

GALLUP®

December 4, 2013

SURVEY OF PUBLIC OPINION OF THE U.S. POPULATION WORKING RIGHTS



Submitted to:

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APPENDIX A



METHODOLOGY

SURVEY METHODS

The goal of survey was to gauge the current level of workers' voice in the workplace and the factors affecting voice, specifically, voice relating to the laws administered and enforced by OSHA and WHD. A pilot study was conducted during September to November of 2012 resulting in 800 completed telephone interviews. The goal was to test the survey instrument and the sample design to ensure that those were performing according to DOL requirements. Upon completion of the pilot study, a report was prepared summarizing the findings. Necessary changes in the survey instrument, sample design, and other aspects of the study were made and approved before launching the main study. This report provides details of the survey methodology and data collection procedures used for the main study. A copy of the survey instrument appears in Appendix B.

SAMPLE DESIGN

The universe for this study consisted of all “currently working” adults (aged 18 and older) residing in U.S. households in any of the 50 states or in the District of Columbia. Respondents reporting that they were currently working full time or part time and not self-employed were considered eligible for this study. The target population, therefore, included all adults with a current full-time or part-time job, i.e., working for pay, while the group of self-employed adults was excluded.

For the purpose of data collection for this study, a household-based Random Digit Dialing (RDD) telephone survey was conducted to complete a total of 5,429 interviews nationwide. In the main RDD study (hereafter referred to as the main study) where all working adults (male and female) were eligible, a total of 4,007 interviews were completed. In addition, working minority women (Hispanics, Asians, African Americans, or American Indians) were oversampled (hereafter referred to as the Oversample) to generate another 1,422 interviews from this group of minority working women. The oversampling of minority women was carried out to allow the DOL to get a more detailed understanding of voice among that specific subpopulation.

For the main study, the target population consisted of all U.S. adults who were currently working (full time or part time and not self-employed) and living in households in any of the 50 states or in the District of Columbia. To minimize bias, both landline and cell phones were included in the telephone sample. The target population was geographically stratified into four census regions (Northeast, Midwest, South, and West) and sampling was carried out independently within each stratum (region). The definition of the four census regions in terms of states is given below.

- **Northeast:** Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont, New Jersey, New York, and Pennsylvania.
- **Midwest:** Illinois, Indiana, Michigan, Ohio, Wisconsin, Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota.
- **South:** Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, West Virginia, Alabama, Kentucky, Mississippi, Tennessee, Arkansas, Louisiana, Oklahoma, and Texas.
- **West:** Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, Wyoming, Alaska, California, Hawaii, Oregon, and Washington.

The sample allocation across the four census regions for the main study was based on proportional allocation (i.e., the sample size allocated to any particular region was roughly in proportion to the size of that region in terms of the estimated number of working adults). Based on the latest available Current Population Survey (CPS) data, the distribution of working adults across the four regions was as follows: 19% (Northeast), 22% (Midwest), 37% (South), and 22% (West). Using proportional sample allocation, the number of surveys to be

completed in each region was expected to be close to those proportions. However, the actual number of completed surveys (Northeast: 19.1%, Midwest: 24.0%, South: 33.4% and West: 23.5%) for each census region was dependent on observed response rates and so they were not expected to exactly match the corresponding targets. However, the observed numbers as shown above were close to those targets.

Within each region (stratum), the sampling of landline and cell phones was carried out separately from the respective sampling frames. The landline RDD sample of telephone numbers was selected (without replacement) following the list-assisted telephone sampling method proposed by Casady and Lepkowski¹. This procedure uses the Telcordia frame that is generated by appending all 10,000 four-digit suffixes (0000 to 9999) to the area code-prefix combinations. In view of cost and operational efficiency, this study followed the truncated version of the Casady and Lepkowski method and sampled from 100-banks containing at least 1 listed residential number (1+). For within-household sampling, the “most recent birthday” method to randomly select one eligible person from all eligible adults in each sampled household was employed. Following the “most recent birthday” method, the interviewer asked to speak with the eligible person in the household who most recently had a birthday. This was much less intrusive than the purely random selection method or grid selection that requires enumeration of all household members to make a respondent selection.

The cell phone sample of telephone numbers was drawn (without replacement) separately from the corresponding telephone exchanges dedicated to cell phones. For respondents reached on cell phones, there was no additional stage of sampling (as there was with the within-household sampling for landline sample). The person answering the call was selected for the survey if he or she was found otherwise eligible. For both landline and cell phones, the geographic location of the respondent was determined based on respondent's response to the question on location (“May I please have your ZIP code?”). All respondents were asked a series of questions to gather information on their use of telephone (cell only, landline only, or dual-user cell mostly and other dual users). The RDD sample (for both landline and cell) was obtained from Survey Sampling, Inc. based in Connecticut.

For the oversampling of working women belonging to the minority groups (the oversample), necessary screening questions based on race/ethnicity were asked. The target population for the oversample consisted of all U.S. working adults who were female and also belonged to one of the minority groups (Asians, African Americans, American Indians, or Hispanics). The RDD telephone sample consisting of both landline and cell numbers was screened to generate this oversample. To maximize the incidence rate for this group, certain telephone exchanges with higher expected percentages of minority population were oversampled. To generate an adequate number of interviews for this group, it was also necessary to use an additional sample source generated from Gallup's G1K survey. In Gallup's G1K survey, about 1,000 interviews are completed daily nationwide using a full dual frame (landline and cell) telephone sample design. A significant amount of demographic and other information (including employment status) is available for the respondents of the G1K survey and a certain percentage of these respondents (those who were willing to participate in a follow-up survey) was re-contacted to oversample this group of working minority women. Out of the 1,422 interviews completed as part of the oversample, 222 interviews were obtained from the RDD sample source while another 1,200 interviews were obtained by using the G1K sample source by screening for the group of working women belonging to minority groups.

The survey consisted of a core set of questions followed by two separate modules of questions—one each for OSHA and WHD—in which specific questions about each agency were included. Respondents answered the core set of questions and then were randomly assigned to one or the other module. The random assignment of questions to one or the other module was done using CATI-based software. As a result, the number of completed OSHA (those containing responses to specific questions in the OSHA module) and WHD (those

¹ Casady, R. J., and Lepkowski, J. M. (1993). *Stratified Telephone Survey Designs*. *Survey Methodology*, June 1993, vol. 19, No. 1, Statistics Canada, pp. 103-113.

containing responses to specific questions in the WHD module) interviews was expected to be about half of the total number of interviews (5,429). The set of core questions was answered by everyone and so the number of completed interviews for the core questions was equal to the total number of completed interviews (5,429). The actual number of completed interviews for OSHA and WHD modules were 2,755 (50.7%) and 2,674 (49.3%), respectively. The total number of interviews with minority working women in the main study and oversample combined was 1,920.

DATA COLLECTION

Interviewing using RDD sampling took place over a three-month period from December 6, 2012 to March 6, 2013. The data collection for the purpose of oversampling using the Gallup daily G1K survey was conducted during March 2013 (March 1 to March 28). The average length of the telephone survey was 17.1 minutes.

Out of the total 5,429 telephone surveys, 2,667 interviews were completed by cell phone while the rest (2,762) were done using landline phones. A total of 194 surveys were completed using the Spanish version of the questionnaire. All sample management, interview scheduling, conducting and monitoring of interviews, and reporting of progress of data collection was handled by Gallup's state-of-the-art CATI system. A comprehensive data collection plan was maintained to maximize response rates and data quality and minimize respondent burden. The plan involved a call design scheme to optimize telephone coverage and contact with respondents, and to minimize no contacts and refusals.

A 5 + 5 call design was used for the study where up to five calls were made to establish human contact and up to another five calls were made to complete an interview. Once a telephone number was selected for inclusion, an interviewer made an initial call to reach the household. If no one answered, or no person age 18 or older was available at the time of the first call, additional calls (over different days and time periods as presented below) were made to reach the selected household and to randomly select an eligible respondent. Once a respondent was selected, additional calls were made to complete the interview. The following call schedule, which applied to both the initial contacts for selection of a designated respondent and subsequent calls for completion of the interview, was used:

Calling Period

Respondent's Local Time

Weeknights: 4:00 p.m. to 9:00 p.m.

Weekends: Saturday 10:00 a.m. to 5:00 p.m.

Sunday 12:00 p.m. to 7:00 p.m.

As mentioned above, interviewing for this survey was conducted during weekday evenings (after 4 p.m.) and on weekends (including daytime calls) to increase the likelihood of finding respondents at home. Using a predetermined callback design, calls were placed at different times of the day and different days of the week to maximize the chance of inclusion of people difficult to reach by telephone. In addition, respondents who declined to be interviewed ("soft refusals") were re-called to encourage their participation in the interview. Appointments (scheduled callbacks) were also made for respondents who preferred to be called back at some other time of their choice. This system was entirely automated to implement the calling protocol described above and to ensure a representative sample of the target population.

All interviewers assigned to the project underwent training specific to this project. For the purpose of monitoring any interview at a later time, all interviews were recorded. The recording begins when the respondent answers the phone and the statement about taping the interviews is read to the respondent right after the introduction.

All data were collected by Gallup. Data were strictly confidential and no identifying information was released outside of the organization. All interviewers signed statements of confidentiality stating that they would not

reveal the results of any interview to anyone else. The name of the respondent was not collected during the course of the interview, and the telephone number was separated from the survey data before analysis and was not connected to the data released to DOL.

SAMPLE EXECUTION/RESPONSE RATES

Random subsamples (replicates) were formed and released sequentially based on the progress of interviewing. The goal was to release an optimum amount of the sample each time so that the prescribed call design for this study could be implemented for each of the numbers released while completing a targeted number of interviews within the field period.

Response rates are one measure of the extent to which a dataset accurately reflects the characteristics and responses of a given population. Two factors drive non-response rates: non-contacts and non-interviews (i.e., refusals). Each of these can lead to sample bias if a group or type of potential respondent is systematically missed. The largest influence on non-contact/non-response appears to be the number of call attempts. The manner in which the sample is released into a carefully planned call design ensures multiple attempts for each sample unit. The not-at-home patterns of a given population are also important considerations to maximize the probability of contact during repeated attempts. Gallup's call design maximizes the probability of reaching respondents over a variety of days of the week and times of day. Refusals tend to account for a major proportion of non-responders with the potential for non-response bias. An interaction with a respondent was coded as a refusal if the respondent categorically refused to continue with the survey during the initial introduction of the study. If the reluctance was for reasons such as "too busy to do it now" or "prefer not to participate now," those cases (of "soft refusals") were not coded as refusals and were called back later.

The 5 + 5 call design was used to make a human contact and then to complete an interview. The call history of all the calls made to the telephone numbers that were dialed at least once was recorded. The final call status of the phone numbers in the released sample was derived based on the call history of each number. Finally, this information was used to generate the response rate report based on the standard American Association for Public Opinion Research (AAPOR) definition of response rate for telephone surveys. The AAPOR response rate (RR) is considered as the standard response rate formula to be used for this type of random digit dial surveys. It is defined as follows:

$$\begin{aligned} \text{RR} &= (\text{number of completed interviews})/(\text{Estimated number of eligibles}) \\ &= (\text{Number of completed interviews})/(\text{Known Eligibles} + \text{Presumed Eligibles}) \quad (1) \end{aligned}$$

It was straightforward to find the number of completed interviews and the number of known eligible. The estimation of the number of "presumed eligibles" was done in the following way. In terms of eligibility, all sample records (irrespective of whether any contact/interview was obtained) could be divided into three groups: i) known eligibles (i.e., cases where the respondents, based on their responses to screening questions, were found eligible for the survey), ii) known ineligibles (i.e., cases where the respondents, based on their responses to screening questions, were found ineligible for the survey), and iii) eligibility unknown (i.e., cases where all screening questions could not be asked, as there was never any human contact or cases where respondents answered the screening questions with a "Don't Know" or "Refused" response and hence the eligibility is unknown).

Based on cases where the eligibility status was known (known eligible or known ineligible), the eligibility rate (ER) was computed as:

$$\text{ER} = (\text{known eligibles})/(\text{known eligibles} + \text{known ineligibles})$$

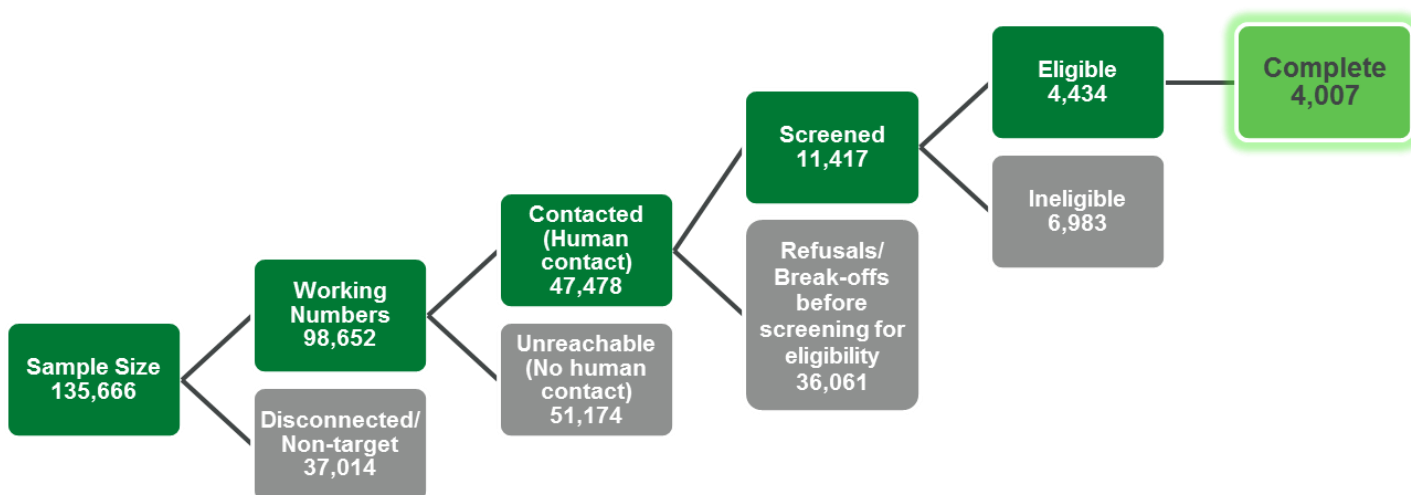
Thus, the ER is the proportion of eligibles found in the group of respondents for whom the eligibility could be established.

At the next step, the number of presumed eligibles was calculated as:

$$\text{Presumed eligibles} = \text{ER} \times \text{number of respondents in the eligibility unknown group}$$

The basic assumption is that the eligibility rate among cases where eligibility could not be established was the same as the eligibility rate among cases where eligibility status is known. The response rate formula presented above is based on standard guidelines on definitions and calculations of response rates provided by AAPOR. The overall response rate for the main study based on the RDD sample was 11.2%. Exhibit A below provides information on call disposition for the main study RDD sample.

EXHIBIT A: NUMBER OF CASES BY CALL DISPOSITION CATEGORIES FOR THE MAIN STUDY RDD SAMPLE



The contact rate, cooperation rate, and the completion rate were 48.1%, 24.0%, and 90.4%, respectively. In other words, 48.1% of the working numbers produced a human contact, 24.0% of those contacted cooperated through the screening section of the survey, and finally 90.4% of those who were found eligible completed the survey. The response rate was 11.3% for landline sample and 11.1% for cell phone sample. For data collection based on the Gallup G1K survey, the overall response rate was 28.8%. It was 31.4% and 27.2% for the landline and cell samples, respectively.

Due to increased use of answering machines, call screening devices, and other technologies, as well as general reluctance on the part of people to participate in surveys, response rates for RDD telephone surveys have dropped considerably over time and have experienced steeper declines with the increased use of these technologies in recent times. In an effort to increase the telephone response rate for this study, Gallup used, as mentioned before, a minimum of 5 + 5 call design and took all possible steps to maximize the response rate to the extent possible. A lower response rate does not necessarily imply non-response bias although such bias may be more likely for studies with lower response rates. To examine the potential for non-response bias, Gallup conducted a non-response bias study in accordance with OMB requirements. For the non-response follow-up, the mode of data collection was also telephone and a 5+5 call design was employed. Random samples were selected from the group of non-respondents and a total of 407 interviews were completed during the non-response follow-up phase. The group of non-respondents included (i) Non-contacts (sampled cases where no human contact could be established during the main phase of data collection) and (ii) Refusals (sampled cases

where a human contact was established but an interview couldn't be completed). The overall response rate (AAPOR) for the non-response follow-up phase was 6.1%. The questionnaire for the non-response follow-up study included a selected subset of questions from the main study. Overall, the findings of the non-response bias study did not indicate the existence of any significant differences between the respondents and non-respondents of this study. A report of the non-response bias study containing additional details is submitted separately.

SAMPLE WEIGHTING

Sample data were weighted to project the sample to the corresponding target population and to minimize bias in survey-based estimates. Weighting was carried out to adjust for (i) unequal probability of selection in the sample and (ii) nonresponse. Finally, post-stratification weighting was used to project the weighted numbers to known characteristics (external estimates) of the target population. Once the sampling weights were generated, weighted estimates could be produced for different unknown population parameters (means, proportions, etc.) for the target population and for specific population subgroups.

The weighting for the main study (and the oversample derived from the RDD sample source by screening) was done following the procedure described in Courtney Kennedy (2007)². In studies dealing with both landline and cell phone samples, one approach is to screen for “cell only” respondents by asking respondents reached on the cell phones whether or not they also have access to a landline and then interviewing all eligible persons from the landline sample whereas interviewing only “cell only” persons from the cell phone sample. The samples from such designs are stratified, with each frame constituting its own stratum. In this study, however, a dual-frame design was used where dual users (those with access to both landline and cell phones) could be interviewed in either sample. This resulted in two estimates for the dual users based on the two samples (landline and cell). The two estimates for the dual users were then combined and added to the estimates based on landline-only and cell-only populations to generate the estimate for the entire population.

