

**Harvard Opinion Research Program  
Harvard School of Public Health**

**Employee Attitudes, Experiences and Behaviors During the H1N1 Outbreak**

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**Employee Attitudes, Experiences, and Behaviors During the H1N1 Outbreak  
TOPLINE**

*The study was conducted for the Harvard School of Public Health via telephone by SSRS/ICR, an independent research company. Interviews were conducted from April 21 to May 13, 2010 among a nationally representative sample of 1491 respondents age 18 and older, who work at least 35 hours a week at a single primary workplace and are not self-employed. It excludes those working at companies with less than 20 employees and those working in the fields of education, health, emergency care or first responder services, and government. The margin of error for total respondents is +/-3.30% at the 95% confidence level.*

1. Since the H1N1 outbreak began, have you at any point been concerned about getting sick from H1N1 flu while at work, or haven't you been concerned about that at any point?

	<b>Yes, have been</b>	<b>No, have not been</b>	<b>Respondent was sick with H1N1</b>	<b>Don't know</b>	<b>Refused</b>
05/13/10	35	64	*	*	--

**(Asked of total who have been concerned about getting sick from H1N1 flu while at work; n = 521)**

- 1a. How concerned were you? Would you say very concerned, somewhat concerned or not very concerned?

	<b>CONCERNED</b>			<b>Not very concerned</b>	<b>Don't know</b>	<b>Refused</b>
	<b>NET</b>	<b>Very</b>	<b>Somewhat</b>			
05/13/10	90	33	57	10	*	--

**Q1/Q1a. Combination Table (based on total)**

	<b>05/13/10</b>
CONCERNED ABOUT GETTING SICK FROM H1N1 FLU WHILE AT WORK (NET)	35
Very concerned	12
Somewhat concerned	20
Not very concerned	4
Not concerned about getting sick from H1N1 flu while at work	64
Respondent was sick with H1N1	*
Don't know	*
Refused	--

2. Since the beginning of September 2009, have you seen any posters, billboards, web-based ads, television, or newspaper ads that provide information about how to keep yourself healthy from the H1N1 flu while at work?

	<b>Yes, have</b>	<b>No, have not</b>	<b>Don't know</b>	<b>Refused</b>
05/13/10	86	13	*	--

3. To the best of your knowledge, since April 2009, has anyone at your company become ill with H1N1 flu, or hasn't that happened?

	<b>Yes, has happened</b>	<b>No, has not happened</b>	<b>Don't know</b>	<b>Refused</b>
05/13/10	22	70	7	*

4. Overall, how prepared for the H1N1 outbreak would you say your company was? Would you say...?

	<b>PREPARED</b>			<b>NOT PREPARED</b>			<b>Don't know</b>	<b>Refused</b>
	<b>NET</b>	<b>Very</b>	<b>Somewhat</b>	<b>NET</b>	<b>Not very</b>	<b>Not at all</b>		
05/13/10	81	44	37	15	6	8	4	*

5. Do you feel this outbreak of H1N1 made your company (more) prepared for a possible future outbreak of a serious, contagious illness; (less) prepared for a possible future outbreak of a serious, contagious illness; or made no difference in your company's preparedness?

	<b>More prepared</b>	<b>Less prepared</b>	<b>Made no difference</b>	<b>Don't know</b>	<b>Refused</b>
05/13/10	50	3	45	2	--

6. To the best of your knowledge, did your company provide information to employees about any of the following as part of their efforts to respond to H1N1? Did they provide information about (INSERT)? How about (INSERT)?

- a. How the company would keep the business running if many employees were absent because they were sick or had to take care of others

	<b>Yes</b>	<b>No</b>	<b>Don't know</b>	<b>Refused</b>
05/13/10	35	59	7	*

- b. How to keep H1N1 flu from spreading between employees at the workplace

	<b>Yes</b>	<b>No</b>	<b>Don't know</b>	<b>Refused</b>
05/13/10	77	22	1	*

- c. Changes to sick leave policies that would make it easier for employees to stay home from work because they were sick

	<b>Yes</b>	<b>No</b>	<b>Don't know</b>	<b>Refused</b>
05/13/10	42	55	3	*

- d. Changes to leave policies that would make it easier for employees to stay home from work because a family member was sick

	Yes	No	Don't know	Refused
05/13/10	38	57	5	--

- e. Changes to leave policies that would make it easier for employees to stay home from work because their children's school closed

	Yes	No	Don't know	Refused
05/13/10	36	56	8	*

- 6a. Would such information have been helpful to you, or not?

