



State of Working Maine | 2019

State of Working Maine 2019

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Introduction

How should we measure Maine's economy?

An economy is strongest when it works for everyone. That means everyone has a fair shot at success, everyone's contributions are rewarded fairly, and a good living standard is available to people of all backgrounds — regardless of race, location, or family background.

As we near the end of the decade, two seemingly contradictory facts about Maine's economy come into focus: At a topline level, Maine's economy is growing. But for many Mainers, that growth is not translating into greater economic security.

In *State of Working Maine 2019*, Maine Center for Economic Policy (MECEP) seeks to understand this contradiction by going beyond topline indicators such as wage growth and labor-force participation to get a better sense of workers' lived experiences in Maine's economy. MECEP commissioned a Worker Experience Survey to gather new state-level information about working conditions in Maine that is not available from traditional data sources such as the US Census Bureau or State Department of Labor.

The survey reveals that while Maine workers have a generally positive view of the state's employers, they continue to struggle with jobs that offer limited benefits or protections. And while small businesses play a central role in Maine's economy, their employees are more likely to experience poorer working conditions and benefits than employees at larger firms. Many workers face unpredictable hours, a highly seasonal job market, and wage payment policies and practices that undercut their earnings.

Race and ethnicity are also important factors in how workers experience Maine's economy. Mainers of color are paid less than their white peers, but racial disparities in economic conditions are more widespread than wages alone reveal. People of color are more likely to work in lower quality jobs, with worse working conditions, fewer benefits, and less predictable

schedules than those jobs held by whites. MECEP's Worker Experience Survey also reveals that people of color face discrimination on the job far more often than what is suggested by official records. It comes as no surprise then that this group is almost two and half times more likely than whites to be dissatisfied with their employers.

Maine's economy is growing, but Mainers want state policy to improve job quality and ensure a better life for workers.

The good news is Maine's economy is not governed by unknowable and unalterable forces. As recent efforts to increase the minimum wage and increase access to paid time off reveal, it is possible to raise standards and boost job quality for more Maine workers. A key challenge in doing so is to ensure all workers — regardless their race or gender, where they work, or how much they currently earn — benefit from a growing economy and see real improvements in their ability to provide for their families.

Policies that pass that test are already popular. The Worker Experience Survey indicates that proposals such as greater protections against wage theft, expanded overtime, paid family and medical leave, and fair scheduling earn overwhelming approval from workers of all backgrounds.

Together, these policies would raise the floor for job quality in Maine, and improve workers' standard of living. This year's *State of Working Maine* report provides insight into Mainers' lived experience in today's economy. Its revelations support an agenda that would raise the floor for job quality, and improve Mainers' standard of living.



The State of Maine's Economy

Growth brings prosperity for some, instability for others

Several traditional indicators suggest Maine's economy is improving and growing.

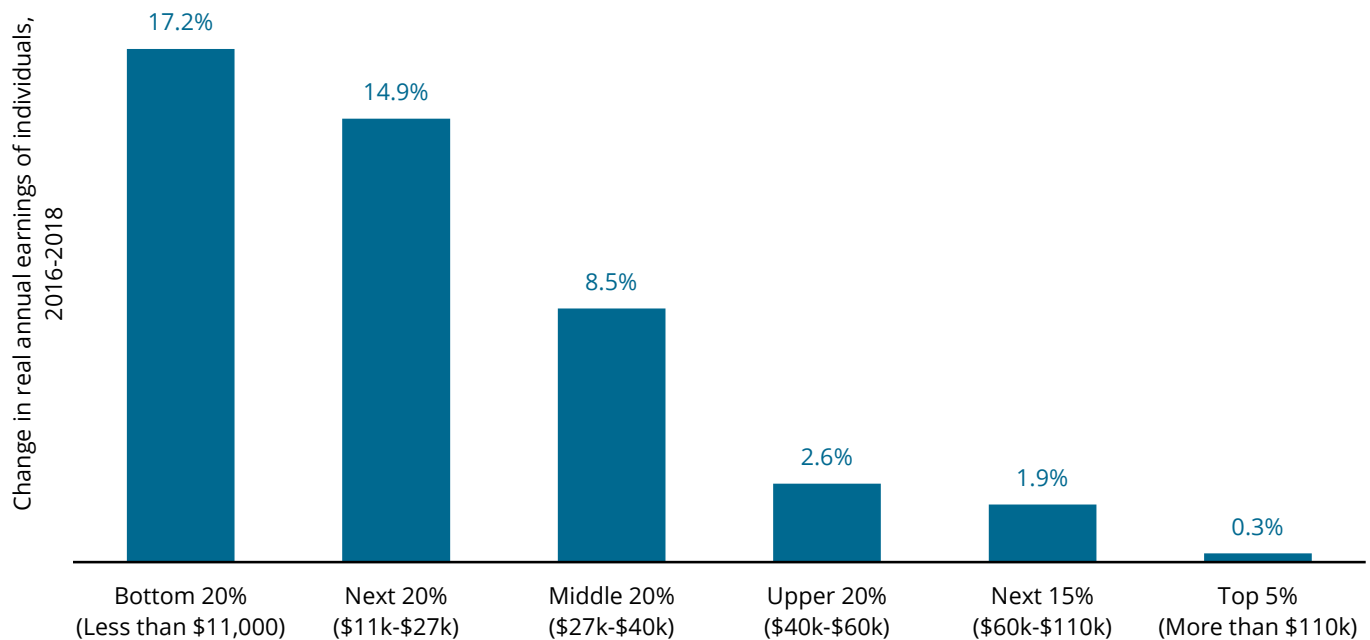
- **Maine's Gross Domestic Product** finally recovered to its pre-recession level.¹ While it took Maine's GDP five years longer to recover than the nation's as a whole,² Maine's economy since 2016 has grown steadily at an average pace of 1.5 percent annually.³ This puts Maine on par with regional growth of 1.6 percent,⁴ but still leaves the state below the national average of 2.4 percent.
- **The unemployment rate** remains low, averaging 3.2 percent in the 12 months ending September 2019.⁵ More Mainers are working than ever before.⁶ Since 2015, Maine has reversed its multi-year trend of declining labor-force participation among prime-age adults (those between 25 and 54 years old).⁷
- **Earnings are on the rise in Maine**, particularly for Mainers at or near the

bottom of the income scale. Median real annual earnings increased to just under \$33,000 in 2018 — the highest since at least 2005, even after accounting for inflation.⁸ Those in the bottom one-fifth of the income scale saw earnings increase by 17 percent in real terms between 2016 and 2018. Those in the next one-fifth saw earnings grow by 15 percent in the same period.⁹ This growth outpaced national averages, likely as a result of Maine's minimum wage increases.

- **Poverty rates** are declining in Maine. By 2018, the share of households with income below the federal poverty line was 12 percent, down from 14 percent in 2014.¹⁰ Poverty declined even more significantly for Black Mainers.¹¹

Many of these improvements in Maine's economy track similar trends at the national level. But while GDP growth, low unemployment, increasing wages, and declining poverty rates are welcome

Chart 1: Maine's lowest earners have seen major gains since 2016



Source: MECEP analysis of US Census Bureau, American Community Survey 2016, 2018 one-year data

developments for working Mainers, grading the state's economy on those indicators alone masks disparities, volatility, and uncertainty that persist in much of working Maine.

For example, Maine's economy continues to work better for white workers and men than for people of color and women. While unemployment is down across the board, workers of color in Maine are more than twice as likely to be unemployed than their white counterparts.¹² Prime-age labor force participation — the share of 25 to 54-year-olds working or seeking work — was 8 percentage points lower for workers of color in 2018 than for white workers.¹³ While disparities are shrinking, women continue to earn less than men in Maine.¹⁴

Increasing wages and a tight labor market also hide the tenuous situation faced by many Mainers who live paycheck-to-paycheck at a time of growing economic inequality and rising costs of living. Four out of every ten Maine adults in 2018 reported that they did not have the cash reserves to pay a \$400 unexpected expense.¹⁵ One in five adults can't

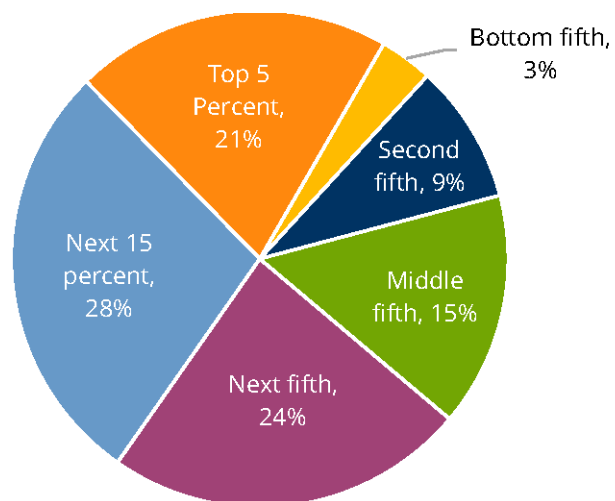
pay all their bills in full each month.¹⁶ Under these conditions, the recent gains in earnings are just a small step toward helping workers escape economic insecurity.

