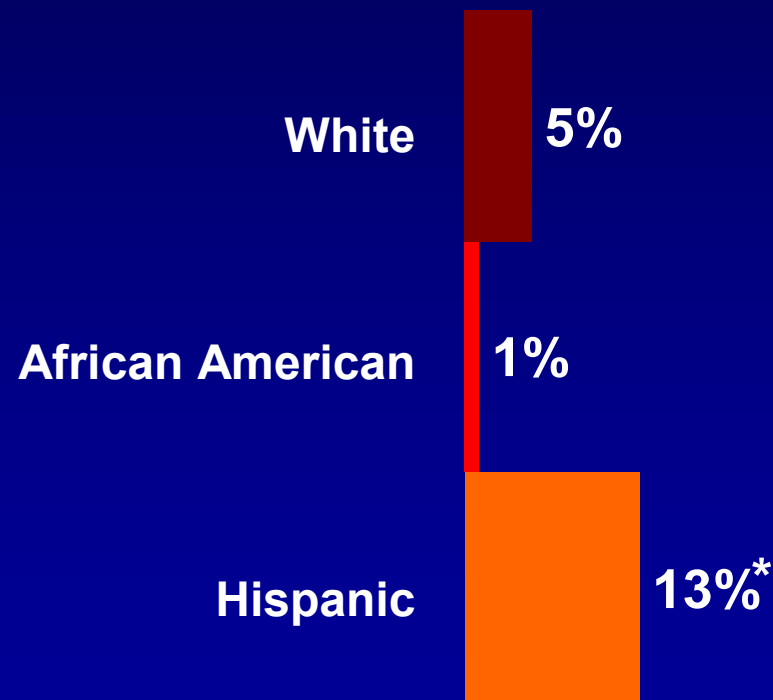
Experience with H1N1 Among Employees

% saying, since the beginning of this past September (2009), they have been sick with flu-like symptoms that they believe may have been H1N1 flu



Experience with H1N1 Among Employees: By Race / Ethnicity

% saying, since the beginning of this past September (2009), they have been sick with flu-like symptoms that they believe may have been H1N1 flu



Whites (n = 1171); African Americans (n= 108); Hispanics (n = 115)

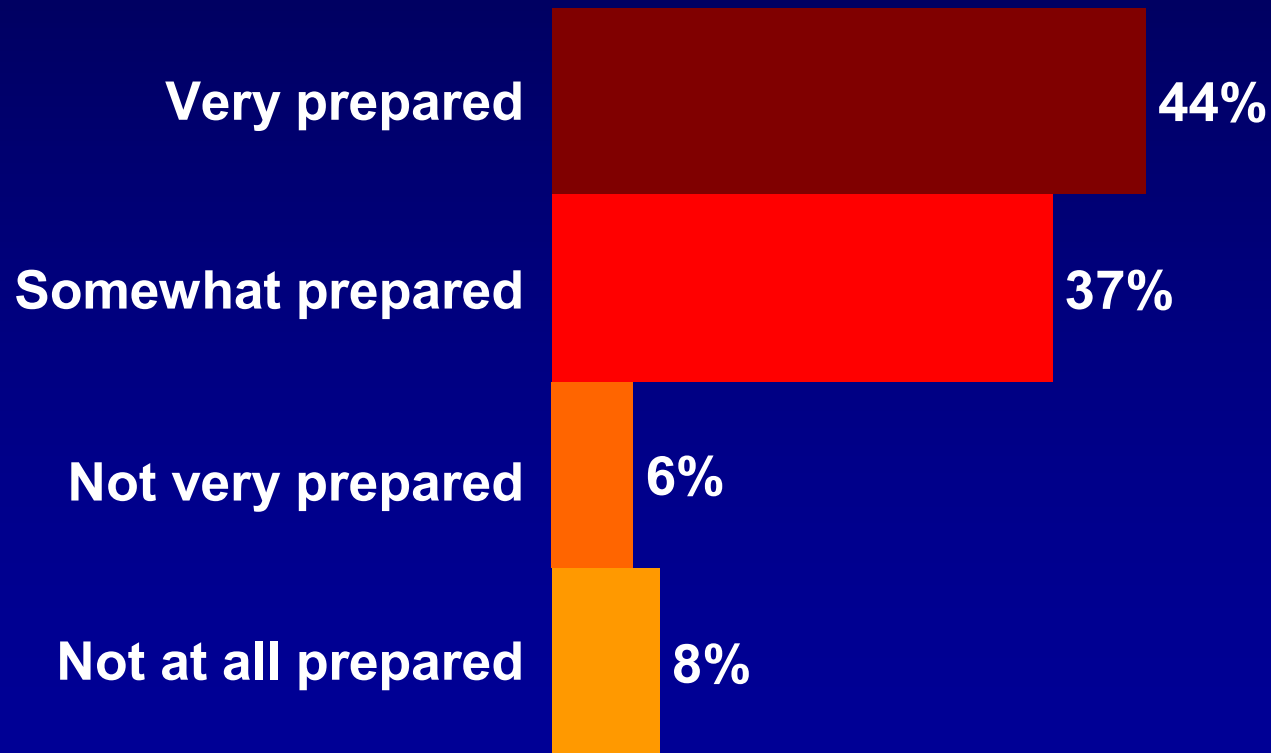
*Statistically significantly different from whites and African Americans at the 95% confidence level

Harvard Opinion Research Program, Harvard School of Public Health, April 21 - May 13, 2010.

Employee Views of Company Preparedness

Employee Assessment of Their Company's Level of Preparedness for the H1N1 Outbreak

% saying their company was



Employee Assessment of Their Company's Level of Preparedness for the H1N1 Outbreak: By Size of Company

% saying their company was "very" or "somewhat" prepared



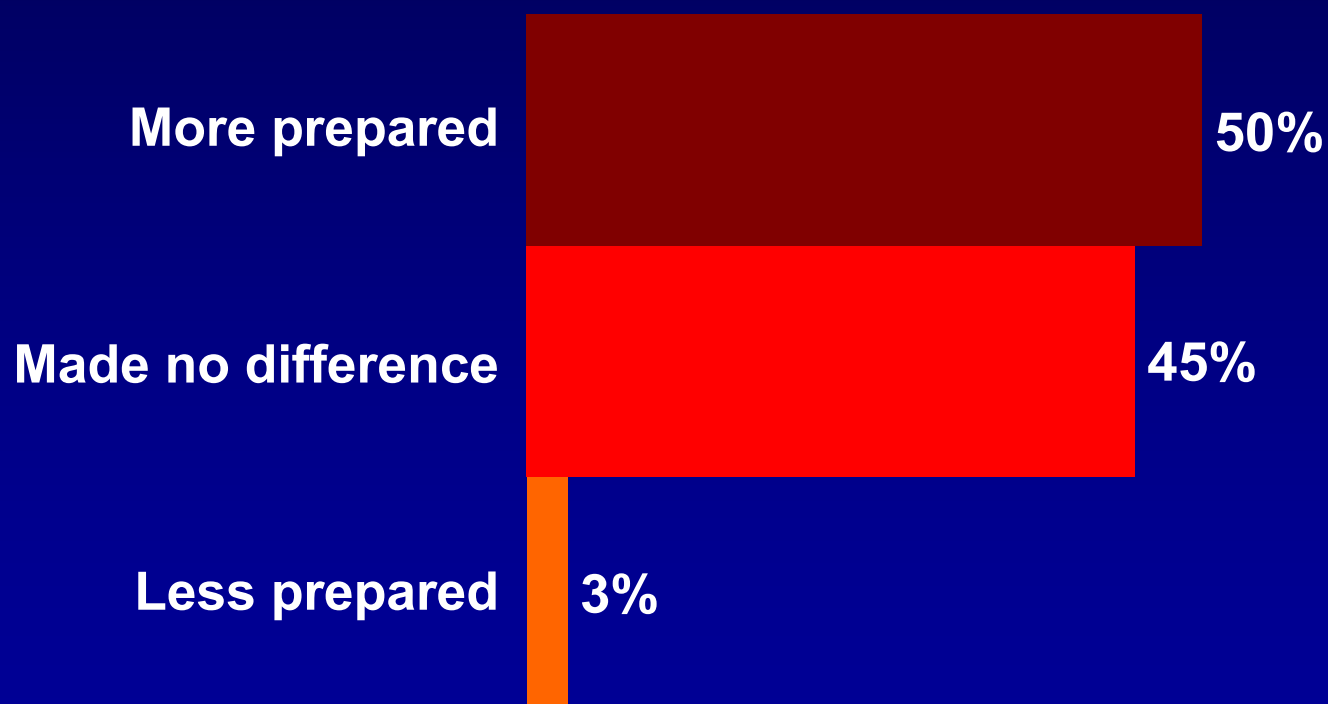
20 – 99 employees (n = 378); 100 – 499 employees (n = 325); 500 or more employees (n = 738)

*Statistically significantly different from respondents who work at a company with 20 – 99 full-time and part-time employees at the 95% confidence level

Harvard Opinion Research Program, Harvard School of Public Health, April 21 - May 13, 2010.

