

Work Force Survey:

Attitudes & Behavior of Workers Who Are Not Guaranteed Health Coverage Under Hawaii's Employer Mandate

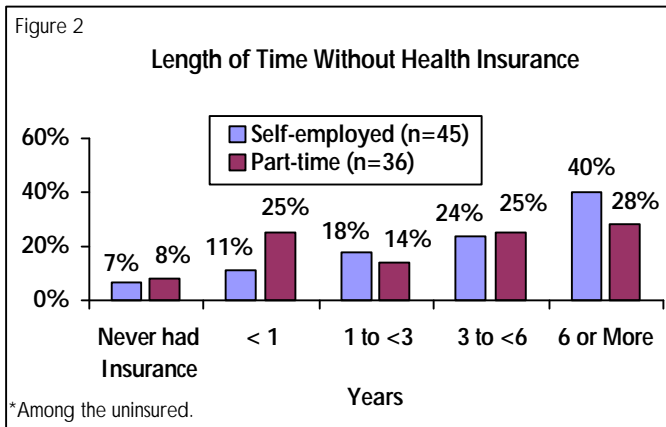
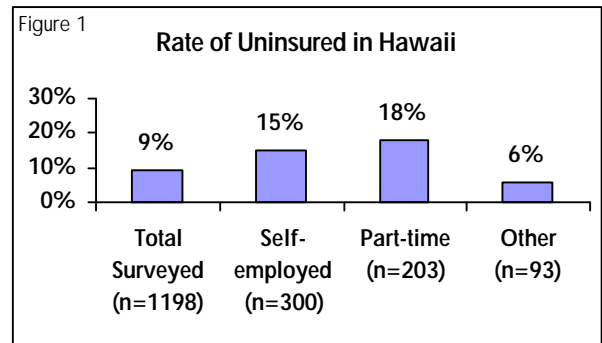
SELF-EMPLOYED, PART-TIME WORKERS (LESS THAN 20 HRS./WEEK) & OTHER CATEGORIES OF WORKERS

Commissioned by The Hawai'i Uninsured Project, this survey is made possible by the State of Hawaii Department of Health, recipient of a grant from The Robert Wood Johnson Foundation to implement coverage expansion in Hawaii. This telephone survey was conducted by Ward Research in September 2003. This section discusses the results of a statewide survey conducted August 7 – September 3, 2003. A total of n=300 self-employed persons, n=203 part-time employees ("part-time") working less than 20 hours per week, and n=93 other employees ("other") not covered by the Prepaid Health Care Act (PHCA) between the ages of 18-64 years old in Hawaii completed the survey. The maximum error for the three statewide samples is $\pm 5.9\%$ -self-employed, $\pm 6.7\%$ -part-time, and $\pm 10.1\%$ -other at the 95% confidence level.

Data is weighted to reflect the actual incidence of these segments in the 18-64 year old population in Hawaii.

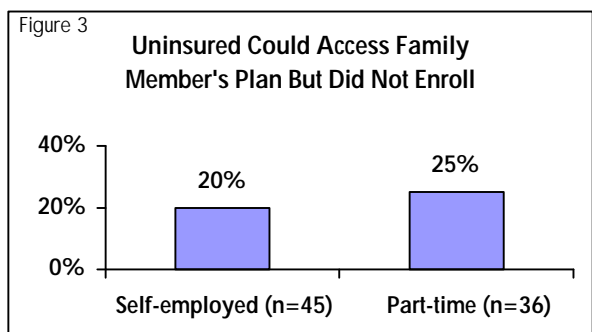
The Working But Uninsured

Part-time workers under 20 hours per week and the self-employed are more likely to be uninsured as compared to the total population surveyed. Almost 2 out of 10 (18%) part-time employees do not have health insurance, and 15% self-employed persons are without health insurance in Hawaii compared to the 9% rate among the total 18-64 year old population interviewed. On the other hand, only 6% of other workers ("other") who are not covered by the Prepaid Health Care Act (PHCA) do not have health insurance ¹ (Figure 1).



