

WAGE AND HOUR DIVISION MODULE: WRAAK AND WAGE & HOUR RIGHTS AND PROTECTIONS



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1.0 INTRODUCTION

The Wage and Hour Division (WHD) of the United States Department of Labor (DOL) was established in 1938 as part of the enactment of the Fair Labor Standards Act. The WHD is responsible for enforcing laws that protect workers in virtually all private, State government, and local government employment. As part of its enforcement portfolio, WHD enforces requirements under the Fair Labor Standards Act related to the Federal minimum wage, overtime pay, recordkeeping, and child labor. The WHD mission statement is to “promote and achieve compliance with labor standards to protect and enhance the welfare of the Nation’s workforce.”¹

There were 22 questions in the Wage and Hour module assessing workers’ understanding of their wage and hour rights and laws governing wage and hour standards.

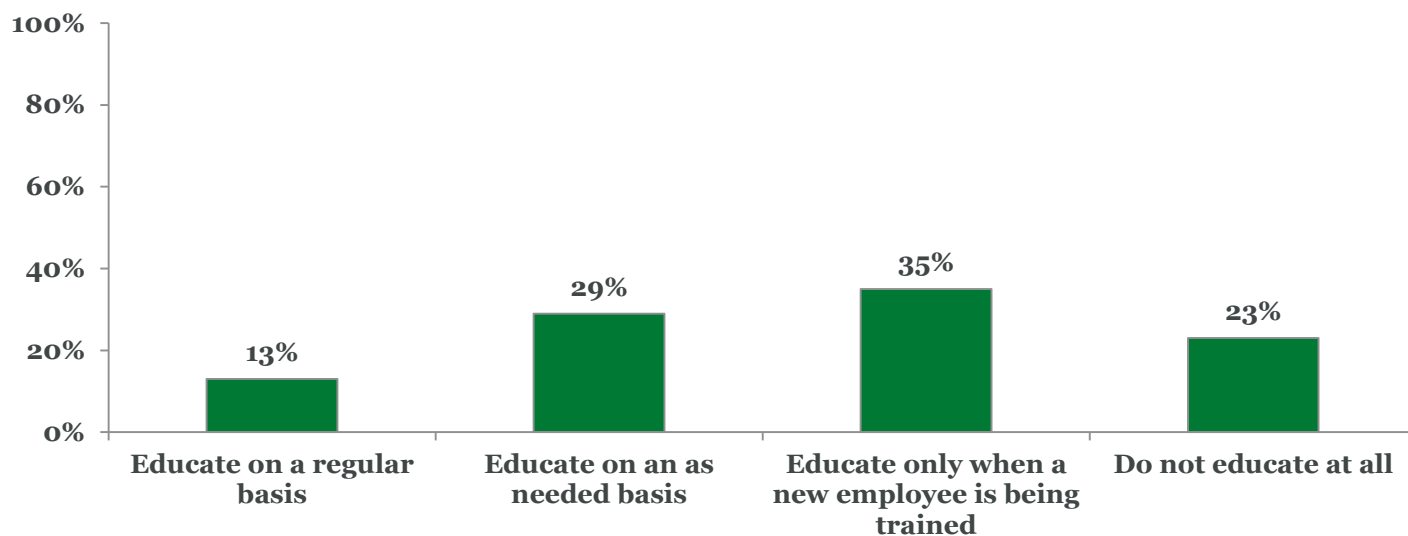
2.0 EDUCATION

KEY FINDINGS: Only 13% of working adults reported receiving regular education on their wage and hour protections. Regular education on WHD rights correlates to higher WRAAK.

When asked about the frequency at which their employer provided education on wage and hour rights, only 13% of the national adult workforce reported being educated on a regular basis. Twenty-nine percent reported they were being educated on their rights on an as needed basis and 35% reported education only as a new employee. Notably, nearly one-quarter of the workforce (23%) reported they received no workplace education on their wage and hour rights.

Figure 1: Employer-Provided Education on Worker Rights

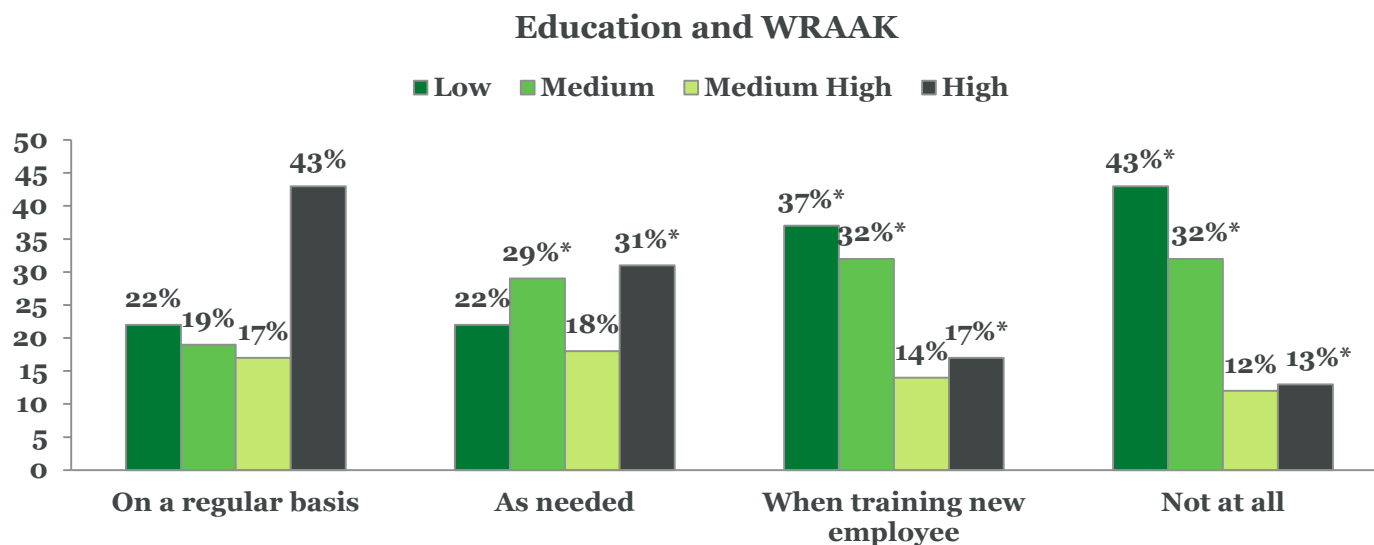
Does your employer educate workers about wage and hour rights on a regular basis, on an as needed basis, only when a new employee is being trained, or not at all?



¹ <http://www.dol.gov/whd/about/mission/whdmiss.htm>

WRAAK varied widely by how often employees were educated. There were significant differences among those who reported being educated or trained on a regular basis and those who reported not receiving any education from their employer. For those educated on a regular basis, 43% had high WRAAK while those who reported not being educated at all only 13% had high WRAAK. Conversely, workers who reported not being educated were significantly more like to have low WRAAK (43% with low WRAAK) compared with those receiving regular education (22% with low WRAAK).

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



*Denotes significant difference from Educated on a regular basis category at the 95% confidence interval

2.1 DEMOGRAPHIC PROFILES FOR WHD EDUCATION

Results from respondents who received the WHD module were analyzed with regard to how often they received education about wage and hour regulations. The analysis focused on respondents who reported receiving education on a regular basis compared with those who said they received no education. Table 1 shows a comparison of the key demographic variables for WHD respondents.

It is interesting to note that there were no significant race and ethnicity differences among those who received regular education and those who received no education in the WHD module. However, there were differences by race and ethnicity for those who reported receiving education on an as needed basis. Similarly, there were no significant differences by gender, education, or age between those who reported receiving regular education and those who reported not receiving any education.