For the purpose of sample weighting, the four census regions were used as weighting adjustment classes. Following Kennedy, Courtney (2007), the composite pre-weight was generated within each weighting class. The weight assigned to the i^{th} respondent in the h^{th} weighting class ($h=1, 2, 3, 4$) was calculated as follows:

$$W_{(\text{landline},hi)} = (N_{hl}/n_{hl})(1/RR_{hl})(n_{cwa}/n_{ll})(\lambda^{IDual}) \quad \text{for landline sample cases} \quad (2)$$

$$W_{(\text{Cell},hi)} = (N_{hc}/n_{hc})(1/RR_{hc})(1 - \lambda)^{IDual} \quad \text{for cellular sample cases} \quad (3)$$

where

N_{hl} : size of the landline RDD frame in weighting class h

n_{hl} : sample size from landline frame in weighting class h

RR_{hl} : response rate in weighting class h associated with Landline frame

n_{cwa} : number of “currently working” adults in the sampled household

n_{ll} : number of residential telephone landlines in sampled household

$IDual$: indicator variable with value 1 if the respondent is a dual user and value 0 otherwise

N_{hc} : size of the cell RDD frame in weighting class h

n_{hc} : sample size from Cell frame in weighting class h

RR_{hc} : response rate in weighting class h associated with Cell frame

‘ λ ’ is the “mixing parameter” with a value between 0 and 1. If roughly the same number of dual users is interviewed from both samples (landline and cell) within each census region, then 0.5 will serve as a reasonable approximation to the optimal value for λ . This adjustment of the weights for the dual users based on the value of the mixing parameter ‘ λ ’ was carried out within each census region. For this study, a value of ‘ λ ’ equal to the

² Kennedy, Courtney (2007): Evaluating the Effects of Screening for Telephone Service in Dual Frame RDD Surveys, *Public Opinion Quarterly*, Special Issue 2007, Volume 71 / Number 5: 750-771.

ratio of the number of dual users interviewed from the landline frame and the total number dual users interviewed from both frames was used within each region.

It may be noted that equation (3) above for cell sample cases didn't include weighting adjustments for (i) number of "currently working" adults and (ii) telephone lines. For cell sample cases, as mentioned before, there was no within-household random selection. The person answering the call was selected as the respondent if he or she was otherwise found eligible and hence no adjustment based on "number of eligible adults in the household" was necessary. The information on the number of cell phones owned by a respondent could also be asked to make adjustments based on number of cell phones. However, the percentage of respondents owning more than one cell phone was expected to be too low to have any significant impact on sampling weights. For landline sample cases, the values for (i) number of eligible adults (n_{cwa}) and (ii) number of residential telephone lines (n_{rl}) were truncated to avoid extreme weights. The cutoff values for truncation (2 for 'number of telephone lines' and 3 for 'number of eligible adults') were determined after examining the distribution of these variables in the sample.

The response rates (RR_{hl} and RR_{hc} mentioned above in equations (2) and (3)), were measured using the AAPOR (3) definition of response rate within each weighting class as explained above in the section on Data Collection.

Post-stratification weight: Once the two samples (dual users interviewed on landline phones and cell phones) were combined using the composite weight (equations (2) and (3) above), a post-stratification weighting step was carried out, following Kennedy (2007), to simultaneously rake the combined sample to (i) known characteristics of the target population (adults currently working full time or part time and not self-employed) and (ii) an estimated parameter for relative telephone usage (landline only, cell only, cell mostly, other dual users).

As mentioned before, adults who were "currently working" full time or part time and were not self-employed were eligible for this study. For the main study, the following variables were used for post-stratification weighting: Gender, census region, age, education, ethnicity/race, worker type, and employment status.

- Age group: (18 - 24, 25 - 34, 35 - 44, 45 - 54, 55 and older)
- Education: (High school or less, Some college, College graduate or higher)
- Ethnicity/Race: (Hispanic, Non-Hispanic Black, Non-Hispanic Asian, Non-Hispanic American Indian, Non-Hispanic White/Other)
- Census Region: (Northeast, Midwest, South, West)
- Worker Type: (Government, Private, Non-Profit)
- Employment Status: (Full Time, Part Time)

The target numbers for post-stratification weighting were obtained from the latest available Current Population Survey CPS March 2012 data. For the telephone usage parameter (landline only, cell only, dual users cell mostly, and dual users others), the target numbers were based on the latest estimates (2011) from National Health Interview Survey (NHIS). For the purpose of identifying the cell mostly respondents among the group of dual users, the following question (Question D23C in the attached questionnaire) was included in the survey (see Appendix B for a copy of the survey questionnaire).

Question: Of all the telephone calls your household receives (**read 1-3**)?

- 1 All or almost all calls are received on cell phones
- 2 Some are received on cell phones and some on regular phones, OR
- 3 Very few or none are received on cell phones
- 4 (DK)
- 5 (Refused)

Respondents choosing response category 1 (all or almost all calls are received on cell phones) were identified as “cell mostly” respondents. After post-stratification weighting, the distribution of the final weights was examined and trimming of some extreme weights was carried out to minimize the effect of large weights on variance of estimates.

The main sample (4,007 interviews) and the oversample obtained from the RDD sample (222 interviews) were weighted following the weighting steps described above. The only difference for the RDD oversample was in the selection of variables for post-stratification weighting. The post-stratification weighting variables for the RDD oversample were as follows: ethnicity/race and employment status (full-time or part-time). For the oversample derived from the Gallup G1K sample source (G1K oversample), the sample of data was post-stratified using the following variables: age, education, region, employment status, and ethnicity/race. Since only women were eligible to be part of the oversample, it was not necessary to use gender as one of the variables for post-stratification weighting. For post-stratification weighting, it was sometimes necessary to combine some of the levels (or categories) of the weighting variables mentioned above to avoid very small sample sizes in some post-stratification adjustment cells.

As described above, the RDD sample (4,007 interviews) of both male and female workers and the oversample of minority working women (222 completed interviews obtained from RDD sample source and another 1,200 interviews obtained from the Gallup G1K sample source) were all weighted separately. At the final stage, these samples were combined by making sure that each of these samples was correctly represented (in terms of their relative size) in the combined sample. For the combined sample, the final post-stratification weighting process involved adjustments based on important demographic variables like census region, age, gender, race/ethnicity, education, worker type, and employment status.

The distribution of the final weights was examined and minimal trimming of weights was carried out to avoid very extreme weights.

The final data set of completed surveys included three weighting variables: (i) a weight variable for the core set of questions (ii) a weight variable for the OSHA module questions and (iii) a weight variable for the WHD module questions. The choice of the weight variable for any particular analysis will depend on the specific requirements of that analysis. It should also be noted that the target data for post-stratification included working adults that did not have access to a telephone (non-telephone population). This will help minimize the coverage bias due to exclusion of the non-telephone working adults from the scope of this telephone-based survey.

APPENDIX B



SURVEY INSTRUMENT

APPENDIX B

CASEID

QID:36526

I.D.#

CASEID(1-6)

FVALIFON

QID:1528

★
AREA CODE AND TELEPHONE NUMBER

FVALIFON(1161-1179)

CINTTIME

QID:963

★
**INTERVIEW TIME:

CINTTIME(1716-1721)

ENTITYID

QID:74 ENTITY ID:

★
(Programmer: Code from fone file)

ENTITYID(916-925)

SA1

QID:219973

G1K_RECONTACT_NAME

(Programmer: Code from fone file)

SA1(574-603)

SA2

QID:219974

G1K_RECONTACT_GENDER:

(Programmer: Code from fone file)

SA2(535-540)

SA3

QID:219975

G1K_RECONTACT_EMPLOYMENT_STATUS:

(Programmer: Code from fone file)

SA3(541-558)

SA4

QID:220521

G1K_RECONTACT_RACE:

(Programmer: Code from fone file)

- 1 Hispanic
- 2 African American
- 3 Asian American
- 4 American Indian or Alaska Native

SA4(526)

SA

QID:196548

SAMPLE TYPE:

- 1 Landline Listed Sample
- 2 Cell Phone Sample
- 3 Oversample Landline
- 4 Oversample Cell Phone
- 5 G1K Re-contact Landline
- 6 G1K Re-contact Cell Phone

SA(376)

SA_1

QID:214274

Oversample Landline TYPE:

(Interviewer: Code from OMS)

- 11 Region 1 High-Density **(Code and Tally)**
- 12 Region 1 Low-Density **(Code and Tally)**
- 21 Region 2 High-Density **(Code and Tally)**
- 22 Region 2 Low-Density **(Code and Tally)**
- 31 Region 3 High-Density **(Code and Tally)**
- 32 Region 3 Low-Density **(Code and Tally)**
- 41 Region 4 High-Density **(Code and Tally)**
- 42 Region 4 Low-Density **(Code and Tally)**

SA_1(201-202)

(Programmer: All interviews are recorded. The recording begins when the respondent answers the phone. This statement is read after the "Continue" response is entered after the Introduction and before the first question.)

FRECCONS

QID:98881

This interview will be recorded for internal quality assurance.

- 1 (Continue)
- 2 (Refused) - **(Thank and Terminate)**

FRECCONS(1984)

INTRO1

QID:120821

Hello, this is _____, with the National Gallup Poll. **(If code 1, 2, 3, or 4 in SA, read: We are conducting a survey about workplaces and employment.) (If code 5 or 6 in SA, read:)** May I please speak with **(response in SA1)**. Gallup will not share any individual responses with the government or your employer.

- 1 Respondent available - **(Continue)**
- 4 No such person lives here - **(Thank and Terminate)**
- 7 Respondent not available - **(Set time to call back)**
- 8 (Soft Refusal)
- 9 (Hard Refusal) - **(Thank and Terminate)**

INTRO1(2001)

(Programmer: If code 5 or 6 in SA, once respondent on phone continue reading:)

QID:219995 First, I would like to thank you for your previous participation on the Gallup Poll. We are currently conducting a survey about workplaces and employment and we would love to get your feedback.

QID:219978 **(IF RESPONDENT SAYS THEY ARE NOT EMPLOYED SO THEY DON'T WANT TO PARTICIPATE:)**

It is important that we speak with all types of adults, whether you are currently working or not.

(IF RESPONDENT ASKS ABOUT SURVEY LENGTH:)

This survey is estimated to take about 18 minutes to complete.

(READ IF NECESSARY:)

Would you like me to provide you with an address where you can send comments regarding the burden estimate or any other aspect of this survey, including suggestions for reducing this burden? (IF YES, READ ADDRESS BELOW)

Chief Evaluation Office
U.S. Department of Labor
200 Constitution Avenue NW
Room S2316
Washington, DC 20210

The OMB control number for this study is OMB No. 1235-0027.

QID:215152 **Skip: (If code 1 or 3 in SA, Continue; Otherwise, Skip to QNSL2)**

SB1_1

QID:196552 Including yourself, how many adults over the age 18 in this household are currently working either full-time or part-time and are not self-employed?

Number of working adults in household _____

(Interviewer: Code actual number)

- 00 None
- 01 01-
- 97 97+
- 98 (DK)
- 99 (Refused)

SB1_1(2002-2003)

QID:213432 **Skip: (If code 00 in SB1 1, Thank and Terminate;
If code 3 in SA, Continue;
Otherwise, Skip to SC)**

SB1_1_2

QID:212383 How many FEMALES over the age 18 in this household are currently working either full-time or part-time and are not self-employed?

Number of working FEMALES in household _____
(Interviewer: Code actual number)

- 00 None
- 01 01-
- 97 97+
- 98 (DK)
- 99 (Refused)

SB1_1_2(2030-2031)

QID:213433 **Skip: (If code 00 in SB1 1 2, Thank and Terminate;
Otherwise, Skip to SCA)**

(Interviewer: Code only; Do NOT ask)

QNSL2

QID:145173 GENDER

- 1 Male
- 2 Female

QNSL2(2032)

QID:219979 **Skip: (If code 4, 5, or 6 in SA AND code 1 in QNSL2, THANK AND TERMINATE;
Otherwise, Continue)**

SB1_2

QID:196555 Are you at least 18 years of age and currently working either full-time or part-time and not self-employed?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

SB1_2(2004)

QID:219980 **Skip: (If code 2 in SA AND code 1 in SB1 2, Skip to SD1;**
If code 4, 5, or 6 in SA AND code 1 in SB1 2 AND code 2 in QNSL2, Skip to
SB1 1A;
Otherwise, THANK AND TERMINATE)

SC

QID:196557 **(If code 01 in SB1 1, read:)** May I please speak with that person you mentioned is currently working full-time or part-time and is not self-employed?

(If code 02-97 in SB1 1, read:) Among the **(response in SB1 1)** people CURRENTLY WORKING full-time or part-time and are not self-employed, may I please speak with the person 18 years of age or older, who had the most recent birthday?

- 1 Yes, male respondent available - **(Skip to SD1)**
- 2 Yes, female respondent available - **(Skip to SD1)**
- 3 No one in household 18 or older - **(Thank and Terminate)**
- 5 No one in the household working - **(Thank and Terminate)**
- 7 Respondent not available/Not a good time - **(Set time to call back)**
- 9 (Refused) – **(Thank and Terminate and Tally)**

SC(2005)

QID:213436 **Skip: (If code 3 or code 5 in SC, Thank and Terminate;**
If code 9 in SC, Thank, Terminate and Tally;
If code 7 in SC, Set time to call back;
Otherwise, Skip to SD1)

SCA

QID:212388 **[(If code 01 in SB1 1 2, read:)]** May I please speak with the FEMALE you mentioned is currently working full-time or part-time and is not self-employed?

[(If code 02-97 in SB1 1 2, read:)] Among the **(response in SB1 1 2)** FEMALES CURRENTLY WORKING full-time or part-time and are not self-employed, may I please speak with the person 18 years of age or older, who had the most recent birthday?

- 1 Yes, male respondent available -
(Continue)
- 2 Yes, female respondent available -
(Continue)
- 3 No one in household 18 or older -
(Thank and Terminate)
- 5 No one in the household working -
(Thank and Terminate)
- 7 Respondent not available/Not a good time - **(Set time to call back)**
- 9 (Refused) – **(Thank and Terminate and Tally)**

SCA(2035)

QID:213437 **Skip: (If code 1, 3 or code 5 in SCA, Thank and Terminate; If code 9 in SCA, Thank, Terminate and Tally; If code 7 in SCA, Set time to call back; Otherwise, Continue)**

SB1_1A

QID:212389 In order to make sure we are speaking with a variety of households, could you please tell me if you are of Hispanic, Latino or Spanish origin, such as Mexican, Puerto Rican, Cuban, or other Spanish origin?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

SB1_1A(2036)

SB1_1B

QID:212390 Next, I am going to read you a list of racial groups. As I read each one, please tell me whether you are -- or are not -- a member of that racial group. You may consider yourself to be a member of more than one racial group. How about _____?
(Interviewer: Read SB1 1BA- SB1 1BE)

- 1 Yes
- 2 No

- 8 (DK)
- 9 (Refused)

SB1_1BA	<i>QID:212395</i>	White	SB1_1BA(2037)
SB1_1BB	<i>QID:212391</i>	Black or African-American	SB1_1BB(2038)
SB1_1BC	<i>QID:212392</i>	Asian	SB1_1BC(2039)
SB1_1BD	<i>QID:212393</i>	American Indian or Alaska Native	SB1_1BD(2040)
SB1_1BE	<i>QID:212394</i>	Native Hawaiian or other Pacific Islander	SB1_1BE(2041)

QID:213604 **Skip: (If code 2, 8 or 9 SB1 1A AND SB1 1BA- SB1 1BE, Thank and Terminate)**

SB1_1C

QID:212409 Women of Color **(CODE ONLY)**

- 1 **(If code 1 in SB1 1A)** Hispanic (n=640)
Tally only
- 2 **(If 2, 8, 9 in SB1 1A and 1 in SB1 1BE)** Native Hawaiian or other Pacific Islander (census)
- 3 **(If 2, 8, 9 in SB1 1A and 1 in SB1 1BC)** Asian (n=160) Tally only
- 4 **(If 2, 8, 9 in SB1 1A and 1 in SB1 1BD)** American Indian or Alaska Native (n=160) Tally only
- 5 **(If 2, 8, 9 in SB1_1A and 1 in SB1_1BB)** Black or African American (n=800)
- 6 **(If 2, 8, 9 in SB1 1A and SB1 1BB AND SB1 1BC AND SB1 1BD AND SB1 1BC and 1 in SB1 1A)** White
(THANK AND TERMINATE)

SB1_1C_CA0(2045)
SB1_1C_CA1(2046)
SB1_1C_CA2(2047)
SB1_1C_CA3(2048)
SB1_1C_CA4(2049)
SB1_1C_CA5(2050)

SD1

QID:196560 First, to confirm, have I reached you on your cell phone?

- 1 Yes
- 2 No

- 8 (DK)
- 9 (Refused)

SD1(2006)

QID:196561 **Skip: (If code 1 in SD1, Continue; Otherwise, Skip to S1)**

SD5
QID:196562 Is the CELL PHONE I have reached you on mainly used for personal use, or only for business purposes?

- 1 Personal use
- 2 Used only for business
- 3 BOTH (Volunteered)
- 4 (DK)
- 5 (Refused)

SD5(2007)

QID:196563 **Skip: (If code 1 or 3 in SD5, Continue; Otherwise, Thank, Terminate and Tally)**

SD6
QID:196564 For your safety, are you currently driving?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

SD6(2008)

QID:196565 **Skip: (If code 1 in SD6, Set time to call back; If code 2 in SD6, Continue; Otherwise, Thank and Terminate)**

S1
QID:197201 Please tell me your age.
(Programmer: Open ended and code actual age)

- 00 00-
- 17 17
- 18 18-
- 98 98
- 99 99+
- 97 (Refused)

S1(2009-2010)

QID:213438 **Skip: (If code 01 in SB1 1 AND code 00-17 in S1, Thank and Terminate;
If code 01 in SB1 1 2 AND code 00-17 in S1, Thank and Terminate;
If code 02 or more in SB1 1 AND code 00-17 in S1 AND code 1 in SA RESET
SCA;
Otherwise, Continue)**

S2AA

QID:201017 Which of the following best describes your current employment status?
(Interviewer: Read 01-08)

- 01 Employed full-time
- 02 Employed part-time, but not a full-time student
- 03 Temporary, Day Laborer or Seasonal worker
- 04 Self Employed
- 05 A full-time student
- 06 Retired
- 07 Homemaker
- 08 Not employed
- 98 (DK)
- 99 (Refused)

S2A(2011)
S2AA(2578-2579)

QID:213439 **Skip: (If code 01, 02, or 03 in S2AA , Skip to S3;
If code 02 or more in SB1 1 and code 04-08 in S2AA, RESET SC;
If code 02 or more in SB1 1 2 and code 04-08 in S2AA, RESET SCA;
Otherwise, Thank, Terminate and Tally)**

S3

QID:196582 Do you currently have more than one job?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

S3(2021)

(Interviewer: If code 1 in S3, Read:)

QID:197204 For the next set of questions, please refer to what you consider to be your “primary” job or the one where you spend the most time.