**(Asked of total whose company had not provided this information to employees; n = 900)**

- a. How the company would keep the business running if many employees were absent because they were sick or had to take care of others

	Yes, helpful	No, not helpful	Don't know	Refused
05/13/10	40	57	2	--

**(Asked of total whose company had not provided this information to employees; n = 317)**

- b. How to keep H1N1 flu from spreading between employees at the workplace

	Yes, helpful	No, not helpful	Don't know	Refused
05/13/10	50	49	2	--

**Q6a/Q6aa. Combination Table (based on total)**

	05/13/10
Company provided info about how it would keep running if employees were absent	35
COMPANY DID NOT PROVIDE INFO ABOUT HOW IT WOULD KEEP RUNNING IF EMPLOYEES WERE ABSENT (NET)	59
Yes, such information would have been helpful	24
No, such information would not have been helpful	34
Don't know	7
Refused	*

**Q6b/Q6ab. Combination Table (based on total)**

	<b>05/13/10</b>
Company provided info about how to keep H1N1 from spreading between employees at work	77
COMPANY DID NOT PROVIDE INFO ABOUT HOW TO KEEP H1N1 FROM SPREADING BETWEEN EMPLOYEES AT WORK (NET)	22
Yes, such information would have been helpful	11
No, such information would not have been helpful	11
Don't know	1
Refused	*

7. As you may know, companies across the United States took a variety of steps in response to the H1N1 flu outbreak. To the best of your knowledge, did your company happen to take any of the following measures? Did the company (INSERT)?

a. Provide hand sanitizer, alcohol-based hand rub or hand-washing stations to reduce the spread of H1N1 at the workplace

	<b>Yes, did</b>	<b>No, did not</b>	<b>Don't know</b>	<b>Refused</b>
05/13/10	81	18	1	--

b. Encourage employees to stay home if they got sick with flu-like symptoms

	<b>Yes, did</b>	<b>No, did not</b>	<b>Don't know</b>	<b>Refused</b>
05/13/10	80	19	1	*

c. Create a back-up system for someone to cover your work if you got sick or had to be absent because you had H1N1 or flu-like symptoms

	<b>Yes, did</b>	<b>No, did not</b>	<b>Don't know</b>	<b>Refused</b>
05/13/10	42	55	3	*

d. Train you to cover for someone else if they got sick or had to be absent due to H1N1 or flu-like symptoms

	<b>Yes, did</b>	<b>No, did not</b>	<b>Don't know</b>	<b>Refused</b>
05/13/10	36	63	1	*

e. Encourage employees to get the H1N1 vaccine

	<b>Yes, did</b>	<b>No, did not</b>	<b>Don't know</b>	<b>Refused</b>
05/13/10	60	37	3	*

- f. Offer the H1N1 vaccine to employees on-site or at a company-sponsored clinic or event

	<b>Yes, did</b>	<b>No, did not</b>	<b>Don't know</b>	<b>Refused</b>
05/13/10	45	50	5	--

8. Thinking about yourself, did you do any of the following things at work in order to reduce the chance that you or others would get sick from H1N1? If this does not apply to your situation, just tell me. Did you:

- a. Avoid crowded places such as your company's cafeteria or other places where many people are gathered together at work

	<b>Yes, did</b>	<b>No, did not</b>	<b>Does not apply/ N/A</b>	<b>Don't know</b>	<b>Refused</b>
05/13/10	18	69	12	*	--