Table 1: Demographic Profile for Education on Wage & Hour Rights

		On a regular basis	As needed	When training new employee	Not at all
		A	B	C	D
Education	College graduate or higher	38%	37%	32%	32%
	Some college or vocational	30%	29%	29%	34%
	High school or less	32%	34%	39%	35%
Race and Ethnicity	White	62%	71%* AC	63%	68%
	African American	17%* B	11%	12%	11%
	Asian	3%	7%	6%	4%
	Hispanic	18%	12%	19%* B	17%
Age	18-29	20%	29%* D	29%* AD	16%
	30-44	33%	30%	33%	34%
	45-54	28%	23%	20%	28%* C
	55+	19%	18%	18%	23%
Gender	Male	52%	52%	50%	51%
	Female	48%	48%	50%	49%

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

EDUCATION BY INDUSTRY

When comparing workers according to how they are paid, U.S. working adults who reported they received education on a regular basis were significantly more likely to be salaried employees (46%) compared with respondents who reported they received no education (33%). Additionally, those who said they were provided regular education were significantly more likely to be in management positions (46%) than those holding management positions who reported receiving no education (31%). The opposite was true for those who received no education—they were more likely to report being non-management (69%) compared with those who received regular education (53%).

Notably, those who received no education were significantly more likely than those who received regular education to be employed in the private sector (59%). When comparing those who received regular education versus those who reported receiving no education, a pattern emerged regarding income. Those educated on a regular basis were significantly more likely than those who were not educated at all to make over \$75,000.

There were no significant differences between those who reported being educated regularly and those who reported receiving any education by work type (blue collar or white collar), union status, or job tenure. However, workers who have been at their jobs less than 1 year were significantly more likely to report having received education only when being trained as a new employee.

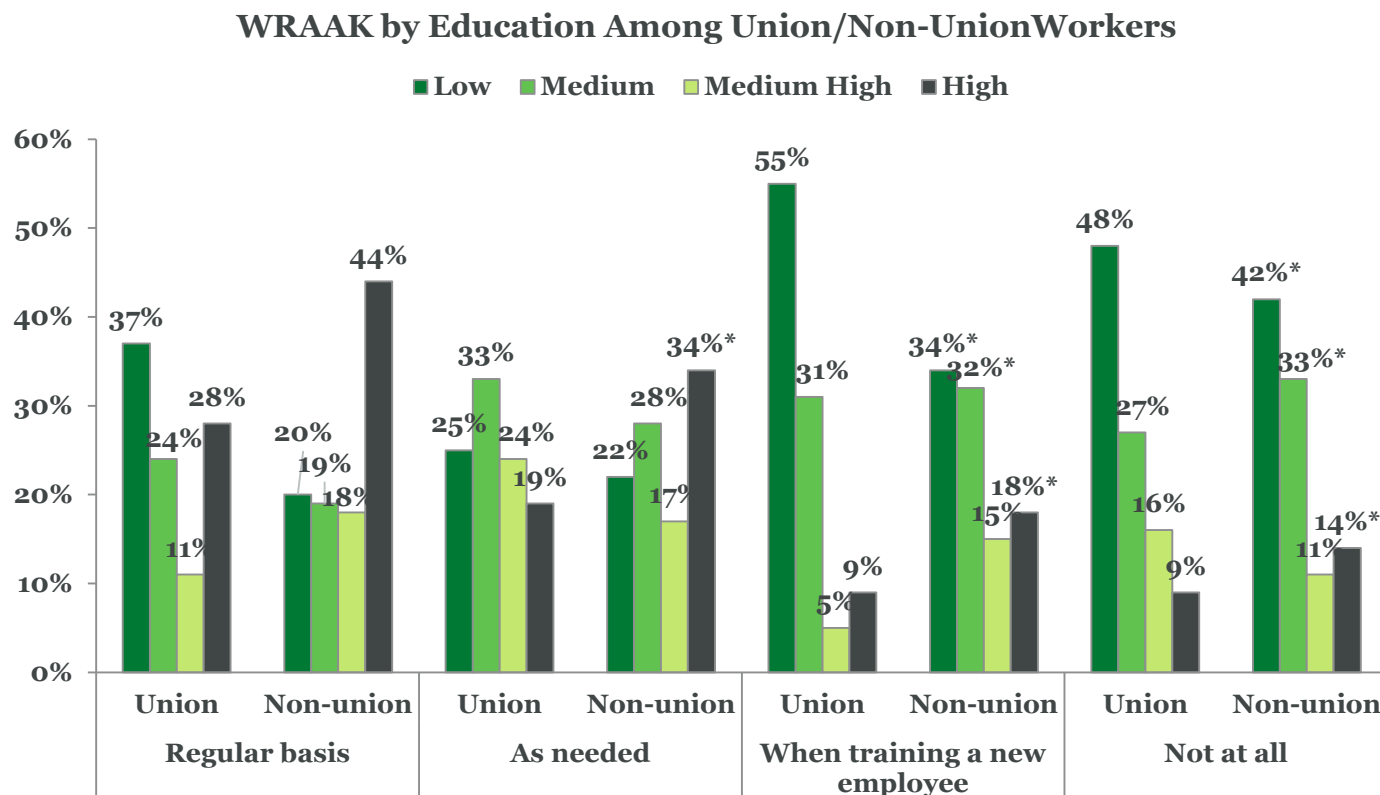
Table 2: Job Profile for Education on Wage & Hour Rights

		On a regular basis	As needed	When training new employee	Not at all
		A	B	C	D
Work Type	Blue collar	50%	51%	56%	56%
	White collar	50%	49%	44%	44%
Union Membership	Union	13%	18%	14%	15%
	Non-union	87%	82%	86%	85%
Work	Government	18%	18%	15%	17%
	Private company	47%	58% A	57% A	59% A
	Non-profit/Other	29%	22%	25%	22%
Management	Non-management	53%	58%	65% A	69% AB
	Management	46% CD	42% CD	34%	31%
Tenure	Less than 1 year on job	14%	16%	19% D	13%
	1 year but less than 5 years on the job	30%	26%	31%	29%
	More than 5 years on the job	56%	58% C	49%	58% C
Pay	Hourly	51%	55%	64% AB	60%
	Salary	46% CD	41% C	30%	33%
	By unit of production	2%	4%	4%	3%
	Daily	1%	1%	2%	3%
Income	Under \$20,000	21%	19%	21%	17%
	\$20,000 - \$29,999	11%	11%	14%	18% B
	\$30,000 - \$39,999	9%	15%	16%	17% A
	\$40,000 - \$49,999	9%	14%	15%	13%
	\$50,000 - \$74,999	19%	19%	17%	19%
	\$75,000 - \$99,999	14% D	12% D	8%	7%
	\$100,000 or more	17% BCD	10%	10%	9%

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

Non-union workers educated on a regular basis were significantly more likely to have high WRAAK than those workers who reported receiving education less frequently, regardless of union status. The same was true for those educated on an as needed basis who were not in a workplace covered by a union. Those educated less often, either only when being trained as a new employee or not at all, and in a union were significantly more likely to have low WRAAK than those educated more often, regardless of union status. This suggests that employer-provided education has a greater impact on WRAAK than union status.