Employee Assessment of Impact of H1N1 Outbreak on Their Company's Level of Preparedness for a Possible Future Outbreak of a Serious, Contagious Illness

% saying this outbreak of H1N1 has made their company



Employee Assessment of Impact of H1N1 Outbreak on Their Company's Level of Preparedness for a Possible Future Outbreak of a Serious, Contagious Illness: By Size of Company

% saying this outbreak of H1N1 has made their company more prepared



20 – 99 employees (n = 378); 100 – 499 employees (n = 325); 500 or more employees (n = 738)

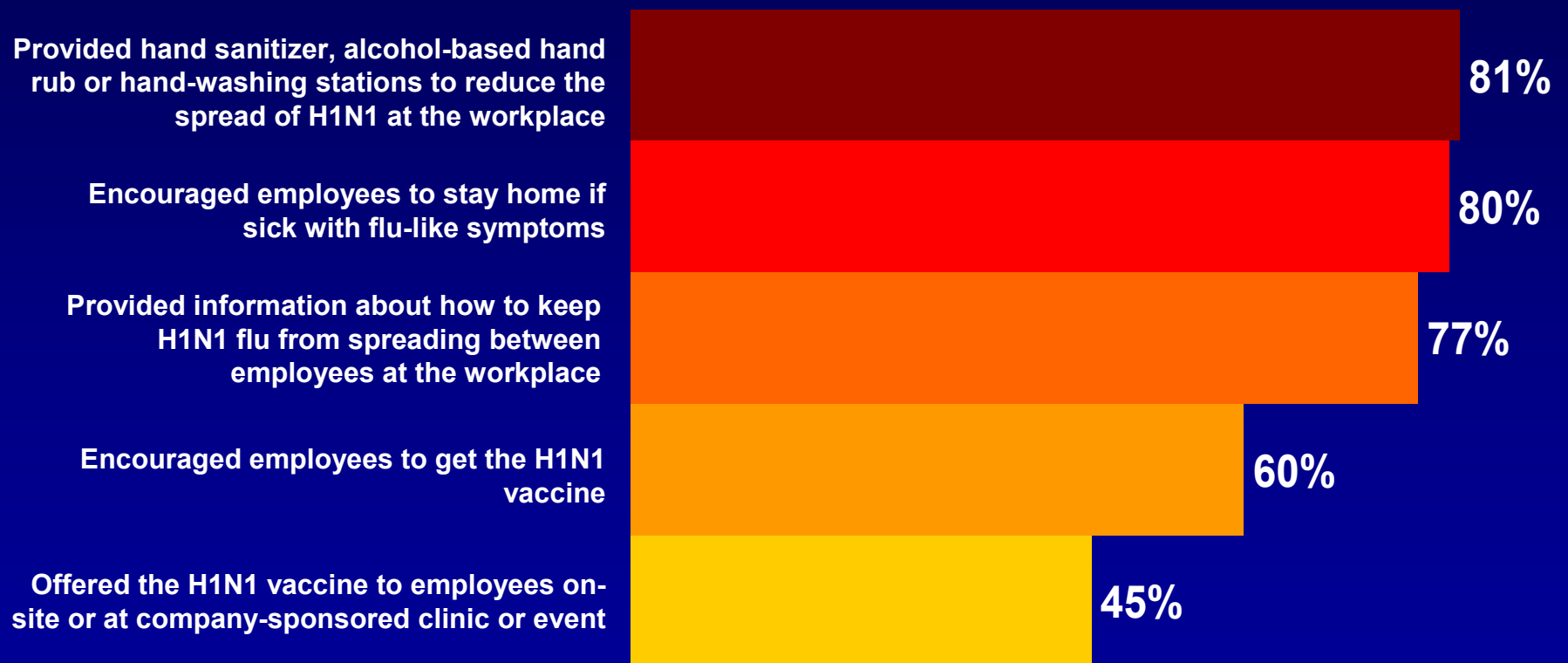
*Statistically significantly different from respondents who work at a company with 20 – 99 full-time and part-time employees at the 95% confidence level

Harvard Opinion Research Program, Harvard School of Public Health, April 21 - May 13, 2010.

Employee Reports of Steps Their Companies Took When Responding to the H1N1 Flu Outbreak

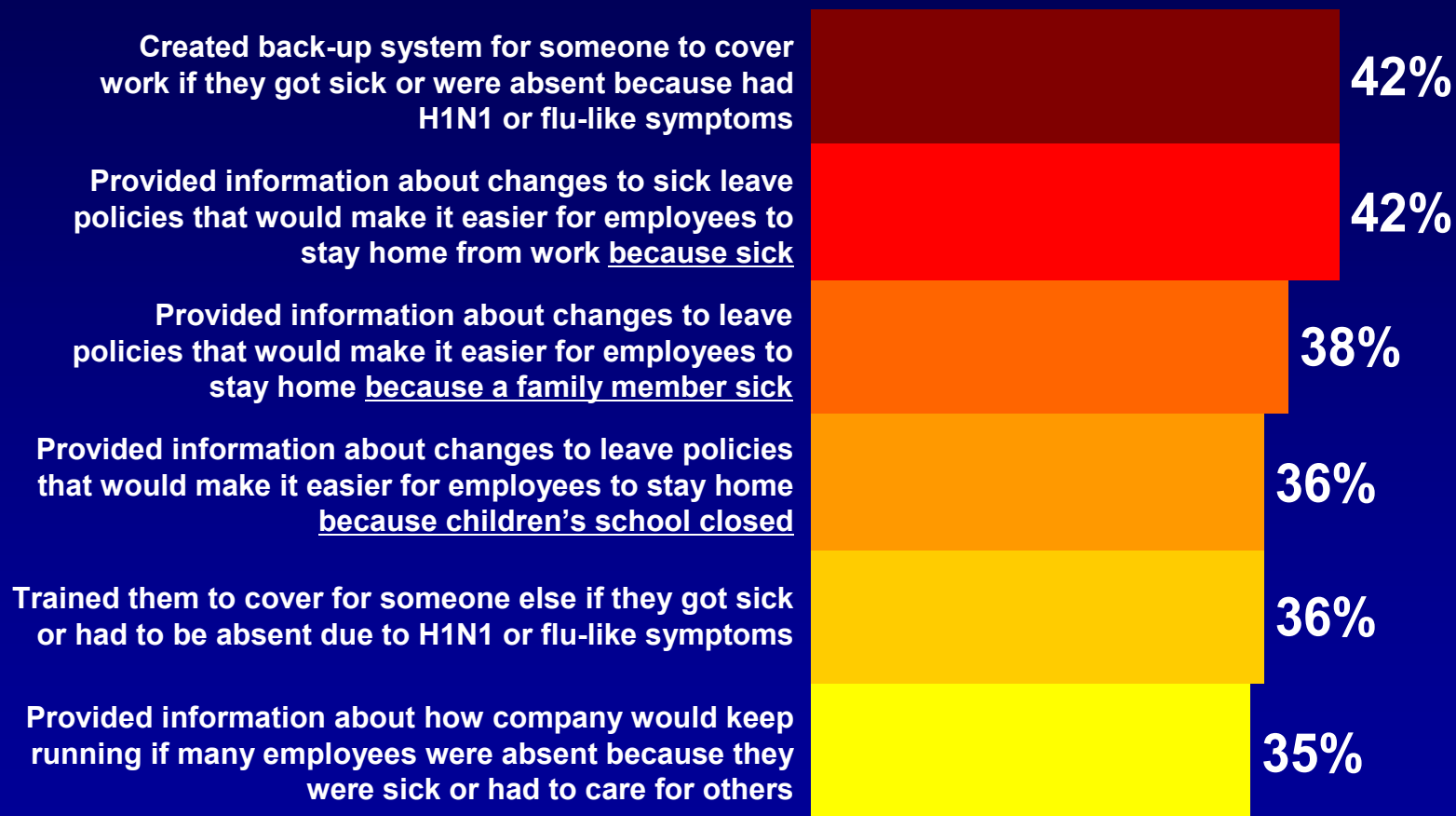
Employee Reports of Steps Their Companies Took When Responding to the H1N1 Flu Outbreak (I)

% saying their company...



Employee Reports of Steps Their Companies Took When Responding to the H1N1 Flu Outbreak (II)

% saying their company...



Information Provided to Employees as Part of Company Efforts to Respond to H1N1: By Size of Company

% saying their company provided them with information about how to keep H1N1 flu from spreading between employees at the workplace



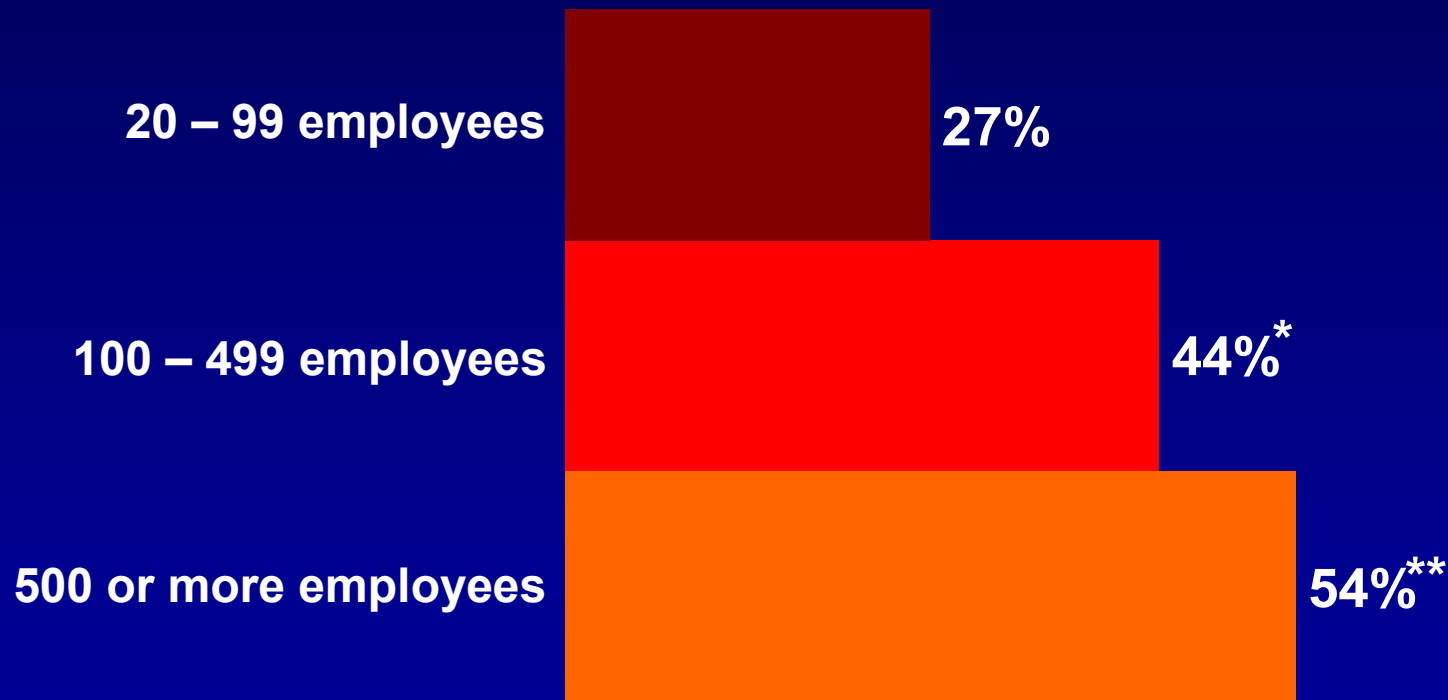
20 – 99 employees (n = 378); 100 – 499 employees (n = 325); 500 or more employees (n = 738)

