

U.S. EMPLOYEE PERSPECTIVES ON MANAGING CHRONIC CONDITIONS IN THE WORKPLACE

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de Beaumont



HARVARD
T.H. CHAN
SCHOOL OF PUBLIC HEALTH

KEY FINDINGS

Chronic illnesses have long been a top public health problem facing employers in the U.S. Though businesses may be generally aware that this issue affects their workforce, the day-to-day impacts on workers and their jobs are often hidden, obscuring the true need for support. To better understand the experiences and challenges of managing chronic conditions at work, Harvard T.H. Chan School of Public Health and the de Beaumont Foundation conducted a national poll, *U.S. Employee Perspectives on Managing Chronic Conditions in the Workplace*. Results can inform opportunities for employers to strengthen and support their workforce as well as reduce the burdens of high stress, absenteeism, and turnover. This poll was conducted October 2–16, 2024, among a probability-based, nationally representative sample of more than 1,000 adults ages 18 and older, who work full-time or part-time at organizations with 50 or more employees.

Key findings include:

- **Chronic health conditions are often hidden in the workplace.** Among the 58% of U.S. employees with physical chronic health conditions, a majority (60%) have not formally told their employer.
- **Managing chronic conditions and work requires substantial time and effort.** Three in four employees with chronic health conditions (76%) need to manage their conditions during regular work hours. About two-thirds say that, in the past year, they have had to take a break while at work (65%) or had to take time off (61%) because of their chronic health conditions.
- **Employees sacrifice health care to keep up with work.** More than a third of employees with chronic conditions (36%) say they have skipped medical appointments or delayed getting care in the past year to avoid interfering with work.
- **Stigma and missed work opportunities are common.** One in three employees with chronic health conditions (33%) say, in the past year, they have missed out on opportunities for more hours or projects because of their chronic health conditions, while 25% have missed out on opportunities for promotion and 21% have received bad reviews or negative feedback because of their chronic health conditions.
- **Many face additional challenges caring for family with chronic conditions.** A third of all employees in the U.S. (33%) say they have helped family members with their chronic conditions in the past year, and nearly half of those helping family members (45%) said they frequently needed to do so during working hours.
- **Notable shares do not have adequate breaks or time off.** About half of those with chronic conditions say, in the past year, they felt they could not take time off work (49%) or take a break while at work (49%), even though they needed to because of their conditions. One in four employees who have chronic conditions or help family members with theirs say they don't have any paid leave (12%) or have run out of paid leave in the past year (14%) because they were trying to take care of their or their family's chronic conditions.
- **Few report their employers are very supportive of measures that could help employees manage chronic health conditions.** Though many say their employer is at least somewhat supportive of these measures, less than half of all workers say their employer is very supportive of allowing employees to take breaks (44%) or take paid leave (44%). Even fewer say their employer is very supportive of scheduling flexibility (37%) or working remotely (27%), even if the work can be done this way.

Implications: These poll findings show there are widespread, and frequently hidden, challenges to managing chronic conditions for the U.S. workforce today. Further, many employees are also managing their family members' conditions. There is a major opportunity for the business community to play a greater role in supporting employees with chronic conditions, improving their well-being and performance, while reducing costly problems like absenteeism and turnover. Specifically, enhanced earned paid leave policies, flexibility when possible, and adequate breaks during work hours would help employees who are managing chronic conditions themselves or for family members. Creating work policies and practices that recognize caregiver responsibilities, reduce stigma through better employee support, and improve workplace culture so employees are safe disclosing their conditions if needed may help create a healthier and more productive workforce.

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ABOUT THIS POLL

This poll was conducted October 2–16, 2024, among a probability-based, nationally representative sample of the U.S. workforce comprised of part-time and full-time working adults ages 18 and older, who work at organizations with 50 or more employees. Adults were interviewed via the internet and telephone, in English and Spanish. The total sample is comprised of n=1,010 adults, including n=594 adults with physical chronic health conditions. Respondents were not asked about chronic mental health conditions. Self-employed adults were excluded. The margin of error at the 95% confidence interval is +/-3.8 percentage points. Percentages may not add up to 100% due to rounding or don't know or missing responses. See the Methodology section for additional information and the Topline for full question wording.

I. PREVALENCE OF CHRONIC CONDITIONS IN THE WORKFORCE

A majority of employees in the U.S. (58%) say they have any physical chronic health conditions, including hypertension, heart disease, diabetes, and asthma. Despite chronic conditions being widely reported, a majority of employed adults who have chronic conditions (60%) have not formally told their employer (see Figure 1). The top reasons for not doing so are related to self-reliance and privacy, though notable shares worry about stigma, being passed over for opportunities, or being fired (see Figure 2).