Meanwhile, the highest-paid households are accumulating a far larger share of the gains from our growing economy than low- and middle-income households. In 2018, the highest-earning 5 percent of American households captured almost a quarter of the total income earned in that year.¹⁷ Even in Maine, where the inequality is less severe, the top 5 percent of households captured 21 percent of all Maine income.¹⁸

Growing inequality and the persistence of economic insecurity, even during a period of growth and low unemployment, shows that there is more going on in Maine's economy than meets the eye. Because the majority of Mainers experience the economy most directly through their job, identifying the solutions necessary to create a stronger and more inclusive economy requires a deeper look at Mainers' experience in the workplace.

Chart 2: Maine's highest-earning households captured nearly half of all income in 2018

Source: MECEP analysis of US Census Bureau, American Community Survey 2018 one-year data



MECEP's Worker Experience Survey: Methodology

To get a better sense of workers' lived experience in the Maine economy, MECEP commissioned a Worker Experience Survey, conducted by ALG Research and administered to 450 Mainers who are currently working in the private sector or who had worked in the past year. The survey gathered new state-level information about working conditions in Maine that is not available from traditional data sources such as the US Census Bureau or State Department of Labor.

The survey was divided into three parts:

- The first part surveyed workers' sentiment regarding employment in Maine. This included satisfaction with employers and working conditions, opinions of what made for a "good job," and views on employment-related issues that affect workers and their families.
- The second part assessed working conditions and specific indicators of job quality. These include questions regarding scheduling, benefits, discrimination, and other quantifiable questions of worker experiences.
- The third part polled support and opposition for specific policies to protect workers and increase standards of living, such as stronger laws against wage theft, increased overtime protections, a statewide paid family and medical leave program, and fair scheduling requirements.

The survey included an oversample of people of color in Maine,¹⁹ allowing for more reliable analysis regarding the experience of non-white Mainers in the workplace. The survey was conducted from September 12 to 22, 2019, and included responses via landline (16 percent of respondents) and mobile phones (84 percent of respondents).

Complete survey results can be found in Appendix A.



Key Finding One:

Mainers like their employers, but want higher-quality jobs

MECEP's Worker Experience Survey reveals in the workforce a high satisfaction with employers in the state, with nearly nine in ten respondents saying they had a favorable view of their own employers and of employers in Maine more broadly.

The overwhelmingly positive view of employers, however, belies the fact that workers see room for improvements in their working lives.

Majorities of survey respondents identified low pay, costly health insurance, and the lack of jobs that can attract young people to Maine and keep them here as serious concerns for the state. A large percentage of respondents also identified the lack of year-round jobs with predictable hours as a problem in the state, as well as jobs that do not offer time off.

Maine workers also indicated broad support for state-level policies to address what they see as shortcomings in the quality of Maine jobs. Support for mandated benefits was overwhelming among respondents, including

expanded overtime protections (70 percent support) and employer-funded paid family and medical leave (78 percent support). Statewide policies to address wage theft and make scheduling fairer and more predictable also yielded majority support. This support cut across party lines, with majorities of self-identified Democrats, Republicans, and independents in support of each measure.

These seemingly contradictory findings — high satisfaction with employers in Maine despite desire for improved working conditions and support for policies to achieve them — may be explained in part by workers' experience with on-the-job benefits. MECEP's Worker Experience Survey revealed significant dissatisfaction with the quality of and access to benefits in Maine, even among those workers who nominally have access to the benefits in question.

The most glaring example of this phenomenon is workers' experience with employer-sponsored health insurance. One-quarter of

respondents with health insurance said they were dissatisfied with it. Among the 78 percent of respondents with coverage through work, one-third said improving their health care plan would be the best thing their employer could do to improve working conditions.

This dissatisfaction highlights the distinction between nominal health insurance coverage and access to affordable care. Almost 75,000 Mainers with health insurance coverage still miss or delay a doctor's appointment because they can't afford it.²⁰ There are also large numbers of Mainers for whom the premiums on their employer-sponsored plan are too high. In 2018, the average low-wage worker in Maine, earning around \$23,000 per year, had to pay \$7,502 in premiums for a plan with family insurance coverage.²¹

There are other instances in which Mainers have nominal access to benefits but are either practically unable to use them, or for whom the benefit is not strong enough.

Nine out of ten survey respondents reported having access to either paid sick time or paid vacation time. However, between one-quarter and one-third of those with paid time off said they didn't use some or all of their leave because they feared employer retaliation or because their employer made it too difficult to use.

The passage of a statewide paid time off law in 2019, which will go into effect in 2021, will offer additional protections to workers who currently lack paid time off, and to those who have leave but can't currently use it. However, the law will not cover all workers. Excluded categories include seasonal workers, 56 percent of whom have no paid sick time, and workers in businesses with fewer than 10 employees, half of whom also lacked paid sick time.²²

Six out of ten survey respondents had access to some form of paid family and medical leave through their employer. Because the survey did not distinguish between different types of

family and medical leave, this likely includes workers whose leave is limited to specific circumstances — such as maternity leave only or short-term disability coverage for the employee, but not for members of their family.

Working Mainers support statewide policies to increase job quality. Majorities of workers self-identified as Democrats, Republicans and independents support policies such as expanding overtime pay and guaranteeing employer-funded paid family and medical leave.

National data shows that not all leave is created equal, and not all employees of a company that offer leave have access to a policy that covers a variety of family circumstances. For example, according to a 2012 federal audit of leave policies throughout the country, only 22 percent of workers were employed at a business that provided maternity leave to all employees. But only 9 percent were employed at a business that provided access to paid paternity leave to all its employees.²³

Among survey respondents with access to some form of paid family and medical leave, most are limited to less than 20 weeks. The International Labor Organization recommends a minimum of 18 weeks' paid leave, while the World Health Organization recommends at least 26 weeks of leave for new parents to promote infant health.²⁴

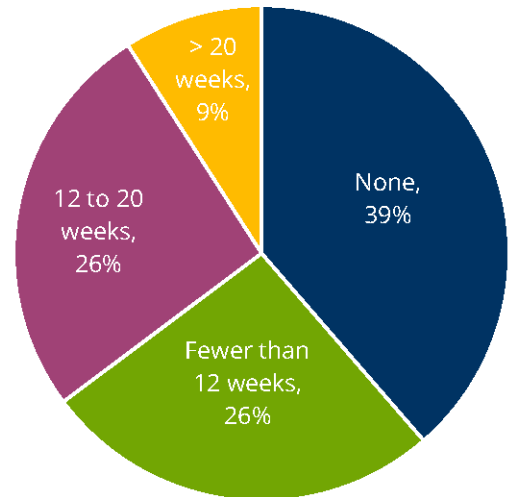
The question of how to square Mainers' overwhelming satisfaction with their employers with significant levels of dissatisfaction with workplace conditions requires further public opinion research. It's possible, however, that these two findings reveal a sense of low expectations on the part of workers. Employees may not see it as possible – or even appropriate — for their bosses to

improve working conditions or benefits on their own. Indeed, the overwhelming majority support among Mainers of all backgrounds for statewide policy solutions to these concerns, discussed in further detail later in this report, demonstrates a desire for guaranteed improvements to job quality *independent* of individual employers' practices or relationships with their employees.

Chart 3: Paid family and medical leave among private-sector workers

Note: Results after excluding respondents who were "not sure" about their own access to paid family and medical leave or their employer's policy.

Source: MECEP Worker Experience Survey





Key Finding Two:

People of color endure worse working conditions, fewer benefits

The lived experience of working in Maine varies greatly between individuals and groups. One of the biggest disparities exists between whites and people of color.

Racial disparities in wages and other economic outcomes have been well-documented,²⁵ including here in Maine. MECEP's Worker Experience Survey reveals that those outcomes are caused at least in part by the fact that people of color in Maine are likely to work in jobs that offer worse working conditions, fewer benefits, and less predictable schedules than jobs occupied by whites.

While large majorities of workers from all races were satisfied with how their employers treated them as an employee, workers of color in Maine were roughly two and a half times more likely to be dissatisfied than whites. That disparity was repeated in the share of people of color who said they were dissatisfied with their benefits and workplace policies.