- b. Avoid taking public transportation to work

	<b>Yes, did</b>	<b>No, did not</b>	<b>Does not apply/ N/A</b>	<b>Don't know</b>	<b>Refused</b>
05/13/10	15	39	46	--	--

- c. More frequently wash your hands or use hand sanitizer at work

	<b>Yes, did</b>	<b>No, did not</b>	<b>Does not apply/ N/A</b>	<b>Don't know</b>	<b>Refused</b>
05/13/10	79	18	2	--	--

- d. Take any steps to avoid being near someone at work who had flu-like symptoms

	<b>Yes, did</b>	<b>No, did not</b>	<b>Does not apply/ N/A</b>	<b>Don't know</b>	<b>Refused</b>
05/13/10	55	37	7	*	*

- e. Avoid work-related travel

	<b>Yes, did</b>	<b>No, did not</b>	<b>Does not apply/ N/A</b>	<b>Don't know</b>	<b>Refused</b>
05/13/10	10	62	28	*	--

- f. Conduct meetings by telephone or video conference rather than in-person

	<b>Yes, did</b>	<b>No, did not</b>	<b>Does not apply/ N/A</b>	<b>Don't know</b>	<b>Refused</b>
05/13/10	14	62	25	*	--

9. Since a vaccine to protect specifically against the H1N1 flu first became available in October 2009, did you get the H1N1 flu vaccine for yourself, or not?

	Yes	No	Don't know	Refused
05/13/10	21	78	*	*

(Asked of total who got the H1N1 flu vaccine; n = 337)

10. Did you get the vaccine on-site at your company or at a company-sponsored clinic or event?

	Yes	No	Don't know	Refused
05/13/10	51	48	1	--

(Asked of total who got the H1N1 flu vaccine, but not at a company-sponsored clinic or event; n = 179)

11. Where did you receive your H1N1 vaccine?

	05/13/10
Doctor's office or other clinic	50
Public health clinic	19
Retail pharmacy, pharmacy in a grocery store, or retail clinic	17
School	5
Church or community center	1
Elsewhere	7
Don't know	*
Refused	--

**WHERE RECEIVED VACCINE SUMMARY TABLE (based on total)**

	05/13/10
GOT VACCINE SINCE OCTOBER 2009 (NET)	21
On-site at your company or at a company-sponsored clinic or event	11
Doctor's office or other clinic	5
Public health clinic	2
Retail pharmacy, pharmacy in a grocery store, or retail clinic	2
School	1
Church or community center	*
Elsewhere/Don't know/Refused	1
Did not get vaccine since October 2009	78
Don't know	*
Refused	*

**WHERE RECEIVED VACCINE SUMMARY TABLE (based on total who got the H1N1 flu vaccine; n = 337)**

	<b>05/13/10</b>
On-site at your company or at a company-sponsored clinic or event	51
Doctor's office or other clinic	24
Public health clinic	9
Retail pharmacy, pharmacy in a grocery store, or retail clinic	8
School	3
Church or community center	*
Elsewhere/Don't know/Refused	5

12. Since the beginning of this past September (2009), have you been sick with any flu-like symptoms that you believe may have been H1N1 flu, or haven't you been?

	<b>Yes, have</b>	<b>No, have not</b>	<b>Don't know</b>	<b>Refused</b>
05/13/10	6	94	*	--



13. Since the beginning of this past September (2009), how many days of work have you missed (INSERT)?

**(Asked of total who have been sick with any flu-like symptoms since September 2009 that they believe may have been H1N1 flu)**

a. Because you were sick with H1N1 or had flu-like symptoms

**Q12/13a. Combination Table (based on total)**

	<b>05/13/10</b>
MISSED 1+ WORKDAYS (NET)	4
1	1
2	1
3	1
4	1
5	1
More than 5 workdays	1
Did not miss any workdays	2
Have not been sick with flu-like symptoms believe may have been H1N1	94
Don't know	*
Refused	--

b. To care for a family member who was sick with H1N1 or had flu-like symptoms

	<b>05/13/10</b>
MISSED 1+ WORKDAYS (NET)	9
1	3
2	3
3	1
4	1
5	1
More than 5 workdays	1
Did not miss any workdays	91
Don't know	*
Refused	--