*Statistically significantly different from respondents who work at a company with 20 – 99 or 100 – 499 full-time and part-time employees at the 95% confidence level

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Companies Offering the H1N1 Vaccine to Employees: By Size of Company

% saying their company offered the H1N1 vaccine to employees on-site or at company-sponsored clinic or event



20 – 99 employees (n = 378); 100 – 499 employees (n = 325); 500 or more employees (n = 738)

*Statistically significantly different from respondents who work at a company with 20 – 99 full-time and part-time employees at the 95% confidence level

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Companies Encouraging Employees to Get the H1N1 Vaccine: By Size of Company

% saying their company encouraged employees to get the H1N1 vaccine



20 – 99 employees (n = 378); 100 – 499 employees (n = 325); 500 or more employees (n = 738)

*Statistically significantly different from respondents who work at a company with 20 – 99 or 100 – 499 full-time and part-time employees at the 95% confidence level

Employee Assessment of Helpfulness of Business Continuity Information

% saying such information would have been helpful to them among those whose company did not provide information about how they would keep the business running if many employees were absent*

Yes, would have been helpful

40%

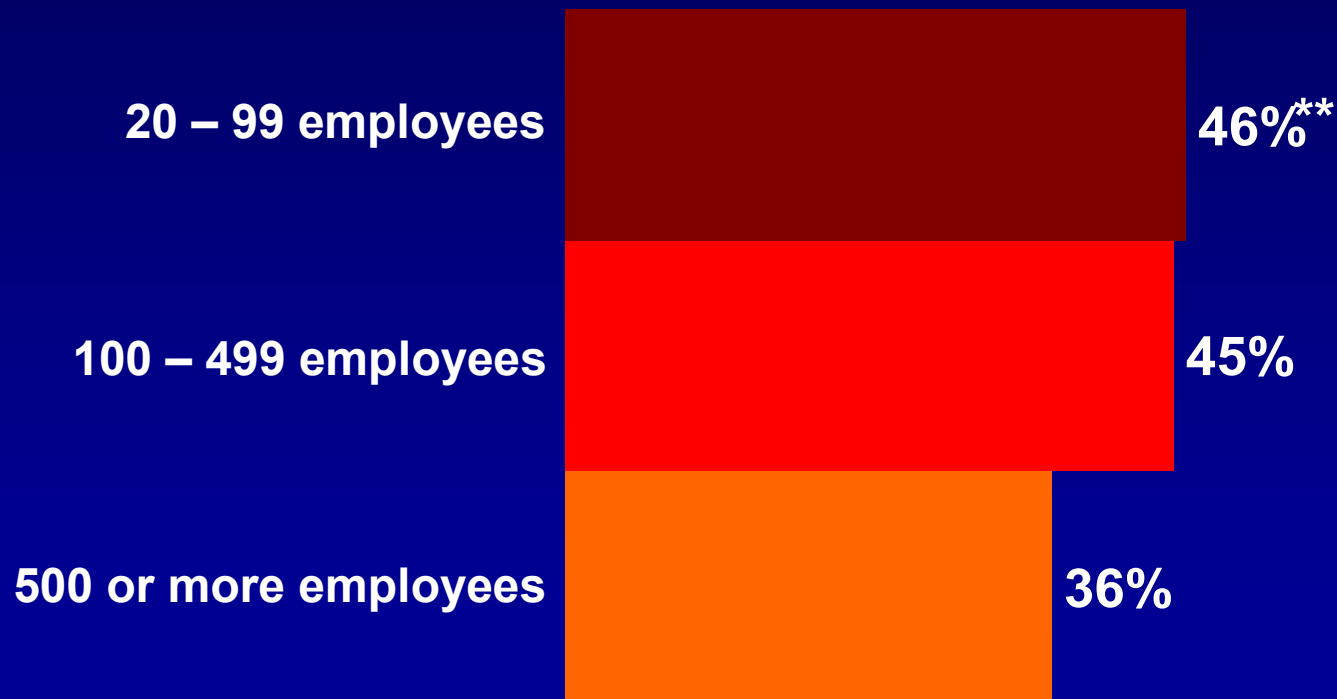
No, would not have been helpful

57%

*n = 900

Employee Assessment of Helpfulness of Business Continuity Information: By Size of Company

% saying such information would have been helpful to them among those whose company did not provide information about how they would keep the business running if many employees were absent*



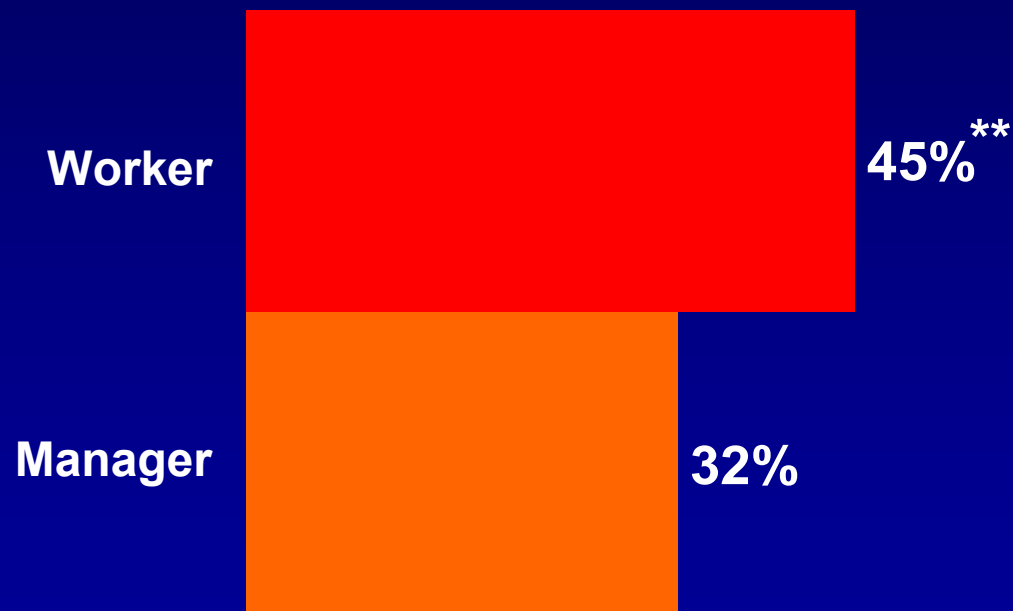
*20 – 99 employees (n = 246); 100 – 499 employees (n = 203); 500 or more employees (n = 415)

**Statistically significantly different from respondents who work at a company with 500 or more full-time and part-time employees at the 95% confidence level

Harvard Opinion Research Program, Harvard School of Public Health, April 21 - May 13, 2010.

Employee Assessment of Helpfulness of Business Continuity Information: By Type of Position at Company

% saying such information would have been helpful to them among those whose company did not provide information about how they would keep the business running if many employees were absent*



*Worker (n = 535); Manager (n = 300)

**Statistically significantly different from managers at the 95% confidence level

Employee Assessment of Helpfulness of Flu Prevention Information

% saying such information would have been helpful to them among those whose company did not provide information about how to keep H1N1 flu from spreading between employees at the workplace*