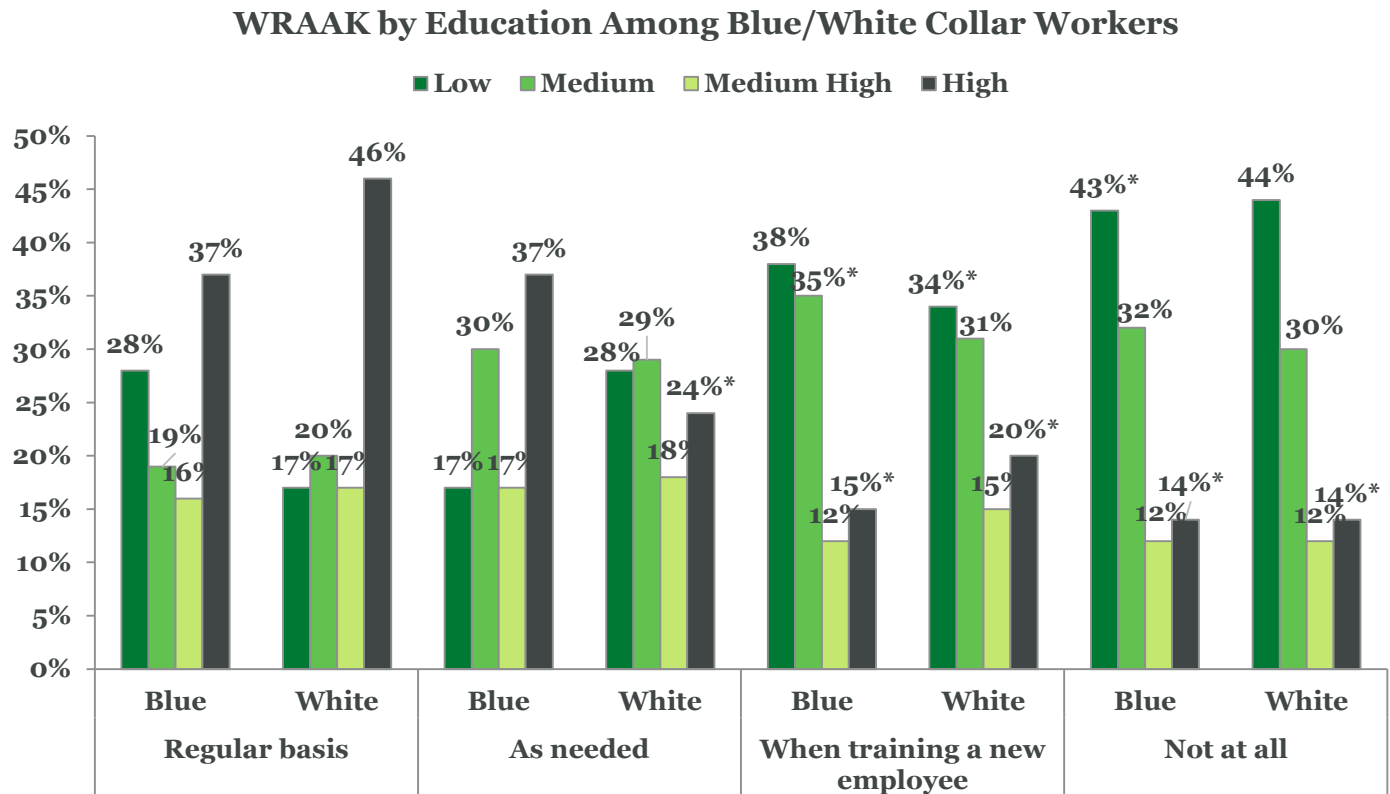
Figure 3: WRAAK and Employer-Provided Education by Union Status



*Denotes significant difference from Educated on a regular basis category at the 95% confidence interval

Workers educated on a regular basis, regardless of work type (blue or white collar), were significantly more likely to have high WRAAK than those educated only when training a new employee and those not educated at all. Additionally, workers who reported not receiving any education, regardless of work type, were significantly more likely to have low WRAAK than those educated on a regular basis or on an as needed basis. The only workers with differences between blue and white collar work types were those who reported being educated on an as needed basis—blue collar workers were significantly more likely than their white collar counterparts to have high WRAAK. Notably, these findings confirmed that regular employer-provided education had a greater impact on workers' WRAAK than the work type.

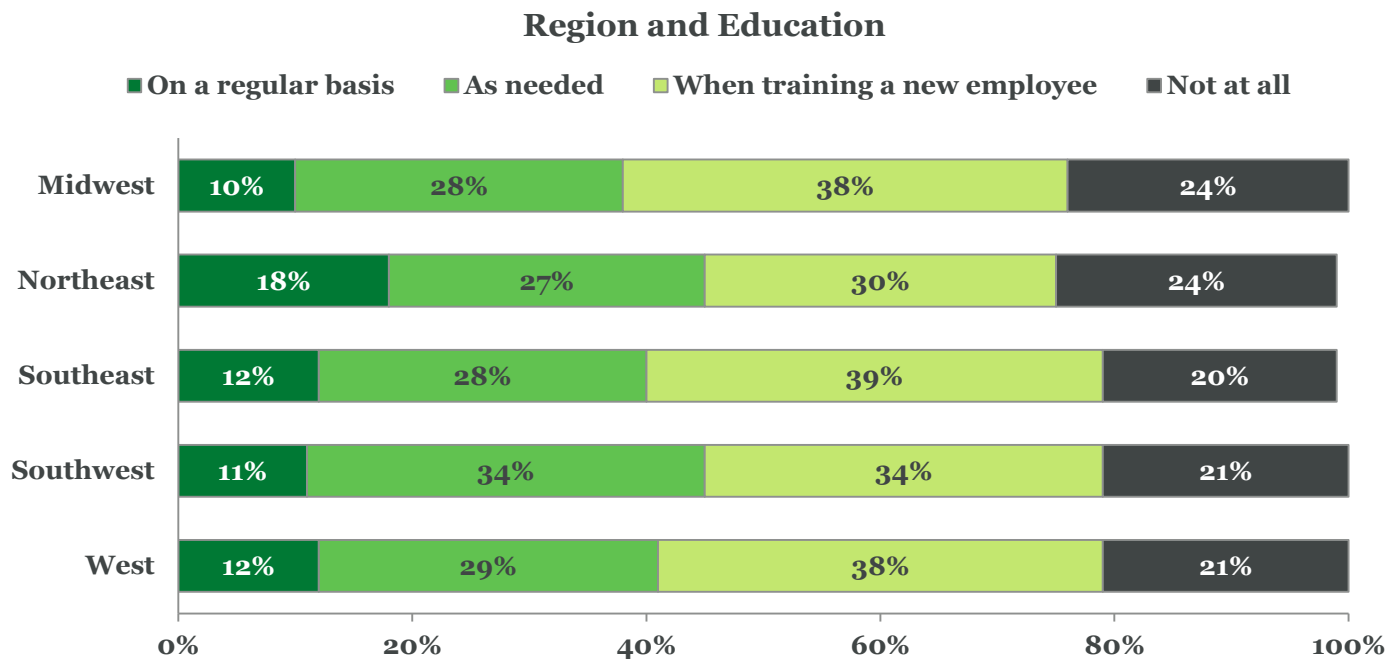
Figure 4: WRAAK and Employer-Provided Education by Blue/White Collar



EDUCATION BY REGION

When comparing employer-provided education across WHD regions, workers in the Northeast were significantly more likely than those in the Midwest and Southwest regions to report receiving education on a regular basis. Notably, workers in the Midwest and Southeast were significantly more likely than those in the Northeast to report they only received education when they were first hired. Nevertheless, the frequency of employer-provided education was similar across all the regions.

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



3.0 ACCESS

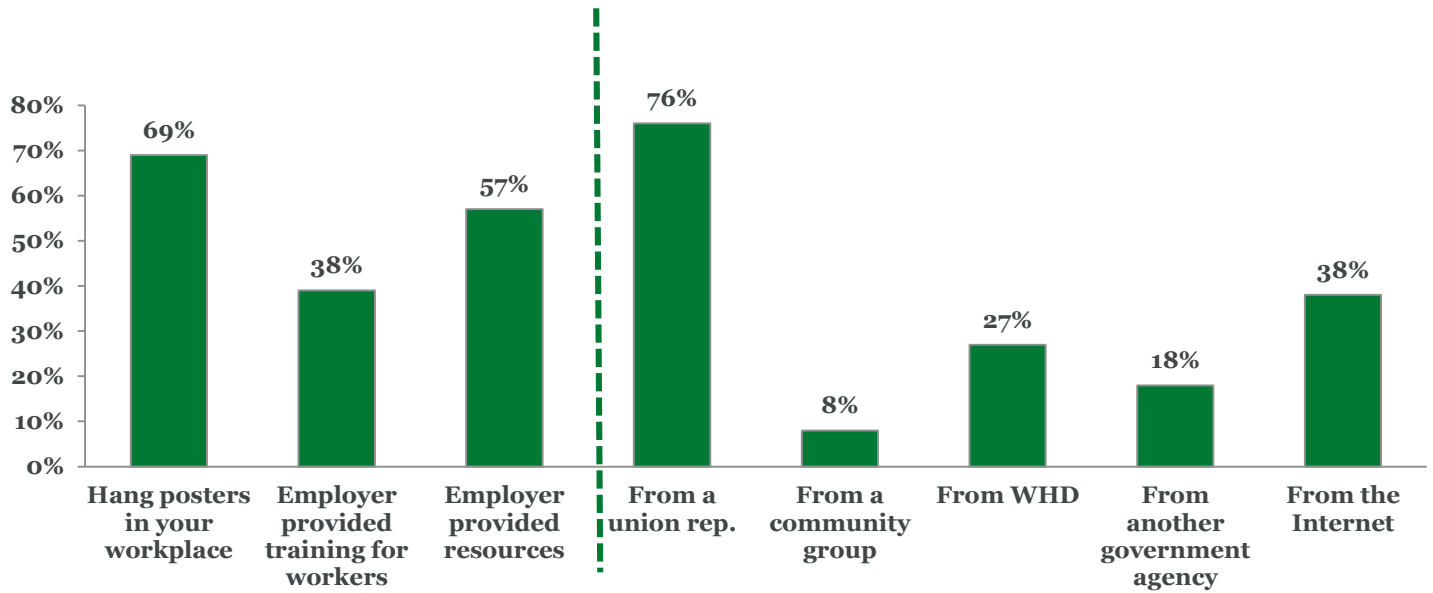
KEY FINDINGS: Working adults who do not have access to information on their wage and hour rights were significantly more likely to have lower WRAAK. Additionally, those with access to information were significantly more likely to have reported a previous violation and to say they would report a future wage and hour violation than those who did not have access.