The majority of insured workers has never been uninsured; however, 40% of the self-employed and 28% of part-time workers who are currently uninsured have been without health care coverage for six years or longer (Figure 2). Self-employed persons have been uninsured longer than part-time workers – 7 years vs. 5 years on average, respectively.

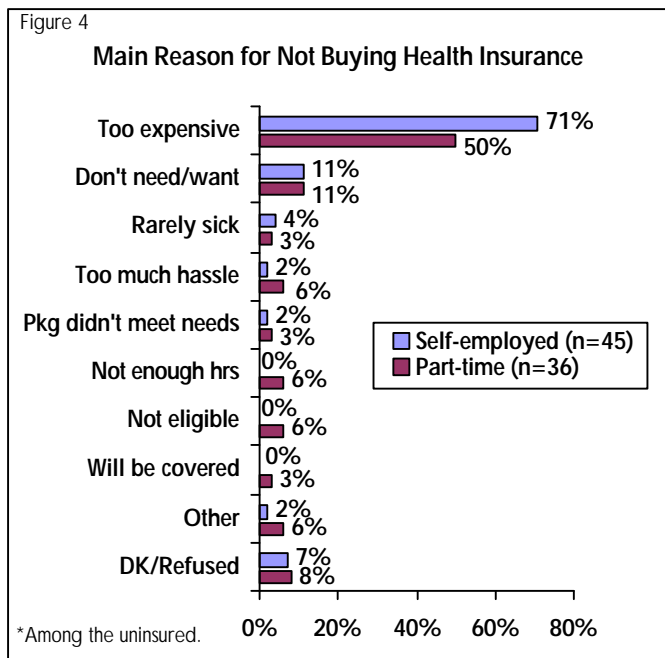
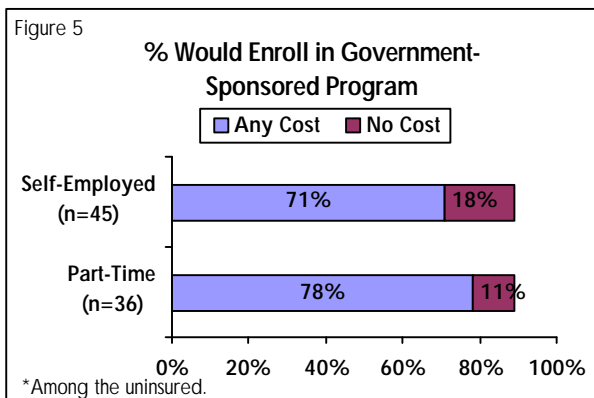
For those previously insured, the most common type of insurance is employer provided. Only 20% of self-employed and 25% of part-time workers who are



¹ An analysis of the uninsured other workers (n=7) is not included in this section because of insufficient sample size.

uninsured could access health insurance through a family member's plan, but did not enroll because of cost (*Figure 3*).

Approximately half of the uninsured (47% self-employed and 47% part-time) have tried to secure coverage by contacting insurance providers, and applying for QUEST or some other form of government-sponsored insurance. Once again, cost was the primary deterrent (Figure 4).



However, if the uninsured learned that they were eligible for health coverage through a government-sponsored program (with no cost specified), 71% of self-employed persons and 78% of part-time workers would apply (Figure 5). Another 18% of self-employed and 11% of part-time workers would enroll if there was no cost to them.

Insuring Those Not Covered by PHCA

A substantial percentage of part-time workers (below 20 hours) (34%) and a majority of others (71%) access insurance through their employer. Self-employed persons may be more self-reliant; most obtain an individual, commercial plan (36%) or through a family member's employer or union (31%). Another 20% of self-employed persons obtain insurance through their business, increasing the proportion that purchases their own plans to 56%. Eighteen percent (18%) of part-time workers also purchase their own insurance, and 9% of others have Veteran's insurance (Figure 6).