S4

QID:196585

How are you paid?

(Interviewer: READ 1-4)

- 1 Salary
- 2 Hourly
- 3 Paid by unit produced or action performed
- 4 Daily
- 6 (DK)
- 7 (Refused)

S4(2022)

D6

QID:196910

Are you a member of, or covered by, a union?

- 1 Yes
- 2 No
- 3 (DK)
- 4 (Refused)

D6(2591)

CLK1

QID:45184

SECTION CLOCK:

CLK1(6000-6003)

S5_FLT

QID:196587

S5 FILTER:

(Interviewer: RANDOMLY SELECT A NUMBER FROM 001-100)

- 001 1
- 002 2
- 003 3
- 004 4
- 005 5
- 006 6
- 007 7
- 008 8
- 009 9
- 010 10
- 011 11
- 012 12
- 013 13
- 014 14

015	15
016	16
017	17
018	18
019	19
020	20
021	21
022	22
023	23
024	24
025	25
026	26
027	27
028	28
029	29
030	30
031	31
032	32
033	33
034	34
035	35
036	36
037	37
038	38
039	39
040	40
041	41
042	42
043	43
044	44
045	45
046	46
047	47
048	48
049	49
050	50
061	61
062	62
063	63
064	64
065	65
066	66
067	67
068	68
069	69
070	70

081	81
082	82
083	83
084	84
085	85
086	86
087	87
088	88
089	89
090	90
091	91
092	92
093	93
094	94
095	95
096	96
097	97
098	98
099	99
100	100

S5_FLT(2023-2025)

QID:196589 **Skip: (If codes 001-050 in S5 FLT, Autocode S5=1; If codes 051-100 in S5 FLT, Autocode S5=2)**

S5

QID:196590 SURVEY MODULE:

- 1 OSHA Module
- 2 WHD Module

S5(2026)

QID:196591 **OUTCOME /LOYALTY**

Q1

QID:196592 Using a five-point scale, where 5 means extremely satisfied and 1 means not at all satisfied, please rate your overall satisfaction with your current employer. You may use any of the numbers 1, 2, 3, 4, or 5 for your rating.

- 5 Extremely satisfied
- 4
- 3
- 2
- 1 Not at all satisfied
- 8 (DK)

9 (Refused)

Q1(2301)

(Interviewer: Read:)

QID:197205 Using a five-point scale where 5 means extremely likely and 1 means not at all likely, how likely are you to do each of the following.

Q2
QID:196594 Recommend your employer to your family and friends as a great place to work.

- 5 Extremely likely
- 4
- 3
- 2
- 1 Not at all likely
- 8 (DK)
- 9 (Refused)

Q2(2302)

Q3
QID:196595 Choose to leave your employer to work someplace else.

- 5 Extremely likely
- 4
- 3
- 2
- 1 Not at all likely
- 8 (DK)
- 9 (Refused)

Q3(2303)

QID:196596 **PERCEIVED VOICE**

(Interviewer: Read:)

QID:197206 Now, I would like to ask you about your workplace climate. On a scale of one to five, where 5 is strongly agree and 1 is strongly disagree, please indicate your level of agreement with each of the following items. You may use any number from 1 to 5.
(Interviewer: Read and Rotate Q4-Q11, as appropriate)

Q4
QID:196599 I have the opportunity to provide input into decisions that affect my work.

- 5 Strongly agree
- 4

- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q4(2304)

Q5

QID:196600 I am involved in helping to set goals for my workgroup or department.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q5(2305)

Q6

QID:196601 My employer encourages employees to make suggestions for how to make the workplace better.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q6(2306)

Q7

QID:196602 I make suggestions to my supervisor or management about how to make the workplace better.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q7(2307)

Q8

QID:196603 Management always takes suggestions from workers seriously about how to make the workplace better.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q8(2308)

Q10

QID:196605 There is an effective process in my workplace for resolving workplace problems that individual employees have.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q10(2310)

Q11

QID:196606 If I needed to raise a concern about my workplace, I'm confident my supervisor would do something to help me.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q11(2311)

Q12

QID:196607 Does your workplace have any of the following ways for you to notify management of a problem or concern?

(Interviewer: Read Q12A-Q12H, as appropriate)

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q12A	<i>QID:196608</i>	Suggestion system or hotline	Q12A(2312)
Q12B	<i>QID:196609</i>	Regular meetings with supervisors	Q12B(2313)
Q12C	<i>QID:196610</i>	HOLD	Q12C(2314)
Q12D	<i>QID:196611</i>	HOLD	Q12D(2315)
Q12E	<i>QID:196612</i>	Grievance procedure	Q12E(2316)
Q12F	<i>QID:196613</i>	HOLD	Q12F(2317)
Q12G	<i>QID:196614</i>	HOLD	Q12G(2318)
Q12H	<i>QID:196615</i>	Ombudsman (ahm-BUDS-men)	
		<u>(READ IF NECESSARY: A</u>	
		person in your workplace who	
		investigates and attempts to	
		resolve complaints or problems)	Q12H(2319)

(Interviewer: Read:)

QID:196617 Now I would like to ask you some questions about your legal rights as a worker.

QID:212410 On a scale of one-to-five, where 5 is strongly agree and 1 is strongly disagree, please indicate your level of agreement with each of the following items. You may use any number from 1 to 5.

Q13
QID:196619 I know enough about my legal rights as a worker to be able to recognize problems when they occur.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q13(2320)

Q14
QID:196620 If I wanted to learn more about my legal rights as a worker, I could easily get that information.

- 5 Strongly agree

- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q14(2321)

Q15
QID:196621 If I saw something happening in my workplace that I thought was a violation of workers' legal rights, I would speak up about it.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q15(2322)

Q16
QID:196622 I can raise concerns about my rights in the workplace without fear of being treated differently or punished.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q16(2323)

QID:196623 **PERCEIVED NON-COMPLIANCE**

Q17
QID:196624 I trust the management of my organization.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree

- 8 (DK)
- 9 (Refused)

Q17(2324)

Q18

QID:196625 I trust my coworkers to always do what is right.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q18(2325)

Q19

QID:196626 My employer is always open and honest with employees about the way they do business.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q19(2326)

Q20

QID:196627 Employees in my workplace are always paid for all of the time they work.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q20(2327)

Q21

QID:196628 Employees in my workplace are sometimes exposed to health and safety risks.

- 5 Strongly agree
- 4
- 3
- 2
- 1 Strongly disagree
- 8 (DK)
- 9 (Refused)

Q21(2328)

CLK2

QID:45184

SECTION CLOCK:

CLK2(6004-6007)

QID:197209

**Skip: (If code 1 in S5, Continue;
If code 2 in S5, Skip to Note after Q44)**

Q22

QID:196631

Now, I would like to ask you about your health and safety rights as a worker. By health and safety rights I mean two things: first, what your employer is required to do to create a safe workplace, and second, your legal rights for what you can do to make sure that you are safe in the workplace. How much would you say you know about your health and safety rights as a worker **(Interviewer: Read 1-4)?**

- 1 A great deal
- 2 Some
- 3 Not too much, or
- 4 Nothing at all
- 8 (DK/does not apply)
- 9 (Refused)

Q22(2330)

Q23

QID:196632

Are there any laws or regulations that cover what your employer is REQUIRED to do to keep you healthy and safe in your workplace?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q23(2331)

(Interviewer: If codes 2, 8 or 9 in Q23, Read:)

QID:196633 Actually, there are laws that cover what your employer is required to do to keep you healthy and safe in your workplace

Q24

QID:196635 Please tell me whether each of the following statements apply to your current workplace.

(Interviewer: Read and Rotate Q24A-Q24D, as appropriate)

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q24A	QID:196636	There are chemicals, dust or hazardous materials in your workplace.	Q24A(2332)
Q24B	QID:196637	HOLD	Q24B(2333)
Q24C	QID:196638	There are employees who regularly work from heights or on ladders.	Q24C(2334)
Q24D	QID:196639	There are employees who regularly work around equipment or machinery with moving parts.	Q24D(2335)

(Interviewer: Read:)

QID:212411 Next, I have a few questions about some of the laws that employers are required to follow to avoid health and safety risks, or dangers in the workplace. I am interested in finding out what you know about the laws, but if you do not know the answer, that is ok, please just say so.

(Interviewer: Read and rotate Q25A-Q25D, as appropriate)

QID:196643 **Interviewer: * indicates the correct answer choice if respondent ASKS for correct response**

Q25A

QID:196644 Are employers required to provide air conditioning in the summer or heat in the winter?

- 1 Yes
- 2 No*
- 8 (DK)
- 9 (Refused)

Q25A(2336)

Q25B

QID:196645 Are employers required to provide some kind of protection from falling for anyone working up high?

- 1 Yes*
- 2 No
- 8 (DK)
- 9 (Refused)

Q25B(2337)

Q25C

QID:196646 Are employers required to train their workers on the hazards of chemicals they might come into contact with?

- 1 Yes*
- 2 No
- 8 (DK)
- 9 (Refused)

Q25C(2338)

Q25D

QID:196647 If protective glasses or gloves are required to do your job, can your employer require that you provide your own glasses or gloves?

- 1 Yes
- 2 No*
- 8 (DK)
- 9 (Refused)

Q25D(2339)

(Interviewer: Read:)

QID:197212 Thank you. Now, I'd like to ask you about your current workplace.

Q26

QID:196651 Does your current employer do any of the following to educate workers about their health and safety rights?

(Interviewer: Read and Rotate Q26A-Q26C)

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q26A

QID:196652

Hang posters in your workplace with information about your Q26A(2342)

Q26B	<i>QID:196653</i>	health and safety rights Provide classroom or online training for workers about your health and safety rights	Q26B(2343)
Q26C	<i>QID:196654</i>	Provide other resources such as a website or other materials to educate workers about health and safety rights	Q26C(2344)

Q27

QID:196656 Are you learning about health and safety rights in the workplace from any of the following other resources?

(Interviewer: Read and Rotate Q27A-Q27F, as appropriate)

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q27A	<i>QID:196657</i>	<u>(If code 1 in D6, ask:)</u> From a union representative	Q27A(2345)
Q27B	<i>QID:196658</i>	From a community group, worker rights center, or faith based group	Q27B(2346)
Q27C	<i>QID:196659</i>	From the U.S. Occupational Safety and Health Administration (OSHA) (<u>READ IF NECESSARY:</u> not including posters or materials in your workplace from OSHA)	Q27C(2347)
Q27D	<i>QID:196660</i>	From another federal or state government agency	Q27D(2348)
Q27E	<i>QID:196661</i>	HOLD	Q27E(2349)
Q27F	<i>QID:196662</i>	From the internet (<u>READ IF NECESSARY:</u> Not including internal websites hosted by your employer)	Q27F(2350)

Q28

QID:196664 Does your employer educate workers about protection from health and safety risks on a regular basis, on an as-needed basis, only when a new employee is being trained, or not at all?

- 1 On a regular basis
- 2 As needed basis
- 3 Only when a new employee is being trained

- 4 Not at all
- 7 (Does not apply)
- 8 (DK)
- 9 (Refused)

Q28(2351)

QID:196665 **Direct Experience**

Q29
QID:196666 Please indicate whether or not any of the following have ever happened in your current workplace.
(Interviewer: Read Q29A-Q29C)

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

- | | | | |
|-------------|------------|---|------------|
| Q29A | QID:196667 | You have known about a possible health or safety risk in your workplace. | Q29A(2352) |
| Q29B | QID:196668 | Because of conditions at your workplace, you have been injured or gotten sick. | Q29B(2353) |
| Q29C | QID:196669 | Because of conditions at your workplace, you know someone else who has been injured or gotten sick. | Q29C(2354) |

CLK3
QID:45184 SECTION CLOCK:
CLK3(6008-6011)

QID:213442 **Skip: (If code 1 to any in Q29A-Q29C, Continue; Otherwise, Skip to CLK4)**

Q30
QID:196671 When was the MOST RECENT time **(read Q30A-Q30C as appropriate)?**
(Interviewer: Read 1-3)

- 1 Within the past year
- 2 1-5 years ago
- 3 More than 5 years ago
- 8 (DK)
- 9 (Refused)

- Q30A** QID:196672 **(IF CODE 1 IN Q29A)** you have known about a possible health or safety risk in your workplace Q30A(2355)
- Q30B** QID:196673 **(IF CODE 1 IN Q29B)** you were injured or sick because of conditions at your workplace Q30B(2356)
- Q30C** QID:196674 **(IF CODE 1 IN Q29C)** someone else was injured or sick because of conditions at your workplace Q30C(2357)

QID:213443 **Skip: (If code 1 to any in Q30A-Q30C, Continue; If code 3, 8, 9 or blank to ALL in Q30A-Q30C, Skip to CLK4; Otherwise, Continue)**

(Interviewer: Read:)

QID:196681 For the next set of questions, I want you to think about the MOST RECENT health or safety risk you saw or heard about.

Q33
QID:196684 Did this MOST RECENT risk relate to you personally, to someone else, or both?

- 1 You personally (myself)
- 2 Someone else
- 3 Both
- 8 (DK)
- 9 (Refused)

Q33(2363)

Q34
QID:196685 Still thinking about this most recent incident, please tell me whether or not each of the following was a way you realized that it might be a health or safety risk **(READ AND ROTATE Q34A-Q34E, as appropriate)**

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

- Q34A** QID:196686 Someone became sick or was injured Q34A(2364)
- Q34B** QID:196687 You knew it because you had recently received training Q34B(2365)
- Q34C** QID:196688 You had seen a similar risk before or had previous experience with this type of risk Q34C(2366)
- Q34D** QID:196689 HOLD Q34D(2367)

Q34E QID:196690 You knew it because of your familiarity with the law Q34E(2368)
Q34F QID:196691 HOLD Q34F(2369)

QID:213444 **Skip: (If code 2, 8, 9 or blank to ALL in Q34A-Q34E, Continue; Otherwise, Skip to Q35)**

Q34G
QID:197216 How did you realize that there might be a risk?
(Interviewer: Open ended)

- 01 Other (list)
- 02 (DK)
- 03 (Refused)
- 04 (None/no reason)
- 05 Hold
- 06 Something just didn't seem right
- 07 Someone else told you that it was a health or safety risk

List Other:Y

Q34G(2370-2371)
Q34G_T(4002)

Q35
QID:196693 Did you report the situation directly to your supervisor or employer?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q35(2372)

Q36
QID:196694 Did you talk to anyone else about it?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q36(2373)
Q36_11(2513-2514)
Q36_12(2515-2516)
Q36_13(2517-2518)
Q36_14(2519-2520)

Q36_15(2521-2522)

QID:213445 **Skip: (IF CODE 1 IN Q36, CONTINUE;
IF CODE 2 in Q35 AND CODE 2 IN Q36, SKIP TO Note before Q41;
IF CODE 1 in Q35 AND CODE 2, 8, OR 9 IN Q36, SKIP TO Q38;
OTHERWISE, SKIP TO CLK4)**

Q37

QID:196696 Who did you talk to?
(Interviewer: OPEN END AND CODE)
(Interviewer: Allow up to 5 responses)

- 01 Other (list)
- 02 (DK)
- 03 (Refused)
- 04 None
- 05 HOLD
- 06 Co-worker
- 07 Family/friend
- 08 Union representative
- 09 Supervisor
- 10 Employee representative or committee
(Non-union)
- 11 Community group/worker rights
center/faith-based group
- 12 Occupational Safety and Health
Administration (OSHA)
- 13 State government official
- 14 Other federal government official
- 15 Consulate
- 16 Did not talk to anyone about it

of Responses:5 List Other:Y

Q37_1(2374-2375)
Q37_2(2376-2377)
Q37_3(2378-2379)
Q37_4(2380-2381)
Q37_5(2382-2383)
Q37_1_T(4003)
Q37_2_T(4004)
Q37_3_T(4005)
Q37_4_T(4006)
Q37_5_T(4007)

QID:197218 **Skip: (If code 1 in Q35 or code 08-15 to any in Q37, Continue;
Otherwise, Skip to Note before Q41)**

Q38
QID:196700 Were you or anyone else punished, disciplined, fined or fired as a result of you raising your concern?