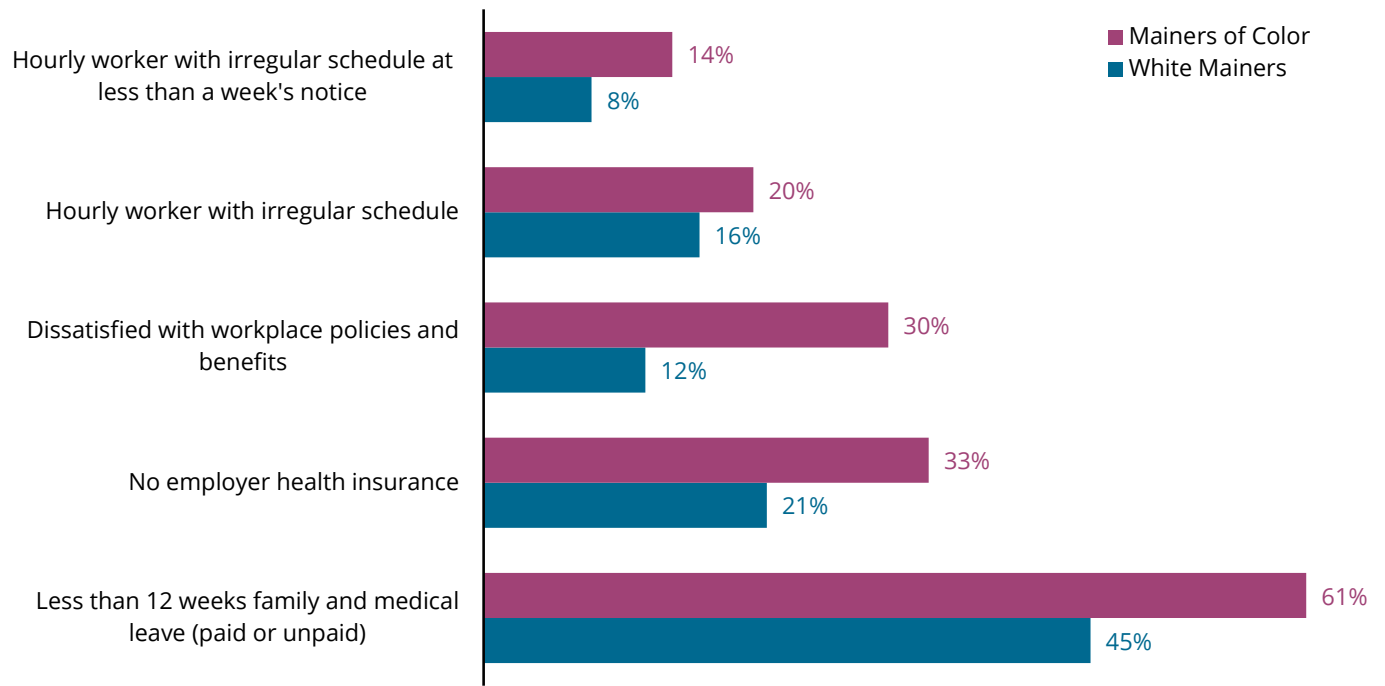
Higher levels of dissatisfaction are linked to

worse treatment in the workplace for Mainers of color, who are more likely to fear retaliation for using paid leave, more likely to have worked more than 40 hours a week without overtime pay, and more likely to experience discrimination from their employer.

Workers of color also have less access to some workplace benefits. They are less likely to have access to an employer-sponsored health care plan, or to at least 12 weeks of paid or unpaid family and medical leave. Mainers of color are also more likely to be hourly workers with irregular schedules set by their employer. Among those who are in this position, Mainers of color are likely to get less notice of their schedule, and any changes to it. (See charts).

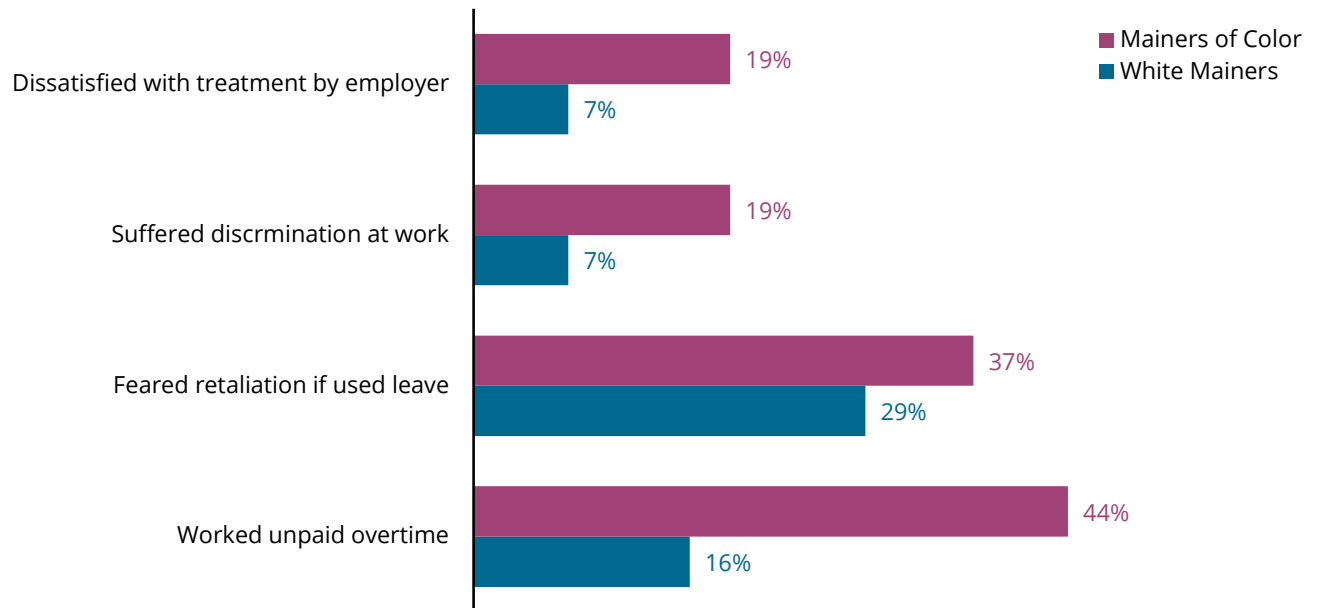
The persistence of unequal working conditions for people of color is inextricably linked to a long history of explicit and implicit laws and policies that privileged white workers and laid the foundations for disparities in economic outcomes that we see today.²⁶

Chart 4: Jobs held by workers of color provide worse benefits and schedules



Sources: MECEP analysis of MECEP Worker Experience Survey

Chart 5: People of color subject to worse treatment in the workplace



Sources: MECEP analysis of MECEP Worker Experience Survey

While many of the racial disparities we see today are embedded into our economic system over generations of policy decisions, outright discrimination also plays a role. MECEP's Worker Experience Survey reveals that discrimination on the job is far more common than what is suggested by official discrimination complaints.

MECEP's survey indicates that 19 percent of workers of color suffered on-the-job discrimination. That rate is nearly three times the rate reported by white workers. By contrast, in 2018 the Maine Human Rights Commission received just 492 complaints — equivalent to less than 0.1 percent of the workforce.²⁷ This discrepancy suggests that official records of complaints do not capture the true extent of discrimination at the workplace.

People of color reported higher rates of discrimination not only on the basis of race, but based on age, interactions with the criminal justice system, disability, and status as a parent.

Policy choices can bring real benefits to all working Mainers, whether white, black, or brown. Minimum wage increases have contributed to a steep decline in child poverty and significant income gains for the lowest paid workers.²⁸ The soon-to-be-implemented statewide paid time off policy will save eligible Maine workers millions of dollars by protecting them from sudden income losses as a result of illness or emergency.

But policies that do not explicitly address racial inequalities can often perpetuate them, even if inadvertently. The causes of inequality in

Maine's jobs market are complex and historic. Creating a level playing field for all workers will require solutions tailor-made to mitigate racial inequality, including a more concerted effort to ensure workers of color are aware of their rights in the workplace and have the means and opportunity to report violations of the law where they happen, and that existing laws are being properly enforced.

On-the-job discrimination against workers of color is far more prevalent than state records suggest, illustrating just one of the barriers faced by racial and ethnic minorities in Maine's economy.

A new Permanent Commission on the Status of Racial, Indigenous, and Maine Tribal Populations, created by the Maine Legislature in 2019, will research the effects of past and current policies on people of color and indigenous communities in Maine. The commission's research will make recommendations that provide concrete steps policymakers can take to reduce racial inequality in Maine.²⁹



Key Finding Three:

Small-business employees less likely to receive benefits

Small businesses play a central role in Maine's economy. They are also less likely than larger companies to provide benefits that support a high quality of life.

Around one in three of Maine's private sector wage and salary employees work for businesses with fewer than 50 employees — approximately 160,000 Mainers.³⁰ MECEP's Worker Experience Survey indicates that while many small-business owners and managers enjoy good relations with their workers, they struggle to provide the same job quality as larger corporations.