Figure 6

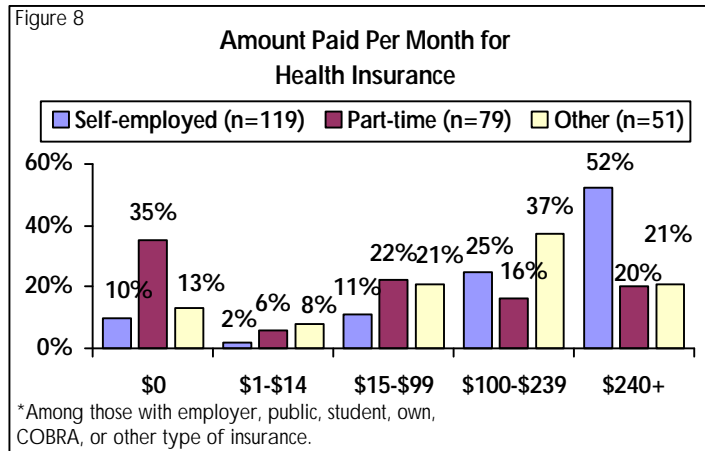
TOP 3 TYPES OF INSURANCE CURRENTLY HAVE		
Self-Employed (n=255)	Part-Time (n=167)	Other (n=87)
Bought directly (36%)	Through employer/union (34%)	Through employer/union (71%)
Through someone else's employer/union (31%)	Through someone else's employer/union (25%)	Through someone else's employer/union (14%)
Through own business (20%)	Bought directly (18%)	Veteran's (9%)

Whether insured by a government-sponsored insurance or an individual, commercial plan, most learned of these options by word of mouth (*Figure 7*) and felt that coverage was fairly easy to find.

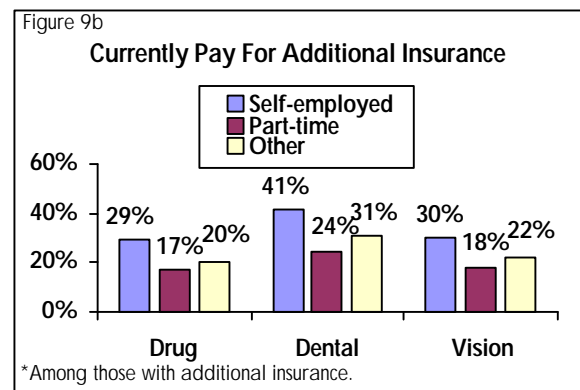
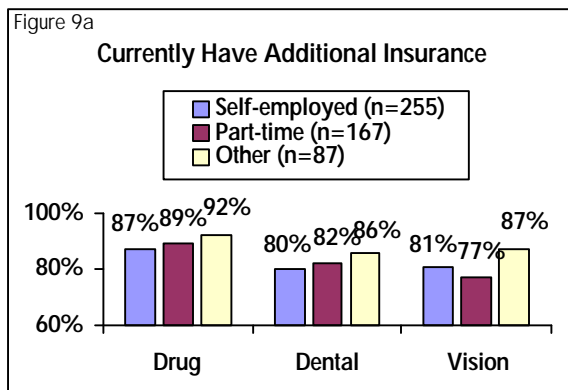
Figure 7

TOP 3 SOURCES USED TO FIND PUBLIC OR OWN INSURANCE		
Self-Employed (n=104)	Part-Time (n=48)	Other (n=5)
Friend/Family (21%)	Friend/Family (27%)	(Insufficient Sample)
Contacted insurance company directly (13%)	Current/Previous employer (25%)	
Professional Association (11%) Health Center/Doctor (11%)	Social worker (15%)	

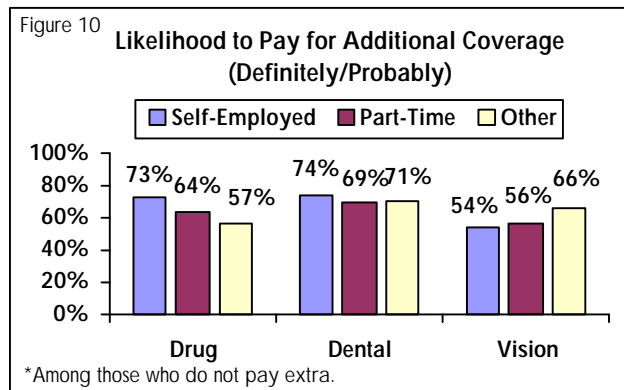
On average, self-employed persons pay more a month for health insurance than part-time and other workers - \$343 per month vs. \$116 and \$183 per month, respectively - which may include costs for dependents and additional coverage. Part-timers are more likely than self-employed and other workers to have no monthly payment for health insurance (35% vs. 10% self-employed and 13% other) (*Figure 8*).