- 1 Yes, I was punished, disciplined, fined or fired
- 2 Yes, someone else was punished, disciplined, fined or fired
- 3 Yes, both myself and someone else were punished, disciplined, fined or fired
- 4 No one was punished, disciplined, fined or fired
- 8 (DK)
- 9 (Refused)

Q38(2401)

Q39
QID:196702 Was there an inquiry, an investigation or any changes made as a result of you raising your concern?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q39(2402)

QID:201030 **Skip: (If code 1 in Q38 or Q39, Continue; Otherwise, Skip to Note before Q41)**

Q40
QID:196704 Please tell me whether any of the following specific actions were taken as a result of you raising your concern.
(Interviewer: Read and Rotate Q40B-Q40F, as appropriate, then Read Q40G)

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q40A	<i>QID:196705</i>	HOLD	Q40A(2403)
Q40B	<i>QID:196706</i>	There was a formal investigation of the matter	Q40B(2404)
Q40C	<i>QID:196707</i>	Your employer took action to prevent the situation from	Q40C(2405)

		occurring again	
Q40D	<i>QID:196708</i>	HOLD	Q40D(2406)
Q40E	<i>QID:196709</i>	HOLD	Q40E(2407)
Q40F	<i>QID:196710</i>	Your employer was fined by the government or another authority	Q40F(2408)
Q40G	<i>QID:196711</i>	Were any other actions taken as a result of you raising your concern?	Q40G(2409)

(Skip: If code 1 in Q40G, Ask:)

Q40H
QID:197220 What other actions were taken as a result of you raising your concern?
(Interviewer: Open ended)

- 01 Other (list)
- 02 (DK)
- 03 (Refused)
- 04 (None/No other actions)

List Other:Y

Q40H(2410-2411)
 Q40H_T(4008)

QID:213446 **Skip: (If code 2 in Q35 AND code 2 in Q36 or if code 1 in 36 AND code 2 in Q35 AND code 01-07 or 11-16 in Q37, Continue; Otherwise, Skip to CLK4)**

Q41
QID:196714 Please indicate whether each of the following was a reason why you did not report the potential health or safety risk to your supervisor or employer.
(Interviewer: Read and Rotate Q41A-Q41M, as appropriate)

- 1 Yes
- 2 No
- 5 (They already knew about it)
- 7 (Does not apply)
- 8 (DK)
- 9 (Refused)

Q41A	<i>QID:196715</i>	It was not serious enough to complain about	Q41A(2412)
Q41B	<i>QID:196716</i>	You were asked not to report it	Q41B(2413)
Q41C	<i>QID:196717</i>	You did not think you would be taken seriously	Q41C(2414)
Q41D	<i>QID:196718</i>	You feared losing your job	Q41D(2415)
Q41E	<i>QID:196719</i>	You were worried about getting in trouble for reporting it	Q41E(2416)

Q41F	<i>QID:196720</i>	You feared being treated differently by your peers or co-workers	Q41F(2417)
Q41G	<i>QID:196721</i>	HOLD	Q41G(2418)
Q41H	<i>QID:196722</i>	HOLD	Q41H(2419)
Q41I	<i>QID:196723</i>	You did not know how to report it or there was no way to report anonymously	Q41I(2420)
Q41J	<i>QID:196724</i>	<u>(If code 2 in Q33)</u> It was none of your business	Q41J(2421)
Q41K	<i>QID:196725</i>	HOLD	Q41K(2422)
Q41L	<i>QID:196726</i>	HOLD	Q41L(2423)
Q41M	<i>QID:196727</i>	Someone else reported it so you did not need to	Q41M(2424)

QID:213447 **Skip: (If code 2, 5, 7, 8, 9, or Blank to ALL in Q41A-Q41M, Continue; Otherwise, Skip to CLK4)**

Q41N
QID:197225 What was the reason you did not report the potential health or safety risk to your supervisor or employer?
(Interviewer: Open ended)

- 01 Other (list)
- 02 (DK)
- 03 (Refused)
- 04 (None/no reason)

List Other:Y

Q41N(2425-2426)
 Q41N_T(4009)

CLK4
QID:45184 SECTION CLOCK:

CLK4(6012-6015)

QID:196730 **DECISION TO VOICE**

Q42
QID:196731 In the future, how likely would you be to raise your concern to your supervisor or employer if each of the following happened? Use a five-point scale, where 5 is extremely likely and 1 is not at all likely.
(Interviewer: Read Q42A-Q42C)

- 5 Extremely likely
- 4
- 3

- 2
- 1 Not at all likely
- 7 (Does not apply)
- 8 (DK)
- 9 (Refused)

Q42A	<i>QID:196732</i>	If you witnessed repeated health or safety risks in your workplace	Q42A(2427)
Q42B	<i>QID:196733</i>	If you witnessed a very serious health or safety risk	Q42B(2428)
Q42C	<i>QID:196734</i>	If you were injured on the job or got sick because of workplace conditions	Q42C(2429)

QID:213448 **Skip: (If code 4 or 5 to ANY in Q42A-Q42C, Continue; Otherwise, Skip to Note before Q44)**

Q43
QID:196736 How likely would you be to talk to each of the following if you suspected a possible health or safety risk in your workplace? Use a five-point scale, where 5 is extremely likely and 1 is not at all likely **(Read Q43A-Q43H, as appropriate).**

- 5 Extremely likely
- 4
- 3
- 2
- 1 Not at all likely
- 7 (Does not apply)
- 8 (DK)
- 9 (Refused)

Q43A	<i>QID:196737</i>	Your supervisor or some other supervisor or person in a position of authority	Q43A(2430)
Q43B	<i>QID:196738</i>	HOLD	Q43B(2431)
Q43C	<i>QID:196739</i>	<u>(If code 1 in D6, ask:)</u> A union representative	Q43C(2432)
Q43D	<i>QID:196740</i>	A community group, worker rights center, or faith-based group	Q43D(2433)
Q43E	<i>QID:196741</i>	US Occupational Safety and Health Administration (OSHA)	Q43E(2434)
Q43F	<i>QID:196742</i>	Other federal or state government agency	Q43F(2435)
Q43G	<i>QID:196743</i>	HOLD	Q43G(2436)
Q43H	<i>QID:196744</i>	Anonymous hotline or	Q43H(2437)

suggestion box

QID:197226 **Skip: (If code 1, 2, or 3 to ALL in Q42A-Q42C, Continue; Otherwise, Skip to D1)**

Q44
 QID:196746 Please tell me whether each of the following is a reason why you would not be likely to raise your concern.
(Interviewer: Read and rotate Q44A-Q44J, as appropriate)

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q44A	QID:196747	You wouldn't know who to raise your concern to	Q44A(2438)
Q44B	QID:196748	You don't think you would be taken seriously or you don't think anything would be done about it	Q44B(2439)
Q44C	QID:196749	You would fear losing your job	Q44C(2440)
Q44D	QID:196750	You would worry about what would happen if you reported it	Q44D(2441)
Q44E	QID:196751	You would fear being treated differently by peers or co-workers	Q44E(2442)
Q44F	QID:196752	HOLD	Q44F(2443)
Q44G	QID:196753	You would fear it might cause your team to lose bonuses or incentives	Q44G(2444)
Q44H	QID:196754	HOLD	Q44H(2445)
Q44I	QID:196755	HOLD	Q44I(2446)
Q44J	QID:196756	There is no way to report anonymously	Q44J(2447)

CLK5
 QID:45184 SECTION CLOCK:
 CLK5(6016-6019)

QID:197227 **WHD MODULE**

QID:197228 **Skip: (If code 2 in S5, Continue; Otherwise, Skip to D1)**

(Interviewer: Read:)

QID:197229 Now, I would like to ask you some questions about your legal rights as a worker.

Q22A

QID:196760

How much do you know about your legal rights as a worker, in terms of how much you get paid?

(Interviewer: Read 1-4)

- 1 A great deal
- 2 Some
- 3 Not too much, or
- 4 Nothing at all
- 8 (DK)
- 9 (Refused)

Q22A(2448)

Q22B

QID:196761

How much do you know about your legal rights as a worker in terms of the hours you are required to work?

(Interviewer: Read 1-4)

- 1 A great deal
- 2 Some
- 3 Not too much, or
- 4 Nothing at all
- 8 (DK)
- 9 (Refused)

Q22B(2449)

Q22C

QID:196762

Are there any laws that specify how much workers get paid for the hours they work?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q22C(2450)

QID:196763

Interviewer: (IF CODE 2, 8, or 9 IN Q22C, read: "Actually, there are laws that cover the wages and hours that workers are entitled to.")

(Interviewer: Read:)

QID:197230

Next, I have a few questions about some of the laws regarding wages and hours. I am interested in finding out what you know about the laws, but if you do not know the answer, that is ok, just please say so.

(Interviewer: Read and rotate Q23A and Q24A1-Q24D1)

QID:196643 **Interviewer:** * indicates the correct answer choice if respondent ASKS for correct response

Q23A

QID:196766 What is the current federal minimum wage?
(Interviewer: DO NOT READ RESPONSE CATEGORIES)

- 01 Respondent reports amount less than \$7.25 but not \$2.13
- 02 Respondent reports \$7.25*
- 03 Respondent reports \$2.13
- 04 Respondent reports amount greater than \$7.25
- 98 (Don't know)
- 99 (Refused)

Q23A(2483-2484)

Q24A1

QID:196769 Can employers require hourly workers to work for a small amount of time before or after working hours WITHOUT paying them for that time? **INTERVIEWER READ IF NECESSARY:** For example in order to prepare for work or clean up at the end of a shift?]

- 1 Yes
- 2 No*
- 8 (DK)
- 9 (Refused)

Q24A1(2452)

Q24C1

QID:196774 As you may know, employees who receive “tips” must be paid a minimum of \$2.13 per hour by their employer. If an employee’s tips plus the \$2.13 do not add up to the minimum wage, is the employer REQUIRED to make up the difference?

- 1 Yes*
- 2 No
- 8 (DK)
- 9 (Refused)

Q24C1(2455)

Q24D1

QID:196775 Can an employer deduct time for lunch breaks AUTOMATICALLY for hourly workers, even if the employee did not take that time off?

- 1 Yes
- 2 No*
- 8 (DK)
- 9 (Refused)

Q24D1(2456)

(Interviewer: Read:)

QID:196650 Thank you. Now I'd like to ask you about your current workplace.

Q25_1

QID:196776 Does your current employer do any of the following to educate workers about their wage and hour rights?

(Interviewer: Read and Rotate Q25_1A-Q25_1C)

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q25_1A	<i>QID:196777</i>	Hang posters in your workplace with information about your wage and hour rights	Q25_1A(2457)
Q25_1B	<i>QID:196778</i>	Provide training for workers about your wage and hour rights	Q25_1B(2458)
Q25_1C	<i>QID:196779</i>	Provide other resources such as a website or other materials to educate workers about wage and hour rights	Q25_1C(2459)

Q26_2

QID:196783 Are you learning about wage and hour rights in the workplace from any of the following other resources?

(Interviewer: Read and Rotate Q26_2A-Q26_2F, as appropriate)

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q26_2A	<i>QID:196784</i>	<u>(If code 1 in D6, ask:)</u> From a union representative	Q26_2A(2460)
Q26_2B	<i>QID:196785</i>	From a community group, worker rights center, or faith-based group	Q26_2B(2461)
Q26_2C	<i>QID:196786</i>	From the U.S. Department of	Q26_2C(2462)

		Labor Wage and Hour Division (WHD) (<u>READ IF NECESSARY:</u> not including posters or materials in your workplace from DOL)	
Q26_2D	<i>QID:196787</i>	From another federal or state government agency	Q26_2D(2463)
Q26_2E	<i>QID:196788</i>	HOLD	Q26_2E(2464)
Q26_2F	<i>QID:196789</i>	From the internet (<u>READ IF NECESSARY:</u> Not including internal websites hosted by your employer)	Q26_2F(2465)

Q27_1
QID:196791 Does your workplace educate workers about wage and hour rights on a regular basis, on an as-needed basis, only when a new employee is being trained, or not at all?

- 1 On a regular basis
- 2 On an as-needed basis
- 3 Only when a new employee is being trained
- 4 Not at all
- 7 Does not apply
- 8 (DK)
- 9 (Refused)

Q27_1(2466)

QID:196665 **Direct Experience**

Q28_1
QID:196792 Please indicate whether or not any of the following have ever happened in your current workplace.
(Interviewer: Read Q28_1A-Q28_1E)

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q28_1A	<i>QID:196793</i>	You or someone you know didn't get paid at all for a day or more of work they performed	Q28_1A(2467)
Q28_1B	<i>QID:196794</i>	You or someone you know didn't get paid for overtime work	Q28_1B(2468)
Q28_1C	<i>QID:196795</i>	You or someone you know didn't get paid what the	Q28_1C(2469)

Q28_1D	<i>QID:196796</i>	employer promised You or someone you know were paid less than the minimum wage	Q28_1D(2470)
Q28_1E	<i>QID:196797</i>	You or someone you know were required to work off the clock or through breaks	Q28_1E(2471)

CLK6
QID:45184 SECTION CLOCK: CLK6(6020-6023)

QID:201036 **Skip: (If code 1 to any in Q28 1A-Q28 1E, Continue; Otherwise, Skip to CLK7)**

Q28_2
QID:196800 Were any of the violations something that related to you personally, to someone else, or both?

- 1 You personally (myself)
- 2 Someone else
- 3 Both
- 8 (DK)
- 9 (Refused)

Q28_2(2472)

Q29_1
QID:196801 When was the MOST RECENT time **(read Q29 1A-Q29 1E as appropriate)**?
(Interviewer: Read 1-3)

- 1 Within the past year
- 2 1-5 years ago
- 3 More than 5 years ago
- 8 (DK)
- 9 (Refused)

Q29_1A	<i>QID:196802</i>	<u>(IF CODE 1 IN Q28 1A)</u> you or someone you know didn't get paid at all	Q29_1A(2473)
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Q29_1B	<i>QID:196803</i>	<u>(IF CODE 1 IN Q28 1B)</u> you or someone you know didn't get paid for overtime	Q29_1B(2474)
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Q29_1C	<i>QID:196804</i>	<u>(IF CODE 1 IN Q28 1C)</u> you or someone you know didn't get paid what the employer promised	Q29_1C(2475)
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Q29_1D QID:196805 **(IF CODE 1 IN Q28_1D)** you or someone you know were paid less than the minimum wage Q29_1D(2476)

Q29_1E QID:196806 **(IF CODE 1 IN Q28_1E)** you or someone you know were required to work off the clock or through breaks Q29_1E(2477)

QID:213450 **Skip: (If code 1 to ANY in Q29_1A-Q29_1E, Continue; If code 3, 8, 9, or blank to ALL in Q29_1A-Q29_1E, Skip to CLK7; Otherwise, Continue)**

(Interviewer: Read:)

QID:196814 For the next set of questions, I want you to think about the MOST RECENT violation of wage and hour rights you experienced or heard about.

QID:197235 **Skip: (If code 3 in Q28_2, Continue; Otherwise, Skip to Q33_1)**

Q32_1
QID:196818 Did this MOST RECENT violation relate to you personally, to someone else, or both?

- 1 You personally (myself)
- 2 Someone else
- 3 Both
- 8 (DK)
- 9 (Refused)

Q32_1(2503)

Q33_1
QID:196819 Still thinking about this most recent incident, please tell me whether or not each of the following was a way you realized there might be a violation of wage and hour rights?
(Interviewer: Read and Rotate Q33_1A-Q33_1D, then Q33_1F, as appropriate)

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q33_1A QID:196820 You knew it because your employer told you about your wage and hour rights when you were hired Q33_1A(2504)

Q33_1B QID:196821 You had seen a similar violation before or had previous experience with this type of Q33_1B(2505)

Q33_1C	<i>QID:196822</i>	violation HOLD	Q33_1C(2506)
Q33_1D	<i>QID:196823</i>	You knew it because of your familiarity with the law	Q33_1D(2507)
Q33_1E	<i>QID:196824</i>	HOLD	Q33_1E(2508)

QID:213451 **Skip: (If code 2, 8, or 9 TO ALL IN Q33 1A-Q33 1E, Continue; Otherwise, Skip to Q34 1)**

Q33_1F

QID:197237 How did you realize that there might be a violation?
(Interviewer: Open ended)

- 01 Other (list)
- 02 (DK)
- 03 (Refused)
- 04 (None/no reason)
- 05 Hold
- 06 Something just didn't seem right
- 07 Someone else told you that it was a violation

List Other:Y

Q33_1F(2509-2510)
Q33_1F_T(4011)

Q34_1

QID:196693 Did you report the situation directly to your supervisor or employer?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q34_1(2511)

Q35_1

QID:196694 Did you talk to anyone else about it?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q35_1(2512)

QID:198240 **Skip: (If code 1 in Q35 1, Continue; Otherwise, Skip to Note before Q37 1 1)**

Q36_1

QID:196828 Who did you talk to?
(Interviewer: Open end and code)
(Interviewer: Allow up to 5 responses)

- 01 Other (list)
- 02 (DK)
- 03 (Refused)
- 04 None
- 05 HOLD
- 06 Co-worker
- 07 Family/friend
- 08 Union representative
- 09 Supervisor
- 10 Employee representative or committee (Non-union)
- 11 Community group/worker rights center/faith-based group
- 12 Department of Labor Wage and Hour Division
- 13 State government official
- 14 Other federal government official
- 15 Consulate
- 16 Did not talk to anyone about it

of Responses:5 List Other:Y

Q36_11(2513-2514)
Q36_12(2515-2516)
Q36_13(2517-2518)
Q36_14(2519-2520)
Q36_15(2521-2522)
Q36_11_T(4012)
Q36_12_T(4013)
Q36_13_T(4014)
Q36_14_T(4015)
Q36_15_T(4016)

QID:197239 **Skip: (If code 1 in Q34 1 or code 08-15 to any in Q36 1, Continue; Otherwise, Skip to Note before Q40 1)**

Q37_1_1

QID:196831 Were you or anyone else punished, fined or fired as a result of you raising your concern?

- 1 Yes, I was punished, fined or fired
- 2 Yes, someone else was punished, fined or fired
- 3 Yes, both myself and someone else were punished, fined or fired
- 4 No
- 8 (DK)
- 9 (Refused)

Q37_1_1(2523)

Q38_1

QID:196832

Was there an inquiry, an investigation or a change in procedure made as a result of you raising your concern?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q38_1(2524)

QID:201277

Skip: (If code 1 in Q37 1 1 or Q38 1, Continue; Otherwise, Skip to Note before Q40 1)

Q39_1

QID:196833

Please tell me whether any of the following specific actions were taken as a result of you raising your concern?