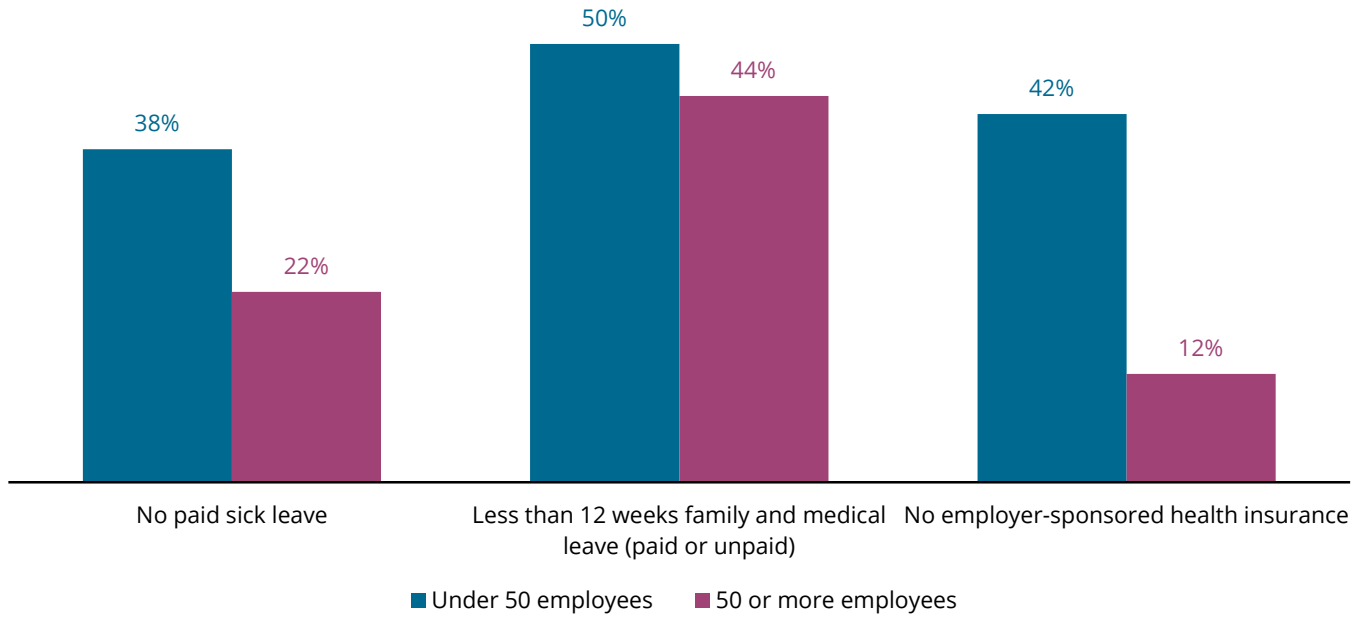
Mainers who work for small companies are more likely than workers at large businesses to feel well-treated by their employers, but less likely to feel satisfied with their working conditions. For example, employees of small businesses reported experiencing discrimination at half the rate of their peers at large businesses and were slightly more likely to say their employer "cares about them," rather than caring about maximizing their profits.

However, the generally high satisfaction level of small-business employees again masks poorer working conditions and benefits. Among Mainers who work irregular schedules, those who work for small businesses are much less likely to get notice of their schedule a week or more in advance. And workers at small companies have far lower rates of access to paid sick time, family and medical leave (paid or unpaid), and employer-sponsored health insurance.

Better benefits are a tool for attracting workers, particularly in a tight labor market such as Maine's. But smaller scale can make it harder for employers with fewer employees to offer robust benefits, either because profit margins are small or because they lack the personnel and experience to administer the benefits. The result is a competitive disadvantage for small employers in the labor market.

Legislation at the state level can boost prosperity and quality of life for workers while leveling the playing field between large and

Chart 6: Workers at small businesses less likely to have robust benefits



Source: MECEP Worker Experience Survey

small businesses. Policymakers could set statewide and universal standards for benefits, and potentially reduce or offset the cost of providing such benefits for smaller firms.

For example, proposals such as a state-run paid family and medical leave benefit would be especially helpful to small employers by having

the state take on most of the administrative work behind the program.

This more expansive approach toward benefits and fair working conditions would help small businesses by ensuring that they are not outbid for workers by larger corporations with more resources.



Key Finding Four:

Volatile hours, unfair pay practices undermine rosy jobs picture

Volatility is pervasive in Maine's economy. Many workers endure unpredictable hours, a highly seasonal job market, and employment that doesn't pay workers what they are owed.

Full-time, year-round employment is considered the standard work schedule for most Americans, but 36 percent of Maine workers between 16 and 64 years old did not work a full-time, year-round schedule in 2018.³¹ That lack of access to full-time, year-round work leads to lower earnings and less overall economic security.

A large reason for the lack of full-time year-round work is the seasonality of Maine's economy. On average, there are 30,000 to 40,000 more workers employed every August, at the height of the tourist season, compared to January, the month with the lowest employment numbers in Maine.³² A seasonal job was the primary form of employment for 11 percent of respondents in MECEP's Worker Experience Survey. Those workers must piece together a living through

other means for the rest of the year.

In addition to seasonal employment, many Mainers also must contend with unpredictable and irregular hours. Scheduling predictability is critical for workers to maintain work-life balance and meet commitments outside the workplace, such as caring for children or other family members. But for many Mainers, schedules can vary dramatically with little notice.

According to MECEP's Worker Experience Survey, almost one in three hourly workers have schedules that vary at least partially at the behest of their employer — with or without input from the worker. Among workers with variable schedules, one-sixth received less than a day's notice of changes. Fully half received a week or less notice.

Workers with variable schedules experience less stability than other workers. Nationally, one third of workers with variable schedules set by their employer say they "find it difficult

to get by” or are “just getting by” financially, compared to one fifth of workers with set schedules. The Shift Project at University of California, Berkeley, has documented a series of negative impacts associated with variable schedules, including psychological distress and lack of sleep, in addition to varying incomes.³³

The ability to change an employee’s schedule to meet daily or even hourly demands creates labor cost savings for businesses at the expense of workers’ quality of life.

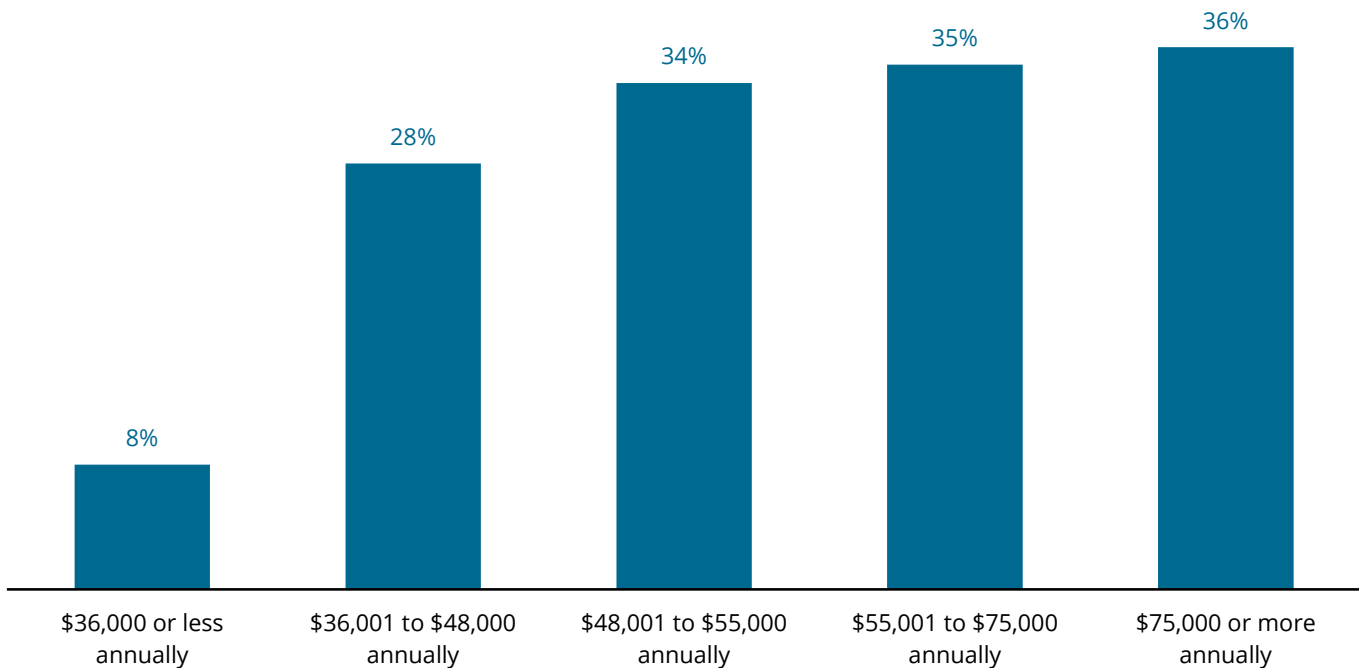
Other forms of labor cost-cutting are more insidious. For example, some employers have been found to ask their employees to “clock out” before their shift is done or “clock in” later than they begin working. Tipped workers have reported receiving less than the minimum wage during weeks when business is slow or customers are stingy with tips, despite the requirement that their employers top off their paychecks when tips don’t add up.

These documented practices are forms of wage theft, which is illegal. But while studies suggest it is a persistent occurrence, especially in low-wage industries, it’s been difficult to estimate the extent to which workers are subject to wage theft.

The MECEP Worker Experience Survey asked whether respondents had ever received the equivalent of less than the statutory minimum wage, including tips. Three percent of all workers and 5 percent of hourly workers indicated that they had suffered this form of wage theft. While this is a small share of the overall population, it represents approximately 15,000 workers in Maine. That’s more than the 9,000 workers estimated by MECEP in the *State of Working Maine 2018*, using Census Bureau data.³⁴ In that report, MECEP estimated that those 9,000 workers lost \$30 million in wages.

Salaried workers can also be unfairly made to work additional hours without pay. For more than 80 years, some categories of salaried

Chart 7: One-third of salaried Mainers worked unpaid overtime in past year



Source: MECEP Worker Experience Survey

workers have been eligible for time-and-a-half overtime pay if they work more than 40 hours in a week. However, years of policy decisions to water down federal labor law have eroded overtime benefits for even low-level salaried workers.³⁵

Thirty-one percent of salaried workers in MECEP's Worker Experience Survey reported working unpaid overtime at some point in the past year, with workers at higher salaries being more likely to have done so.