Figure 1. Employees with Chronic Conditions Reporting They Told Employer They Have Chronic Health Conditions

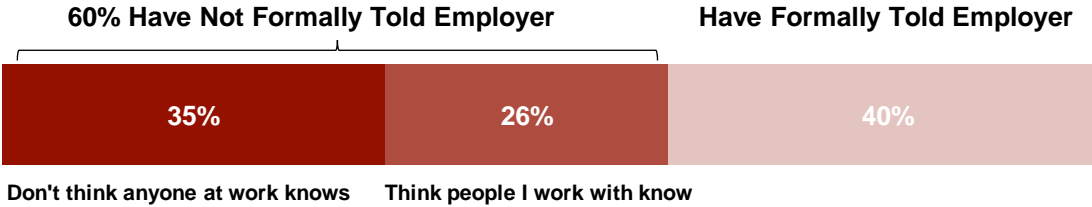
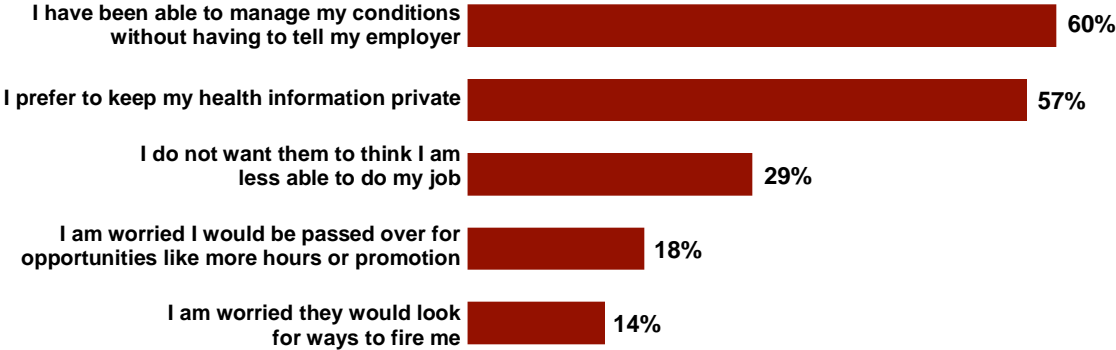


Figure 2. Major Reasons Why Employees Have Not Formally Told Employer about Their Chronic Health Conditions



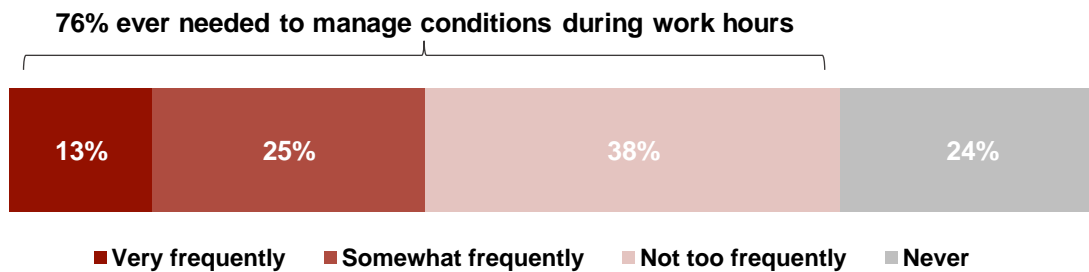
Source: Harvard T.H. Chan School of Public Health/de Beaumont Foundation poll, *U.S. Employee Perspectives on Managing Chronic Conditions in the Workplace*, October 2–16, 2024. Q6, n=594 U.S. adults ages 18 and older with any physical chronic conditions, employed part-time and full-time at organizations with 50 or more employees (excluding self-employed). Q7, n=354 employees who have not formally told their employer about their chronic health conditions.

II. MANAGING CHRONIC CONDITIONS AND WORK

Employees report that managing chronic conditions takes time and effort. Three quarters of those with chronic health conditions (76%) say that they have needed to manage their chronic health conditions during regular work hours in the past year. This includes more than one-third (38%) who have *frequently* needed to do so (see Figure 3). Three in four (76%) also say it has required effort to take care of their chronic health conditions and work in the past year, including 15% saying it has required *a lot* of effort.

Figure 3. Frequency of Needing to Manage Chronic Health Conditions During Work Hours

Q10. In the past year, how often, if at all, have you needed to manage your chronic health conditions during your regular working hours?

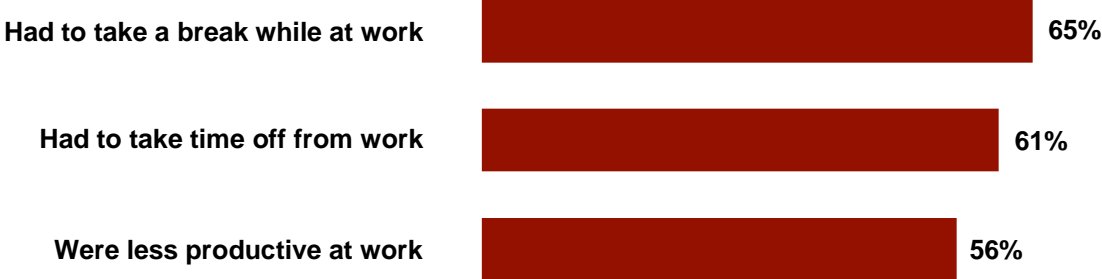


Source: Harvard T.H. Chan School of Public Health/de Beaumont Foundation poll, *U.S. Employee Perspectives on Managing Chronic Conditions in the Workplace*, October 2–16, 2024, n=594 U.S. adults ages 18 and older with any physical chronic conditions, employed part-time and full-time at organizations with 50 or more employees (excluding self-employed).