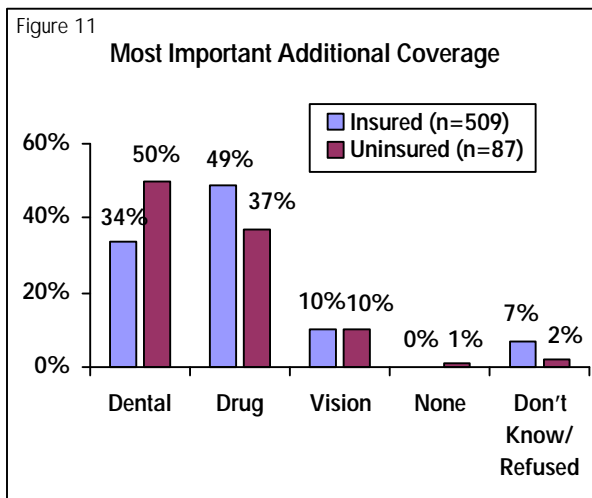
The majority of all working segments have prescription drug, vision, and dental insurance (*Figure 9a*). Self-employed persons are more likely to pay extra for the additional coverage. Dental insurance is more likely to cost the insured an additional amount (*Figure 9b*).



Additionally, the majority not paying more for the additional coverage would do so if it were required. However, respondents ranked vision insurance as more dispensable than drug and dental coverage (Figure 10).



Health Insurance Preferences of the Uninsured Workers

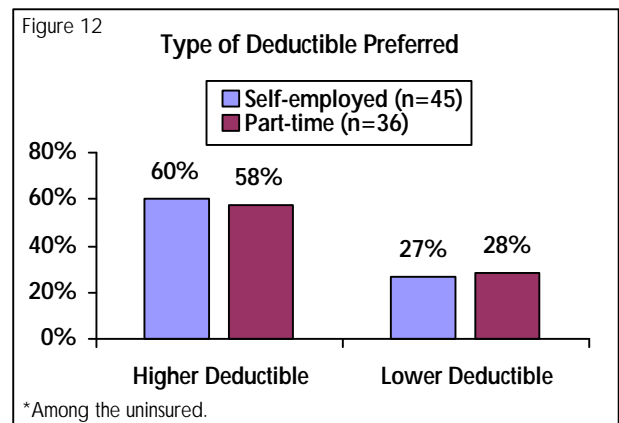


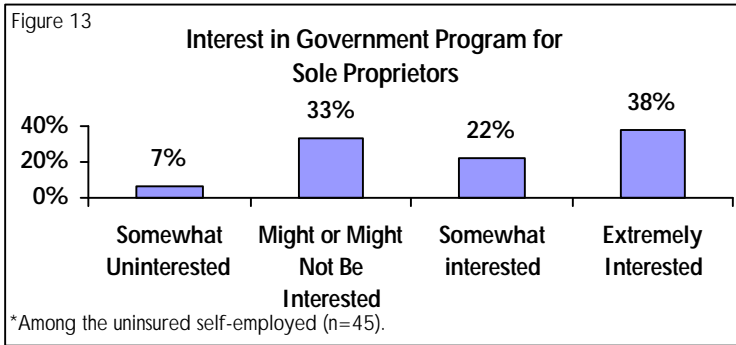
In terms of prioritizing additional benefits outside of medical coverage, insured workers believe that prescription drug coverage is the most important.

Most uninsured workers believe that dental insurance is the most important with drug coverage as a close second (Figure 11).