Maine law requires most workers with annual incomes under \$33,000 to be paid overtime. The survey reveals that 8 percent of salaried workers with annual incomes under \$36,000 report working unpaid overtime in the past year. Those workers may represent individuals with annual incomes between \$33,000 and \$36,000 a year or salaried workers in an exempt occupation, such as federal employees or teachers.

Many Mainers with salaries above \$36,000 should also be eligible for overtime pay. Employers may only withhold time-and-a-half pay to workers earning above the salary threshold if they also have executive, administrative, or professional roles. However, federal law has created a loophole by making the definition of an executive, administrative, or professional employee broad and easy to abuse. Fifty-two percent of salaried survey respondents who had worked unpaid overtime in the last year described themselves in non-supervisory or managerial roles.

Maine's policymakers can bolster workers' pay, despite erosion of federal wage protections, by increasing the salary threshold at which workers are automatically considered overtime eligible. In doing so, they will restore the promise of extra pay for extra work, raise wages for middle-class workers, and enable others to strike a healthier work-life balance by containing their work week to 40 hours.



Conclusion

Mainers want state policies to improve jobs, create shared prosperity

At a time of sustained economic growth and continued recovery from the Great Recession, Maine's economy continues to work better for those who are already wealthy than for the majority of individuals and families. Income growth continues to accumulate disproportionately to the top, while disparities along racial and other lines persist at all levels of income.

Despite growing wages, low unemployment, and high levels of overall satisfaction with the state of working Maine, MECEP's Worker Experience Survey shows that Mainers are anxious about their incomes, their ability to access health care, their ability to care for themselves or loved ones, and the availability of sufficient work on predictable schedules.

So it's no surprise that MECEP's Worker Experience Survey revealed that large majorities of workers, of all backgrounds and across the political spectrum, support further state-level action to improve job quality and advance economic justice. These policies include:

- **Protecting wages:** When asked if they supported legislation to combat wage theft, including increased penalties and enforcement mechanisms, 86 percent of survey respondents said they supported such measures. Enthusiasm was high, with 63 percent indicating "strong" support.³⁶ This included strong support from 74 percent of self-identified Democrats, 52 percent of Republicans, and 60 percent of independents.
- **Restoring overtime pay for middle-class workers:** Seventy percent of respondents supported legislation to require employers in Maine to pay overtime to all workers who earn less than \$48,000 annually, including 84 percent of Democrats, 54 percent of Republicans, and 72 percent of Independents.
- **A statewide paid family and medical leave program:** On average, 63 percent of working Mainers support enactment of a statewide paid family and medical leave

program. Support varies based on how the plan is funded, rising to 78 percent when the plan is described as being funded by employers but dipping to 47 percent when described as being funded by workers.

- **Fair scheduling:** When asked about a policy that would require employers to provide a typical schedule as part of the hiring process, post schedules two weeks in advance, and compensate workers for last-minute scheduling changes, 76 percent of respondents indicated their support.

These policies would improve working conditions for Mainers from every background. Crucially, they would also level the playing field between Mainers of color, who are more likely to work in low-quality jobs that don't already provide these benefits, and white Mainers who are more likely to already have access to some, if not all, of them.

Still, these universal policies are no substitution for policies that explicitly address the unique barriers faced by people of color. Some of those may emerge from the forthcoming recommendations by the new Permanent Commission on the Status of Racial, Indigenous, and Maine Tribal Populations. The Legislature has also considered proposals to require “racial impact statements” for new legislation, which would assess how each bill would affect Mainers of color, and how that impact may differ from its affect on white Mainers.

The on-the-job experiences of Maine’s workers — whether white, Black, or brown — are not set in stone. Nor are they determined solely by the whims of market forces beyond our control. Recent experience in Maine shows that concerted action by legislators, or by the public through their policymaking power via referendum, can improve the state of working Maine.

For example, increases to the state’s minimum wage since 2016 have been a primary driver of earnings growth for low-wage workers, as evidenced by much faster wage growth for Mainers compared to national trends — particularly for the bottom 10 percent of earners, who saw more than double the wage growth of their peers nationally.³⁷ Similarly, the recently enacted stated policy for paid time off will help Maine families balance professional and personal commitments and guarantee at least some protection from a sudden loss of income in the case of illness or emergency.

Persistent inequality and disparities in prosperity and job quality — based on factors such as race, gender, and household composition — mean action is necessary to ensure that we all benefit from gains in the economy. By taking the reins and enacting policies that promote shared prosperity, we can improve the state of working Maine for generations to come.

About MECEP

The Maine Center for Economic Policy is a nonprofit research and policy organization dedicated to economic justice and shared prosperity by improving the well-being of low- and moderate-income Mainers. Since its founding in 1994, MECEP has provided policymakers, advocates, media organizations, and the public with credible, rigorous research and analysis. MECEP is an independent, nonpartisan organization.

About the authors

James Myall is MECEP's lead on labor and workforce issues and education and health care policy. He conducts research and impact analyses, writes educational materials, and collaborates with partners. James is skilled in data collection, research, and statistical and policy analysis. He has a master's degree in public policy and management from the University of Southern Maine and a master's degree in ancient history and archaeology from the University of St. Andrews in Scotland.

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Garrett Martin provided editing and technical support for *State of Working Maine 2019*. As MECEP's executive director, he provides oversight and guidance for MECEP's policy development, research methodologies, and analytical techniques, forming conclusions and determining policy solutions. Garrett has extensive experience in economic research, policy development, community economic development, and philanthropic fund management. He holds a master's degree in public affairs from Princeton University with a concentration in economics and public policy analysis.

Endnotes

- 1 US Bureau of Economic Analysis, Quarterly Real Gross Domestic Product by State (seasonally-adjusted in chained 2012 dollars), generated by James Myall using BEA interactive data tables at <https://apps.bea.gov/itable/iTable.cfm> (November 13, 2019). Maine's pre-Recession high GDP was \$54.5 billion in Q2 2006. In Q2 2016, GDP was estimated at \$54.9 billion.
- 2 Ibid. US GDP was \$15.8 trillion in Q2 2008, and next reached that level in Q2 2011.
- 3 Ibid. Q2 2016 compared to Q1 2019.
- 4 US Bureau of Economic Analysis, Quarterly Real Gross Domestic Product by State (seasonally-adjusted in chained 2012 dollars), generated by James Myall using BEA interactive data tables at <https://apps.bea.gov/itable/iTable.cfm> (November 13, 2019). Data for New England.
- 5 MECEP analysis US Bureau of Labor Statistics, Current Population Survey, monthly data October 2018 through September 2019, analyzed by James Myall using DataFerrett at <https://dataferrett.census.gov/> (November 13, 2019).
- 6 US Bureau of Labor Statistics, Local Area Unemployment Statistics. Annual average employment in 2018 was 675,221, the highest annual average on record since 1976.
- 7 US Bureau of Labor Statistics, Local Area Unemployment Statistics, Expanded State Employment Status Demographic Data, <https://www.bls.gov/lau/ex14tables.htm>.
- 8 US Census Bureau, American Community Survey 2005-2018 1-year data, Summary Table S2001 generated by James Myall using data.census.gov and American Factfinder at <https://factfinder.census.gov/> (November 13, 2019).
- 9 MECEP Analysis of US Census Bureau, American Community Survey 2016-2018 1-year data, Summary Table B20001 generated by James Myall using data.census.gov and American Factfinder at <https://factfinder.census.gov/> (November 13, 2019).
- 10 MECEP analysis of US Census Bureau, American Community Survey 2016-2018 1-year data, Summary Table S1701 generated by James Myall using data.census.gov and American Factfinder at <https://factfinder.census.gov/> (November 13, 2019).
- 11 Ibid. Black poverty fell from 44 percent in 2016 to 20 percent in 2018, according to the ACS. The 1-year estimates for Maine have very large margins of error, so the difference, while statistically significant, may be smaller than these numbers suggest.
- 12 MECEP analysis of US Census Bureau, Current Population Survey monthly data, 12 month averages, analysis by James Myall using DataFerrett at <https://dataferrett.census.gov/> (November 13, 2019). The average unemployment rate for Mainers of color in the 12 months ending September 2019 was 6.5 percent, marking a reduction of 2.1 percentage points since the period ending September 2015, but still more than twice as high as the 2.9 percent unemployment rate among white non-Hispanic Mainers.
- 13 Ibid. Among prime-age workers, the labor force participation rate for people of color in Maine increased from approximately 72 percent in 2015 to 77 percent in 2018, a significant increase, but one which leaves them behind white non-Hispanic workers in Maine, whose prime-age participation rate averaged 85 percent in 2018.
- 14 MECEP analysis of US Census Bureau, American Community Survey, 3-year averages constructed from 1-year data, summary table B24042, generated by James Myall using data.census.gov and American Factfinder at <https://factfinder.census.gov/> (November 13, 2019). Between 2016 and 2018, women working full-time year-round earned 83 cents for every dollar earned by their male counterparts. That's a significant improvement since the period between 2006 and 2008, when the ratio was just 77 percent.
- 15 MECEP analysis of US Federal Reserve, Survey of Household Economics and Decision-Making, 2018 microdata, downloaded from https://www.federalreserve.gov/consumerscommunities/shed_data.htm.
- 16 Ibid.
- 17 US Census Bureau, American Community Survey 2018 1-year data, Summary Table B19082 generated by James Myall using data.census.gov (November 13, 2019).
- 18 Ibid.