Many employees report needing a break from work to address their chronic conditions. About two-thirds of employees with chronic conditions (65%) say that, in the past year, they have had to take a break while at work because of their conditions, while 61% have had to take time off work. Many also say their chronic conditions impact their work, with more than half (56%) reporting that, in the past year, they were less productive at work because of them (see Figure 4).

Figure 4. Breaks and Flexibility Often Needed for Employees with Chronic Conditions

In the past year, percent reporting they have experienced each of the following because of their chronic health conditions:



Source: Harvard T.H. Chan School of Public Health/de Beaumont Foundation poll, *U.S. Employee Perspectives on Managing Chronic Conditions in the Workplace*, October 2–16, 2024, n=594 U.S. adults ages 18 and older with any physical chronic conditions, employed part-time and full-time at organizations with 50 or more employees (excluding self-employed). Q11a, Q11c, Q11e.

Because of their chronic health conditions, about one in five workers say, in the past year, they have considered changing jobs (22%), set a certain schedule of regular working hours (20%), or requested flexibility in their regular working hours (19%). Slightly fewer have requested to work remotely at least some of the time (13%).

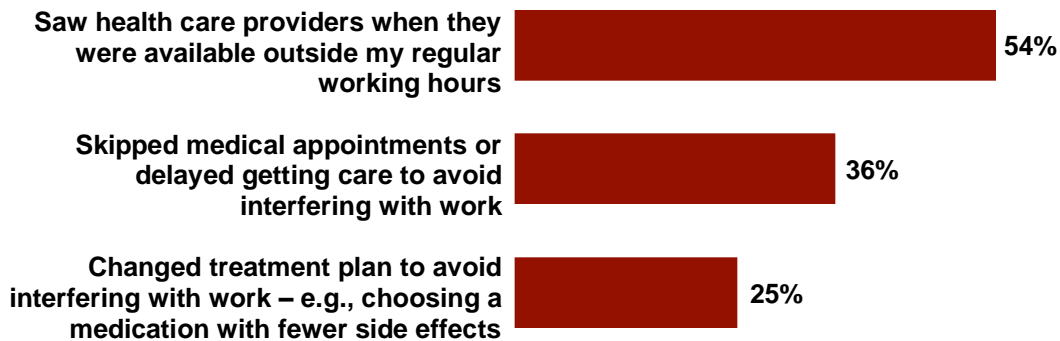
In addition, about one third of employees with chronic conditions say it has influenced their decisions on the type of work they do (38%) or how much or when they work (32%), while one in five say it has influenced what organization they work for (19%).

III. IMPACTS ON HEALTH CARE AND MENTAL WELL BEING

Many employees report having structured their health care to account for their work. More than half of employees with chronic conditions (54%) say, in the past year, they have seen health care providers when they were available outside of regular working hours because of their chronic conditions, while more than a third (36%) have skipped medical appointments or delayed getting care to avoid interfering with work, and a quarter (25%) have changed their treatment plan (see Figure 5).

Figure 5. Employee Efforts to Structure Health Care in order to Account for Work

Q9. In the past year, have you done any of the following because of your chronic health conditions?



Source: Harvard T.H. Chan School of Public Health/de Beaumont Foundation poll, *U.S. Employee Perspectives on Managing Chronic Conditions in the Workplace*, October 2–16, 2024, n=594 U.S. adults ages 18 and older with any physical chronic conditions, employed part-time and full-time at organizations with 50 or more employees (excluding self-employed). Q9d, Q9e, Q9g.

In addition, a sizeable share has experienced emotional impacts due to their chronic conditions in the work context. More than a third of employees with chronic health conditions say, in the past year, they have felt guilty (43%) or embarrassed (39%) about their health conditions at work.

IV. STIGMA AND MISSED WORK OPPORTUNITIES

Chronic conditions also appear to carry stigma in the workplace for many, with discrimination and unfair treatment reported by notable shares of employees. One in three employees with chronic health conditions (33%) say, in the past year, they have missed out on opportunities for more hours or projects at work because of their chronic health conditions, while 25% say they have missed out on opportunities for promotion. One in five (21%) say they have received bad reviews or negative feedback because of their conditions in the past year (see Figure 6).

Figure 6. Discrimination and Unfair Treatment Related to Chronic Conditions Reported by Employees

In the past year, percent reporting they have _____ because of their chronic health conditions:



Source: Harvard T.H. Chan School of Public Health/de Beaumont Foundation poll, *U.S. Employee Perspectives on Managing Chronic Conditions in the Workplace*, October 2–16, 2024, n=594 U.S. adults ages 18 and older with any physical chronic conditions, employed part-time and full-time at organizations with 50 or more employees (excluding self-employed). Q11f, Q11g, Q11h.