(Interviewer: Read and Rotate Q39 1B-Q39 1G, as appropriate, then Read Q39 1H)

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

Q39_1A

QID:196834

HOLD

Q39_1A(2525)

Q39_1B

QID:196835

There was a formal investigation of the matter

Q39_1B(2526)

Q39_1C

QID:196836

Your employer took action to prevent the violation from occurring again

Q39_1C(2527)

Q39_1D

QID:196837

HOLD

Q39_1D(2528)

Q39_1E

QID:196838

HOLD

Q39_1E(2529)

Q39_1F

QID:196839

Your employer was fined by the government or another authority

Q39_1F(2530)

Q39_1G

QID:196840

Your employer agreed to pay

Q39_1G(2531)

Q39_1H QID:196841 the amount [(If code 1 OR 3 IN Q32 1, read:) you/ (If code 2 IN Q32 1, read:) your co-worker/ (Otherwise read:) that] should have been paid
 Were any other actions taken as a result of you raising your concern? Q39_1H(2532)

QID:197241 **Skip: (If code 1 in Q39 1H, Continue; Otherwise, Skip to Note before Q40 1)**

Q39_1I QID:197220 What other actions were taken as a result of you raising your concern?
 (Interviewer: Open ended)

- 01 Other (list)
- 02 (DK)
- 03 (Refused)
- 04 (None/No other actions)

List Other:Y

Q39_1I(2533-2534)
 Q39_1I_T(4017)

QID:201043 **Skip: (If code 2 in Q34 1 AND Q35 1, Continue; If code 1 in Q34 1 or codes 08-10 in any in Q36 1, skip to CLK7, Otherwise, Continue)**

Q40_1 QID:196844 Please indicate whether each of the following was a reason why you did not talk to your supervisor or employer about the wage and hour violation.
 (Interviewer: Read and Rotate Q40 1A-Q40 1M, as appropriate)

- 1 Yes
- 2 No
- 5 (They already knew about it)
- 7 (Does not apply)
- 8 (Don't know)
- 9 (Refused)

Q40_1A	QID:196845	It was not serious enough to complain about	Q40_1A(2535)
Q40_1B	QID:196846	You were asked not to report it	Q40_1B(2536)
Q40_1C	QID:196847	You did not think you would be taken seriously	Q40_1C(2537)
Q40_1D	QID:196848	You feared losing your job	Q40_1D(2538)

Q40_1E	<i>QID:196849</i>	You were worried about getting into trouble for reporting it	Q40_1E(2539)
Q40_1F	<i>QID:196850</i>	You feared being treated differently by your peers or co-workers	Q40_1F(2540)
Q40_1G	<i>QID:196851</i>	HOLD	Q40_1G(2541)
Q40_1H	<i>QID:196852</i>	HOLD	Q40_1H(2542)
Q40_1I	<i>QID:196853</i>	You did not know how to report it or there was no way to report anonymously	Q40_1I(2543)
Q40_1J	<i>QID:196854</i>	<u>(If code 2 in Q32 1)</u> It was none of your business	Q40_1J(2544)
Q40_1K	<i>QID:196855</i>	You did not have proof that a violation occurred	Q40_1K(2545)
Q40_1L	<i>QID:196856</i>	HOLD	Q40_1L(2546)
Q40_1M	<i>QID:196857</i>	Someone else reported it so you did not need to	Q40_1M(2547)

QID:201044 **Skip: (If code 2, 5, 7, 8, 9, or blank to ALL in Q40 1A-Q40 1M, Continue; Otherwise, skip to CLK7)**

Q40_1N
QID:197246 What was the reason?

- 01 Other (list)
- 02 (DK)
- 03 (Refused)
- 04 None

List Other:Y

Q40_1N(2548-2549)
Q40_1N_T(4018)

CLK7
QID:45184 SECTION CLOCK:

CLK7(6024-6027)

Q41_1
QID:196860 In the future, how likely would you be to raise your concern to your supervisor or employer if each of the following happened? Use a five-point scale, where 5 is extremely likely and 1 is not at all likely, **(read Q41 1A-Q41 1C)**

- 5 Extremely likely
- 4
- 3
- 2
- 1 Not likely at all

- 7 (Does not apply)
- 8 (DK)
- 9 (Refused)

Q41_1A	<i>QID:196861</i>	You are working more than 40 hours a week and not being paid overtime	Q41_1A(2550)
Q41_1B	<i>QID:196862</i>	You are required to work during your lunch break without being paid	Q41_1B(2551)
Q41_1C	<i>QID:196863</i>	You are required to work off the clock before or after your shift without pay	Q41_1C(2552)

QID:196864 **Skip: (If code 4 or 5 to ANY in Q41 1A-Q41 1C, Continue; Otherwise, Skip to Note before Q43 1)**

Q42_1

QID:196865 How likely would you be to talk to each of the following if you were not being paid for the work you were doing? Use a five-point scale, where 5 is extremely likely and 1 is not at all likely.

(Interviewer: Read Q42 1A-Q42 1I, as appropriate)

- 5 Extremely likely
- 4
- 3
- 2
- 1 Not likely at all
- 7 (Does not apply)
- 8 (DK)
- 9 (Refused)

Q42_1A	<i>QID:196866</i>	A coworker	Q42_1A(2553)
Q42_1B	<i>QID:196867</i>	Your supervisor or some other supervisor or person in a position of authority in your workplace	Q42_1B(2554)
Q42_1C	<i>QID:196868</i>	HOLD	Q42_1C(2555)
Q42_1D	<i>QID:196869</i>	<u>(If code 1 in D6, ask:)</u> A union representative	Q42_1D(2556)
Q42_1E	<i>QID:196870</i>	A community group, worker rights center, or faith-based center	Q42_1E(2557)
Q42_1F	<i>QID:196871</i>	U.S. Department of Labor Wage and Hour Division	Q42_1F(2558)
Q42_1G	<i>QID:196872</i>	Other federal or state	Q42_1G(2559)

Q42_1H	<i>QID:196873</i>	government agency	
		HOLD	Q42_1H(2560)
Q42_1I	<i>QID:196874</i>	Anonymous hotline or	
		suggestion box	Q42_1I(2561)

QID:213605 **Skip: (If code 1, 2, or 3 to ALL in Q41 1A-Q41 1B, Continue; Otherwise, Skip to D1)**

Q43_1
QID:196880 Please tell me whether each of the following is a reason why you would not be likely to raise your concern?
(Interviewer: Read and Rotate Q43 1A-Q43 1K, as appropriate)

- 1 Yes
- 2 No
- 5 (They already knew about it)
- 7 (Does not apply)
- 8 (Don't know)
- 9 (Refused)

Q43_1A	<i>QID:196881</i>	You wouldn't know who to raise your concern to	Q43_1A(2562)
Q43_1B	<i>QID:196882</i>	You don't think you would be taken seriously or you don't think anything would be done about it	Q43_1B(2563)
Q43_1C	<i>QID:196883</i>	You would fear losing your job	Q43_1C(2564)
Q43_1D	<i>QID:196884</i>	You would worry about what would happen if you reported it	Q43_1D(2565)
Q43_1E	<i>QID:196885</i>	You would fear being treated differently by peers or co-workers	Q43_1E(2566)
Q43_1F	<i>QID:196886</i>	HOLD	Q43_1F(2567)
Q43_1G	<i>QID:196887</i>	HOLD	Q43_1G(2568)
Q43_1H	<i>QID:196888</i>	You would fear it might hurt your team performance	Q43_1H(2569)
Q43_1I	<i>QID:196889</i>	HOLD	Q43_1I(2570)
Q43_1J	<i>QID:196890</i>	There is no way to report anonymously	Q43_1J(2571)
Q43_1K	<i>QID:196891</i>	Someone else would be more appropriate to report it	Q43_1K(2572)

CLK8
QID:45184 SECTION CLOCK:
CLK8(6028-6031)

QID:173575 **DEMOGRAPHICS**

D1

QID:145173 GENDER (Interviewer: Code only; Do NOT ask:)

- 1 Male
- 2 Female

D1(2573)

D2

QID:196895 Is your primary job with the government, a private company or a non-profit organization or something else?

(Interviewer: If respondent says “government”, ask them if it is with the federal, state, or local government.)

- 1 Federal government
- 2 State or local government
- 3 Private company
- 4 Non-profit organization
- 5 Other
- 8 (DK)
- 9 (Refused)

D2(2574)

D3

QID:196897 Do you consider yourself to be in lower management, middle management, or not in a management role?

- 1 Lower management
- 2 Middle management
- 3 Not in a management role
- 4 (Upper management)
- 8 (DK)
- 9 (Refused)

D3(2575)

D4

QID:196900 In what industry or area do you currently work?
(Interviewer: Read if necessary 11-92)

- 11 Agriculture, Forestry, Fishing and Hunting
- 21 Mining, Quarrying, and Oil and Gas Extraction
- 22 Utilities

- 23 Construction
- 31 Manufacturing
- 42 Wholesale Trade
- 44 Retail Trade
- 48 Transportation and Warehousing
- 51 Information
- 52 Finance and Insurance
- 53 Real Estate and Rental and Leasing
- 54 Professional, Scientific, and Technical Services
- 55 Management of Companies and Enterprises
- 56 Administrative and Support and Waste Management and Remediation Services
- 61 Educational Services
- 62 Health Care and Social Assistance
- 71 Arts, Entertainment, and Recreation
- 72 Accommodation and Food Services
- 81 Other Services (except Public Administration)
- 92 Public Administration
- 01 Other (specify)
- 98 (DK)
- 99 (Refused)

List Other:Y

D4(2576-2577)
D4_T(4019)

QID:201694

Skip: (If code 11, 21, 23, 31, 48, or 62 in D4, Continue; Otherwise, Skip to Note before D7)

D5

QID:196909

You mentioned you worked in **(response from D4)**, please tell me which of these best describes the particular industry you work in ... **(READ CODES AS APPROPRIATE)**

- 111 **(If code 11 in D4)** Crop production
- 112 **(If code 11 in D4)** Animal production
- 113 **(If code 11 in D4)** Forestry and logging
- 114 **(If code 11 in D4)** Fishing, hunting and trapping
- 115 **(If code 11 in D4)** Support activities for Agriculture and Forestry
- 211 **(If code 21 in D4)** Oil and Gas extraction
- 212 **(If code 21 in D4)** Mining (except oil

- and gas)
- 213 **(If code 21 in D4)** Support activities for mining
- 236 **(If code 23 in D4)** Construction of buildings
- 237 **(If code 23 in D4)** Heavy and Civil engineering construction
- 238 **(If Code 23 in D4)** Specialty trade contractors
- 311 **(If code 31 in D4)** Food manufacturing
- 312 **(If code 31 in D4)** Beverage and tobacco product manufacturing
- 313 **(If code 31 in D4)** Textile mills
- 314 **(If code 31 in D4)** Textile product mills
- 315 **(If code 31 in D4)** Apparel manufacturing
- 316 **(If code 31 in D4)** Leather and allied product manufacturing
- 321 **(If code 31 in D4)** Wood product manufacturing
- 322 **(If code 31 in D4)** Paper manufacturing
- 323 **(If code 31 in D4)** Printing and related support activities
- 324 **(If code 31 in D4)** Petroleum and coal products manufacturing
- 325 **(If code 31 in D4)** Chemical manufacturing
- 326 **(If code 31 in D4)** Plastics and rubber products manufacturing
- 327 **(If code 31 in D4)** Nonmetallic mineral product manufacturing
- 331 **(If code 31 in D4)** Primary metal manufacturing
- 332 **(If code 31 in D4)** Fabricated metal manufacturing
- 333 **(If code 31 in D4)** Machinery manufacturing
- 334 **(If code 31 in D4)** Computer and electronic product manufacturing
- 335 **(If code 31 in D4)** Electrical equipment, appliance, and component manufacturing
- 336 **(If code 31 in D4)** Transportation equipment manufacturing
- 337 **(If code 31 in D4)** Furniture and related product manufacturing

- 339 **(If code 31 in D4)** Miscellaneous manufacturing
- 481 **(If code 48 in D4)** Air transportation
- 482 **(If code 48 in D4)** Rail transportation
- 483 **(If code 48 in D4)** Water transportation
- 484 **(If code 48 in D4)** Truck transportation
- 485 **(If code 48 in D4)** Transit and ground passenger transportation
- 486 **(If code 48 in D4)** Pipeline transportation
- 487 **(If code 48 in D4)** Scenic and sightseeing transportation
- 488 **(If code 48 in D4)** Support activities for transportation
- 491 **(If code 48 in D4)** Postal Service
- 492 **(If code 48 in D4)** Couriers and messengers
- 493 **(If code 48 in D4)** Warehousing and storage
- 621 **(If code 62 in D4)** Ambulatory health care services
- 622 **(If code 62 in D4)** Hospitals
- 623 **(If code 62 in D4)** Nursing and residential care facilities
- 624 **(If code 62 in D4)** Social assistance
- 997 Other
- 998 (DK)
- 999 (Refused)

D5(2588-2590)
D5_F(2588-2590)
D5_E(2588-2590)
D5_D(2588-2590)
D5_C(2588-2590)
D5_B(2588-2590)
D5_A(2588-2590)

QID:196911 **Skip: (If code 2, 3, or 4 in S4, Continue; Otherwise, Skip to D8)**

D7
QID:196912 Do you get either an electronic or paper pay stub every time you are paid by your employer?

- 1 Yes
- 2 No

- 3 Sometimes
- 7 Does not apply
- 8 (DK)
- 9 (Refused)

D7(2592)

D8

QID:196914 When you were first hired, did your employer tell you about any tax deductions they had to take from your pay?

- 1 Yes
- 2 No
- 7 Does not apply
- 8 (DK)
- 9 (Refused)

D8(2593)

D9

QID:196915 Do you consider yourself to be an independent contractor? **(Interviewer: If necessary, Read:)** Generally, an independent contractor is a person who is not on an employer payroll, receives a 1099, has no payroll deduction, controls who they work for and the hours they work.

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

D9(2594)

QID:196918 **Skip: (If code 2, 3, or 4 in S4, Continue; Otherwise, Skip to D11)**

D10

QID:196921 If you work more hours than 40 hours a week, do you receive overtime pay?

- 1 Yes
- 2 No
- 3 (Depends)
- 8 (DK)
- 9 (Refused)

D10(2595)

D11

QID:196923 What is the total number of employees in your entire company or organization including all locations? Just your best estimate.

(Interviewer: Read codes 01-07, if necessary)

- 01 Less than 25
- 02 25 to less than 50
- 03 50 to less than 100
- 04 100 to less than 500
- 05 500 to less than 1,000
- 06 1,000 to less than 5,000
- 07 5,000 or more
- 08 Not applicable
- 98 (DK)
- 99 (Refused)

D11(2596-2597)

D11A

QID:196927 Does your company or organization operate out of more than one location?

- 1 Yes
- 2 No
- 3 (DK)
- 4 (Refused)

D11A(2601)

QID:196928 **Skip: (If code 1 in D11A, Continue; Otherwise, Skip to D13)**

D12

QID:196929 What is the total number of employees at your location? Just your best estimate.

(Interviewer: Read codes 01-07, if necessary)

- 01 Less than 25
- 02 25 to less than 50
- 03 50 to less than 100
- 04 100 to less than 500
- 05 500 to less than 1,000
- 06 1,000 to less than 5,000
- 07 5,000 or more
- 98 (DK)
- 99 (Refused)

D12(2602-2603)

D13

QID:196930 For how long have you worked for your current employer?
(Interviewer: Code actual number)

- 01 01-
- 94 94
- 95 95+
- 96 Less than six months
- 97 Six months to less than one year
- 98 (DK)
- 99 (Refused)

D13(2604-2605)

QID:196932 **Skip: (If code 1 in D11A, Continue; Otherwise, Skip to D15)**

D14

QID:196933 For how many years have you worked at your current location?
(Interviewer: Code actual number)

- 01 01-
- 94 94
- 95 95+
- 96 Less than six months
- 97 Six months to less than one year
- 98 (DK)
- 99 (Refused)

D14(2606-2607)

D15

QID:196934 And how many years have you worked with your current manager or immediate supervisor?
(Interviewer: Read codes 01-09 if necessary)

- 01 Less than 1 year
- 02 1 year to less than 3 years
- 03 3 years to less than 7 years
- 04 7 years to less than 10 years
- 05 10 years to less than 15 years
- 06 15 years to less than 20 years
- 07 20 years to less than 25 years
- 08 25 years to less than 30 years
- 09 30 years or more
- 10 (Does not apply)
- 11 (DK)
- 12 (Refused)

D15(2608-2609)

D16

QID:196935 What is the highest level of education you have completed?
(Interviewer: Open ended and code)

- 1 Less than high school graduate (0-11)
- 2 High school graduate (12)
- 3 Some college
- 4 Trade/Technical/Vocational training
- 5 College graduate
- 6 Postgraduate work/Degree
- 8 (DK)
- 9 (Refused)

D16(2610)

D17

QID:196936 What is the total number of hours you work per week at your primary job?
(Interviewer: Open ended and Code actual number)

- 01 01-
- 96 96
- 97 97+
- 98 (DK)
- 99 (Refused)

D17(2611-2612)

QID:213452 **Skip: (If code 1 in S3, Continue; Otherwise, Skip to Note before D19)**

D18

QID:196938 Across all the jobs you hold, how many total hours do you work on a weekly basis?
(Interviewer: Open ended and Code actual number)

- 01 01-
- 96 96
- 97 97+
- 98 (DK)
- 99 (Refused)

D18(2613-2614)

QID:221001 **Skip: (If code 3, 4, 5 or 6 in SA, Skip to D21; Otherwise, Continue)**

D19
QID:196939 Are you of Hispanic, Latino or Spanish origin, such as Mexican, Puerto Rican, Cuban, or other Spanish origin?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

D19(2615)

D20
QID:196940 Next, I am going to read you a list of racial groups. As I read each one, please tell me whether you are -- or are not -- a member of that racial group. You may consider yourself to be a member of more than one racial group. How about _____?
(Interviewer: Read D20A-D20E)

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

D20A	<i>QID:196941</i>	White	D20A(2616)
D20B	<i>QID:196942</i>	Black or African-American	D20B(2617)
D20C	<i>QID:196943</i>	Asian	D20C(2618)
D20D	<i>QID:196944</i>	American Indian or Alaska Native	D20D(2619)
D20E	<i>QID:196945</i>	Native Hawaiian or other Pacific Islander	D20E(2620)

D21
QID:196947 What is your total annual income from your primary job, before taxes? **(Read if necessary: I would like to know your own income, and not your household's total income)**
(Interviewer: Read 01-09)

- 01 Under \$20,000
- 02 \$20,000-\$24,999
- 03 \$25,000-\$29,999
- 04 \$30,000-\$34,999
- 05 \$35,000-\$39,999
- 06 \$40,000-\$49,999
- 07 \$50,000-\$74,999
- 08 \$75,000-\$99,999
- 09 \$100,000 or more
- 98 (DK)

99 (Refused)

D21(2621-2622)

QID:196949 **Skip: (If code 2 in S4, Continue; Otherwise, Skip to D23)**

D22

QID:196950 What is your hourly wage?
(**Interviewer:** Open-ended **and code, enter as xx.xx**)

- 99.97 \$100+
- 99.98 (DK)
- 99.99 (Refused)

D22(2625-2629)

D23

QID:148363 May I please have your ZIP code?
(**Interviewer:** Open ended **and code actual ZIP Code**)
(**SURVENT NOTE: Check ZIP Code against list of valid U.S. ZIP Codes**)

- 99998 (DK)
- 99999 (Refused)

D23(3190-3194)

(**Interviewer:** **DO NOT ASK; AUTOCODED BY SURVENT:**)

ZIPMTCH

QID:164910 Valid ZIP Code Provided

- 1 Yes
- 2 No

ZIPMTCH(3902)

QID:197257 **Skip: (If code 1 in ZIPMTCH, Skip to Note #2 before D23C; Otherwise, Continue)**

D23B

QID:196954 I just need to confirm your home ZIP Code is: (**response in D23**).