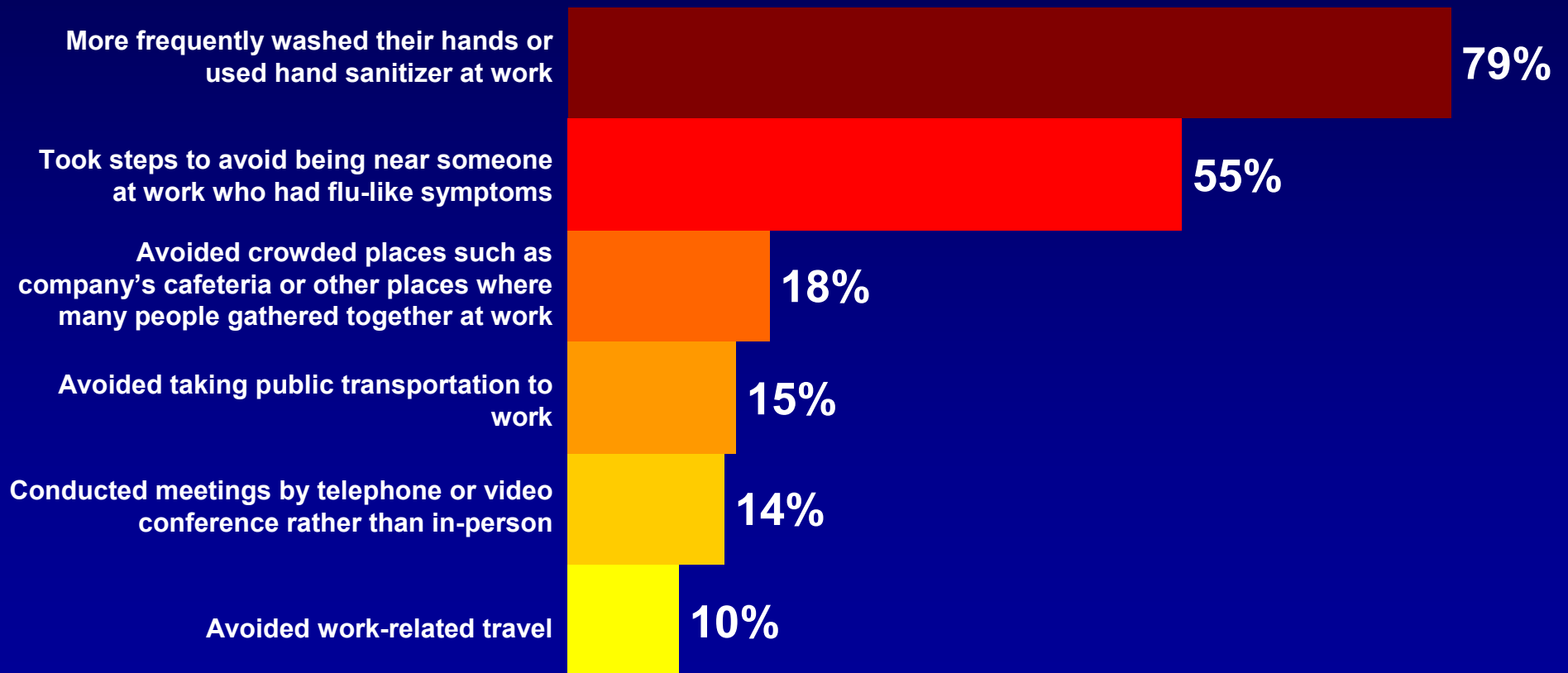


*n = 317

Steps Taken By Employees to Protect Themselves from H1N1

Steps Taken by Employees in Order to Reduce the Chance They or Others Would Get Sick from H1N1

% saying they...



Steps Taken by Employees in Order to Reduce the Chance They or Others Would Get Sick from H1N1: Washing or Sanitizing Hands By Race / Ethnicity

% saying they more frequently washed their hands or used hand sanitizer at work



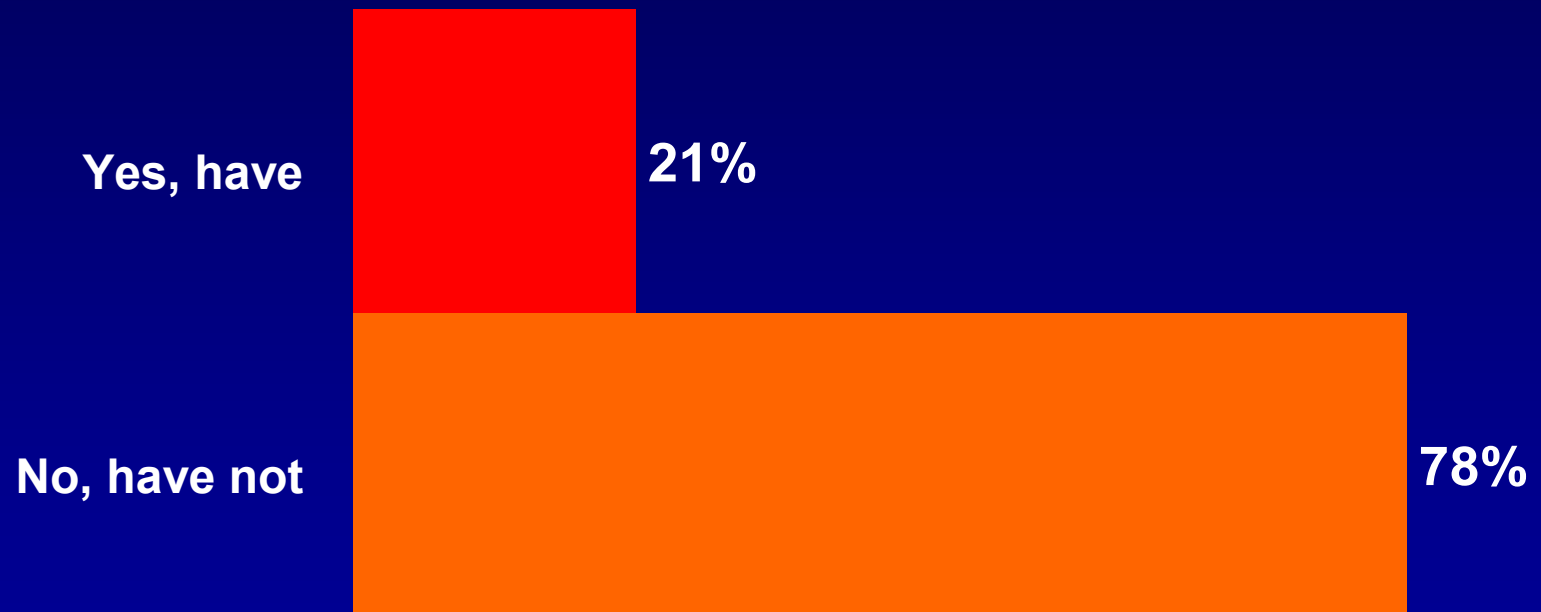
Whites (n = 1171); African Americans (n= 108); Hispanics (n = 115)

*Statistically significantly different from whites at the 95% confidence level

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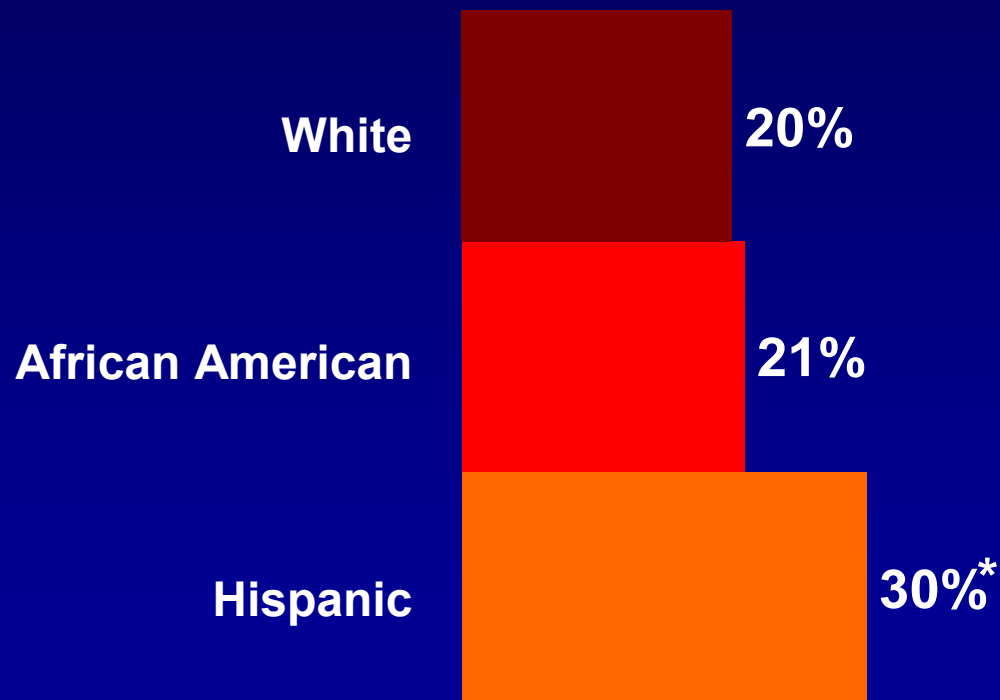
H1N1 Vaccination Among Employees

% saying, since a vaccine to protect specifically against the H1N1 flu first became available in October 2009, they got the H1N1 flu vaccine for themselves



H1N1 Vaccination Among Employees: By Race / Ethnicity

% saying, since a vaccine to protect specifically against the H1N1 flu first became available in October 2009, they got the H1N1 flu vaccine for themselves



Whites (n = 1171); African Americans (n= 108); Hispanics (n = 115)

*Statistically significantly different from whites at the 95% confidence level

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H1N1 Vaccination Among Employees: By Company Encouragement

% saying, since a vaccine to protect specifically against the H1N1 flu first became available in October 2009, they got the H1N1 flu vaccine for themselves