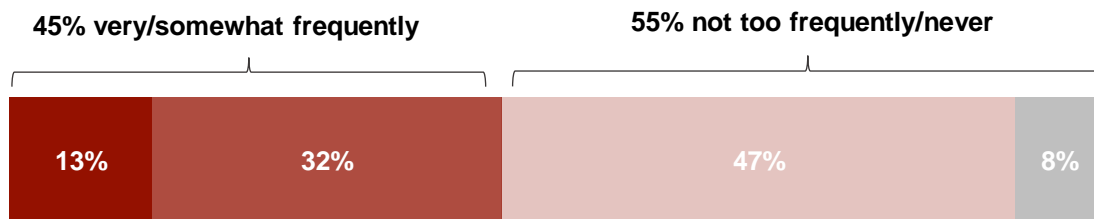
Beyond direct experiences, wider shares of employees with chronic conditions worry about unfair treatment in the workplace because of their conditions. More than four in ten employees with chronic health conditions say, in the past year, they have worried other people would think less of their capabilities because of their chronic health conditions (44%), while about one third worried that, because of their chronic health conditions, they would get a bad review or negative feedback (34%), they would get demoted or fired (34%), or they would get passed over for opportunities like more hours or promotion (30%).

V. CAREGIVING AND WORKING

A sizable minority of employees are helping family members with their chronic conditions. A third of all employees (33%) say they have helped family members with their physical chronic conditions in the past year. Nearly half of those helping family members (45%) said they frequently needed to do so during working hours (see Figure 7).

Figure 7. Frequency of Needing to Help Family Members with Their Chronic Health Conditions During Work Hours

Q15. *In the past year, how often have you needed to help manage these chronic health conditions for family members during your regular working hours?*



Source: Harvard T.H. Chan School of Public Health/de Beaumont Foundation poll, *U.S. Employee Perspectives on Managing Chronic Conditions in the Workplace*, October 2–16, 2024. Q15, n=335 employees who have helped family members with their physical chronic health conditions in the past year.

These findings emphasize how many employees are ultimately affected by chronic conditions, as more than two-thirds (69%) are either managing their own chronic conditions or have been helping family members manage theirs.

VI. BREAKS AND TIME OFF TO MANAGE CHRONIC CONDITIONS

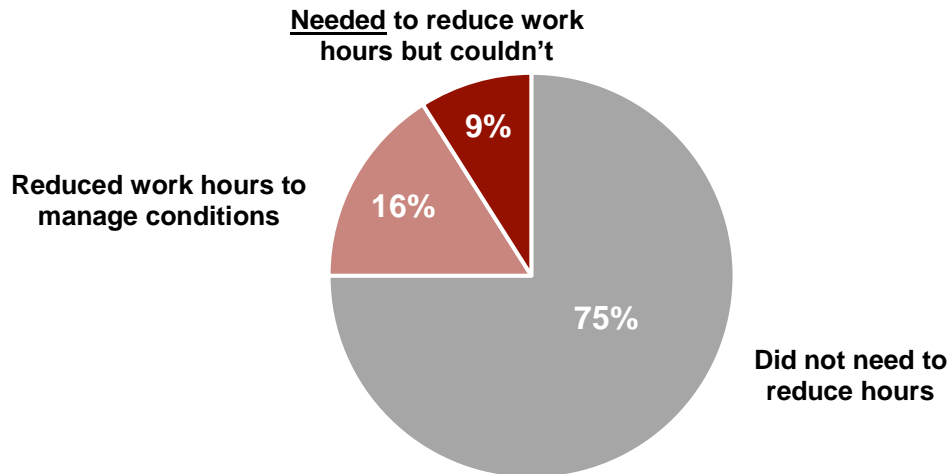
Employees report a host of challenges in getting breaks from work when needed for their chronic conditions. About half of employees with chronic conditions say, in the past year, they have felt they needed to take time off work but could not (49%), while the same share say they have felt they needed to take a break while at work but could not (49%).

One in four employees with chronic conditions (25%) say it would be difficult to take time off from work for their chronic conditions if they needed to. In addition, more than a third of those helping family members managing their chronic conditions (37%) say it has been difficult to take time off work to manage those conditions in the past year.

Among employees managing chronic conditions themselves or helping family members manage chronic conditions, a quarter (25%) say they needed to reduce work hours in the past year in order to manage them. This includes 16% who have reduced work hours and 9% who said they *needed* to reduce work hours to manage this but couldn't (see Figure 8).

Figure 8. Employees' Experiences and Needs in Reducing Hours to Manage Chronic Conditions

Q20/Q21. In the past year, have you had to reduce your work hours to manage your or your family members' chronic health conditions? In the past year, have you felt you needed to reduce your overall work hours to manage your or your family members' chronic health conditions, but were not able to?

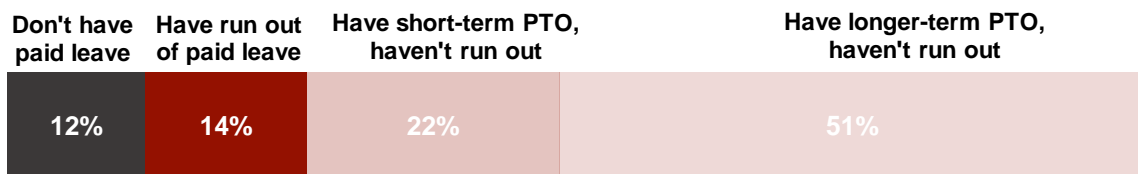


Source: Harvard T.H. Chan School of Public Health/de Beaumont Foundation poll, *U.S. Employee Perspectives on Managing Chronic Conditions in the Workplace*, October 2–16, 2024, n=705 U.S. adults ages 18 and older with any physical chronic conditions or have helped family members with their physical chronic conditions in the past year, employed part-time and full-time at organizations with 50 or more employees (excluding self-employed).