When examining workers' access to information on their WHD protections, a majority of the American adult workforce reported getting information from their employers through workplace posters, websites, or employer trainings. The most common access to information on wage and hour rights was through posters in the workplace. Sixty-nine percent of workers reported they received information from posters versus 38% who reported receiving information through employer-provided training and 57% who obtained the information from employer-provided resources (classroom/online training and websites/other materials).

Workers did not obtain information from sources outside of the workplace very often, with the least utilized non-employer-provided source being community groups. Notably, 27% of workers reported accessing their information on wage and hour rights directly from WHD.

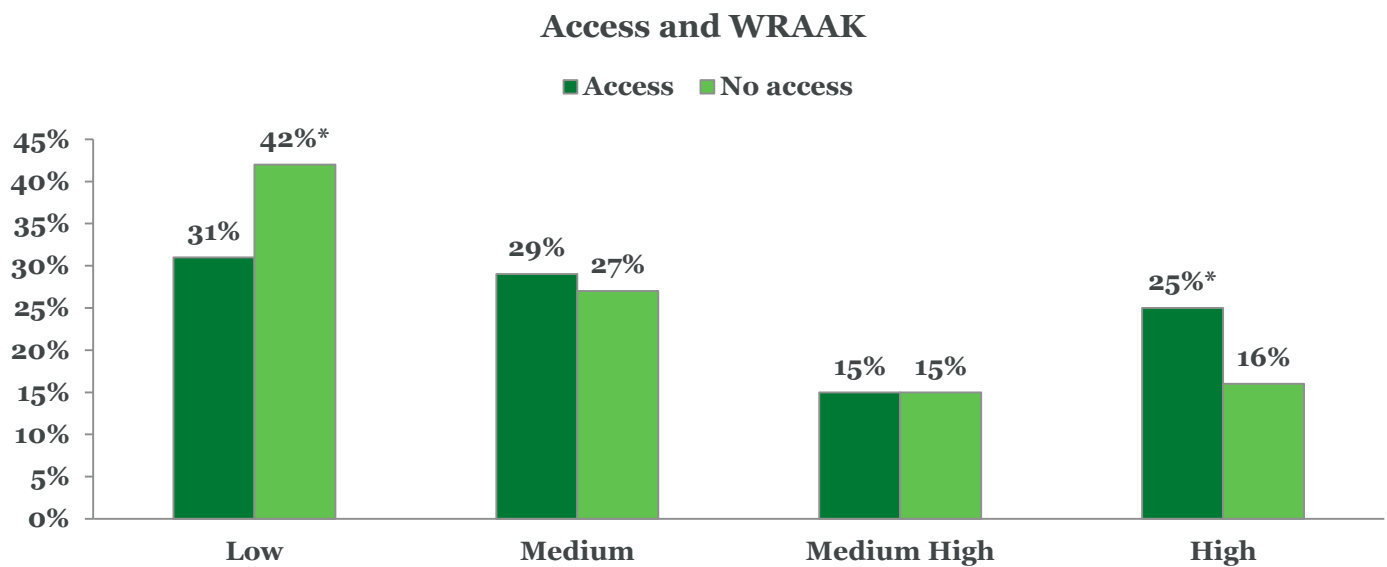
Figure 6: Sources of Information on Wage & Hour Rights

Does your current employer do any of the following to educate workers about their wage and hour rights? Are you learning about wage and hour rights in the workplace from any of the following other resources?



Access to materials on wage and hour rights had a significant impact on a worker's overall WRAAK. Workers without access to information on their wage and hour rights were significantly more likely to have low WRAAK than those who reported having access to this information. Of those who reported not having access to sources of information of WHD rights, 42% had low WRAAK compared with 31% of those who reported having access. Additionally, those with access to information on their wage and hour rights were significantly more likely to have high WRAAK than those without access to wage and hour information (25% high WRAAK for those with access versus 16% for those without access).

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



*Denotes significant difference at the 95% confidence interval

3.1. DEMOGRAPHIC PROFILES FOR WHD ACCESS

Among working adults who completed the WHD module, there were no significant differences by education level, race, or age between those who had access and those who did not. However, men were significantly more likely to have access while women were less likely.

Table 3: Demographic Profile for Access to Information on Wage & Hour Rights

		Access to information	No access to information
		A	B
Education	College graduate or higher	34%	37%
	Some college or vocational	31%	23%
	High school or less	35%	40%
Race and Ethnicity	White	65%	71%
	African American	13%	10%
	Asian	6%	4%
	Hispanic	16%	15%
Age	18-29 years	24%	26%
	30-44 years	33%	28%
	45-54 years	24%	23%
	55+ years	19%	23%
Gender	Male	52%	41%
	Female	48%	59%

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

ACCESS BY INDUSTRY

Workers in workplaces covered by a union were significantly more likely to have access as were those in management positions. There were no significant differences in access by work type, pay type, income, tenure, or by government versus non-government job.

Table 4: Job Profile for Access to Information on Wage & Hour Rights

		Access to information	No access to information
		A	B
Work Type	Blue collar	54%	52%
	White collar	46%	48%
Union Membership	Union	16%	7%
	Non-union	84%	93%
Work	Government	17%	15%
	Private company	56%	57%
	Non-profit/Other	24%	23%
Management	Non-management	61%	73%
	Management	39%	26%
Tenure	Less than 1 year on job	16%	16%
	1 year but less than 5 years on the job	29%	26%
	5 or more years on the job	55%	58%
Pay	Salary	37%	34%
	Hourly	58%	59%
Income	Under \$20,000	18%	24%
	\$20,000 - \$29,999	13%	19%
	\$30,000 - \$39,999	15%	15%
	\$40,000 - \$49,999	13%	15%
	\$50,000 - \$74,999	19%	14%
	\$75,000 - \$99,999	11%	6%
	\$100,000 or more	12%	7%

**Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.*

Notably, access to information on WHD rights had an impact on several key outcomes. Those with access were more likely to have formally reported a violation in the past 5 years while those without access were less likely to have reported. Among those with access to WHD rights information, 52% formally reported the violation to an employer or some other entity compared with 27% of those without access to WHD rights information. Additionally, workers with access were significantly more likely to report future violations than those without

access (54% among those with access compared with 41% among those without access). There were no significant differences between access to information and experience with a wage and hour violation.