Company encouraged employees
to get H1N1 vaccine

29%*

Company did not encourage
employees to get H1N1 vaccine

9%

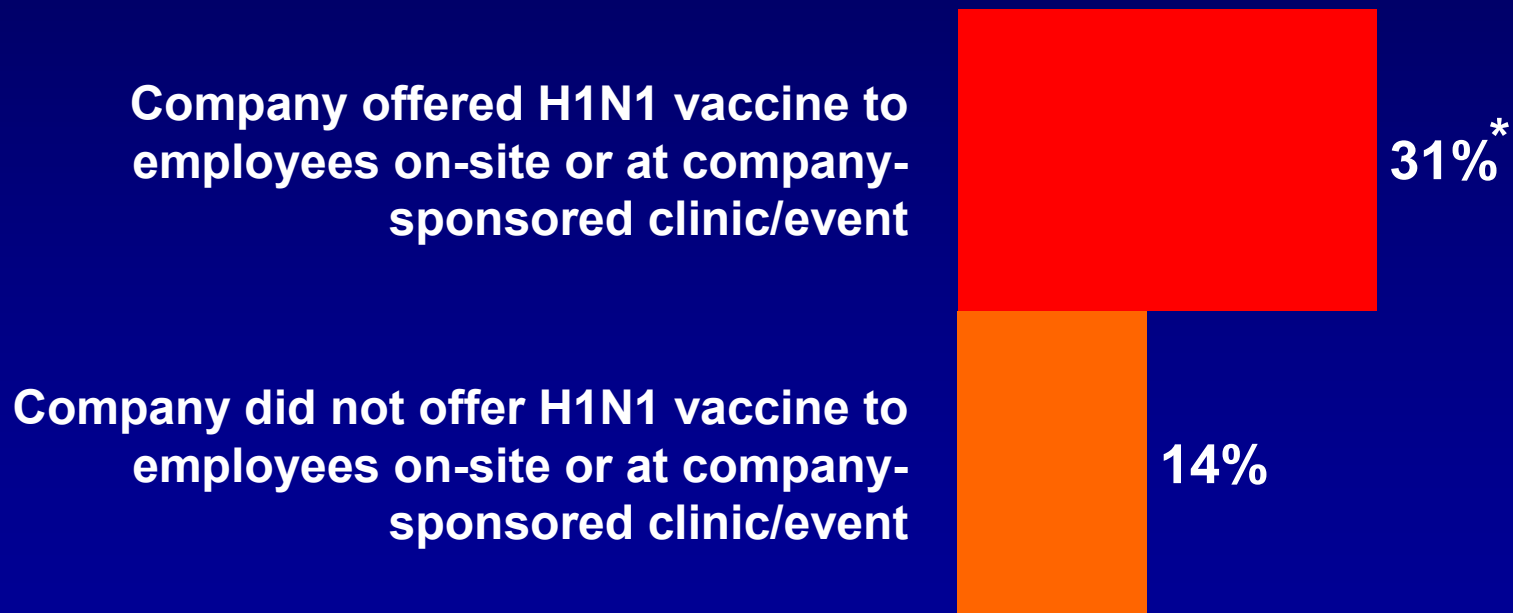
Encouraged (n=885) Did not encourage (n=546)

*Statistically significantly different from respondents whose companies did not encourage employees to get the H1N1 vaccine at the 95% confidence level

Harvard Opinion Research Program, Harvard School of Public Health, April 21 - May 13, 2010.

H1N1 Vaccination Among Employees: By On-Site Availability at Company

% saying, since a vaccine to protect specifically against the H1N1 flu first became available in October 2009, they got the H1N1 flu vaccine for themselves



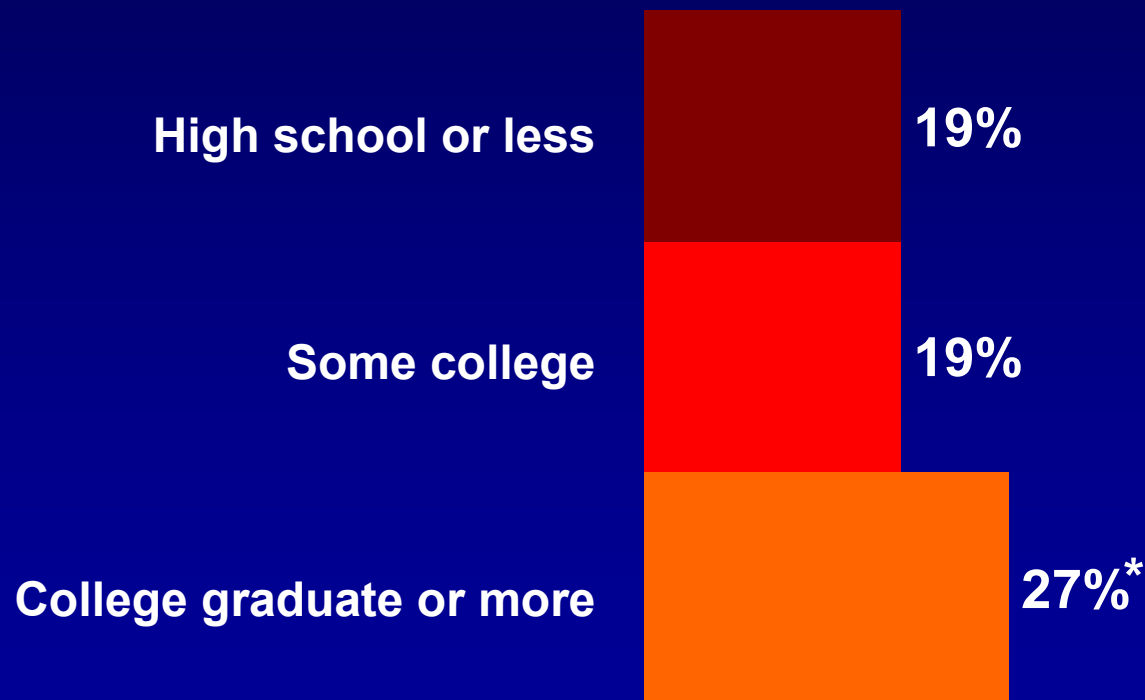
Offered (n=671) Did not offer (n=764)

*Statistically significantly different from respondents whose companies offered the H1N1 vaccine to employees on-site or at a company-sponsored clinic or event at the 95% confidence level

Harvard Opinion Research Program, Harvard School of Public Health, April 21 - May 13, 2010.

H1N1 Vaccination Among Employees: By Education

% saying, since a vaccine to protect specifically against the H1N1 flu first became available in October 2009, they got the H1N1 flu vaccine for themselves



High school or less (n = 503); Some college (n= 359); College graduate or more (n = 628)

*Statistically significantly different from respondents who completed high school or less or some college at the 95% confidence level

Harvard Opinion Research Program, Harvard School of Public Health, April 21 - May 13, 2010.

H1N1 Vaccination Among Employees: By Concern

% saying, since a vaccine to protect specifically against the H1N1 flu first became available in October 2009, they got the H1N1 flu vaccine for themselves

Have been concerned about
getting sick from H1N1 flu
while at work

30%*

Have NOT been concerned
about getting sick from
H1N1 flu while at work

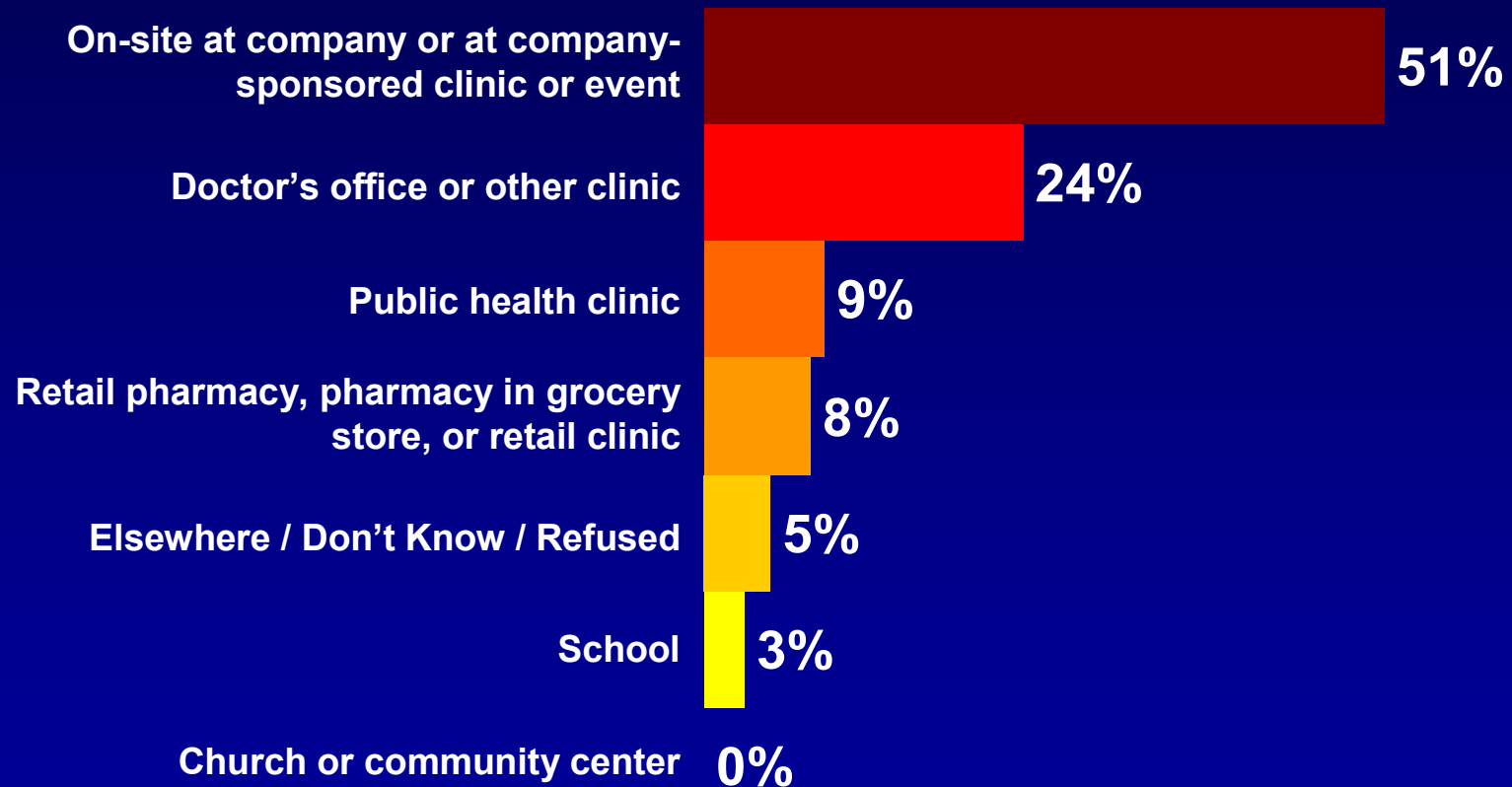
17%

Have been concerned (n = 521); Have not been concerned (n= 961)

*Statistically significantly different from respondents who have not been concerned at any point since the H1N1 outbreak began that they would get sick from H1N1 flu while at work at the 95% confidence level

H1N1 Vaccination Locations Among Employees

% among those who got the H1N1 flu vaccine* saying they got it...