One in four employees who have chronic conditions themselves or help family members with chronic conditions (26%) say they either don't have paid leave that they could use or have run out in the past year. This includes 12% who say they don't have any paid leave, and an additional 14% who say they have paid leave but have run out in the past year because they were trying to take care of their own or their family's chronic conditions (see Figure 9).

Figure 9. Employee Reports of Paid Leave

Percent reporting they have run out of paid leave because they were trying to take care of their own or their family members' chronic health conditions:



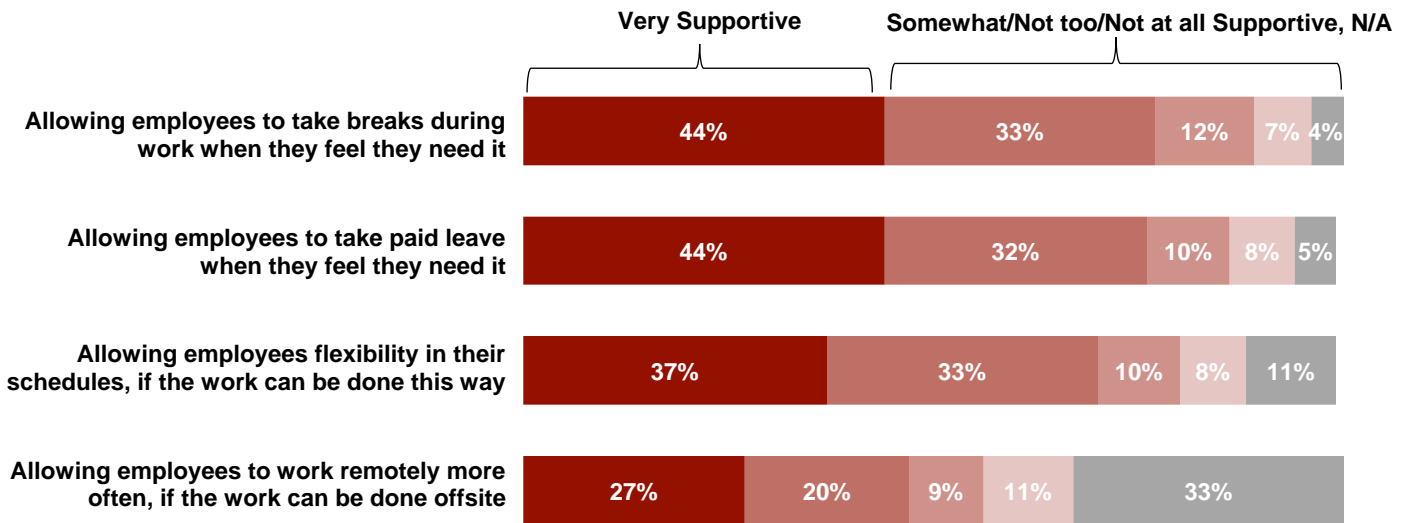
Source: Harvard T.H. Chan School of Public Health/de Beaumont Foundation poll, *U.S. Employee Perspectives on Managing Chronic Conditions in the Workplace*, October 2–16, 2024, n=705 U.S. adults ages 18 and older with any physical chronic conditions or have helped family members with their physical chronic conditions in the past year, employed part-time and full-time at organizations with 50 or more employees (excluding self-employed). PTO = paid time off. Short-term PTO includes employer offering PTO, such as personal days, sick leave, or vacation. Longer-term PTO includes employer offering paid parental, family, or medical leave, separate from vacation or sick leave. Q17, Q18, Q19.

VI. PERCEPTIONS OF EMPLOYER SUPPORT

Many workers report their employers are at least somewhat supportive of measures that can help employees with chronic conditions, but less than half say their employer is very supportive of such measures, including allowing employees to take breaks (44%) or allowing employees to take paid leave (44%). Fewer say their employer is very supportive of allowing employees scheduling flexibility (37%) or allowing employees to work remotely (27%), even when the work can be done this way (see Figure 10).

Figure 10. Employees' Views on Employer Support for Measures that can Help Employees with Chronic Conditions

Q23. In general, how supportive would you say your employer is of each of the following?



Source: Harvard T.H. Chan School of Public Health/de Beaumont Foundation poll, *U.S. Employee Perspectives on Managing Chronic Conditions in the Workplace*, October 2–16, 2024, n=1,010 U.S. adults ages 18 and older, employed part-time and full-time at organizations with 50 or more employees (excluding self-employed).

Employees are split as to whether their employer should be doing more to support employees who need to manage chronic health conditions for themselves or their family members. Nearly half of all employees (46%) say they think their employer should be doing more, while slightly more than half (52%) say their employer should be doing about the same as they are now. Just 2% say their employer should be doing less.

VIII. METHODOLOGY

Results are based on survey research conducted by Harvard T.H. Chan School of Public Health, in partnership with the de Beaumont Foundation. Representatives from each organization worked closely to develop the survey questionnaire, while analyses were conducted by researchers from Harvard and the fielding team at SSRS of Glen Mills, Pennsylvania.