19 Oversampling is a survey technique that allows for more accurate analysis of subgroups that may otherwise comprise too small a sample to draw reliable conclusions. MECEP's survey included an oversample of n=50 for people of color, bringing the total response from people of color to n=69 of the total n=450 survey population.

20 MECEP analysis of US Centers for Disease Control, Behavioral Risk Factors Surveillance Survey, 2018 data generated by James Myall using the BRFSS Web Enabled Analysis Tool at <https://nccd.cdc.gov/weat/#/analysis> (November 13, 2019).

21 MECEP analysis of US Department of Health and Human Services, Medical Expenditure Panel Survey, 2018 data, table VIII.D.2, average employee contribution for employees in the 1st wage quartile, https://meps.ahrq.gov/data_stats/summ_tables/insr/state/series_8/2018/tviid2.htm. Average wage within the first quartile was estimated used the Quarterly Census of Employment and Wages, 2018 annual data, generated by James Myall using QCEW data viewer at https://data.bls.gov/cew/apps/data_views/data_views.htm#tab=Tables (November 13, 2019).

22 The PTO law covers workers in businesses with 10 or more employees; MECEP's survey asked if respondents worked in businesses with "fewer than ten" employees.

23 Klerman, Jacob A, Daley, Kelly, and Pozniak, Alyssa, "Family and Medical Leave in 2012: Technical Report," Abt Associates Inc for US Department of Labor, September 9, 2012. <https://www.dol.gov/sites/dolgov/files/OASP/legacy/files/FMLA-2012-Technical-Report.pdf>

24 Earle, Alison, and Heymann, Jody, "Paid Parental Leave And Family-Friendly Policies: An evidence brief," *United Nations Children's Fund (UNICEF)*, July 2019, <https://www.unicef.org/sites/default/files/2019-07/UNICEF-Parental-Leave-Family-Friendly-Policies-2019.pdf>.

25 Myall, James. "Data on racial inequality shows need for solutions to advance racial justice." Maine Center for Economic Policy. June 3, 2019. <https://www.mecep.org/wp-content/uploads/2019/06/MECEP-racial-inequality-fact-sheet-FINAL.pdf>.

26 Ibid.

27 Maine Human Rights Commission, "2018 Annual Report," October 23, 2018, <https://www.maine.gov/mhrc/sites/maine.gov/mhrc/files/inline-files/annualreport2018.pdf>.

28 Myall, James. "Minimum wage increase boosted paychecks, cut child poverty in 2017." Maine Center for Economic Policy. September 24, 2018. <https://www.mecep.org/wp-content/uploads/2018/09/Minimum-Wage-Child-Poverty-092418.pdf>.

29 Disclaimer: James Myall, this report's author, was appointed to the Commission by the President of the Maine Senate. Myall, on behalf of MECEP, had previously testified in support of the bill that created the Commission.

30 US Census Bureau, Annual Survey of Entrepreneurs, 2016, data accessed by James Myall using American FactFinder at <https://factfinder.census.gov/> (November 13, 2019).

31 MECEP analysis of US Census Bureau, American Community Survey 2018 1-year data, Summary Table S2303 generated by James Myall using data.census.gov and American Factfinder at <https://factfinder.census.gov/> (November 13, 2019).

32 MECEP analysis of US Department of Labor, Local Area Unemployment Statistics data, 2009-18, accessed by James Myall at <https://www.bls.gov/lau/#tables> (November 13, 2019). Figures represent unadjusted total employment for January and August annually.

33 Schneider, Daniel, Harknett, Kristen, and Collins, Megan, "Consequences of Routine Work Schedule Instability for Worker Health and Wellbeing," *Shift Project*. February 2019. <https://shift.berkeley.edu/consequences-of-routine-work-schedule-instability-for-worker-health-and-wellbeing/>.

34 Myall, James, "State of Working Maine 2018," *Maine Center for Economic Policy*. November 2018. <https://www.mecep.org/wp-content/uploads/2018/11/State-of-Working-Maine-2018.pdf>.

35 Myall, James. "Maine bill to fix overtime will restore the promise of extra pay for extra work." Maine Center for Economic Policy. March 12, 2019. <https://www.mecep.org/maine-bill-to-fix-overtime-will-restore-the-promise-of-extra-pay-for-extra-work/>

36 Respondents were asked if they supported a state law to "combat wage theft by employers by requiring employers in Maine to pay wages in a timely manner, requiring all agreements related to wages

to be in writing, and increasing penalties and enforcement for employers who commit wage theft.”
37 MECEP Analysis of US Census Bureau, American Community Survey 2016-2018 1-year data, Summary Table B20001 generated by James Myall using data.census.gov and American Factfinder at <https://factfinder.census.gov/> (November 13, 2019).

Appendix A: Worker Experience Survey

September 12-22, 2019

N=450 Private Sector Workers in Maine

(400N Statewide/50N OS of Workers of Color 376 cell/74 landline)

On behalf of the Maine Center for Economic Policy, Anzalone Liszt Grove Research conducted a live telephone survey among N=450 private sector workers in Maine, including a 50N oversample of workers of color (65N total), using professional interviewers from September 12-22, 2019 in order to understand the experiences and attitudes of private sector workers in Maine. Private sector workers are defined as those who are currently employed or were employed in the past year in a non-ownership role in the private sector. 84% of all interviews were conducted via cell phone. The margin of error for the main sample is +/-4.9 percentage points at the 95% level of confidence. The margin of error for subgroups varies and is higher.

Q5. Now, I'd like to ask you your impressions of some different entities. As I read each one, tell me whether you have a very favorable opinion, a somewhat favorable opinion, a somewhat unfavorable opinion, or a very unfavorable opinion of each. Here is the first one...

Q5A. Employers in Maine [SPLIT C]	Very Fav	26%
	Somewhat Fav	62%
	Total Fav	88%
	Somewhat Unfav	3%
	Very Unfav	1%
	Total Unfav	4%
	Name ID	93%
	Can't Rate	7%
Q5B. Companies in Maine [SPLIT D]	Very Fav	35%
	Somewhat Fav	48%
	Total Fav	83%
	Somewhat Unfav	5%
	Very Unfav	2%
	Total Unfav	7%
	Name ID	90%
	Can't Rate	10%
Q5C. Your primary employer	Very Fav	59%
	Somewhat Fav	32%
	Total Fav	92%
	Somewhat Unfav	3%
	Very Unfav	3%
	Total Unfav	6%
	Name ID	97%
	Can't Rate	3%

Full crosstabs available upon request.

Q6. Are you satisfied or dissatisfied with how your primary employer treats you as an employee?	Very satisfied	60%
	Somewhat satisfied	30%
	Total Satisfied	90%
	Somewhat dissatisfied	4%
	Very dissatisfied	4%
	Total Dissatisfied	8%
	[VOL] Don't Know	2%
Q7. Are you satisfied or dissatisfied with your primary employer's workplace policies and the benefits it provides you as an employee?	Very satisfied	51%
	Somewhat satisfied	34%
	Total Satisfied	85%
	Somewhat dissatisfied	7%
	Very dissatisfied	6%
	Total Dissatisfied	13%
	[VOL] Don't Know	2%
Q8. Other than increase your pay, what policy or benefit would you most like to see your primary employer provide in order to improve your well-being at work? [SPLIT A] [OPEN-ENDED] [MULTIPLE RESPONSES ACCEPTED]	Vacation time / PTO / Comp time	16%
	Health Insurance	32%
	Sick time	5%
	Retirement benefits / 401k	4%
	Paid holidays	3%
	Dental care	0%
	Childcare / Daycare	0%
	Maternity / Paternity benefits	2%
	Better communication	5%
	Training	3%
	Nothing / Happy / Satisfied	10%
	Other	10%
	Don't Know / Refused	11%
Q9. What specific workplace issue or policy would you most like to see the governor or state legislature address to help improve your well-being at work? [SPLIT B] [OPEN-ENDED] [MULTIPLE RESPONSES ACCEPTED]	Health Insurance	16%
	Rate of pay / Raising wages	22%
	Lower taxes	4%
	More sick time	5%
	Maternity / Paternity leave	2%
	Raising the minimum wage	2%
	Better benefits	7%
	Nothing / Happy / Satisfied	18%
	Other	14%
	Don't Know / Refused	16%

Q10. I'm now going to read you some different aspects of jobs. For each one, please indicate whether you are satisfied or dissatisfied with that part of your primary job.