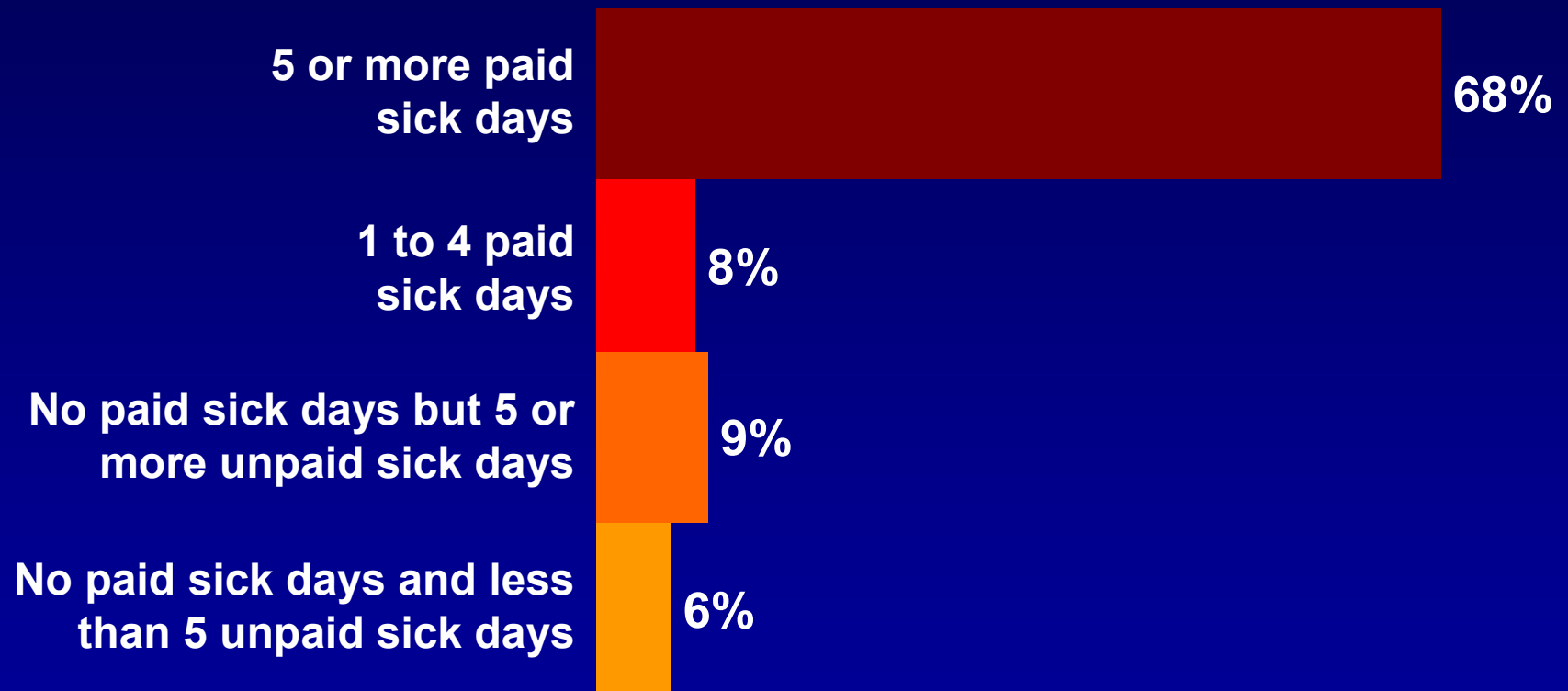


*n = 337

Leave Policies

Leave Policies: Sick Days

% saying they could have taken off the following from work when/if they got sick with H1N1 or flu-like symptoms and needed to stay home



Leave Policies: Sick Days By Age

% saying they could have taken off 5 or more paid sick days from work when/if they got sick with H1N1 or flu-like symptoms and needed to stay home



Age 18 - 29 (n = 157); Age 30 - 49 (n= 692); Age 50+ (n = 639)

*Statistically significantly different from respondents age 18 - 29 at the 95% confidence level

Harvard Opinion Research Program, Harvard School of Public Health, April 21 - May 13, 2010.

Leave Policies: Sick Days By Type of Position at Company

% saying they could have taken off 5 or more paid sick days from work when/if they got sick with H1N1 or flu-like symptoms and needed to stay home



Worker (n = 849); Manager (n = 507); Executive (n = 127)

*Statistically significantly different from workers at the 95% confidence level

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Leave Policies: Sick Days By Size of Company

% saying they could have taken off 5 or more paid sick days from work when/if they got sick with H1N1 or flu-like symptoms and needed to stay home

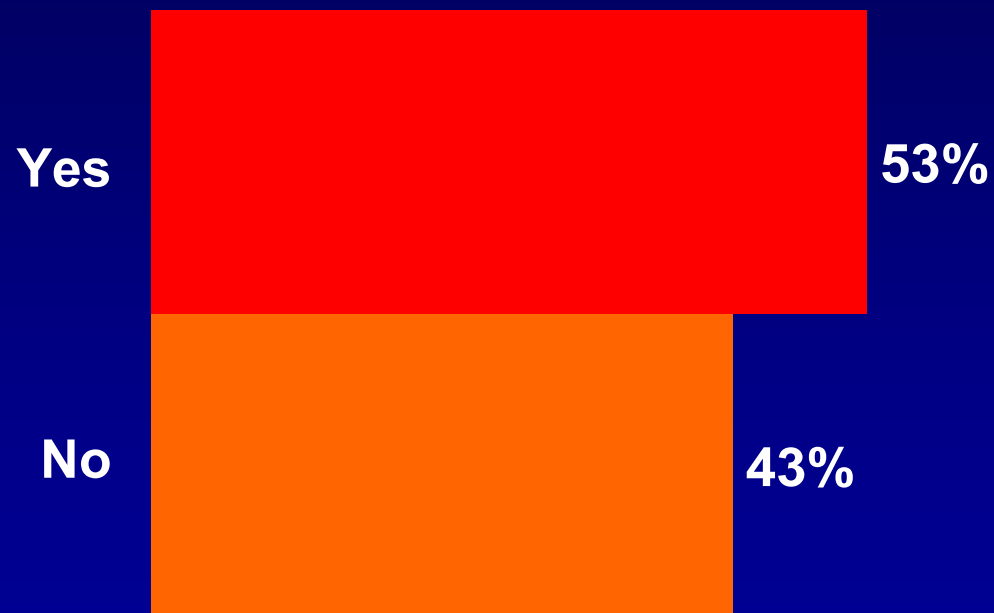


20 – 99 employees (n = 378); 100 – 499 employees (n = 325); 500 or more employees (n = 738)

*Statistically significantly different from respondents who work at a company with 20 – 99 and 100 - 499 full-time and part-time employees at the 95% confidence level

Leave Policies: Doctor's Note

% saying they would be required to provide a doctor's note in order to be able to take those days off and get paid among those with sick days*

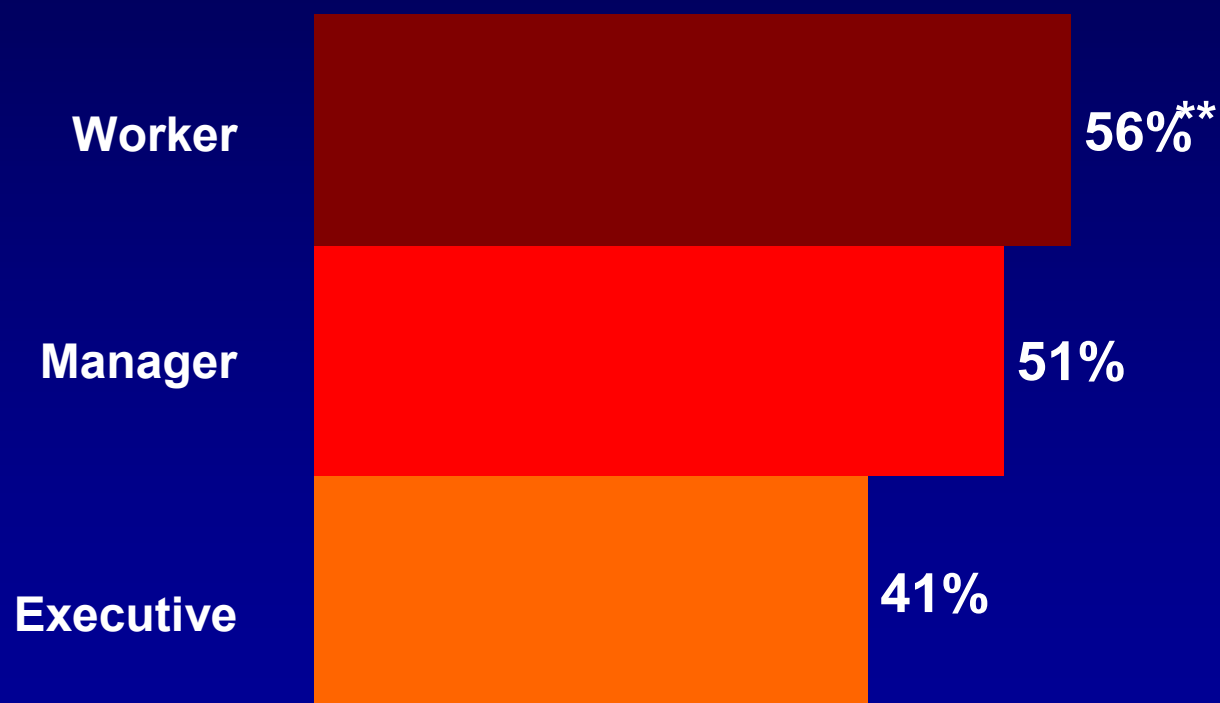


*n = 1179

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Leave Policies: Doctor's Note By Type of Position at Company