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

		Access to wage and hour information	No access to wage and hour information
		A	B
WHD experience	Experience with wage and hour violation	26%	27%
	No experience with wage and hour violation	74%	73%
Reporting previous wage and hour violation	Formally reported past violation	52%* B	27%
	Did not report past wage and hour violation	48%	73%* A
Reporting future violations	Extremely likely to report future violations	54%* B	41%
	Not extremely likely to report future violations	46%	59%* A

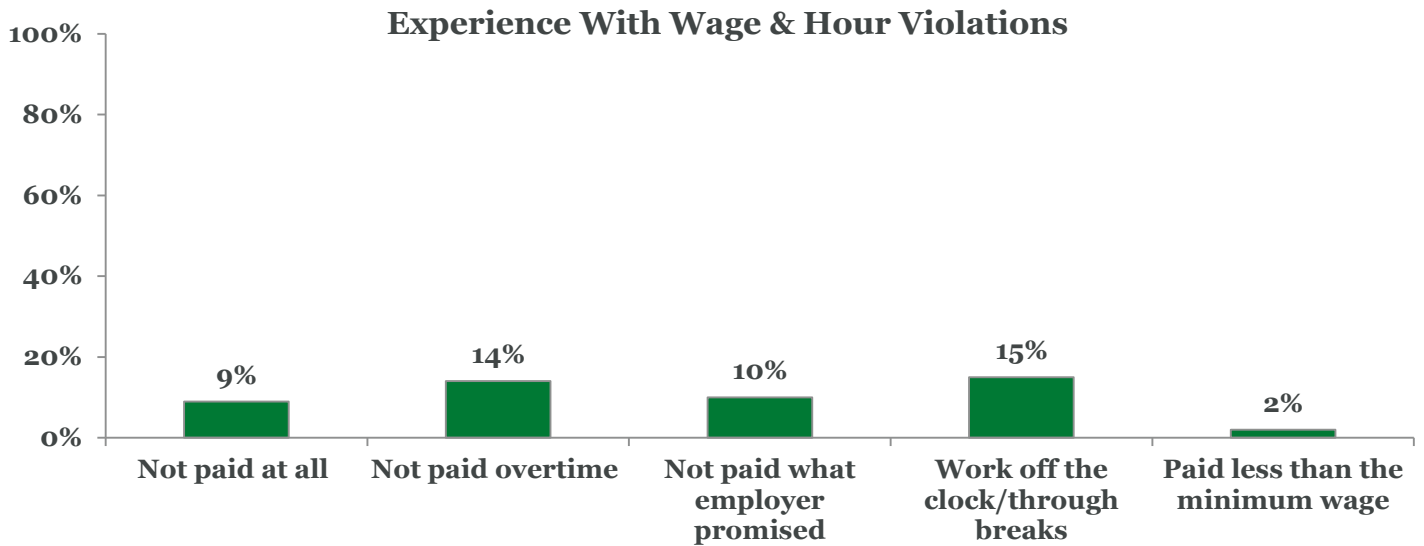
*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

4.0 EXPERIENCE

KEY FINDINGS: Workers who had an experience with a wage and hour violation were significantly more likely to have low WRAAK. Hispanic workers were significantly more likely to have had an experience with a wage and hour violation. Blue collar workers were significantly more likely to have had an experience with a violation. Workers who had an experience with a wage and hour violation were significantly less likely to say they were extremely likely to report future wage and hour violations.

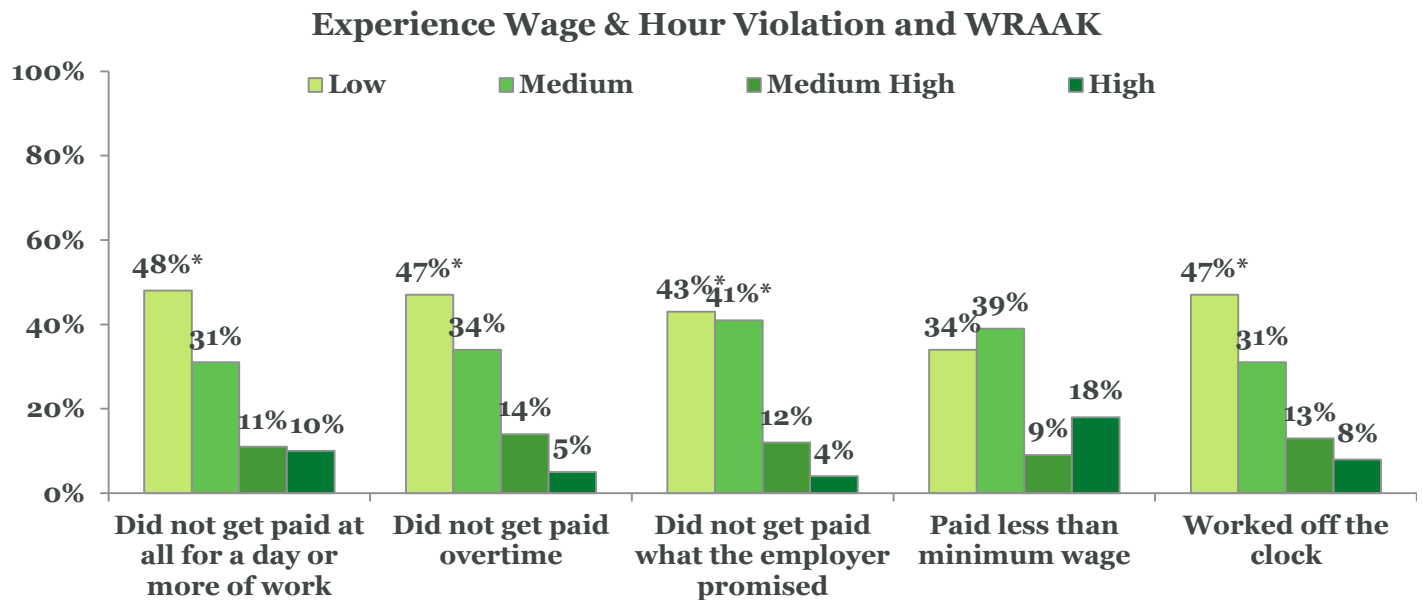
Workers who received the WHD module were also questioned to determine if they or someone they knew had experience with a wage and hour violation in the past, regardless of whether or not this violation was reported. Violations queried include: not getting paid at all for a day or more of work; not getting paid overtime; not getting paid what the employer promised; getting paid less than minimum wage; and having to work off the clock during breaks. Sixteen percent of workers reported having an experience with working off the clock or through breaks—this was the most frequently cited experience. Additionally, 14% of workers said they had an experience where they or someone they know were not paid overtime; 10% cited an experience where they or someone they know were not paid what the employer promised; and 9% cited an experience where they or someone they know were not paid at all. Interestingly, only 2% of workers said they had an experience where they or someone they know were paid less than the minimum wage.

Figure 8: Experience With Specific Wage & Hour Violations



Workers who had an experience with a wage and hour violation were significantly more likely to have low WRAAK compared with those who had no experience with a violation. Workers who either knew someone or were themselves not paid overtime, 47% had low WRAAK while only 5% had high WRAAK. This was similar for all the other types of violations.

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



*Denotes significant difference from those who had no experience with the violation; remaining percentage difference from number shown in chart (i.e., 48% low WRAAK for those with experience with **not getting paid for a day or more of work** shown; 52% No experience with not getting paid for a day or more of work not shown). Differences are statistically significant at the 95% confidence interval.

4.1 DEMOGRAPHIC PROFILES FOR EXPERIENCE WITH WAGE & HOUR VIOLATIONS

Workers who reported they had experience with or knew someone who had an experience with a wage and hour workplace violation were compared with those who did not have an experience or did not know someone who had an experience with a wage and hour violation. Table 6 shows a comparison of the key demographic variables.

Among WHD respondents, some demographic trends emerged. With regard to race and ethnicity, Hispanic workers were significantly more likely to have reported experience with a violation (20%) compared with no experience with a violation (15%). Additionally, younger workers (those aged 18-29) were significantly more likely to have had an experience with a wage and hour violation.

It is interesting to note that there were no significant differences between those with an experience and those who had no experience with a wage and hour violation with regard to gender or education as these variables were significant indicators among the overall population and OSHA respondents.