Q10A. Your pay	Very satisfied	44%
	Somewhat satisfied	40%
	Total Satisfied	84%
	Somewhat dissatisfied	8%
	Very dissatisfied	7%
	Total Dissatisfied	15%
	[VOL] Don't know	1%
Q10B. Your health insurance	Very satisfied	36%
	Somewhat satisfied	24%
	Total Satisfied	60%
	Somewhat dissatisfied	12%
	Very dissatisfied	17%
	Total Dissatisfied	29%
	[VOL] Don't know	11%
Q10C. Your amount of vacation time	Very satisfied	52%
	Somewhat satisfied	27%
	Total Satisfied	79%
	Somewhat dissatisfied	9%
	Very dissatisfied	8%
	Total Dissatisfied	17%
	[VOL] Don't know	4%
Q10D. The flexibility to take time off or adjust your hours if necessary	Very satisfied	61%
	Somewhat satisfied	23%
	Total Satisfied	84%
	Somewhat dissatisfied	9%
	Very dissatisfied	6%
	Total Dissatisfied	15%
	[VOL] Don't know	0%
Q10E. The predictability of your work schedule	Very satisfied	64%
	Somewhat satisfied	27%
	Total Satisfied	91%
	Somewhat dissatisfied	4%
	Very dissatisfied	4%
	Total Dissatisfied	8%
	[VOL] Don't know	1%

Q10F. The amount of hours you work	Very satisfied	55%
	Somewhat satisfied	33%
	Total Satisfied	88%
	Somewhat dissatisfied	7%
	Very dissatisfied	4%
	Total Dissatisfied	11%
[VOL] Don't know	1%	
Q10G. Your sick time	Very satisfied	51%
	Somewhat satisfied	26%
	Total Satisfied	77%
	Somewhat dissatisfied	8%
	Very dissatisfied	10%
	Total Dissatisfied	18%
[VOL] Don't know	4%	
Q10H. Your employer's family and medical leave policies	Very satisfied	47%
	Somewhat satisfied	28%
	Total Satisfied	75%
	Somewhat dissatisfied	7%
	Very dissatisfied	6%
	Total Dissatisfied	13%
[VOL] Don't know	12%	
Q10I. Your opportunities for advancement [SPLIT A]	Very satisfied	43%
	Somewhat satisfied	33%
	Total Satisfied	76%
	Somewhat dissatisfied	11%
	Very dissatisfied	7%
	Total Dissatisfied	19%
[VOL] Don't know	5%	
Q10J. The opportunities for training and education that your employer provides [SPLIT B]	Very satisfied	47%
	Somewhat satisfied	31%
	Total Satisfied	78%
	Somewhat dissatisfied	10%
	Very dissatisfied	5%
	Total Dissatisfied	16%
[VOL] Don't know	6%	

Q11. Thinking about your primary employer, which of these statements is more accurate?	My employer cares about me and has put policies in place to protect my well-being	59%
	My employer cares more about maximizing its profits than it does about my well-being	26%
	[VOL] Both	11%
	[VOL] Don't Know	3%
Q12. Please tell me whether you agree or disagree with the following statement: I take less vacation or sick time than I would like because I worry that my employer might hold it against me if I took more [SPLIT A]	Agree - Strongly	16%
	Agree - Somewhat	14%
	Total Agree	30%
	Disagree - Somewhat	17%
	Disagree - Strongly	51%
	Total Disagree	68%
	[VOL] Don't Know	3%
Q13. Please tell me whether you agree or disagree with the following statement: I take less vacation or sick time than I would like because my employer doesn't provide me enough or makes it difficult to use them [SPLIT B]	Agree - Strongly	15%
	Agree - Somewhat	18%
	Total Agree	33%
	Disagree - Somewhat	20%
	Disagree - Strongly	44%
	Total Disagree	64%
	[VOL] Don't Know	3%

Q14. I'm now going to read you some different benefits that might come with a job. Thinking about what a "good job" means to you, for each one, please tell me whether you think that benefit is extremely important to a "good job," very important, somewhat important, not too important, or not important at all to a "good job."

Q14A. Good pay	Extremely important	42%
	Very important	47%
	Somewhat important	11%
	Not too important	0%
	Not important at all	0%
	[VOL] Don't know	0%
Q14B. Quality, affordable health insurance	Extremely important	37%
	Very important	49%
	Somewhat important	9%
	Not too important	2%
	Not important at all	2%
	[VOL] Don't know	1%
Q14C. Access to paid vacation	Extremely important	32%
	Very important	47%
	Somewhat important	16%
	Not too important	2%
	Not important at all	2%
	[VOL] Don't know	1%
Q14D. The ability to work overtime and earn time-and-a-half pay	Extremely important	20%
	Very important	29%
	Somewhat important	27%
	Not too important	14%
	Not important at all	6%
	[VOL] Don't know	3%

Q14E. Predictable schedules with enough hours	Extremely important	31%
	Very important	49%
	Somewhat important	18%
	Not too important	1%
	Not important at all	1%
	[VOL] Don't know	0%
Q14F. Flexible schedules	Extremely important	23%
	Very important	40%
	Somewhat important	30%
	Not too important	5%
	Not important at all	2%
	[VOL] Don't know	0%
Q14G. Paid sick time	Extremely important	30%
	Very important	47%
	Somewhat important	17%
	Not too important	3%
	Not important at all	2%
	[VOL] Don't know	1%
Q14H. Paid family and medical leave	Extremely important	29%
	Very important	41%
	Somewhat important	21%
	Not too important	5%
	Not important at all	3%
	[VOL] Don't know	1%
Q14I. Opportunities for advancement [SPLIT A]	Extremely important	29%
	Very important	40%
	Somewhat important	22%
	Not too important	3%
	Not important at all	4%
	[VOL] Don't know	2%
Q14J. Opportunities for training and education, such as tuition assistance [SPLIT B]	Extremely important	23%
	Very important	31%
	Somewhat important	36%
	Not too important	5%
	Not important at all	3%
	[VOL] Don't know	2%

Q15. I'm now going to read you some issues that might impact workers. For each one, please tell me how big of a problem you think that issue is in Maine: is it a very serious problem in Maine, a serious problem, a small problem, or not much of a problem in Maine.

Q15A. Wages not keeping up with rising costs	Very serious problem	43%
	Serious problem	32%
	A small problem	10%
	Not much of a problem	12%
	[VOL] Don't know	3%
Q15B. Health insurance that is too expensive [SPLIT A]	Very serious problem	45%
	Serious problem	34%
	A small problem	8%
	Not much of a problem	9%
	[VOL] Don't know	4%
Q15C. Health insurance that does not provide enough coverage [SPLIT B]	Very serious problem	44%
	Serious problem	30%
	A small problem	10%
	Not much of a problem	8%
	[VOL] Don't know	9%
Q15D. Not enough of the types of jobs needed to attract and keep young people in Maine	Very serious problem	44%
	Serious problem	31%
	A small problem	11%
	Not much of a problem	11%
	[VOL] Don't know	4%
Q15E. Not enough jobs that offer predictable hours [SPLIT A]	Very serious problem	15%
	Serious problem	31%
	A small problem	22%
	Not much of a problem	23%
	[VOL] Don't know	8%
Q15F. Not enough jobs that provide year round work [SPLIT B]	Very serious problem	23%
	Serious problem	29%
	A small problem	21%
	Not much of a problem	22%
	[VOL] Don't know	5%

(400N Statewide/50N OS of Workers of Color 376 cell/74 landline)

Q15G. Workers not being able to afford to take time off when they are sick or to care for a loved one	Very serious problem	35%
	Serious problem	32%
	A small problem	17%
	Not much of a problem	11%
	[VOL] Don't know	5%
Q15H. Access to affordable, quality child care	Very serious problem	35%
	Serious problem	30%
	A small problem	14%
	Not much of a problem	11%
	[VOL] Don't know	8%
Q15I. Wage theft by employers [SPLIT A]	Very serious problem	23%
	Serious problem	19%
	A small problem	17%
	Not much of a problem	23%
	[VOL] Don't know	18%
Q15J. Wage theft by employers, such as failing to pay overtime, forcing employees to work "off the clock," or violating minimum wage laws [SPLIT B]	Very serious problem	33%
	Serious problem	18%
	A small problem	16%
	Not much of a problem	23%
	[VOL] Don't know	10%

Q16. I'm now going to read some policies that some people have proposed for Maine. For each one, please indicate whether you support or oppose that policy for Maine.

Q16A. Require employers in Maine to pay overtime for workers who earn less than forty eight thousand dollars a year	Strongly support	48%
	Somewhat support	22%
	Total Support	70%
	Somewhat oppose	9%
	Strongly oppose	14%
	Total Oppose	23%
[VOL] Don't know 6%		
Q16B. Require employers in Maine to adopt fair scheduling practices, such as providing a typical schedule as part of the hiring process, posting schedules two weeks in advance, and compensating workers when the employer makes schedule changes with short notice.	Strongly support	45%
	Somewhat support	32%
	Total Support	76%
	Somewhat oppose	10%
	Strongly oppose	11%
	Total Oppose	21%
[VOL] Don't know 3%		
Q16C. Combat wage theft by employers by requiring employers in Maine to pay wages in a timely manner, requiring all agreements related to wages to be in writing, and increasing penalties and enforcement for employers who commit wage theft.	Strongly support	63%
	Somewhat support	24%
	Total Support	86%
	Somewhat oppose	4%
	Strongly oppose	5%
	Total Oppose	9%
[VOL] Don't know 5%		
Q16D. Require employers in Maine to fund and provide access to paid family and medical leave for their workers [SPLIT A]	Strongly support	54%
	Somewhat support	24%
	Total Support	78%
	Somewhat oppose	9%
	Strongly oppose	10%
	Total Oppose	18%
[VOL] Don't know 3%		
Q16E. Reduce Maine workers take home pay by less than one percent in order to fund and provide access to paid family and medical leave for all workers in Maine [SPLIT B]	Strongly support	20%
	Somewhat support	28%
	Total Support	47%
	Somewhat oppose	16%
	Strongly oppose	34%
	Total Oppose	50%
[VOL] Don't know 3%		

Q17. Now I am going to read you some benefits that an employer might provide to its employees. For each one, please tell me whether you have access to that benefit at your primary job. If you are not sure about any of them, just say so.