% saying they would be required to provide a doctor's note in order to be able to take those days off, among those with sick days*



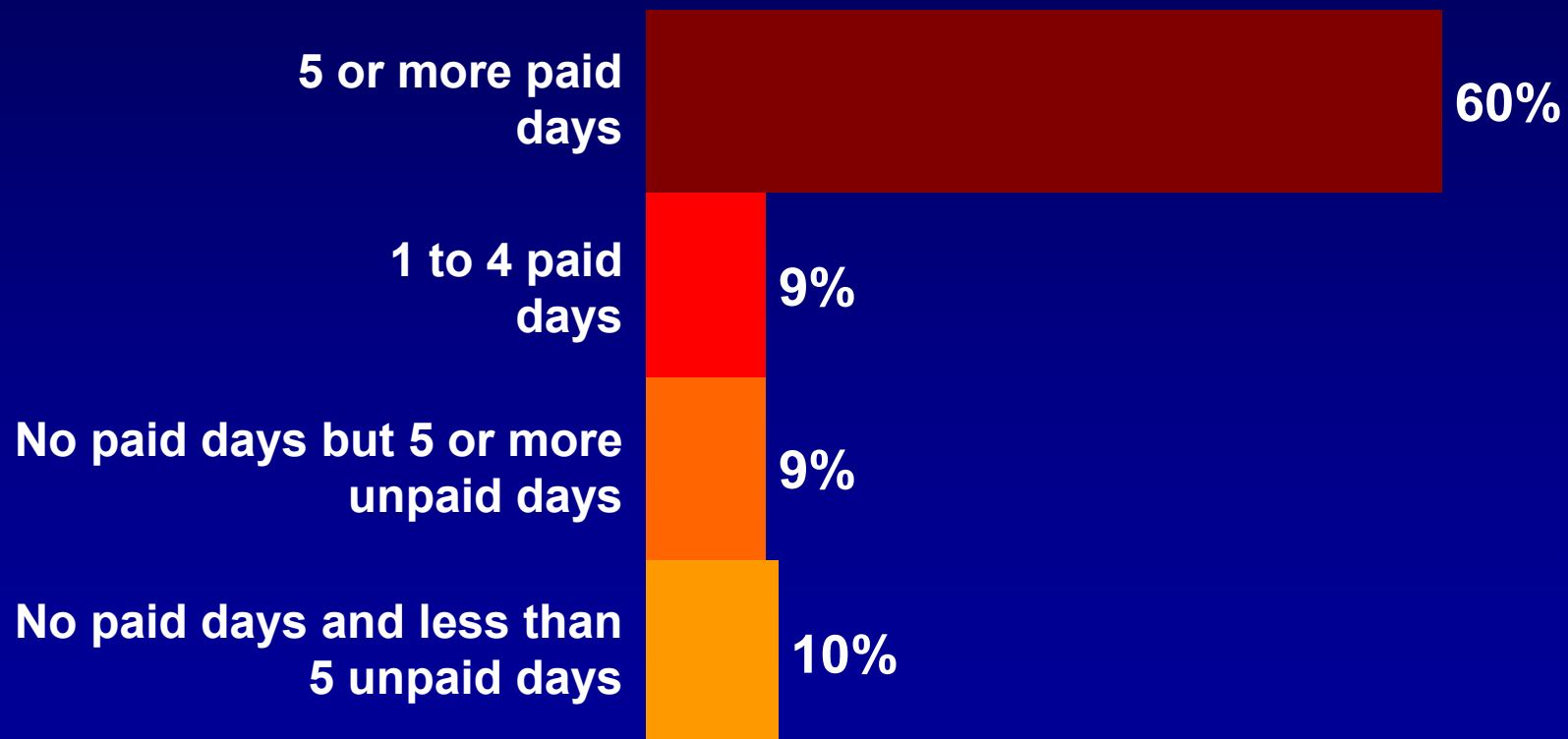
*Worker (n = 628); Manager (n = 436); Executive (n = 112)

**Statistically significantly different from executives at the 95% confidence level

Harvard Opinion Research Program, Harvard School of Public Health, April 21 - May 13, 2010.

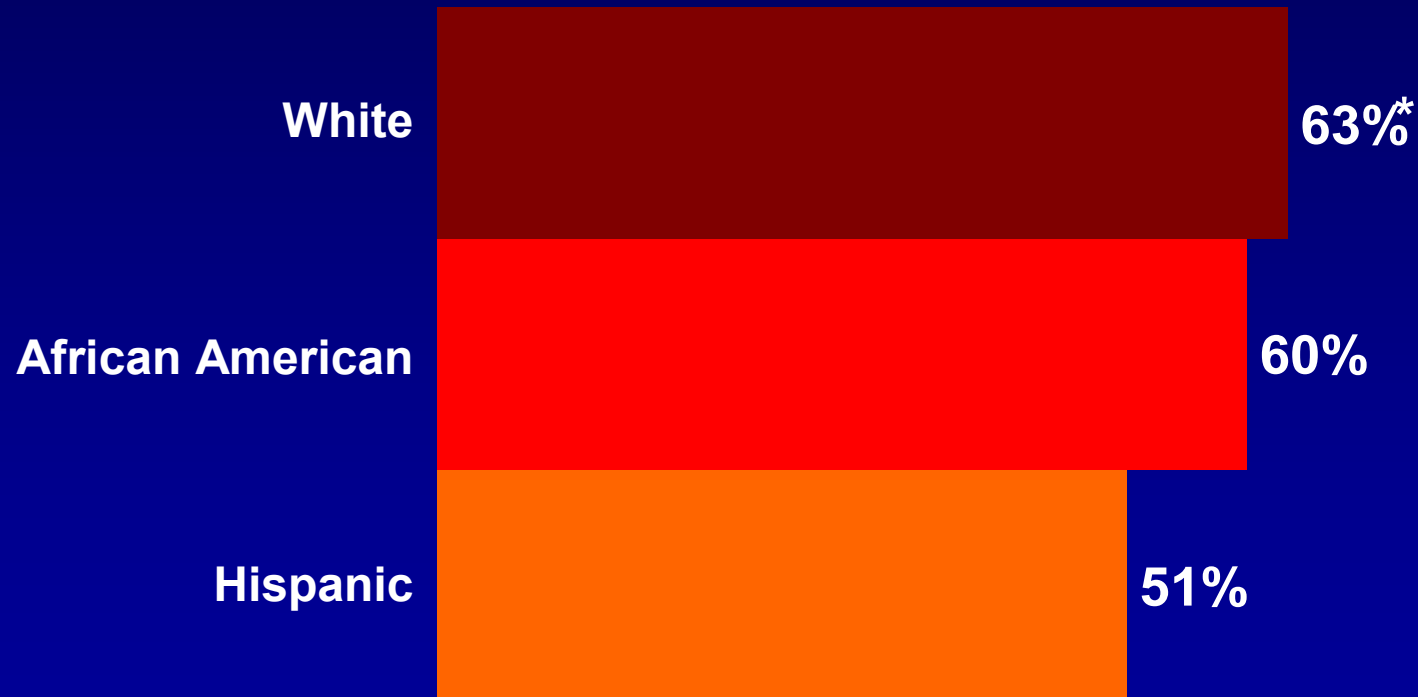
Leave Policies: Days Off to Care for Sick Family Members

% saying they could have taken off the following from work when/if they had to stay home in order to care for a family member who was sick with H1N1 or flu-like symptoms



Leave Policies: Days Off to Care for Sick Family Members By Race / Ethnicity

% saying they could have taken off 5 or more paid days from work when/if they had to stay home in order to care for a family member who was sick with H1N1 or flu-like symptoms



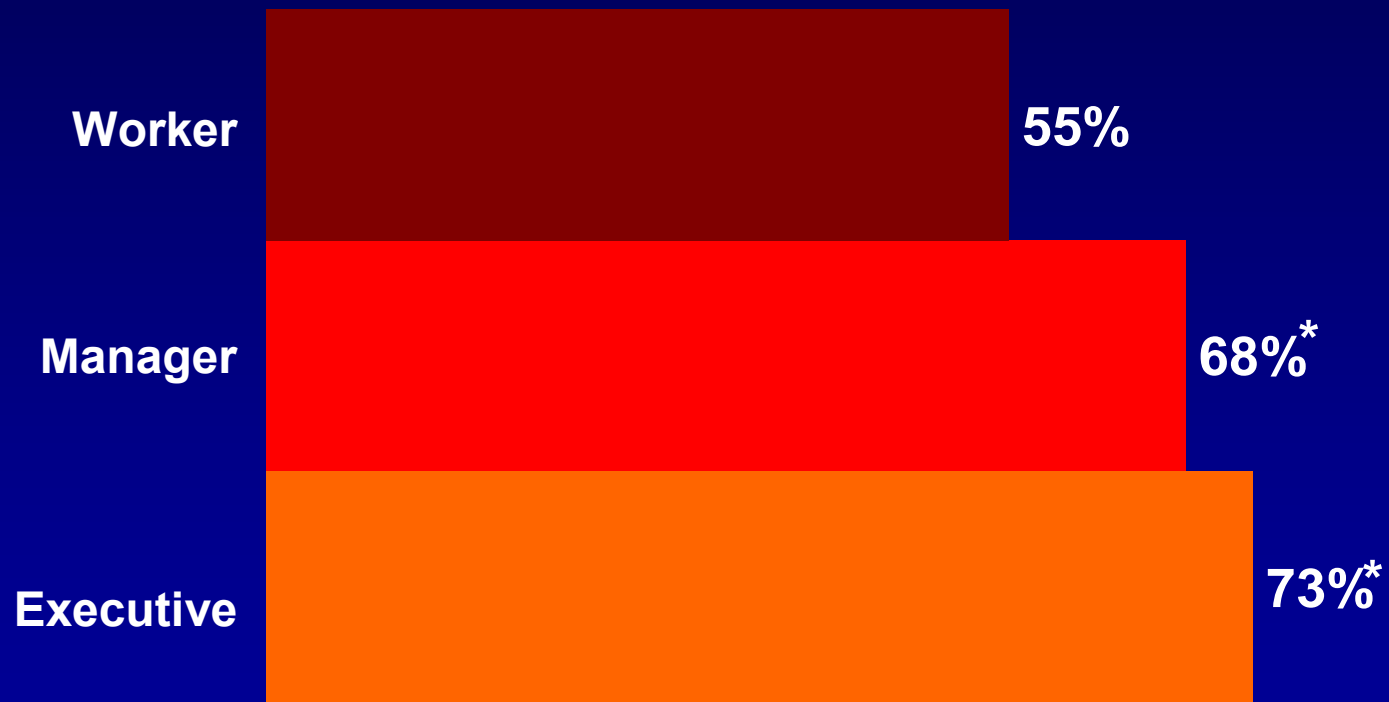
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Leave Policies: Days Off to Care for Sick Family Members By Type of Position at Company

% saying they could have taken off 5 or more paid days from work when/if they had to stay home in order to care for a family member who was sick with H1N1 or flu-like symptoms



Worker (n = 849); Manager (n = 507); Executive (n = 127)

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Harvard Opinion Research Program, Harvard School of Public Health, April 21 - May 13, 2010.