The project team at Harvard included Gillian K. SteelFisher, PhD, Principal Research Scientist and Director of the Harvard Opinion Research Program; Mary Findling, PhD, Managing Director; and Hannah Caporello, Senior Research Projects Manager.

The project team at the de Beaumont Foundation included Brian C. Castrucci, DrPH, President and CEO of the de Beaumont Foundation; Katy Evans, PhD, Senior Program Officer; Emma Dewhurst, MPP, Program and Research Associate; Mark R. Miller, Vice President of Communications; and Nalini Padmanabhan, MPH, Communications Director.

Interviews were conducted with a representative sample of 1,010 part-time and full-time working adults ages 18 and older, who work at organizations with 50 or more employees. Self-employed individuals were excluded. The sample includes 594 adults with physical chronic health conditions. Respondents were not asked about chronic mental health conditions. Interviews were conducted in English and Spanish, online and by telephone. Respondents were reached online and by phone through the SSRS Opinion Panel, a nationally representative, probability-based panel. Panelists were randomly recruited via an Address Based Sampling (ABS) frame and from random-digit dial (RDD) samples on SSRS surveys. Most panelists completed the survey online, with a small subset who do not access the internet completing by phone. The interview period was October 2 to 16, 2024.

When interpreting findings, one should recognize that all surveys are subject to sampling error. Results may differ from what would be obtained if the whole U.S. adult population had been interviewed. The margin of error for the full sample is ± 3.8 percentage points.

Possible sources of non-sampling error include non-response bias, as well as question wording and ordering effects. Non-response in web and telephone surveys produces some known biases in survey-derived estimates, because participation tends to vary for different subgroups of the population. To compensate for these known biases and for variations in the probability of selection within and across households, sample data are weighted in a multi-step process by probability of selection and recruitment, response rates by survey type, and demographic variables (gender, age, education, race/ethnicity, region, frequency of internet use, civic engagement, population density, registered voter, party ID, religious affiliation, number of adults in the household, and home tenure) to reflect the true population of employed adults in the U.S. working at organizations with 50 or more employees. Other techniques, including random sampling, multiple contact attempts, replicate subsamples, and systematic respondent selection within households, are used to ensure that the sample is representative.

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**U.S. Employee Perspectives on Managing
Chronic Conditions in the Workplace**

Topline Results

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This survey was fielded for the Harvard Opinion Research Program at Harvard T.H. Chan School of Public Health and the de Beaumont Foundation online and via telephone (cell phone and landline) by SSRS, an independent research company. This survey is nationally representative of the U.S. workforce comprising part-time and full-time working adults who are not self-employed and work at organizations with 50 or more employees. Interviews were conducted in English and Spanish, October 2, 2024 – October 16, 2024, among a sample of 1,010 working adults ages 18 or older in the United States. The margin of error for total respondents is +/-3.8 percentage points at the 95% confidence level.

NOTE: Percentages may not add up to 100% due to rounding, DK=Don't know, Ref=Refused, NA=Not Applicable, *percentage less than 0.5.

I. Views on Managing Chronic Conditions in the Workplace

Q1-Q4. Employment/Job Screening Questions – shown in Section III.

(ASK ALL, n=1010)

This next question is about your health.

Q5-1/2. Have you ever been told by a doctor or other health professional that you have any of the following health conditions? Do you have any other chronic health conditions? For the purpose of this question, please exclude mental health conditions.

	Yes	No	Don't know/ Refused/ Web blank
Any chronic health conditions (NET)	58	42	-
Hypertension, also called high blood pressure	26	74	-
Heart disease	3	97	*
A stroke	1	99	-
Some form of arthritis, rheumatoid arthritis, gout, lupus, or fibromyalgia	18	82	-
Asthma, not including childhood asthma	11	89	-
Cancer, not including non-melanoma skin cancer	5	95	-
Weak or failing kidneys	2	98	-
Chronic Obstructive Pulmonary Disease, C.O.P.D., emphysema, or chronic bronchitis	3	97	-
Diabetes, not including prediabetes or gestational diabetes	9	91	*
A chronic musculoskeletal condition, like chronic back pain or chronic knee pain	15	85	*
Any other chronic conditions	18	82	-

(ASKED OF THOSE WHO HAVE ANY CHRONIC CONDITIONS, n=594)

These next questions are about your experiences with chronic health conditions and work.

Q5-3. Have your chronic health conditions ever influenced your decisions about any of the following?

	Yes	No	Don't know/ Refused/ Web blank
a. What organization I work for	19	81	-
b. What type of work I do	38	62	-
c. How much or when I work	32	68	-

(ASKED OF THOSE WHO HAVE ANY CHRONIC CONDITIONS, n=594)

Q5-4. Do you feel your chronic health conditions have ever made it harder for you to work, or not?

	%
Yes	47
No	53
Don't know/Refused/Web blank	-

(ASKED OF THOSE WHO HAVE ANY CHRONIC CONDITIONS, n=594)

For these next questions, please think about your current employer.

Q6. Which of the following best describes whether or not you have told your current employer formally that you have any chronic health conditions? Formally telling them might mean a range of approaches, such as providing medical documentation to human resources or having a direct conversation about it with your supervisor.