Q17A. Paid sick time	Yes	73%
	No	24%
	Not sure	3%
Q17B. Paid family and medical leave, in addition to paid sick time	Yes	54%
	No	34%
	Not sure	12%
Q17C. Unpaid family and medical leave, in addition to paid sick time	Yes	61%
	No	26%
	Not sure	13%
Q17D. Health insurance	Yes	78%
	No	20%
	Not sure	2%
Q18. How much family and medical leave does your primary employer offer to you each year? If you are not sure, just say so.	Less than 12 weeks	18%
	12 to 20 weeks	14%
	More than 20 weeks	6%
	Not Sure	34%
	<i>No FML</i>	28%
Q19. Have you ever taken paid family and medical leave at your job?	Yes	16%
	No	37%
	[VOL] Don't Know	0%
	<i>No Paid FML</i>	46%
Q20. Have you ever had to quit your job or reduce your hours at work for more than two weeks so that you could recover from an illness or injury?	Yes	25%
	No	74%
	[VOL] Don't Know	1%
Q21. Have you ever had to quit your job or reduce your hours at work for more than two weeks in order to care for a loved one?	Yes	14%
	No	86%
	[VOL] Don't Know	0%
Q22. Was the loved one you quit your job or reduced your hours for a parent, a spouse, a child, or someone else?	Parent	5%
	Spouse	1%
	Child	6%
	Someone else	1%
	[VOL] More than one loved one	1%
	[VOL] Don't Know	0%
	<i>Never quit or reduced hours</i>	86%

Q23. At your primary job, do you work for a for-profit company or a non-profit organization?	For profit company	64%
	Non-profit organization	31%
	Other	1%
	[VOL] Don't Know	4%
Q24. Thinking about your primary employer, about how many people work for the entire company or organization?	Less than 10	11%
	10 to 15	8%
	16 to 49	14%
	50 to 99	13%
	100 to 499	18%
	500 or more	34%
	[VOL] Don't Know	3%
Q25. About how many hours do you work during an average week at your primary job?	Less than 20	7%
	21 to 30	7%
	31 to 40	37%
	41 to 50	34%
	50 to 60	11%
	Over 60 hours a week	3%
	[VOL] Don't Know	0%

Q26. Which of the following best describes how you are paid at your primary job?	A salary	40%
	An hourly rate without tips	48%
	An hourly rate with tips	7%
	By project or service provided, also known as a piece rate	3%
	Other	2%
	[VOL] Don't Know	0%
Q27. Do you work remotely?	Yes - all the time	19%
	Yes - sometimes	15%
	Total Yes	34%
	No	64%
	[VOL] Don't Know	2%
Q28. In 2019, has your total pay over a two week period at your primary job, including any tips, ever worked out to be less than the minimum wage of \$11 an hour?	Yes	3%
	No	52%
	[VOL] Don't know	2%
	<i>Not hourly or piece rate</i>	43%
Q29. Do you work a regular schedule at your primary job, or does your schedule vary from week to week?	Work regular schedule	31%
	Schedule varies - you set your hours	8%
	Schedule varies - your employer sets your hours	11%
	[VOL] Schedule varies - determined by both employer and myself	6%
	[VOL] Don't Know	0%
	<i>Not hourly</i>	45%

Q30. How far in advance do you typically get notified about what your work schedule for each week will be?	More than a month in advance of the work week starting	3%
	Less than a month in advance, but more than a week	5%
	Less than a week in advance, but more than 24 hours	5%
	Within 24 hours of the work week starting	3%
	[VOL] Don't Know	2%
	<i>Work regular schedule or set hours</i>	82%
Q31. Within the past year, have you ever been asked to work more than 40 hours a week at your primary job without receiving overtime pay?	Yes	18%
	No	80%
	[VOL] Don't Know	2%
Q32. How many vacation days do you get at your primary job per year?	None	13%
	1-5	4%
	6-10	11%
	11-15	22%
	15-20	15%
	20+	28%
[VOL] Don't Know	7%	
Q33. In the past year, has your primary job been a seasonal job? That's a job that is only available for a limited time, for example around the holidays, or over the summer.	Yes	11%
	No	88%
	[VOL] Don't Know	0%
Q34. Have you experienced discrimination at work by an employer or supervisor in the past year, such as being paid less, being denied a promotion or being given less desirable hours?	Yes	7%
	No	92%
	[VOL] Don't Know / Refused	0%

Q35. I am now going to read you some different types of discrimination that people might experience in the workplace. For each one, please indicate whether you personally have been a victim of that type of discrimination at work in the past year.

Q35A. Gender discrimination	Yes	3%
	No	4%
	[VOL] Don't Know	0%
	<i>Not experienced discrimination</i>	93%
Q35B. Age discrimination	Yes	2%
	No	5%
	[VOL] Don't Know	0%
	<i>Not experienced discrimination</i>	93%
Q35C. Racial or ethnic discrimination	Yes	1%
	No	6%
	[VOL] Don't Know	0%
	<i>Not experienced discrimination</i>	93%
Q35D. Discrimination due to a criminal record	Yes	1%
	No	7%
	[VOL] Don't Know	0%
	<i>Not experienced discrimination</i>	93%
Q35E. Discrimination due to pregnancy	Yes	0%
	No	7%
	[VOL] Don't Know	0%
	<i>Not experienced discrimination</i>	93%
Q35F. Discrimination due to being a parent	Yes	1%
	No	6%
	[VOL] Don't Know	0%
	<i>Not experienced discrimination</i>	93%
Q35G. Discrimination due to a disability or mental health	Yes	1%
	No	6%
	[VOL] Don't Know	0%
	<i>Not experienced discrimination</i>	93%
Q35H. LGBTQ discrimination	Yes	1%
	No	6%
	[VOL] Don't Know	0%
	<i>Not experienced discrimination</i>	93%

QUESTIONS FOR CLASSIFICATION PURPOSES

Q36. Gender	Male	48%
	Female	52%
Q37. Age	18-34	19%
	35-49	33%
	50-64	39%
	65+	8%
	[VOL] Refused	1%
Q38. What is the last year of schooling that you have completed?	1st - 11th grade	2%
	High school graduate	16%
	Vocational or technical school	4%
	Some college, but no degree	25%
	Associate degree	15%
	4-year college graduate or bachelors degree	25%
	Graduate school or advanced degree	13%
[VOL] Don't Know / Refused	0%	
Q39. Could you please tell me if you consider yourself White, Black or African American, Asian American, American Indian, or of Latino or Hispanic origin?	White	91%
	African American or Black	2%
	Asian American	1%
	American Indian	1%
	Hispanic or Latino	2%
	Other	1%
	[VOL] Don't Know / Refused	2%
Q40. Do you consider yourself a Democrat, a Republican, or an Independent?	Democrat	29%
	Indep / lean Democrat	4%
	Republican	23%
	Indep / lean Republican	5%
	Independent	31%
	[VOL] Other	5%
	[VOL] Don't Know	3%
Q41. Do you have children under the age of eighteen living with you at home?	Yes	33%
	No	67%
	[VOL] Don't Know / Refused	0%
Q2. Do you currently work more than one job?	Yes	17%
	No	76%
	[VOL] Don't Know	0%
	<i>Not employed</i>	7%
Q3. How many total jobs do you currently have?	2	12%
	3	2%
	4 or more	1%
	[VOL] Don't Know	1%
	<i>Only 1 job or not employed</i>	83%

Q4. Which of the follow best describes your role in the company or organization in the primary job that you for?	Owner or part owner	0%
	Executive	4%
	Manager	14%
	Supervisor	10%
	Worker	64%
	[VOL] Other	6%
	[VOL] Don't Know	1%
Q42. Are you the primary source of income in your home?	Yes	60%
	No	40%
	[VOL] Don't Know	1%
Q43. Which of the following categories best describes your total household income?	Under \$25,000	11%
	\$25,001-\$50,000	19%
	\$50,001-\$75,000	22%
	\$75,001-\$100,000	15%
	\$100,001-\$150,000	15%
	Over \$150,000	8%
	Don't know	1%
	Refused	9%
Q50. County	ANDROSCOGGIN	12%
	AROOSTOOK	5%
	CUMBERLAND	25%
	FRANKLIN	2%
	HANCOCK	5%
	KENNEBEC	11%
	KNOX	1%
	LINCOLN	1%
	OXFORD	2%
	PENOBSCOT	8%
	PISCATAQUIS	2%
	SAGADAHOC	3%
	SOMERSET	4%
	WALDO	2%
WASHINGTON	2%	
YORK	15%	
Q51. Congressional district	1	53%
	2	47%

****Due to rounding, "totals" of the individual components may differ by +/-1.**

*****Q2-4 moved to the demographic section. Q1, a screener question, was excluded.**