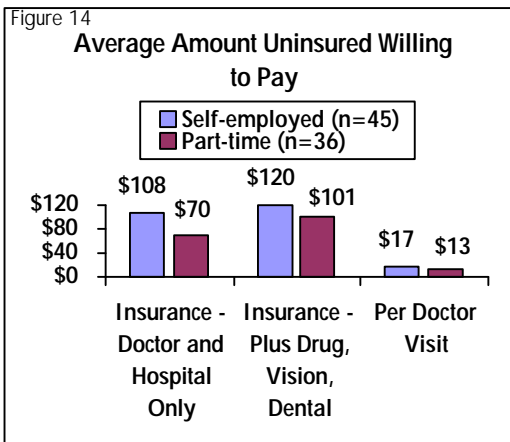
When uninsured workers were asked to pick the benefit that they would be willing to pay extra, the majority chose dental coverage over drug and vision.

Regardless of insurance status, the majority of respondents preferred high deductible plans. Six out of ten uninsured workers (60% self-employed and 58% part-time) would prefer to pay more up front for services and have a lower overall cost rather than a lower deductible and a higher overall cost (Figure 12).



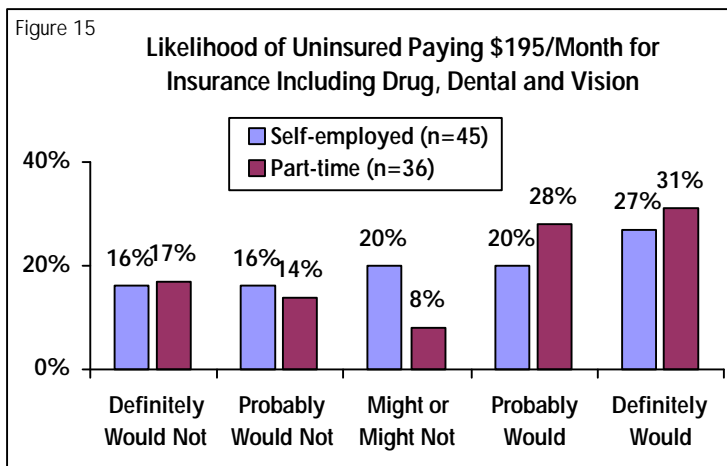


Approximately six out of ten uninsured self-employed persons (60%) were “extremely” or “somewhat” interested in a government program that would allow them to receive partial payment for insurance costs up front (Figure 13).



Uninsured self-employed individuals were willing to pay a higher premium for health insurance that covers doctor visits and hospital costs than uninsured part-time workers (\$108 vs. \$70, respectively) (Figure 14).

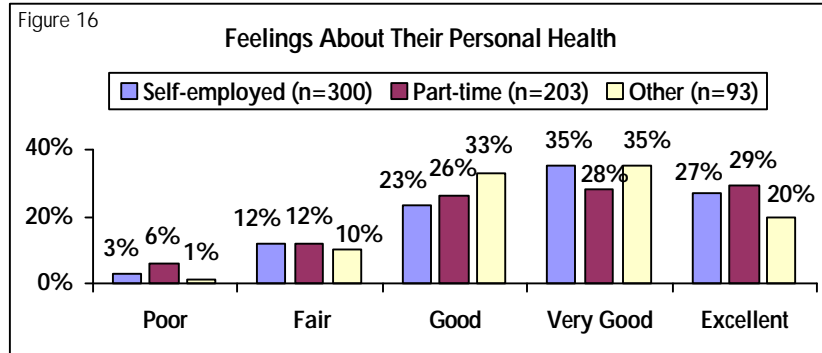
However, the self-employed population was not willing to pay much more for comprehensive coverage that included drug, dental, and vision benefits whereas the part-time workers stated they would. The average monthly payment self-employed persons were willing to pay for this enhanced insurance was \$120, while part-time workers were willing to pay \$101 per month on average.