- 1 Yes, correct ZIP Code given
- 2 No, incorrect ZIP Code given

D23B(3990)

(Note #1:)

QID:197258 **Skip: (If code 1 in D23B, Continue; Otherwise, reset to D23)**

(Note#2:)

QID:197260 **Skip: (If code 1 in SD1, Continue; Otherwise, Skip to Note before D24)**

D23C

QID:196957 In addition to a cell phone, do you also have regular landline telephone service in your home?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

D23C(2701)

QID:197297 **Skip: (If code 1 in D23C, Continue; If code 2 in D23C, autocode D24A=1 and skip to D25; Otherwise, Skip to D24)**

D23D

QID:196959 Do you use that landline telephone to make and receive calls, or is it ONLY used for other purposes, such as connecting to the Internet, connecting to a fax machine, or for business purposes?

- 1 Use to make and receive calls
- 2 Only used for fax, etc.
- 8 (DK)
- 9 (Refused)

D23D(2702)

QID:198593 **Skip: (Note #2: If code 2, 8, or 9 in SD1 OR code 1 in D23D, Continue; If code 2 in D23D, Autocode D24A=1 and Skip to D25, Otherwise, Skip to D24A)**

D24

QID:161718 How many different residential phone NUMBERS do you have coming into your household, not including lines dedicated to a fax machine, modem, or used strictly for business purposes? Do not include cellular phones.
(Interviewer: Open ended and code actual number)
(Interviewer: A VOIP or cable phone line would count as a landline.)

- 0 Zero

- 1 One
- 2 Two
- 3 Three
- 4 Four
- 5 Five or more
- 6 (DK)
- 7 (Refused)

D24(2703)

QID:197264 **Skip: (If code 0 in D24, Continue; Otherwise, Skip to Note before D24B)**

D24A

QID:196963 Is this a cell phone-only household without any telephone landlines?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

D24A(2704)

QID:197265 **Skip: (If code 1 in D24A Skip to D25)**

QID:197298 **Skip: (If code 0 in D24 and code 2, 8, or 9 in D24A, Skip to D24C; Otherwise, Continue)**

QID:197267 **Skip: (If code 1-7 in D24, Continue; Otherwise, Skip to Note before D24C)**

D24B

QID:196966 Do you have a working cell phone?

- 1 Yes
- 2 No
- 8 (DK)
- 9 (Refused)

D24B(2705)

QID:197299 **Skip: (If code 1, 8 OR 9 in D24B OR If code 1 in D23D, Continue; Otherwise, Skip to D25)**

D24C

QID:196969 Of all the telephone calls your household receives **(read 1-3)**?

- 1 All or almost all calls are received on cell phones
- 2 Some are received on cell phones and some on regular phones, OR
- 3 Very few or none are received on cell phones
- 4 (DK)
- 5 (Refused)

D24C(2706)

(Interviewer: CODE ONLY:)

D25

QID:196970 Was this interview conducted in English or Spanish?

- 1 English
- 2 Spanish

D25(2707)

(Interviewer: VALIDATE PHONE NUMBER AND THANK RESPONDENT BY SAYING:)

QID:213453 This completes the interview. Again, this is _____, with the National Gallup Poll. I would like to thank you for your time. Our mission is to "help people be heard" and your opinions are important to Gallup in accomplishing this.

CLK9

QID:45184 SECTION CLOCK:

APPENDIX C

STANDARD ERROR ESTIMATES*

*Standard errors were calculated taking into account sample weights

NATIONAL TRENDS SECTION FIGURES AND TABLES: STANDARD ERROR ESTIMATES

Table 1: Means and Extreme Responses for Three Outcome Measures on Perceived Individual WRAAK Sub-Index Scores

		PERCEIVED INDIVIDUAL WRAAK NUMERIC CATEGORIES										
		Unweighted Base		0	12.5	25	37.5	50	62.5	75	87.5	100
				A	B	C	D	E	F	G	H	I
Overall Satisfaction With Your Current Employer	Unweighted Base	5429		719	759	775	677	565	537	479	485	433
	Mean	4.0		3.4	3.4	3.7	3.8	4.2	4.3	4.6	4.6	4.8
	Standard error	0.01		0.02	0.03	0.02	0.03	0.02	0.02	0.02	0.02	0.02
Recommend Your Employer as a Great Place to Work	Unweighted Base	5429		719	759	775	677	565	537	479	485	433
	Mean	3.8		3.1	3.1	3.3	3.6	4.0	4.2	4.5	4.5	4.9
	Standard error	0.02		0.04	0.05	0.05	0.05	0.05	0.05	0.04	0.05	0.02
Choose to Leave Your Employer to Work Somewhere Else	Unweighted Base	5429		719	759	775	677	565	537	479	485	433
	Mean	2.4		2.7	2.9	2.7	2.6	2.3	2.0	1.8	1.7	1.5
	Standard error	0.02		0.05	0.05	0.05	0.06	0.05	0.06	0.06	0.05	0.06

Table 2: Means and Extreme Responses for Three Outcome Measures on Perceived Workplace WRAAK Sub-Index Scores

		PERCEIVED WORKPLACE WRAAK_NUMERIC CATEGORIES							
		Unweighted Base		0	20	40	60	80	100
				A	B	C	D	E	F
Overall Satisfaction With Your Current Employer	Unweighted Base	5429		1263	1144	943	676	607	796
	Mean	4.0		3.4	3.7	4.0	4.4	4.5	4.7
	Standard error	0.01		0.02	0.02	0.02	0.02	0.02	0.01
Recommend Your Employer as a Great Place to Work	Unweighted Base	5429		1263	1144	943	676	607	796
	Mean	3.8		3.0	3.3	3.8	4.2	4.5	4.7
	Standard error	0.02		0.03	0.04	0.04	0.04	0.03	0.02
Choose to Leave Your Employer to Work Somewhere Else	Unweighted Base	5429		1263	1144	943	676	607	796
	Mean	2.4		2.9	2.8	2.3	2.1	1.8	1.6
	Standard error	0.02		0.04	0.04	0.05	0.05	0.05	0.04

Figure 4: Final Overall Index Frequencies

	Unweighted Base	5429
OVERALL WRAAK	Mean	2.3
	Standard error	0.01

Figure 5: WRAAK and Overall Satisfaction With Current Employer

Overall Satisfaction With Your Current Employer		OVERALL WRAAK					
		Unweighted Base		LOW	MEDIUM	MEDIUM HIGH	HIGH
				A	B	C	D
	Unweighted Base	5429		1795	1533	887	1214
	Mean	4.0		3.4	3.9	4.4	4.7
	Standard error	0.01		0.02	0.02	0.02	0.01

Figure 6: WRAAK and Recommending Employer as Great Place to Work

Recommend Your Employer as a Great Place to Work		OVERALL WRAAK					
		Unweighted Base		LOW	MEDIUM	MEDIUM HIGH	HIGH
				A	B	C	D
	Unweighted Base	5429		1795	1533	887	1214
	Mean	3.8		3.1	3.6	4.2	4.7
	Standard error	0.01		0.02	0.02	0.03	0.02

Figure 7: WRAAK and Likelihood to Leave Employer to Work Somewhere Else

		OVERALL WRAAK					
		Unweighted Base		LOW	MEDIUM	MEDIUM HIGH	HIGH
				A	B	C	D
Choose to Leave Your Employer to Work Somewhere Else	Unweighted Base	5429		1795	1533	887	1214
	Mean	2.4		2.8	2.5	2.0	1.7
	Standard error	0.01		0.02	0.03	0.03	0.02

Figure 8: WRAAK and Perception of Non-Compliance With Wage & Hour Protections

		OVERALL WRAAK					
		Unweighted Base		LOW	MEDIUM	MEDIUM HIGH	HIGH
				A	B	C	D
Always Paid for All of The Time They Work	Unweighted Base	5429		1795	1533	887	1214
	Mean	4.3		4.0	4.4	4.7	4.9
	Standard error	0.01		0.02	0.02	0.02	0.01

Figure 9: WRAAK and Perception of Non-Compliance With Health & Safety Protections

		OVERALL WRAAK					
		Unweighted Base		LOW	MEDIUM	MEDIUM HIGH	HIGH
				A	B	C	D
Exposed to Health and Safety Risks	Unweighted Base	5429		1795	1533	887	1214
	Mean	2.5		2.7	2.6	2.4	2.4
	Standard error	0.02		0.02	0.03	0.04	0.03

Figure 10: Employer Provided Education on Worker Rights

	Unweighted Base	5214
EDUCATION	Mean	2.2
	Standard error	0.01

Figure 11: WRAAK Levels and Employer-Provided Education

		EDUCATION PROVIDED				
		Unweighted Base	On a regular basis	As needed	When training new employee	Not at all
			A	B	C	D
OVERALL WRAAK	Unweighted Base	5214	1745	1351	1207	911
	Mean	2.3	2.6	2.4	2.1	2.0
	Standard error	0.01	0.02	0.02	0.02	0.03

Figure 12: Access to Information on Rights in the Workplace

COMBINED_ACCESS_EMPLOYER	Unweighted Base	5429
	Mean	1.1
	Standard error	*
COMBINED_ACCESS_OTHER	Unweighted Base	5429
	Mean	1.4
	Standard error	*
EMP_ACCESS_POSTERS	Unweighted Base	5429
	Mean	1.2
	Standard error	*
EMP_ACCESS_CLASSROOM_TRAINING	Unweighted Base	5429
	Mean	1.5
	Standard error	*
EMP_ACCESS_CLASSROOM_WEBSITE_OTHER	Unweighted Base	5429
	Mean	1.3
	Standard error	*

Figure 13: Access to Learn About Rights in the Workplace From Other Sources

OTHER_ACCESS_UNI ON	Unweighted Base	901
	Mean	1.3
	Standard error	0.01
OTHER_ACCESS_COM M	Unweighted Base	5429
	Mean	1.9
	Standard error	*
OTHER_ACCESS_OSH A_WHD	Unweighted Base	5429
	Mean	1.6
	Standard error	0.01
OTHER_ACCESS_OTH ER_GOV	Unweighted Base	5429
	Mean	1.8
	Standard error	0.01
OTHER_ACCESS_OTH ER_INTERNET	Unweighted Base	5429
	Mean	1.6
	Standard error	*

Figure 14: WRAAK Levels and Access to Learn About Rights in the Workplace

OVERALL WRAAK		COMBINED_ACCESS			
		Unweighted Base		Access	
				A	
				B	
	Unweighted Base	5429		4921	508
	Mean	2.3		2.3	2.0
	Standard error	0.01		0.01	0.04

Figure 15: Experience With Specific Wage & Hour and Health & Safety Violations OSHA

<p>Please indicate whether or not any of the following have ever happened in your current workplace. You have known about a possible health or safety risk in your workplace.</p>	Unweighted Base	2755
	Mean	1.6
	Standard error	0.01
<p>Please indicate whether or not any of the following have ever happened in your current workplace. Because of conditions at your workplace, you have been injured or gotten sick.</p>	Unweighted Base	2755
	Mean	1.9
	Standard error	*
<p>Please indicate whether or not any of the following have ever happened in your current workplace. Because of conditions at your workplace, you know someone else who has been injured or gotten sick.</p>	Unweighted Base	2755
	Mean	1.7
	Standard error	0.01
<p>Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know didn't get paid for all for a day or more of work they performed</p>	Unweighted Base	2674
	Mean	1.9
	Standard error	0.00
<p>Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know didn't get paid for overtime work</p>	Unweighted Base	2674
	Mean	1.9
	Standard error	0.00

<p>Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know didn't get paid what the employer promised</p>	Unweighted Base	2674
	Mean	1.9
	Standard error	0.00
<p>Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know were paid less than the minimum wage</p>	Unweighted Base	2674
	Mean	2.0
	Standard error	0.00
<p>Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know were required to work off the clock or through breaks</p>	Unweighted Base	2674
	Mean	1.8
	Standard error	0.00

Figure 16: WRAAK Level and Experience With Workplace Violations

COMBINED_EXP (health and safety and wage and hour)

OVERALL WRAAK		Unweighted Base		Experience with violation	Have no experience with violation
				A	B
	Unweighted Base	5429		2045	3384
	Mean	2.3		2.1	2.5
Standard error	0.01		0.02	0.01	

Figure 17: Formal Reporting of Health & Safety and Wage & Hour Violations

COMBINED_REPORTING_G	Unweighted Base	1825
	Mean	1.4
	Standard error	0.01
OSHA_REPORTING	Unweighted Base	1154
	Mean	1.4
	Standard error	0.01
Did you report the situation directly to your supervisor or employer?	Unweighted Base	1154
	Mean	1.4
	Standard error	0.01
WHD_REPORTING	Unweighted Base	671
	Mean	1.5
	Standard error	0.01
Did you report the situation directly to your supervisor or employer?	Unweighted Base	671
	Mean	1.5
	Standard error	0.02

Figure 18: WRAAK Levels and Formal Reporting of a Workplace Violation

OVERALL WRAAK	COMBINED_REPORTING			
		Unweighted Base	Formally Reported	Did not report
			A	B
	Unweighted Base	1825	1011	814
Mean	2.0	2.1	2.0	
Standard error	0.02	0.02	0.03	

Figure 19: Likelihood to Report a Future Workplace Violation

<p>In the future, how likely would you be to raise your concern to your supervisor or employer if each of the following happened? Use a five-point scale, where 5 is extremely likely and 1 is not at all likely, (read Q41_1A-Q41_1C) You are working mo</p>	Unweighted Base	2674
	Mean	4.2
	Standard error	0.02
<p>In the future, how likely would you be to raise your concern to your supervisor or employer if each of the following happened? Use a five-point scale, where 5 is extremely likely and 1 is not at all likely, (read Q41_1A-Q41_1C) You are required t</p>	Unweighted Base	2674
	Mean	3.9
	Standard error	0.02
<p>In the future, how likely would you be to raise your concern to your supervisor or employer if each of the following happened? Use a five-point scale, where 5 is extremely likely and 1 is not at all likely, (read Q41_1A-Q41_1C) You are required t</p>	Unweighted Base	2674
	Mean	3.9
	Standard error	0.02

<p>In the future, how likely would you be to raise your concern to your supervisor or employer if each of the following happened? Use a five-point scale, where 5 is extremely likely and 1 is not at all likely. If you witnessed repeated health or sa</p>	Unweighted Base	2755
	Mean	4.6
	Standard error	0.01
<p>In the future, how likely would you be to raise your concern to your supervisor or employer if each of the following happened? Use a five-point scale, where 5 is extremely likely and 1 is not at all likely. If you witnessed a very serious health</p>	Unweighted Base	2755
	Mean	4.7
	Standard error	0.01
<p>In the future, how likely would you be to raise your concern to your supervisor or employer if each of the following happened? Use a five-point scale, where 5 is extremely likely and 1 is not at all likely. If you were injured on the job or got</p>	Unweighted Base	2755
	Mean	4.7
	Standard error	0.01

Figure 20: WRAAK Levels and Likelihood to Report a Future Workplace Violation

OVERALL WRAAK		COMBINED LIKELIHOOD		
		Unweighted Base	Extremely Likely to Report	Not Extremely Likely to Report
			A	B
	Unweighted Base	5334	3362	1972
	Mean	2.3	2.5	2.0
	Standard error	0.01	0.01	0.02

Figure 21: Likelihood to Report a Future Workplace Violation by Past Reporting

COMBINED_LIKELIHOOD	COMBINED_REPORTING			
	Unweighted Base		Yes Correctly Reported (Past 5 Yrs)	Not Correctly Reported (Past 5 Yrs)
			A	B
	Unweighted Base	1813		1004
Mean	1.4		1.4	1.5
Standard error	0.01		0.01	0.01

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION SECTION FIGURES AND TABLES: STANDARD ERROR ESTIMATES

Figure 1: Employer-Provided Education on Health & Safety Rights and Protections

OSHA_EDUCATION	Unweighted Base	2686
	Mean	1.8
	Standard error	0.01

Figure 2: WRAAK Levels and Education on Health & Safety Rights and Protections

OVERALL WRAAK		OSHA_EDUCATION		
		Unweighted Base	On a regular basis	All Others
			A	B
	Unweighted Base	2686	1382	1304
	Mean	2.3	2.5	2.2
	Standard error	0.02	0.02	0.02

Figure 3: Employer-Provided Education in Priority Workplaces

OSHA_EDUCATION		OSHA_HIGH_PRIORITY_WORKPLACES		
		Unweighted Base	HIGH PRIORITY WORKPLACES	OTHER
			A	B
	Unweighted Base	2686	1624	1062
	Mean	1.8	1.7	2.1
	Standard error	0.01	0.02	0.02

--	--	--	--	--	--

Figure 4: Knowledge of OSHA-Specific Protections Across Priority Workplaces

OSHA_KNOWLEDGE		OSHA_HIGH_PRIORITY_WORKPLACES		
		Unweighted Base	HIGH PRIORITY WORKPLACES	OTHER
			A	B
Unweighted Base	2755	1654	1101	
Mean	1.5	1.4	1.6	
Standard error	0.01	0.01	0.01	