Table 6: Demographic Profile for Experience With Wage & Hour Violations

		Experience with violation	No experience with violation
		A	B
Education	College graduate or higher	34%	35%
	Some college or vocational	27%	31%
	High school or less	38%	35%
Race and Ethnicity	White	63%	67%
	African American	11%	13%
	Asian	5%	6%
	Hispanic	20%	15%
Age	18-29 years	28%	23%
	30-44 years	32%	33%
	45-54 years	23%	24%
	55+ years	17%	21%
Gender	Male	54%	50%
	Female	46%	50%

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

EXPERIENCE WITH A VIOLATION BY INDUSTRY

Workers who had an experience with a violation were significantly more likely to be non-management (68%) compared with those who reported they had no experience with a violation (60%). The opposite was true for those who had no experience with a wage and hour violation as they were more likely to report being management (39%) compared with those who had experience with a violation (31%). Blue collar workers were significantly more likely to have had an experience with a violation (59%) compared with those who had no experience with a violation (52%). The opposite pattern held true for white collar workers as they were significantly more likely to report they had no experience with a violation.

Table 7: Job Profile for Experience With Wage & Hour Violations

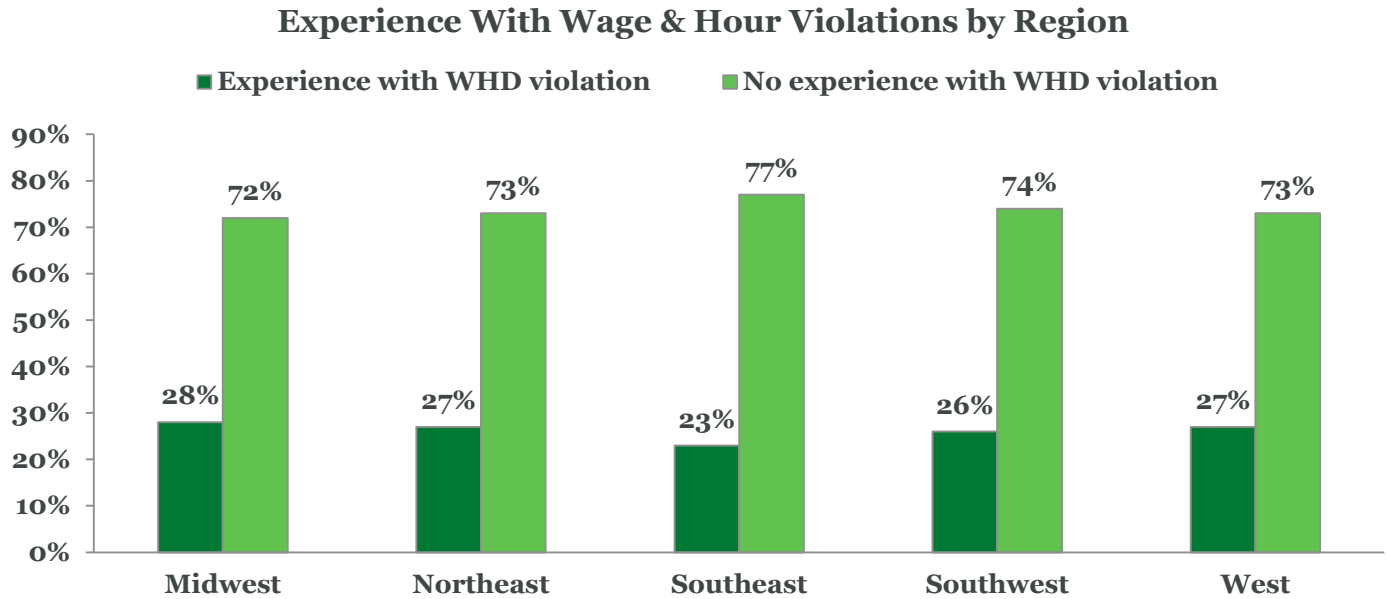
		Experienced violation	Had not experienced violation
		A	B
Work Type	Blue collar	59%	52%
	White collar	41%	48%
Union Membership	Union	20%	14%
	Non-union	80%	86%
Work	Government	21%	15%
	Private company	54%	58%
	Non-profit/Other	22%	25%
Management	Non-management	68%	60%
	Management	31%	39%
Tenure	Less than 1 year on job	15%	17%
	1 year but less than 5 years on the job	31%	28%
	More than 5 years on the job	54%	55%
Pay	Salary	31%	39%
	Hourly	62%	56%
	By unit of production	5%	3%
	Daily	3%	1%
Income	Under \$20,000	18%	19%
	\$20,000 - \$29,999	17%	12%
	\$30,000 - \$39,999	13%	15%
	\$40,000 - \$49,999	12%	13%
	\$50,000 - \$74,999	19%	18%
	\$75,000 - \$99,999	10%	10%
	\$100,000 or more	10%	12%

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

EXPERIENCE WITH A VIOLATION BY REGION

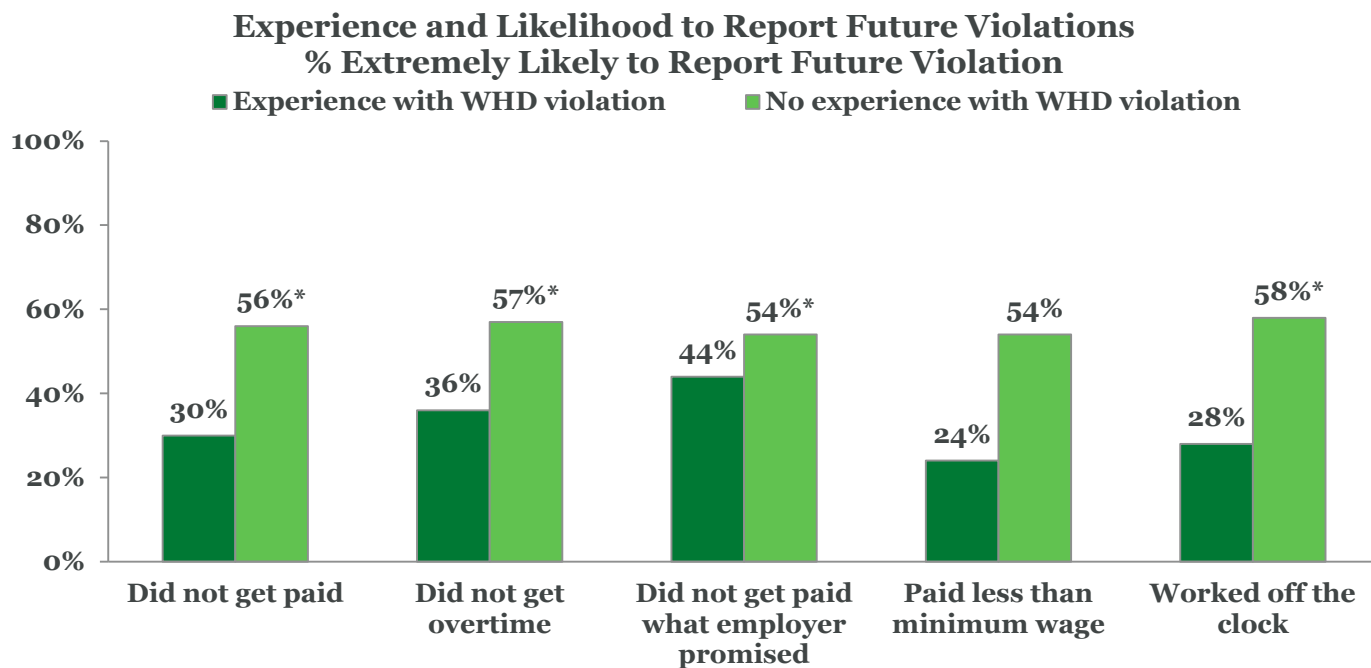
There were no regional differences in past experience with a wage and hour violation.

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



Interestingly, employees who had an experience with a wage and hour violation were significantly less likely to say they were extremely likely to report future wage and hour violations. About one-quarter (24%) of workers who had an experience with a wage and hour violation where they or someone they knew were paid less than the minimum wage indicated an extreme likelihood of reporting any future wage and hour violations. Additionally, 28% of those with an experience with being required to work off the clock, 30% of those with an experience of not being paid at all, and 36% of those with an experience of not getting paid overtime reported they were extremely likely to report a wage and hour violation in the future. Among respondents with an experience with a violation, those who mentioned having an experience where they or someone they knew was not paid as promised had the highest likelihood of reporting a wage and hour violation in the future (44%).