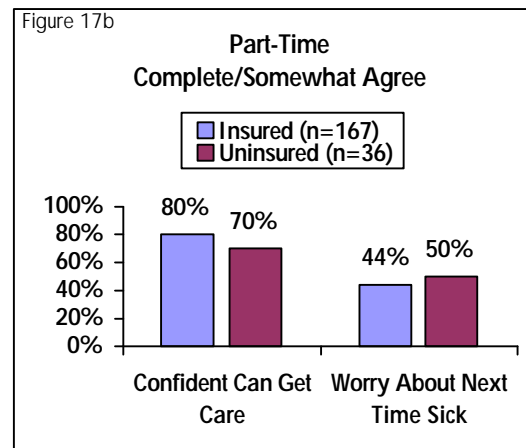
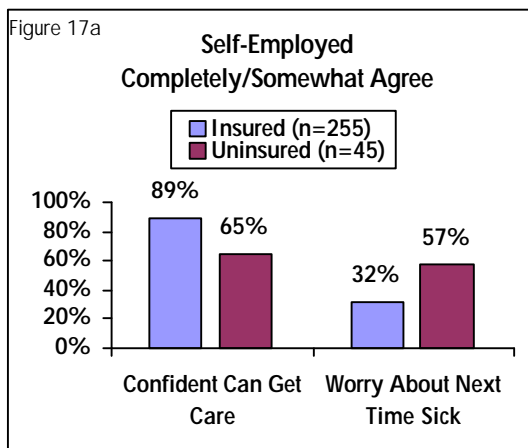
When asked how likely they would be to pay \$195 per month for a health insurance plan that covered doctor visits, hospital costs, drugs, dental, and vision, approximately half stated that they “definitely” or “probably” would (Figure 15). When respondents were asked how much they would be willing to pay for each doctor visit, self-employed persons were willing to pay an average of \$17, and part-time workers were willing to pay \$13.

Uninsured Workers' Personal Health

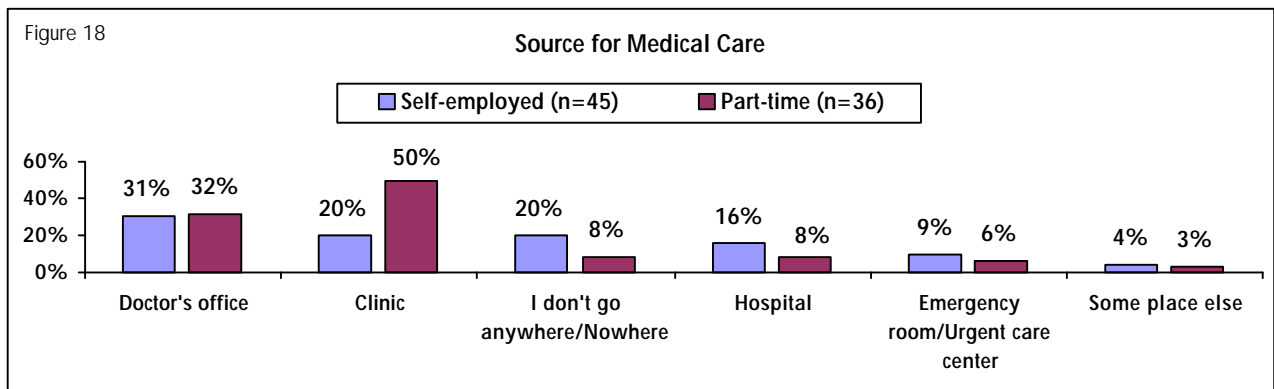
In general, most workers surveyed believe that their health is good to excellent regardless of insurance status (Figure 16).



However, those without health insurance were less confident about receiving the health care they needed and the uninsured self-employed worried more about the next time they would get sick than did the insured (Figure 17a). On the other hand, about half of the part-time workers, whether insured or not, worried about the next time they would get sick (Figure 17b).