	%
Have <u>not</u> formally told employer (NET)	60
I have <u>not</u> told my employer formally that I have any chronic health conditions, and I <u>don't</u> think anyone at work knows	35
I have <u>not</u> told my employer formally that I have any chronic health conditions, but I think the people I work with know	26
I have told my employer formally that I have at least one chronic health condition	40
Don't know/Refused/Web blank	-

(ASKED OF THOSE WHO HAVE NOT FORMALLY TOLD THEIR EMPLOYER ABOUT THEIR CHRONIC CONDITIONS, n=354)

Q7. People have a lot of different reasons for not formally telling their employer that they have chronic health conditions. For you personally, are each of the following a major reason, a minor reason or not a reason that you haven't formally told your employer?

	Major reason	Minor reason	Not a reason	Don't know/ Refused/ Web blank
a. I do not want them to think I am less able to do my job	29	19	52	-
b. I am worried I would be passed over for opportunities like more hours or promotion	18	15	67	-
c. I am worried they would look for ways to fire me	14	17	69	-
d. I prefer to keep my health information private	57	25	19	-
e. I have been able to manage my health conditions without having to tell my employer	60	19	21	-

(ASKED OF THOSE WHO HAVE ANY CHRONIC CONDITIONS, n=594)

Q9. In the past year, have you done any of the following because of your chronic health conditions?

	Yes	No	Not possible at my job	Don't know/ Refused/ Web blank
a. Set a certain schedule of regular working hours	20	56	24	-
b. Requested to work remotely at least some of the time	13	50	38	-
c. Requested flexibility in my regular working hours	19	64	17	-
d. Saw healthcare providers when they were available outside my regular working hours	54	46	-	-
e. Changed my treatment plan to avoid interfering with work – for example, choosing a medication with fewer side effects	25	75	-	-
f. Considered changing jobs	22	78	-	-
g. Skipped medical appointments or delayed getting care to avoid interfering with work	36	64	-	-

(ASKED OF THOSE WHO HAVE ANY CHRONIC CONDITIONS, n=594)

Q8. Overall, how much effort has it taken to take care of your chronic health conditions and work in the past year? Taking care of your chronic health conditions means ensuring that you get the care you need and that you have arranged things to be able to do your job.

	%
Any effort (NET)	76
A lot of effort	15
Some effort	32
A little effort	29
No effort	24
Don't know/Refused/Web blank	-

(ASKED OF THOSE WHO HAVE ANY CHRONIC CONDITIONS, n=594)

Q10. In the past year, how often, if at all, have you needed to manage your chronic health conditions during your regular working hours? Managing your health conditions might include a range of actions to address symptoms or prevent conditions from getting worse, including things like taking medication, monitoring your conditions, avoiding positions that cause pain or discomfort, or seeing a healthcare provider.

	%
Yes, needed to manage during work hours in the past year (NET)	76
Very frequently	13
Somewhat frequently	25
Not too frequently	38
Never needed to manage during work hours in the past year	24
Don't know/Refused/Web blank	-

(ASKED OF THOSE WHO HAVE ANY CHRONIC CONDITIONS, n=594)

Q11. In the past year, how often have you experienced each of the following because of your chronic health conditions?

	Ever (NET)	Very often	Often	Sometimes	Rarely	Never
a. Had to take time off from work	61	1	5	26	28	39
b. Felt I needed to take time off from work but could not	49	7	8	18	16	51
c. Had to take a break while at work	65	4	12	27	21	35
d. Felt I needed to take a break while at work but could not	49	5	7	21	15	51
e. Were less productive at work	56	3	8	22	24	44
f. Got a bad review or negative feedback on my work	21	1	2	5	13	79
g. Missed out on opportunities for more hours or projects at work	33	2	6	10	14	67
h. Missed out on opportunities for promotion at work	25	2	3	8	12	75

(ASKED OF THOSE WHO HAVE ANY CHRONIC CONDITIONS, n=594)

Q12. In the past year, how often have you experienced each of the following at work because of your chronic health conditions?

	Ever (NET)	Very often	Often	Sometimes	Rarely	Never
a. Felt embarrassed about my health conditions	39	8	9	12	11	61
b. Felt guilty about my health conditions	43	8	9	14	12	57
c. Worried that other people would think less of my capabilities	44	9	8	15	11	56
d. Worried that I would get a bad review or negative feedback	34	6	6	10	13	66
e. Worried I would get passed over for opportunities like more hours or promotion	30	6	4	10	10	70
f. Worried that I would get demoted or fired	34	5	5	11	13	66

(ASKED OF THOSE WHO HAVE ANY CHRONIC CONDITIONS, n=594)

Q13. How difficult would it be for you to take time off from work for your chronic health conditions if you needed to – for example, to go to a healthcare appointment or rest?

	%
Very difficult	7
Somewhat difficult	18
Not too difficult	42
Not at all difficult	33
Don't know/Refused/Web blank	-

(ASK ALL, n=1010)

Q23. In general, how supportive would you say your employer is of each of the following?