Figure 11: Experience With Wage & Hour Violations and Future Likelihood to Report Violations



*Denotes significant difference at the 95% confidence interval

4.2 PREDICTORS OF EXPERIENCE WITH WAGE & HOUR VIOLATIONS

Using multivariate logistic regressions, odds ratios were calculated to determine the contribution, all things being equal, that a number of workplace factors and demographic variables were associated with a worker having an experience with a workplace violation. The ratios describe how much a given variable increases or decreases the odds of experiencing a violation while holding all other measured variables constant.

The variables associated with having an experience with a wage and hour violation were:

- Employer education
- Union status

The frequency of workplace education was predictive of experience with wage and hour violations in the workplace. Individuals who were not at all educated had 4.11 times the odds of having an experience with a violation as those who were educated on a regular basis. Similarly, those who were not educated had 2.64 and 1.57 times the odds, respectively, of having an experience with a wage and hour violation as those educated as needed or educated when training new employees. The odds of having an experience with a violation if you were a union member were 1.76 times that of non-union members.

It is interesting to note that no demographic variables were predictive of experience with a wage and hour violation in the workplace. Table 8 lists all of the variables associated with experience with wage and hour violations in the workplace.

Table 8: Predictors of Experience With Wage & Hour Violations

Predictors	Odds Ratio
Not at all vs. Educated on a regular basis	4.11
Educated when training new employee vs. Educated on a regular basis	2.61
Educated when training new employee vs. Educated as needed	1.68
Not at all vs. Educated as needed	2.64
Not at all vs. Educated when training new employee	1.57
Union vs. Non-union	1.76

5.0 REPORTING

KEY FINDINGS: Asian workers were significantly less likely to have formally reported a violation while Hispanic workers were significantly more likely to have formally reported a violation. Workers with a college degree or higher were significantly less likely to formally report a violation.

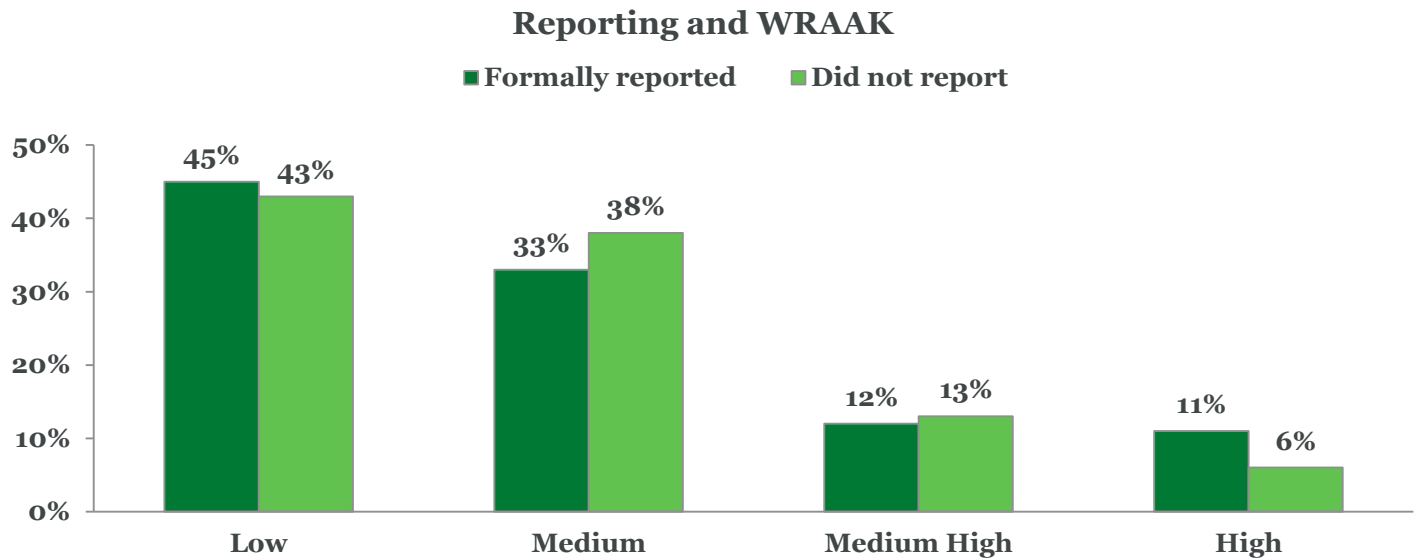
Formally reported included workers who had an experience with a wage and hour violation within the past 5 years and who had formally reported it (they told their supervisor or employer or some other formal entity with the authority to do something about the violation). Among those who indicated they had experience with or knew someone who had experience with a wage and hour violation, one-half (50%) formally reported the violation to a supervisor or some other formal entity.

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

	Formally reported	Did not report
Total (%)	50%	50%
Unweighted (N)	304	367

There were no significant differences across the WRAAK categories for those who formally reported a past wage and hour violation and those who did not report a violation. The two groups had similar percentages across all levels of WRAAK.

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



5.1 DEMOGRAPHIC PROFILES OF WORKERS WHO FORMALLY REPORTED

Asian workers were significantly less likely to have formally reported a violation while Hispanic workers were significantly more likely to have done so. Workers with a college degree or higher were significantly less likely to formally report a violation. There were no variations by gender or age.

Table 10: Demographic Profile for Formal Reporting of Experience With Wage & Hour Violations

		Formally reported	Not formally reported
		A	B
Education	College graduate or higher	23%	44%
	Some college or vocational	34%	24%
	High school or less	43%	32%
Race and Ethnicity	White	59%	69%
	African American	12%	9%
	Asian	2%	8%
	Hispanic	26%	13%
Age	18-29 years	33%	28%
	30-44 years	27%	35%
	45-54 years	28%	19%
	55+ years	13%	18%
Gender	Male	53%	53%
	Female	47%	47%

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

REPORTING BY INDUSTRY

Those who formally reported a wage and hour violation were more likely to be blue collar or hourly employees. The characteristics of those who did not formally report a violation were the opposite, with non-reporters more likely to be white collar or salaried employees. Union membership, management status, income, and tenure did not fluctuate significantly between those who formally reported and those who did not, as was the same with government versus non-government jobs.

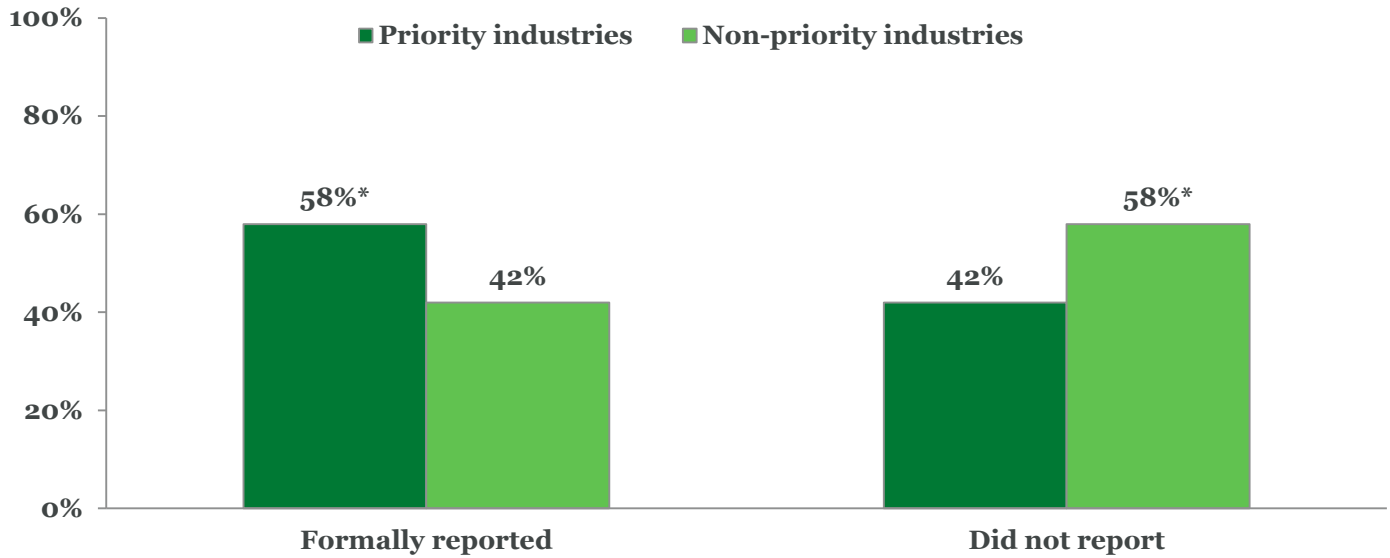
Table 11: Job Profile for Formal Reporting of Experience With Wage & Hour Violations