**(Asked of total parents; n = 581)**

c. To care for (your child/any of your children) whose school closed due to H1N1

	<b>05/13/10</b>
MISSED 1+ WORKDAYS (NET)	7
1	1
2	2
3	1
4	*
5	*
More than 5 workdays	2
Did not miss any workdays	93
Don't know	--
Refused	--

14. Thinking about the time since the beginning of this past September (2009), what's the maximum number of PAID days that you could have taken off of work (INSERT)? Would you have been able to take 1, 2, 3, 4, 5, or more than 5 PAID days off? What about (INSERT NEXT)?
- a. (When you got sick/If you had gotten sick) with H1N1 or flu-like symptoms and needed to stay home from work

	05/13/10
HAVE 1+ PAID DAYS (NET)	76
1	1
2	2
3	4
4	1
5	11
More than 5 PAID days off	58
None/no paid days off	16
Don't know	7
Refused	*

- b. (When/If) you had to stay home in order to take care of a family member who was sick with H1N1 or flu-like symptoms

	05/13/10
HAVE 1+ PAID DAYS (NET)	70
1	1
2	3
3	3
4	1
5	12
More than 5 PAID days off	48
None/no paid days off	21
Don't know	9
Refused	1

**(Asked of total parents; n = 581)**

- c. (When/If) you had to stay home because your child's school closed due to H1N1

	05/13/10
HAVE 1+ PAID DAYS (NET)	65
1	1
2	3
3	4
4	1
5	13
More than 5 PAID days off	44
None/no paid days off	25
Don't know	9
Refused	1

**(Asked of total with 1+ PAID days off to stay home with H1N1 or flu-like symptoms; n = 1179)**

15. Would you have been required to provide a doctor’s note in order to be able to take those days off and get paid?

	<b>Yes, would have</b>	<b>No, would not have</b>	<b>Don’t know</b>	<b>Refused</b>
05/13/10	53	43	4	*

**Q14a/Q15. Combination Table (based on total)**

	<b>05/13/10</b>
<b>COULD HAVE TAKEN 1+ PAID DAYS OFF TO STAY HOME WITH H1N1 OR FLU-LIKE SYMPTOMS (NET)</b>	<b>76</b>
Required to provide a doctor’s note to take those days off and get paid	40
Not required to provide a doctor’s note to take those days off and get paid	32
Could not have taken PAID days off to stay home with H1N1 or flu-like symptoms	16
Don’t know	7
Refused	*

16. Approximately how many UNPAID days of work would you have been able to take off (INSERT) without you losing your job? Would you be able to take 1, 2, 3, 4, 5, or more than 5 unpaid days?

**(Asked of total with no PAID days off to stay home; n = 212)**

a. (When you got sick/If you had gotten sick) with H1N1 or flu-like symptoms and needed to stay home from work

	<b>05/13/10</b>
<b>HAVE 1+ UNPAID DAYS (NET)</b>	<b>71</b>
1	3
2	3
3	10
4	1
5	8
More than 5 UNPAID days off	46
None	21
Don’t know	8
Refused	--

**(Asked of total with no PAID days off to stay home; n = 271)**

b. (When/If) you had to stay home in order to take care of a family member who was sick with H1N1 or flu-like symptoms

	<b>05/13/10</b>
HAVE 1+ UNPAID DAYS (NET)	56
1	1
2	6
3	6
4	1
5	14
More than 5 UNPAID days off	28
None	32
Don't know	12
Refused	--

**(Asked of total parents with no PAID days off to stay home; n = 124)**

c. (When/If) you had to stay home because your child's school closed due to H1N1

	<b>05/13/10</b>
HAVE 1+ UNPAID DAYS (NET)	58
1	5
2	5
3	4
4	1
5	12
More than 5 UNPAID days off	30
None	31
Don't know	11
Refused	--

17. What kind of position do you have at your company?

	<b>Executive position</b>	<b>Manager or supervisor</b>	<b>Worker</b>	<b>Don't know</b>	<b>Refused</b>
05/13/10	6	33	61	*	*