Figure 5: Education on Health & Safety Risks Across OSHA Regions

OSHA_EDUCATION		Region_OSHA											
		Unweighted Base	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Region 7	Region 8	Region 9	Region 10	
			A	B	C	D	E	F	G	H	I	J	
Unweighted Base	2571	126	225	313	476	442	321	116	97	353	102		
Mean	1.8	1.9	2.1	1.8	1.8	1.8	1.8	1.9	1.9	1.8	1.8		
Standard error	0.01	0.06	0.05	0.04	0.03	0.03	0.04	0.07	0.06	0.04	0.07		

Figure 6: Knowledge of OSHA-Specific Protections and Education

OSHA_ EDUCATION	OSHA_ KNOWLEDGE			
	Unweighted Base		Higher OSHA Knowledge (4-5 correct)	Lower OSHA Knowledge. (0-3 correct)
			A	B
	Unweighted Base	2686		1432
Mean	1.8		1.6	2.1
Standard error	0.01		0.02	0.02

Figure 7: Sources of Information on Health & Safety Rights and Protections

Hang Posters in Your Workplace With Information About Your Health and Safety Rights	Unweighted Base	2755
	Mean	1.2
	Standard error	0.01
Provide Classroom or Online Training for Workers About Your Health and Safety Rights	Unweighted Base	2755
	Mean	1.3
	Standard error	0.01
Provide Other Resources About Health and Safety Rights	Unweighted Base	2755
	Mean	1.3
	Standard error	0.01

From a Union Representative	Unweighted Base	446
	Mean	1.4
	Standard error	0.02
From a Community Group, Worker Rights Center, or Faith-Based Group	Unweighted Base	2755
	Mean	1.9
	Standard error	*
From the U.S. Occupational Safety and Health Administration	Unweighted Base	2755
	Mean	1.6
	Standard error	0.01
From Another Federal or State Government Agency	Unweighted Base	2755
	Mean	1.7
	Standard error	0.01
From the Internet	Unweighted Base	2755
	Mean	1.6
	Standard error	0.01

Figure 8: WRAAK Levels and Access to Information on Health & Safety Protections

OVERALL WRAAK		OSHA_ACCESS			
		Unweighted Base		OSHA Access	No OSHA Access
				A	B
	Unweighted Base	2755		2564	191
	Mean	2.3		2.4	2.0
	Standard error	0.02		0.02	0.06

Table 5: Access to Information on Health & Safety Rights and Protections and Experience With Violations

COMBINED_EXP		OSHA_ACCESS			
		Unweighted Base		OSHA Access	No OSHA Access
				A	B
	Unweighted Base	2755		2564	191
	Mean	1.5		1.5	1.5
	Standard error	0.01		0.01	0.03
COMBINED_REPORTING		OSHA_ACCESS			
		Unweighted Base		OSHA Access	No OSHA Access
				A	B
	Unweighted Base	1154		1077	77
	Mean	1.4		1.4	1.4
	Standard error	0.01		0.01	0.04

Figure 9: Access to Information and Likelihood to Report a Violation in the Future

COMBINED_LIKELIHOOD		COMBINED_ACCESS			
		Unweighted Base		Access	No Access
				A	B
	Unweighted Base	5334		4850	484
	Mean	1.4		1.3	1.4
	Standard error	*		0.01	0.03

Figure 10: Access to Information on Health & Safety Rights and Protections in Priority Workplaces

OSHA_ACCESS		OSHA_HIGH_PRIORITY_WORKPLACES			
		Unweighted Base		HIGH PRIORITY WORKPLACES	OTHER
				A	B
	Unweighted Base	2755		1654	1101
	Mean	1.1		1.1	1.1
	Standard error	*		*	0.01

Figure 11: Access to Information on Health & Safety Rights and Protections Across OSHA Regions

OSHA_ACCESS		Region_OSHA											
		Unweighted Base		Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Region 7	Region 8	Region 9	Region 10
				A	B	C	D	E	F	G	H	I	J
	Unweighted Base	2634		130	231	322	484	454	329	121	100	359	104
	Mean	1.1		1.1	1.1	1.1	1.0	1.1	1.1	1.1	1.0	1.1	1.0
	Standard error	*		0.02	0.01	0.01	0.01	0.01	0.01	0.02	0.01	0.01	*

Figure 12: Experience With Specific Health & Safety Violations

Please indicate whether or not any of the following have ever happened in your current workplace. You have known about a possible health or safety risk in your workplace.	Unweighted Base	2755
	Mean	1.6
	Standard error	0.01
Please indicate whether or not any of the following have ever happened in your current workplace. Because of conditions at your workplace, you have been injured or gotten sick.	Unweighted Base	2755
	Mean	1.9
	Standard error	*
Please indicate whether or not any of the following have ever happened in your current workplace. Because of conditions at your workplace, you know someone else who has been injured or gotten sick.	Unweighted Base	2755
	Mean	1.7
	Standard error	0.01

Figure 13: WRAAK Levels and Experience With Health & Safety Violations

OVERALL WRAAK		OSHA_EXP			
		Unweighted Base		Experience with a health and safety violation	Have no experience with a health and safety violation
				A	B
	Unweighted Base	2755		1311	1444
Mean	2.3		2.2	2.5	
Standard error	0.02		0.02	0.02	

Figure 14: Experience With Health & Safety Violations and Priority Workplaces

OSHA_EXP		OSHA_HIGH_PRIORITY_WORKS_2			
		Unweighted Base		HIGH PRIORITY WORKPLACES	OTHER
				A	B
	Unweighted Base	2755		1654	1101
Mean	1.5		1.4	1.8	
Standard error	0.01		0.01	0.01	

Figure 15: Experience With Health & Safety Violations Across OSHA Regions

OSHA_EXP		Region_OSHA											
		Unweighted Base		Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Region 7	Region 8	Region 9	Region 10
				A	B	C	D	E	F	G	H	I	J
	Unweighted Base	2634		130	231	322	484	454	329	121	100	359	104
	Mean	1.5		1.7	1.5	1.6	1.5	1.5	1.6	1.5	1.4	1.5	1.4
	Standard error	0.01		0.03	0.02	0.02	0.02	0.02	0.02	0.03	0.03	0.02	0.04

Figure 16: Reporting Experience With Health & Safety Violations

Did you report the situation directly to your supervisor or employer?	Unweighted Base	1154
	Mean	1.4
	Standard error	0.01
Did you talk to anyone else about it?	Unweighted Base	1154
	Mean	1.6
	Standard error	0.01

Figure 17: WRAAK Levels and Formal Reporting of Health & Safety Violations

OVERALL WRAAK		OSHA_REPORTING			
		Unweighted Base		Formally reported	Did not report
				A	B
	Unweighted Base	1154		707	447
Mean	2.1		2.2	2.1	
Standard error	0.02		0.03	0.04	

Figure 18: Formal Reporting and Likelihood to Report a Violation in the Future

LIKELIHOOD_TO_VOICE_OSHA		OSHA_REPORTING			
		Unweighted Base		Formally reported	Did not report
				A	B
	Unweighted Base	1154		707	447
Mean	1.3		1.3	1.3	
Standard error	0.01		0.01	0.02	

Figure 19: Formally Reporting an Experience With Health & Safety Violations Across OSHA Regions

OSHA_REPORTING		Region_OSHA											
		Unweighted Base		Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Region 7	Region 8	Region 9	Region 10
				A	B	C	D	E	F	G	H	I	J
	Unweighted Base	1103		41	97	136	203	204	126	45	48	151	52
	Mean	1.4		1.4	1.5	1.4	1.3	1.4	1.4	1.4	1.6	1.3	1.5
	Standard error	0.01		0.06	0.04	0.03	0.02	0.02	0.03	0.05	0.04	0.03	0.05

Figure 20: Future Likelihood to Report Health & Safety Violation and Priority Workplaces

LIKELIHOOD_TO_VOICE_OSHA		OSHA_HIGH_PRIORITY_WORKPLACES			
		Unweighted Base		HIGH PRIORITY WORKPLACES	OTHER
				A	B
	Unweighted Base	2752		1654	1098
	Mean	1.3		1.3	1.2
	Standard error	0.01		0.01	0.01

Figure 21: Future Likelihood to Report Health & Safety Violations Across OSHA Regions

LIKELIHOOD_TO_VOICE_OSHA		Region_OSHA											
		Unweighted Base		Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Region 7	Region 8	Region 9	Region 10
				A	B	C	D	E	F	G	H	I	J
	Unweighted Base	2631		130	231	322	483	454	328	121	99	359	104
	Mean	1.3		1.4	1.3	1.2	1.2	1.3	1.3	1.2	1.3	1.3	1.3
	Standard error	0.01		0.03	0.02	0.02	0.01	0.01	0.02	0.02	0.03	0.02	0.03

WAGE AND HOUR DIVISION SECTION FIGURES AND TABLES: STANDARD ERROR ESTIMATES

Figure 1: Employer-Provided Education on Worker Rights

WHD_EDUCATION	Unweighted Base	2528
	Mean	2.7
	Standard error	0.01

Figure 2: WRAAK Levels and Education on Wage & Hour Rights

OVERALL WRAAK		WHD_EDUCATION					
		Unweighted Base		On a regular basis	As needed	When training new employee	Not at all
				A	B	C	D
		Unweighted Base	2528		363	691	848
Mean	2.3		2.8	2.6	2.1	2.0	
Standard error	0.02		0.05	0.03	0.03	0.03	

Figure 3: WRAAK and Employer-Provided Education by Union Status

OVERALL WRAAK		UNION STATUS											
		UNION					NON UNION						
		WHD_EDUCATION					WHD_EDUCATION						
		Unweighted Base		On a regular basis	As needed	When training new employee	Not at all	Unweighted Base	Base	On a regular basis	As needed	When training new employee	Not at all
Unweighted Base	436		54	138	133	111	2082	2082	307	550	714	511	
Mean	2.0		2.3	2.4	1.7	1.9	2.3	2.3	2.9	2.6	2.2	2.0	
Standard error	0.04		0.13	0.06	0.06	0.07	0.02	0.02	0.05	0.03	0.03	0.03	

Figure 4: WRAAK and Employer-Provided Education by Blue/White Collar

OVERALL WRAAK		BLUE COLLAR					WHITE COLLAR						
		WHD_EDUCATION					WHD_EDUCATION						
		Unweighted Base		On a regular basis	As needed	When training new employee	Not at all	Unweighted Base	Base	On a regular basis	As needed	When training new employee	Not at all
				E	F	G	H			I	J	K	L
Unweighted Base	1100		146	289	393	272	1316	1316	199	367	417	333	
Mean	2.3		2.6	2.7	2.0	2.0	2.3	2.3	2.9	2.4	2.2	2.0	
Standard error	0.02		0.07	0.04	0.03	0.04	0.02	0.02	0.06	0.04	0.04	0.05	

Figure 5: Education on Wage & Hour Rights Across WHD Regions

WHD_EDUCATION		Region_WHD						
		Unweighted Base		Midwest	Northeast	Southeast	Southwest	West
				A	B	C	D	E
	Unweighted Base	2418		530	640	483	357	408
	Mean	2.7		2.8	2.6	2.7	2.7	2.7
	Standard error	0.01		0.03	0.03	0.03	0.03	0.03

Figure 6: Sources of Information on Wage & Hour Rights

Does your current employer do any of the following to educate workers about their wage and hour rights? Hang posters in your workplace with information about your wage and hour rights	Unweighted Base	2674
	Mean	1.3
	Standard error	0.01
Does your current employer do any of the following to educate workers about their wage and hour rights? Provide training for workers about your wage and hour rights	Unweighted Base	2674
	Mean	1.6
	Standard error	0.01
Does your current employer do any of the following to educate workers about their wage and hour rights? Provide other resources such as a website or other materials to educate workers about wage and hour rights	Unweighted Base	2674
	Mean	1.4
	Standard error	0.01

<p>Are you learning about wage and hour rights in the workplace from any of the following other resources? (If code 1 in D6, ask: From a union representative</p>	Unweighted Base	455
	Mean	1.2
	Standard error	0.01
<p>Are you learning about wage and hour rights in the workplace from any of the following other resources? From a community group, worker rights center, or faith-based group</p>	Unweighted Base	2674
	Mean	1.9
	Standard error	*
<p>Are you learning about wage and hour rights in the workplace from any of the following other resources? From the U.S. Department of Labor Wage and Hour Division (WHD) (READ IF NECESSARY: not including posters or materials in your workplace from D</p>	Unweighted Base	2674
	Mean	1.7
	Standard error	0.01
<p>Are you learning about wage and hour rights in the workplace from any of the following other resources? From another federal or state government agency</p>	Unweighted Base	2674
	Mean	1.8
	Standard error	0.01
<p>Are you learning about wage and hour rights in the workplace from any of the following other resources? From the internet (READ IF NECESSARY: Not including internal websites hosted by your employer)</p>	Unweighted Base	2674
	Mean	1.6
	Standard error	0.01

Figure 7: WRAAK Levels and Access to Information on Wage & Hour Rights

OVERALL WRAAK		WHD_ACCESS			
		Unweighted Base		WHD Access	No WHD Access
				A	B
	Unweighted Base	2674		2357	317
	Mean	2.3		2.3	2.1
	Standard error	0.02		0.02	0.05

Table 5: Access to Information on Wage & Hour Rights by Experience, Formal Reporting, and Future Reporting

		WHD_ACCESS			
		Unweighted Base		WHD Access	No WHD Access
				A	B
WHD_EXPERIENCE	Unweighted Base	2674		2357	317
	Mean	1.7		1.7	1.7
	Standard error	0.01		0.01	0.02
WHD_REPORTING	Unweighted Base	671		585	86
	Mean	1.5		1.5	1.7
	Standard error	0.01		0.01	0.04
LIKELIHOOD_TO_VOICE_WHD	Unweighted Base	2582		2287	295
	Mean	1.5		1.5	1.6
	Standard error	0.01		0.01	0.02

Figure 8: Experience With Specific Wage & Hour Violations

<p>Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know didn't get paid at all for a day or more of work they performed</p>	Unweighted Base	2674
	Mean	1.9
	Standard error	*
<p>Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know didn't get paid for overtime work</p>	Unweighted Base	2674
	Mean	1.9
	Standard error	*
<p>Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know didn't get paid what the employer promised</p>	Unweighted Base	2674
	Mean	1.9
	Standard error	*
<p>Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know were paid less than the minimum wage</p>	Unweighted Base	2674
	Mean	2.0
	Standard error	*

<p>Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know were required to work off the clock or through breaks</p>	<p>Unweighted Base</p>	<p>2674</p>
	<p>Mean</p>	<p>1.8</p>
	<p>Standard error</p>	<p>*</p>

Figure 9: WRAAK Levels and Experience With Wage & Hour Violations

OVERALL WRAAK		Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know didn't get paid at all for a day or more of work they performed				Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know didn't get paid for overtime work				Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know didn't get paid what the employer promised				Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know were paid less than the minimum wage				Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know were required to work off the clock or through breaks			
		Unweighted Base		Yes	No	Unweighted Base		Yes	No	Unweighted Base		Yes	No	Unweighted Base		Yes	No	Unweighted Base		Yes	No
				A	B			E	F			I	J			M	N			Q	R
		Unweighted Base																			
	Unweighted Base	2674		245	2361	2674		435	2162	2674		281	2338	2674		52	2586	2674		410	2235
	Mean	2.3		1.8	2.4	2.3		1.8	2.4	2.3		1.8	2.4	2.3		2.1	2.3	2.3		1.8	2.4
	Standard error	0.02		0.05	0.02	0.02		0.03	0.02	0.02		0.03	0.02	0.02		0.10	0.02	0.02		0.03	0.02

Figure 10: Experience With Wage & Hour Violations Across WHD Regions

WHD_EXP		Region_WHD						
		Unweighted Base		Midwest	Northeast	Southeast	Southwest	West
				A	B	C	D	E
	Unweighted Base	2548		555	688	510	373	422
	Mean	1.7		1.7	1.7	1.8	1.7	1.7
	Standard error	0.01		0.01	0.01	0.01	0.02	0.02

Table 9: Formal Reporting of Experience With Wage & Hour Violations

WHD_REPORTING	Unweighted Base	671
	Mean	1.5
	Standard error	0.01

Figure 12: WRAAK Levels and Formal Reporting of Wage & Hour Violations

OVERALL WRAAK		WHD_REPORTING_PAST_5			
		Unweighted Base		Yes Correctly Reported (Past 5 Yrs)	Not Correctly Reported (Past 5 Yrs)
				A	B
	Unweighted Base	671		304	367
	Mean	1.8		1.9	1.8
	Standard error	0.03		0.04	0.03

Figure 13: Formally Reporting an Experience With Wage & Hour Violations by Priority Industries

WHD_REPORTING		PRIORITY_INDUSTRY			
		Unweighted Base		Priority Industry	Non-priority Industry
				A	B
		Unweighted Base	671		279
Mean	1.5		1.4	1.6	
Standard error	0.01		0.02	0.02	

Figure 14: Formally Reporting an Experience With Wage & Hour Violations Across WHD Regions

WHD_REPORTING		Region_WHD						
		Unweighted Base		Midwest	Northeast	Southeast	Southwest	West
				A	B	C	D	E
		Unweighted Base	640		150	177	122	90
Mean	1.5		1.4	1.6	1.5	1.4	1.6	
Standard error	0.01		0.03	0.03	0.03	0.04	0.04	

WORKING WOMEN SECTION FIGURES AND TABLES: STANDARD ERROR ESTIMATES

Figure 1: Distribution of WRAAK Across Gender

OVERALL WRAAK		GENDER			
		Unweighted Base		Male	Female
				A	B
	Unweighted Base	5429		2146	3283
	Mean	2.3		2.3	2.3
	Standard error	0.01		0.02	0.02

Table 1: Gender Profile Across Key WRAAK Constructs

COMBINED_		GENDER			
		Unweighted Base		Male	Female
				A	B
EDUCATION	Unweighted Base	5214		2061	3153
	Mean	2.2		2.2	2.3
	Standard error	0.01		0.01	0.02
ACCESS	Unweighted Base	5429		2146	3283
	Mean	1.1		1.1	1.1
	Standard error	*		*	*
EXPERIENCE	Unweighted Base	5429		2146	3283
	Mean	1.6		1.6	1.7
	Standard error	*		0.01	0.01
REPORTING	Unweighted Base	1825		760	1065
	Mean	1.4		1.4	1.5
	Standard deviation	0.50		0.49	0.50
LIKELIHOOD	Unweighted Base	5334		2100	3234
	Standard error	*		0.01	0.01