Leave Policies: Days Off to Care for Sick Family Members By Size of Company

% saying they could have taken off 5 or more paid days from work when/if they had to stay home in order to care for a family member who was sick with H1N1 or flu-like symptoms

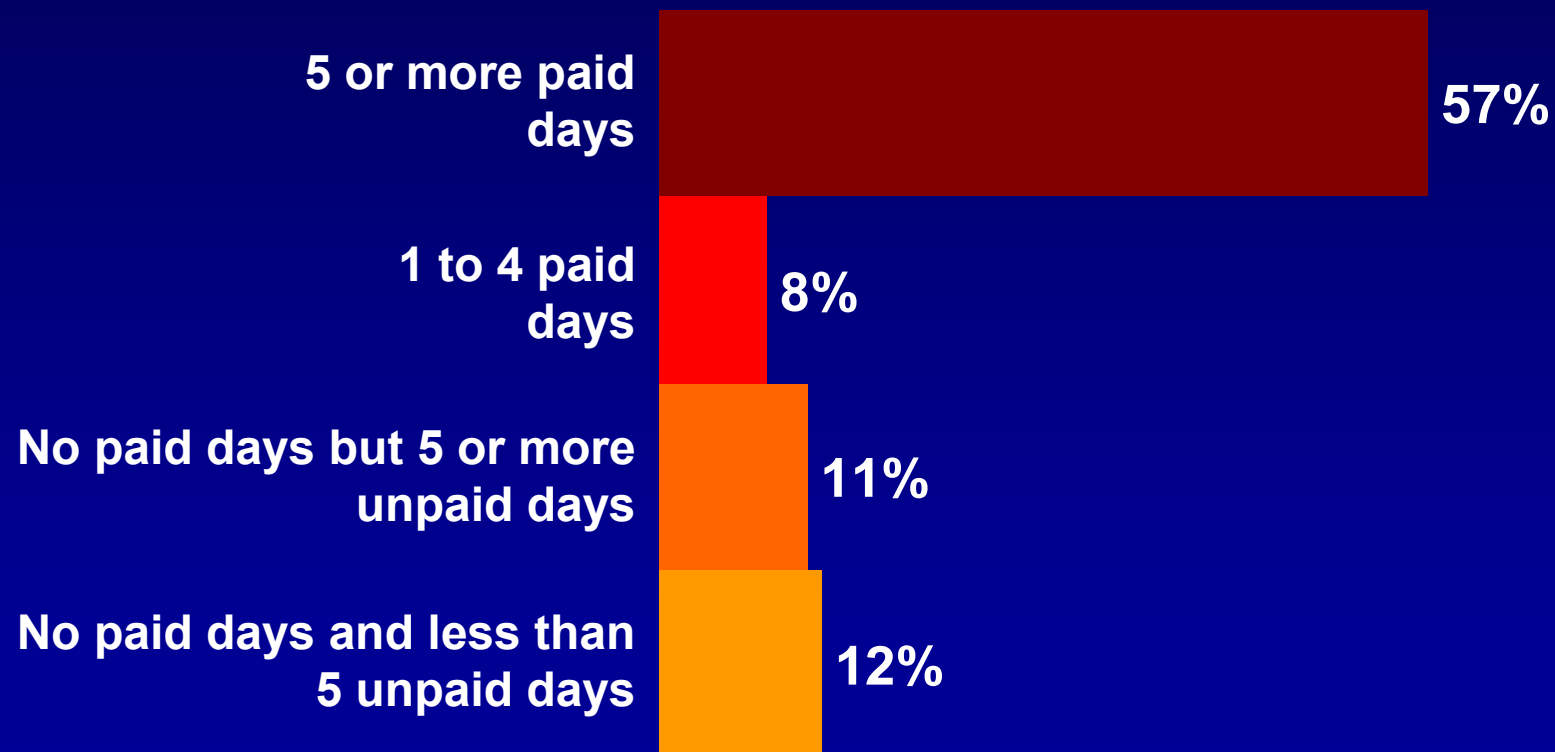


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*Statistically significantly different from respondents who work at a company with 20 – 99 and 100 - 499 full-time and part-time employees at the 95% confidence level

Leave Policies: Days Off If Child's School Closed

% of parents* saying they could have taken off the following from work when/if they had to stay home because their child's school closed due to H1N1



*n = 581

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Leave Policies: Days Off If Child's School Closed By Size of Company

% of parents* saying they could have taken off 5 or more from work when/if they had to stay home because their child's school closed due to H1N1

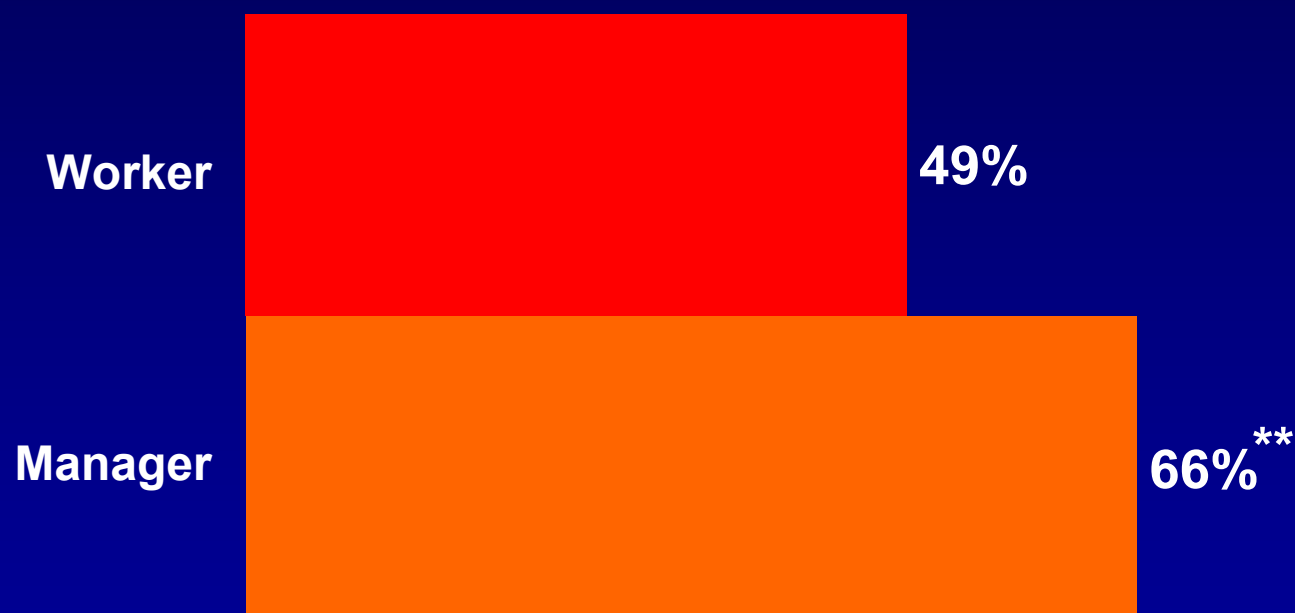


*Parents at companies with 20 – 99 employees (n = 132); 100 – 499 employees (n = 122); 500 or more employees (n = 309)

**Statistically significantly different from respondents who work at a company with 100 - 499 full-time and part-time employees at the 95% confidence level

Leave Policies: Days Off If Child's School Closed By Size of Company

% of parents* saying they could have taken off 5 or more from work when/if they had to stay home because their child's school closed due to H1N1



*Worker (n = 299); Manager (n = 226)

**Statistically significantly different from workers at the 95% confidence level

Methods Summary

- Telephone poll (including both landlines and cell phones)
- Conducted April 21 to May 13, 2010
- Nationally representative random sample of 1491 respondents age 18 or older, who work at least 35 hours a week at a single primary workplace, excluding self-employed, employees of companies with less than 20 employees, and those working in the fields of education, health, emergency care or first responder services, and government
 - Includes 1171 White, Non-Hispanics; 108 African American, Non-Hispanics; 115 Hispanics
- Data weighted on gender, race, education, age, census region, and company size using U.S. Census Bureau's Current Population Survey March 2009 Supplement for the known population of employees currently working 35 hours a week or more, excluding self-employed, those working in companies with fewer than 25 employees, and those working in the fields of education, health and medicine, government or military
- Data also weighted to NHIS estimates of cell phone usage for employed adults
- Margin of error for total respondents is +/- 3.30% at the 95% confidence level