18. In your current position, do you provide any products or services to customers on a face-to-face basis?

	<b>Yes</b>	<b>No</b>	<b>Don't know</b>	<b>Refused</b>
05/13/10	48	52	--	*

19. How long have you worked at this company?

	05/13/10
LESS THAN 1 YEAR (NET)	11
Less than 6 months	4
6 months to less than 1 year	7
1 TO 9 YEARS (NET)	54
1 to 4 years	32
5 to 9 years	22
10+ YEARS (NET)	34
10 to 19 years	20
20 or more years	15
Don't know	--
Refused	*

S6. How many hours do you work for your company in an average week?

	35-39	40 or more
05/13/10	15	85

S7. In total, how many full-time and part-time employees are there in your company, including all of its worksite locations?

	20-99	100-499	500+	20 or more unspecified
05/13/10	22	19	55	3

S8. I am going to read you a list of industries, and I'd like you to tell me which one best describes the industry that your company is in:

	05/13/10
Agriculture or fishing	3
Utilities	6
Construction	8
Manufacturing	22
Wholesale or Retail	19
Transportation or warehousing	8
Communications	7
Information technology	6
Finance, insurance or real estate	10
Arts	*
Hotels, lodging	*
Legal Services	1
Tourism/Amusement/Recreation	2
Business Services	2
Social Services	1
Other	3

**DEMOGRAPHICS**

S9. GENDER OF RESPONDENT

	Male	Female
05/13/10	63	37

S10. Could you please tell me your age?

	18-29	30-49	50+	Over 18 unspecified
05/13/10	20	51	29	*

HH1. Including yourself, how many adults, 18 or older, are there living in your household?

	1	2	3	4+	Refused
05/13/10	15	58	18	7	*

HH2. And so that I can ask you the right questions, can you tell me how many children under the age of 18 live in your household?

	None	HAVE CHILDREN IN HH					Refused
		NET	1	2	3	4+	
05/13/10	54	45	18	19	5	2	*

(Asked of total with children in HH; n = 625)

HH3. Are you the parent or guardian of (the child/any of the children) under 18 in your household?

	Yes	No	Don't know	Refused
05/13/10	91	9	--	--

**RACE SUMMARY TABLE (based on total)**

	02/15/10
White (non-Hispanic)	69
Black/African American (non-Hispanic)	11
Asian-American (non-Hispanic)	3
HISPANIC (NET)	13
White Hispanic	8
Black Hispanic	2
Hispanic unspecified	3
Native American	1
Mixed race	1
Some other race	*
Don't know	*
Refused	2

**INCOME SUMMARY TABLE (based on total)**

	<b>02/15/10</b>
LESS THAN \$40K (NET)	24
Less than \$15K	3
\$15K but less than \$20K	4
\$20K but less than \$25K	3
\$25K but less than \$30K	5
\$30K but less than \$40K	8
Less than \$40K unspecified	*
\$40K+ (NET)	69
\$40K but less than \$50K	8
\$50K but less than \$75K	19
\$75K but less than \$100K	16
\$100K+	23
\$40K+ unspecified	3
Don't Know	1
Refused	6

**EDUCATION SUMMARY (based on total)**

	<b>05/13/10</b>
HIGH SCHOOL GRADUATE OR LESS (NET)	42
Less than high school graduate	8
High school graduate	32
Technical school/Other	2
SOME COLLEGE OR MORE (NET)	58
Some college	24
College graduate + (subnet)	33
Graduated college	22
Graduate school or more	11
Refused	*

**LANGUAGE OF INTERVIEW**

	<b>Spanish</b>	<b>English</b>
02/15/10	5	95

**REGION**

	<b>NE</b>	<b>NC</b>	<b>SOUTH</b>	<b>WEST</b>
02/15/10	17	24	37	22

**METRO STATUS**

	<b>Urban</b>	<b>Suburban</b>	<b>Rural</b>
02/15/10	62	19	18