	Very supportive	Somewhat supportive	Not too supportive	Not at all supportive	N/A
a. Allowing employees flexibility in their schedules, if the work can be done this way	37	33	10	8	11
b. Allowing employees to work remotely more often, if the work can be done offsite	27	20	9	11	33
c. Allowing employees to take paid leave when they feel they need it	44	32	10	8	5
d. Allowing employees to take breaks during work when they feel they need it	44	33	12	7	4

II. Caring for Family with Chronic Conditions

(ASK ALL, n=1010)

Q14. In the past year, have you helped any of your family members with their chronic health conditions? Again, please exclude mental health conditions for the purpose of this question.

	%
Yes	33
No	67
Don't know/Refused/Web blank	-

(ASKED OF THOSE WHO HAVE HELPED ANY FAMILY MEMBERS WITH A CHRONIC CONDITION THE PAST YEAR, n=335)

Q15. In the past year, how often have you needed to help manage these chronic health conditions for family members during your regular working hours? Managing these health conditions might include a range of actions to address symptoms or prevent their conditions from getting worse, including things like reminding your family members to take medication, monitoring their health, helping them move around, or taking them to see a healthcare provider.

	%
Very/Somewhat Frequently (NET)	45
Very frequently	13
Somewhat frequently	32
Not too frequently/Never (NET)	55
Not too frequently	47
Never	8
Don't know/Refused/Web blank	-

(ASKED OF THOSE WHO HAVE HAD TO HELP FAMILY MEMBERS MANAGE THEIR CHRONIC CONDITION DURING THEIR WORKING HOURS, n=311)

Q16. In the past year, how difficult has it been for you to take time off from work to help manage these health conditions for family members – for example, to go with them to their healthcare appointments?

	%
Very difficult	7
Somewhat difficult	30
Not too difficult	41
Not at all difficult	22
Don't know/Refused/Web blank	-

(ASK ALL, n=1010)

Q17. Does your employer offer you paid time off, such as personal days, sick leave, or vacation?

	%
Yes	88
No	12
Don't know/Refused/Web blank	-

(ASK ALL, n=1010)

Q18. Does your employer offer you paid parental, family, or medical leave, separate from vacation or sick leave?

	%
Yes	62
No	38
Don't know/Refused/Web blank	*

(ASKED OF THOSE WHO THEMSELVES OR FAMILY MEMBER HAS A CHRONIC CONDITION AND HAVE PAID LEAVE, n=622)

Q19. In the past year, have you run out of paid leave because you were trying to take care of your [or your family members'] chronic health conditions?

	%
Yes	16
No	84
Don't know/Refused/Web blank	-

(ASKED OF THOSE WHO THEMSELVES OR FAMILY MEMBER HAS A CHRONIC CONDITION, n=705)

Q20. In the past year, have you had to reduce your work hours to manage your [or your family members'] chronic health conditions?

	%
Yes	16
No	84
Don't know/Refused/Web blank	-

(ASKED OF THOSE WHO THEMSELVES OR FAMILY MEMBER HAS A CHRONIC CONDITION AND HAVE NOT HAD TO REDUCE WORK HOURS, n=582)

Q21. In the past year, have you felt you needed to reduce your overall work hours to manage your [or your family members'] chronic health conditions, but were not able to?

	%
Yes	11
No	89
Don't know/Refused/Web blank	-

(ASK ALL, n=1010)

Q22. In general, do you think your employer should be doing more, doing less, or doing about the same as they are now to support employees who need to manage chronic health conditions for themselves or their family members?

	%
A lot/A little more (NET)	46
A lot more	17
A little more	29
About the same	52
A little/A lot less (NET)	2
A little less	1
A lot less	1
Don't know/Refused/Web blank	-

III. Employment/Job Characteristics

(ASK ALL)

E1. Which of the following best describes your current employment status?

	%
Employed full time	86
Employed part time	14

E2. Do you have one job or more than one job?

	%
One job	86
More than one job	14
Don't know/Refused/Web blank	-

SHOW/READ IF EMPLOY2=2: Please think about your main job for all questions.

E3. How many employees, including full-time and part-time, does your workplace organization have across all locations?

	%
50-99	18
100-499	21
500-1499	10
1500-1999	21
2000 or more	30
Don't know/Refused/Web blank	-

Q1. What industry do you work in?

	%
Manufacturing	10
Agriculture	1
Mining/oil/extraction	*
Construction	4
Transportation/material moving	6
Retail	9
Banking/finance	3
Food	4
Media/communications	1
Health care	19
Education	14
Other	29
Don't know/Refused/Web blank	*

Q2. Does your job involve any of the following duties or tasks?

	Yes	No	Don't know/ Refused/ Web blank
a. Manual or physical labor	51	49	-
b. Managing other employees	42	58	*
c. Working with clients or customers <u>in person</u>	66	34	*

Q3. In general, how often do you work from home or remotely as part of your job?

	%
All/Most of the time (NET)	16
All the time	11
Most of the time	5
About half the time	9
Occasionally	18
Ever (All the time, most of the time, about half the time, or occasionally) NET	43
Never	57
Don't know/Refused/Web blank	-

Q4. Do you mainly work during daytime hours on weekdays, do you mainly work at other times like weekends or nighttime hours, or do you work varying shifts that include both weekday daytime hours and other times?

	%
Mainly during daytime hours on weekdays	72
Mainly at other times like weekends or nighttime hours	9
Varying shifts that include both weekday daytime hours and other times	19
Don't know/Refused/Web blank	-