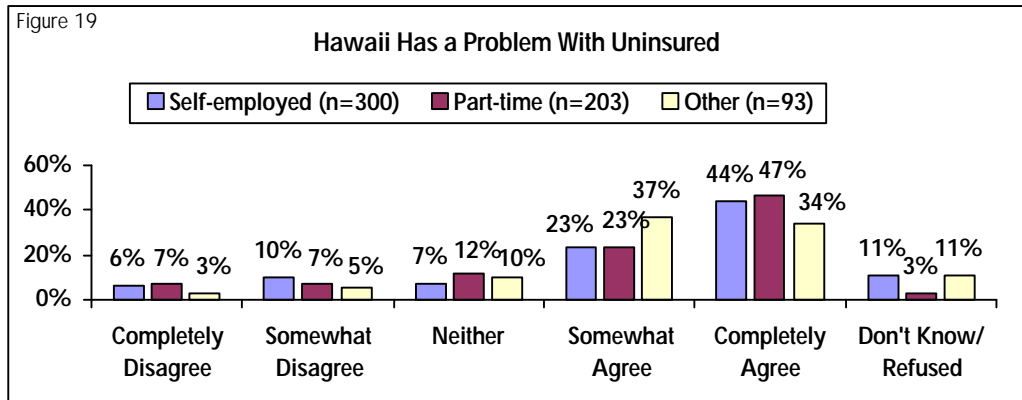


More than half of self-employed and part-time persons stated that they do not have a regular place to go for medical care because they believe that they cannot afford it or they rarely get sick. However, if they did go somewhere for medical care, self-employed persons were likely to go to a doctor's office rather than a community clinic. Part-time workers were more likely to access care from a public health or community clinic and would pay with cash, check, or credit card. The majority of those who do not go to a doctor's office or clinic would do so if they had health insurance.

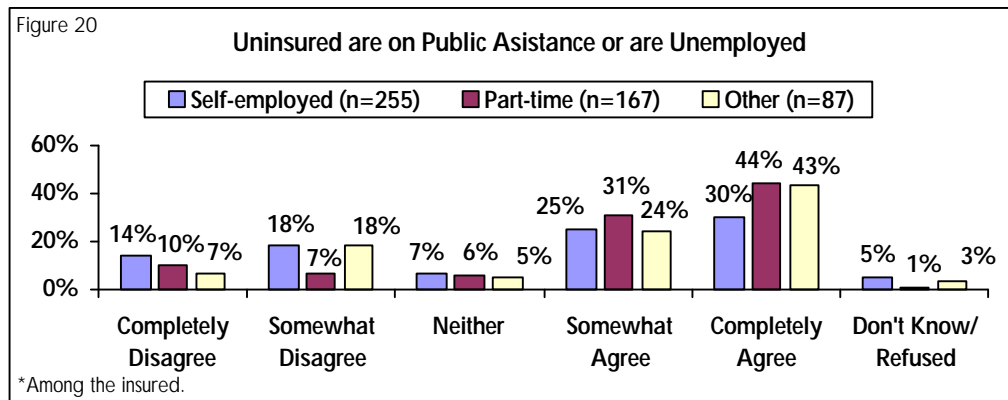


Attitudes about the Uninsured

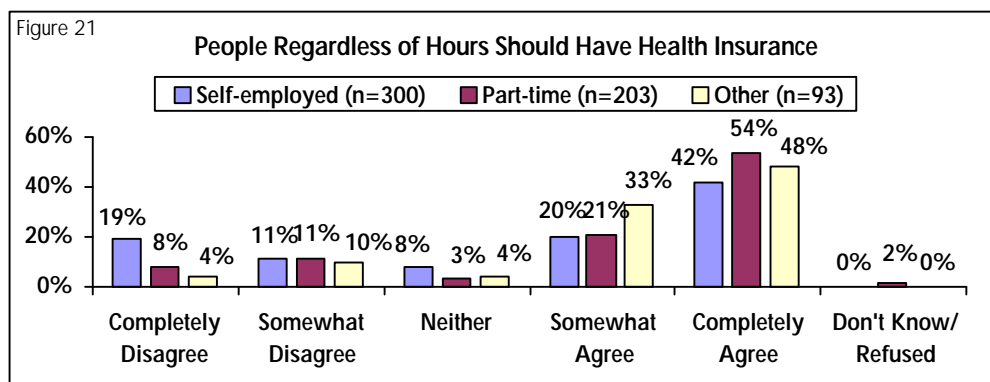
Self-employed and part-time workers were more likely than other workers to agree with the statement, *Hawaii has a problem with the number of people who do not have health insurance* – in fact, 44% of self-employed and 47% of part-time workers “completely” agreed vs. 34% of others (Figure 19).