Figure 2: Distribution of WRAAK Across Working Women: Race/Ethnicity

OVERALL WRAAK	RACE						
	Unweighted Base	WHITE	AFRICAN AMERICAN	ASIAN	OTHER	HISPANIC	
		A	B	C	D	E	
Unweighted Base	3240	1427	921	178	29	685	
Mean	2.2	2.4	2.3	2.1	1.5	2.3	
Standard error	0.01	0.02	0.04	0.07	0.28	0.04	

Table 2: Race/Ethnicity Profile Across Key WRAAK Constructs

COMBINED_EDUCATION	Male						Female					
	RACE						RACE					
	Unweighted Base	WHITE	AFRICAN AMERICAN	ASIAN	HISPANIC	Unweighted Base	WHITE	AFRICAN AMERICAN	ASIAN	HISPANIC		
Unweighted Base	1992	1570	136	69	200	3112	1372	891	166	657		
Mean	2.2	2.2	2.1	2.2	2.3	2.3	2.2	2.3	2.3	2.5		
Standard error	0.02	0.02	0.04	0.06	0.04	0.01	0.02	0.04	0.07	0.04		
COMBINED_ACCESS	Unweighted Base	2069	1633	142	73	204	3240	1427	921	178	685	
	Mean	1.1	1.1	1.0	1.0	1.1	1.1	1.1	1.1	1.2	1.1	
	Standard error	*	*	0.01	0.01	0.01	*	0.01	0.01	0.02	0.01	
COMBINED_EXPERIENCE	Unweighted Base	2069	1633	142	73	204	3240	1427	921	178	685	
	Mean	1.6	1.6	1.6	1.5	1.6	1.6	1.7	1.7	1.8	1.7	
	Standard error	0.01	0.01	0.02	0.03	0.02	0.01	0.01	0.02	0.02	0.02	
COMBINED_REPORTING	Unweighted Base	742	585	47	20	80	1056	462	316	40	225	
	Mean	1.4	1.4	1.3	1.6	1.3	1.5	1.5	1.4	1.5	1.3	
	Standard deviation	0.49	0.49	0.45	0.50	0.47	0.50	0.50	0.49	0.51	0.47	
COMBINED_LIKELIHOOD	Unweighted Base	2024	1591	140	72	204	3191	1396	913	173	680	
	Mean	1.4	1.4	1.4	1.5	1.6	1.4	1.3	1.3	1.4	1.5	
	Standard error	0.01	0.01	0.02	0.03	0.02	0.01	0.01	0.02	0.03	0.02	

Table 3: Working Women Race/Ethnicity by Likelihood to Leave Employer and Input in Decision-Making

		RACE					
		Unweighted Base	WHITE	AFRICAN AMERICAN	ASIAN	HISPANIC	
			A	B	C	E	
Choose to Leave Your Employer to Work Somewhere Else	Unweighted Base	3240	1427	921	178	685	
	Mean	2.4	2.2	2.8	2.4	2.7	
	Standard error	0.02	0.02	0.06	0.09	0.05	
Opportunity to Provide Input Into Decisions	Unweighted Base	3240	1427	921	178	685	
	Mean	3.7	3.8	3.7	3.7	3.7	
	Standard error	0.02	0.02	0.05	0.07	0.05	

Figure 3: Experience With OSHA and WHD Workplace Violations by Gender and Ethnicity

		Male						Female					
		RACE						RACE					
		Unweighted Base	WHITE	AFRICAN AMERICAN	ASIAN	HISPANIC	Unweighted Base	WHITE	AFRICAN AMERICAN	ASIAN	HISPANIC		
COMBINED EXPERIENCE	Unweighted Base	2069	1633	142	73	204	3240	1427	921	178	685		
	Mean	1.6	1.6	1.6	1.5	1.6	1.6	1.7	1.7	1.8	1.7		
	Standard error	0.01	0.01	0.02	0.03	0.02	0.01	0.01	0.02	0.02	0.02		

Figure 4: Distribution of WRAAK Across Working Women: Age

		AGE_RECODED					
		Unweighted Base	18 TO 29 YRS	30 TO 44 YRS	45 TO 54 YRS	55+	
			A	B	C	D	
OVERALL WRAAK	Unweighted Base	3205	550	916	805	934	
	Mean	2.3	2.5	2.3	2.3	2.3	
	Standard error	0.01	0.03	0.03	0.03	0.04	

Table 4: Working Women and Key Outcomes: Age Breakouts

		AGE_RECODED					
		Unweighted Base	18 TO 29 YRS	30 TO 44 YRS	45 TO 54 YRS	55+	
			A	B	C	D	
Recommend Your Employer as a Great Place to Work	Unweighted Base	3205	550	916	805	934	
	Mean	3.8	4.1	3.8	3.8	3.8	
	Standard error	0.02	0.03	0.03	0.04	0.04	
Choose to Leave Your Employer to Work Somewhere Else	Unweighted Base	3205	550	916	805	934	
	Mean	2.4	2.4	2.5	2.4	2.0	
	Standard error	0.02	0.04	0.04	0.04	0.04	
Confident My Supervisor Would Do Something to Help Me	Unweighted Base	3205	550	916	805	934	
	Mean	3.8	4.2	3.9	3.8	3.9	
	Standard error	0.02	0.03	0.03	0.04	0.04	

Figure 5: Distribution of WRAAK Across Working Women: Union Status

		UNION			
		Unweighted Base		UNION	NON UNION
				A	B
OVERALL WRAAK	Unweighted Base	3269		539	2730
	Mean	2.3		2.0	2.4
	Standard error	0.01		0.04	0.02

Table 5: Working Women and Key WRAAK Constructs: Union Status

		UNION			
		Unweighted Base		UNION	NON UNION
				A	B
COMBINED EDUCATION	Unweighted Base	3140		526	2614
	Mean	2.3		2.3	2.3
	Standard error	0.01		0.04	0.02
COMBINED ACCESS	Unweighted Base	3269		539	2730
	Mean	1.1		1.0	1.1
	Standard error	*		0.01	*
COMBINED EXPERIENCE	Unweighted Base	3269		539	2730
	Mean	1.6		1.5	1.7
	Standard error	0.01		0.02	0.01
COMBINED REPORTING	Unweighted Base	1061		257	804
	Mean	1.5		1.5	1.5
	Standard deviation	0.50		0.50	0.50
COMBINED LIKELIHOOD	Unweighted Base	3220		534	2686
	Mean	1.4		1.4	1.3
	Standard error	0.01		0.02	0.01

Table 6: Working Women and Key WRAAK Constructs: WB Regions

		Region_OSHA											
		Unweighted Base		Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Region 7	Region 8	Region 9	Region 10
				A	B	C	D	E	F	G	H	I	J
COMBINED EDUCATION	Unweighted Base	3041		138	262	389	624	466	390	139	98	435	100
	Mean	2.3		2.3	2.3	2.3	2.3	2.3	2.1	2.2	2.4	2.2	2.6
	Standard error	0.01		0.06	0.06	0.04	0.03	0.04	0.05	0.06	0.07	0.04	0.07
COMBINED ACCESS	Unweighted Base	3160		147	276	410	648	478	400	148	104	445	104
	Mean	1.1		1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.1	1.0
	Standard error	*		0.02	0.02	0.01	0.01	0.01	0.01	0.02	0.02	0.01	0.01
COMBINED EXPERIENCE	Unweighted Base	3160		147	276	410	648	478	400	148	104	445	104
	Mean	1.6		1.8	1.7	1.7	1.7	1.7	1.7	1.6	1.6	1.6	1.6
	Standard error	0.01		0.03	0.02	0.02	0.01	0.02	0.02	0.03	0.03	0.02	0.04
COMBINED REPORTING	Unweighted Base	1024		41	79	146	211	160	118	44	37	149	39
	Mean	1.5		1.6	1.5	1.5	1.4	1.4	1.4	1.6	1.5	1.4	1.5
	Standard deviation	0.50		0.50	0.50	0.50	0.50	0.49	0.49	0.50	0.50	0.49	0.50
COMBINED LIKELIHOOD	Unweighted Base	3111		144	270	401	639	474	394	146	103	437	103
	Mean	1.4		1.4	1.3	1.3	1.4	1.3	1.3	1.2	1.3	1.4	1.4
	Standard error	0.01		0.03	0.02	0.02	0.02	0.02	0.02	0.03	0.03	0.02	0.04

Figure 6: Distribution of WRAAK Across Non-Traditional and Female-Dominated Industries

		WB_INDUSTRY_COMBINED			
		Unweighted Base		Non-traditional	Female Dominated
				A	B
OVERALL WRAAK	Unweighted Base	1592		197	1395
	Mean	2.2		2.5	2.3
	Standard error	0.02		0.05	0.03

Table 7: Working Women and Key WRAAK

Constructs: Non-Traditional and Female-Dominated Industries

		WB_INDUSTRY_COMBINED			
		Unweighted Base		Non traditional	Female Dominated
				A	B
COMBINED_E COMBINED_ DUCATION	Unweighted Base	1539		189	1350
	Mean	2.2		2.2	2.2
	Standard error	0.02		0.05	0.03
COMBINED_ E COMBINED_ ACCESS	Unweighted Base	1592		197	1395
	Mean	1.1		1.1	1.1
	Standard error	0.01		0.01	0.01
COMBINED_ E COMBINED_ XPERIENCE	Unweighted Base	1592		197	1395
	Mean	1.6		1.6	1.6
	Standard error	0.01		0.02	0.01
COMBINED_ L COMBINED_ REPORTING	Unweighted Base	585		58	527
	Mean	1.5		1.5	1.5
	Standard deviation	0.50		0.50	0.50
COMBINED_ L COMBINED_ IKELHOOD	Unweighted Base	1571		194	1377
	Mean	1.4		1.3	1.4
	Standard error	0.01		0.02	0.01

Table 8: Working Women and Key WRAAK Constructs: Blue Collar vs. White Collar

		BLUE_WHITE			
		Unweighted Base		BLUE COLLAR	WHITE COLLAR
				A	B
COMBINED_E EDUCATION	Unweighted Base	3034		1274	1760
	Mean	2.3		2.2	2.4
	Standard error	0.01		0.02	0.02
COMBINED_ACCESS	Unweighted Base	3153		1312	1841
	Mean	1.1		1.1	1.1
	Standard error	*		0.01	0.01
COMBINED_EXPERIENCE	Unweighted Base	3153		1312	1841
	Mean	1.6		1.6	1.7
	Standard error	0.01		0.01	0.01
COMBINED_REPORTING	Unweighted Base	1025		484	541
	Mean	1.5		1.4	1.6
	Standard deviation	0.50		0.48	0.49
COMBINED_LIKELIHOOD	Unweighted Base	3104		1301	1803
	Mean	1.4		1.3	1.4
	Standard error	0.01		0.01	0.01

Figure 7: Likelihood to Report Future Violations and Industry Type

		Male				Female			
		BLUE_WHITE				BLUE_WHITE			
		Unweighted Base		BLUE COLLAR	WHITE COLLAR	Unweighted Base		BLUE COLLAR	WHITE COLLAR
COMBINED_LIKELIHOOD	Unweighted Base	2006		1059	947	3104		1301	1803
	Mean	1.4		1.4	1.4	1.4		1.3	1.4
	Standard error	0.01		0.01	0.01	0.01		0.01	0.01

Table 9: Working Women and Health & Safety Education, Access, Experience, and Reporting

		GENDER			
		Unweighted Base		Male	Female
				A	B
OSHA_ EDUCATION	Unweighted Base	2686		1100	1586
	Mean	1.8		1.8	1.9
	Standard error	0.01		0.02	0.02
OSHA_ ACCESS	Unweighted Base	2755		1122	1633
	Mean	1.1		1.1	1.1
	Standard error	*		*	0.01
COMBINED_ EXPERIENCE	Unweighted Base	5429		2146	3283
	Mean	1.6		1.5	1.6
	Standard error	*		0.01	0.01
OSHA_ REPORTING	Unweighted Base	1154		520	634
	Mean	1.4		1.3	1.4
	Standard error	0.01		0.01	0.02
LIKELIHOOD_ TO_VOICE_ OSHA	Unweighted Base	2752		1120	1632
	Mean	1.3		1.3	1.2
	Standard error	0.01		0.01	0.01

Figure 8: Working Women and Experience With Health & Safety Violations

OSHA_EXP	Unweighted Base	1633
	Mean	1.6
	Standard error	0.01

Figure 9: Gender and Experience With Specific Health & Safety Violations

		GENDER			
		Unweighted Base		Male	Female
				A	B
Please indicate whether or not any of the following have ever happened in your current workplace. You have known about a possible health or safety risk in your workplace.	Unweighted Base	2755		1122	1633
	Mean	1.6		1.6	1.7
	Standard deviation	0.49		0.50	0.46
Please indicate whether or not any of the following have ever happened in your current workplace. Because of conditions at your workplace, you have been injured or gotten sick.	Unweighted Base	2755		1122	1633
	Mean	1.9		1.9	1.9
	Standard error	*		0.01	0.01
Please indicate whether or not any of the following have ever happened in your current workplace. Because of conditions at your workplace, you know someone else who has been injured or gotten sick.	Unweighted Base	2755		1122	1633
	Mean	1.7		1.7	1.7
	Standard error	0.01		0.01	0.01

Figure 10: Working Women and Experience With Health & Safety Violations: Race/Ethnicity

		RACE					
		Unweighted Base		WHITE	AFRICAN AMERICAN	ASIAN	HISPANIC
				A	B	C	E
Please indicate whether or not any of the following have ever happened in your current workplace. You have known about a possible health or safety risk in your workplace.	Unweighted Base	1612		708	457	88	343
	Mean	1.7		1.7	1.7	1.8	1.7
	Standard deviation	0.47		0.47	0.47	0.40	0.44
Please indicate whether or not any of the following have ever happened in your current workplace. Because of conditions at your workplace, you have been injured or gotten sick.	Unweighted Base	1612		708	457	88	343
	Mean	1.9		1.9	1.9	1.9	1.8
	Standard error	0.01		0.01	0.02	0.03	0.02
Please indicate whether or not any of the following have ever happened in your current workplace. Because of conditions at your workplace, you know someone else who has been injured or gotten sick.	Unweighted Base	1612		708	457	88	343
	Mean	1.7		1.7	1.7	1.8	1.7
	Standard error	0.01		0.01	0.02	0.03	0.02

Figure 11: Working Women and Access to Information on Wage & Hour Rights

		GENDER			
		Unweighted Base		Male	Female
				A	B
WHD_ACCESS	Unweighted Base	2674		1024	1650
	Mean	1.1		1.1	1.1
	Standard error	*		0.01	0.01

Table 10: Working Women and Wage & Hour Education, Access, Experience, and Reporting

		GENDER			
		Unweighted Base		Male	Female
				A	B
WHD_EDUCATION	Unweighted Base	2528		961	1567
	Mean	2.7		2.7	2.7
	Standard error	0.01		0.02	0.02
WHD_ACCESS	Unweighted Base	2674		1024	1650
	Mean	1.1		1.1	1.1
	Standard error	*		0.01	0.01
WHD_EXPERIENCE	Unweighted Base	2674		1024	1650
	Mean	1.7		1.7	1.8
	Standard error	0.01		0.01	0.01
WHD_REPORTING	Unweighted Base	671		240	431
	Mean	1.5		1.5	1.5
	Standard error	0.01		0.02	0.02
LIHO_OD_T O_VO ICE	Unweighted Base	2582		980	1602

	Mean	1.5		1.5	1.5
	Standard error	0.01		0.01	0.01

Figure 12: Working Women and Experience With Wage & Hour Violations

WHD_EXP	Unweighted Base	1650
	Mean	1.8
	Standard error	0.01

Figure 13: Gender and Experience With Specific Wage & Hour Violations

		GENDER			
		Unweighted Base		Male A	Female B
Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know didn't get paid at all for a day or more of work they performed	Unweighted Base	2674		1024	1650
	Mean	1.9		1.9	1.9
	Standard error	*		0.01	0.01
Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know didn't get paid for overtime work	Unweighted Base	2674		1024	1650
	Mean	1.8		1.9	1.9
	Standard error	0.01		0.01	0.01
Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know didn't get paid what the employer promised	Unweighted Base	2674		1024	1650
	Mean	1.9		1.9	1.9
	Standard error	*		0.01	0.01
Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know were paid less than the minimum wage	Unweighted Base	2674		1024	1650
	Mean	2.0		2.0	2.0
	Standard error	*		*	*

<p>Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know were required to work off the clock or through breaks</p>	Unweighted Base	2674		1024	1650
	Mean	1.8		1.8	1.9
	Standard error	*		0.01	0.01

Figure 14: Working Women Experience With Wage & Hour Violations: Race/Ethnicity

		RACE					
		Unweighted Base		WHITE	AFRICAN AMERICAN	ASIAN	HISPANIC
				A	B	C	E
Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know didn't get paid at all for a day or more of work they performed	Unweighted Base	1628		719	464	90	342
	Mean	1.9		1.9	1.9	2.0	1.8
	Standard error	0.01		0.01	0.01	0.01	0.02
Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know didn't get paid for overtime work	Unweighted Base	1628		719	464	90	342
	Mean	1.8		1.9	1.9	1.9	1.8
	Standard error	0.01		0.01	0.02	0.02	0.02
Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know didn't get paid what the employer promised	Unweighted Base	1628		719	464	90	342
	Mean	1.9		1.9	1.9	2.0	1.9
	Standard error	0.01		0.01	0.02	0.02	0.02
Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know were paid less than the minimum wage	Unweighted Base	1628		719	464	90	342
	Mean	2.0		2.0	2.0	2.0	2.0

	Standard error	*		*	0.01	-	0.01
Even if you didn't experience it yourself, have you ever known about any of the following possible violations of wage and hour laws in your current workplace? You or someone you know were required to work off the clock or through breaks	Unweighted Base	1628		719	464	90	342
	Mean	1.8		1.8	1.9	1.9	1.9
	Standard error	0.01		0.01	0.02	0.02	0.02