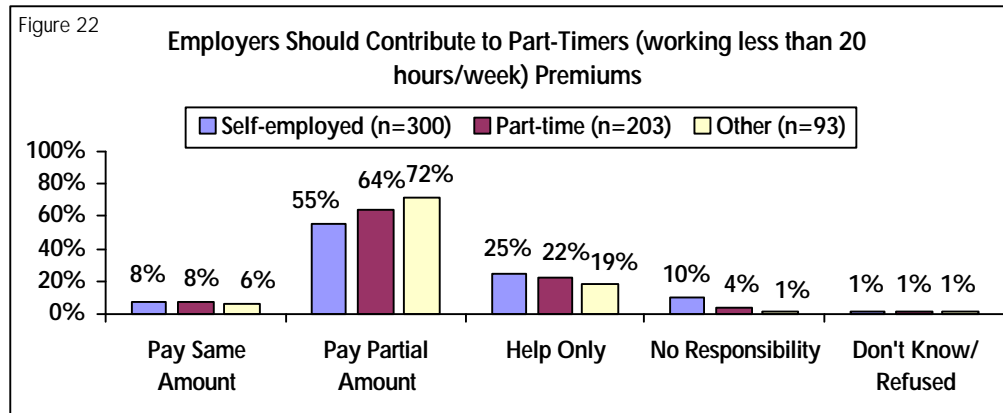
Although part-time workers (below 20 hours) were more likely to be uninsured than the self-employed and other workers, 75% of insured part-time workers agreed (completely or somewhat) that *people without health insurance are mostly those who are on public assistance, unemployed, or homeless*. Two-thirds (67%) of others and 55% of self-employed persons also agreed with this statement (Figure 20).



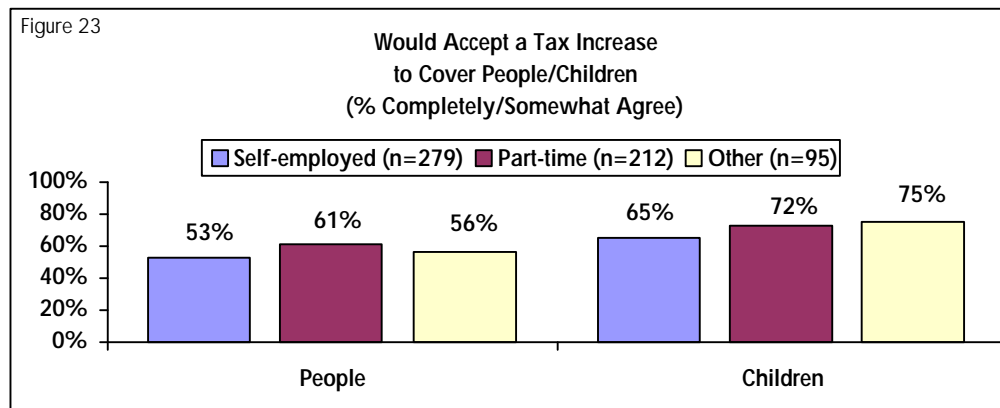
Not surprisingly, part-time workers were more likely to agree that all those in the workforce, regardless of the number of hours on the job, should have employer-sponsored health insurance, while more self-employed persons disagreed with the statement (Figure 21).



Similarly, the majority of workers believe employers should pay for a portion of health insurance premiums for employees working less than 20 hours per week. The self-employed were less likely to feel this way (Figure 22).



Over half of the self-employed, part-time workers and others not covered by the Prepaid Health Care Act reportedly would accept a tax increase to expand coverage, with part-time workers offering the most support. All respondent categories offered even more support for a tax increase to expand children's coverage (Figure 23).



Despite those who were willing to accept a tax increase, the type of assistance that many felt was most important for the government to offer those who do *not* have insurance was closely split between education, creating rules and regulations, and offering financial assistance. This finding illustrates the desire for government to play more than just a financial role in this issue (Figure 24).