		Formally reported	Not formally reported
		A	B
Work Type	Blue collar	72%	46%
	White collar	28%	54%
Union Membership	Union	20%	16%
	Non-union	80%	85%
Work	Government	17%	24%
	Private company	55%	50%
	Non-profit/Other	25%	21%
Management	Non-management	65%	68%
	Management	35%	30%
Tenure	Less than 1 year on job	19%	12%
	1 year but less than 5 years on the job	30%	35%
	5 or more years on the job	51%	52%
Pay	Salary	21%	39%
	Hourly	72%	52%
Income	Under \$20,000	22%	14%
	\$20,000 - \$29,999	17%	20%
	\$30,000 - \$39,999	12%	14%
	\$40,000 - \$49,999	15%	11%
	\$50,000 - \$74,999	18%	21%
	\$75,000 - \$99,999	9%	7%
	\$100,000 or more	8%	12%

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

Workers in WHD priority industries were significantly more likely to have formally reported a past violation. Fifty-eight percent of workers in priority industries indicated they told a supervisor, union representative, or government agency about a wage and hour violation. This was significantly higher than the 42% observed among those who work in non-priority industries.

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

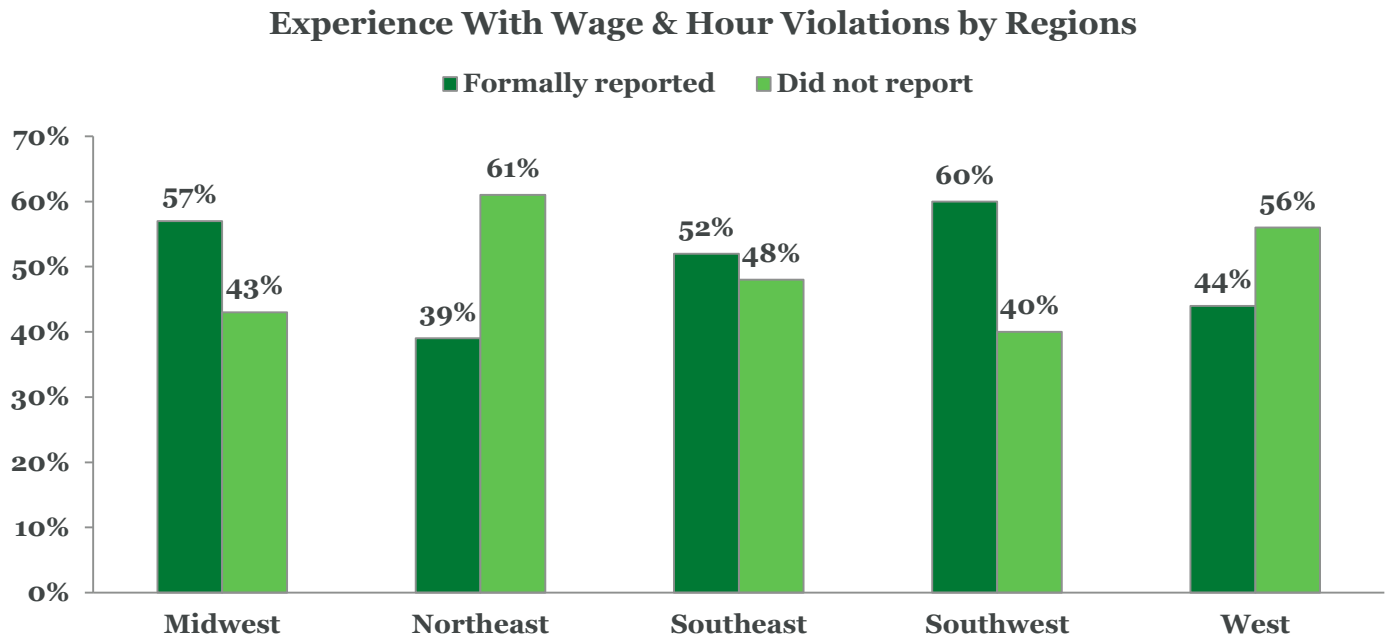


**Denotes significant difference at the 95% confidence interval*

REPORTING BY REGIONS

Workers in the Midwest and Southwest were significantly more likely than those in the Northeast to have formally reported a wage and hour violation they or someone they know experienced (57% of workers in the Midwest and 60% in the Southwest versus 39% of workers in the Northeast). In addition to the Northeast, the Western region was the only other region with less than 50% of workers formally reporting wage and hour violations.

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



5.2 FUTURE LIKELIHOOD TO REPORT

Workers' likelihood to report future violations was calculated based on their responses to three hypothetical situations. White workers and workers with some college or vocational training were significantly more likely to report future violations while Hispanic workers and workers with a college degree or higher were significantly less likely to report in the future. There were no significant differences in future likelihood to report by gender or age.

Table 12: Demographic Profile for Future Likelihood to Report Wage & Hour Violations

		Extremely likely to report	Not extremely likely to report
		A	B
Education	College graduate or higher	30%	36%
	Some college or vocational	34%	26%
	High school or less	35%	38%
Race and Ethnicity	White	69%	62%
	African American	13%	11%
	Asian	5%	6%
	Hispanic	13%	20%
Age	18-29 years	23%	27%
	30-44 years	33%	31%
	45-54 years	23%	23%
	55+ years	21%	18%
Gender	Male	49%	53%
	Female	51%	47%

**Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.*

FUTURE LIKELIHOOD TO REPORT BY INDUSTRY

There were significant differences across pay type and work type on future likelihood to report a wage and hour violation. Salaried employees and those who work for non-profit organizations were significantly less likely to say they were extremely likely to report a wage and hour violation in the future and those who work in the government sector were significantly more likely to say they were not extremely likely to report. There were no significant differences in future likelihood to report by management status, union status, income, or job.

Table 13: Job Profile for Future Likelihood to Report Wage & Hour Violations

		Extremely likely to report	Not extremely likely to report
		A	B
Work Type	Blue collar	56%	53%
	White collar	44%	47%
Union Membership	Union	17%	14%
	Non-union	83%	86%
Work	Government	15%	19%
	Private company	64%	47%
	Non-profit/Other	20%	30%
Management	Non-management	63%	61%
	Management	36%	38%
Tenure	Less than 1 year on job	18%	15%
	1 year but less than 5 years on the job	26%	32%
	5 or more years on the job	56%	53%
Pay	Salary	31%	41%
	Hourly	65%	53%
Income	Under \$20,000	19%	20%
	\$20,000 - \$29,999	15%	13%
	\$30,000 - \$39,999	14%	16%
	\$40,000 - \$49,999	15%	11%
	\$50,000 - \$74,999	18%	19%
	\$75,000 - \$99,999	9%	11%
	\$100,000 or more	10%	9%

*Letters denote statistically significant difference across noted columns. Differences are statistically significant at the 95% confidence interval.

5.3 PREDICTORS OF LIKELIHOOD TO REPORT FUTURE WAGE & HOUR VIOLATIONS

Using multivariate logistic regressions, odds ratios were calculated to determine the contribution, all things being equal, that a number of workplace factors and demographic variables were associated with a worker's willingness to voice future violations. The ratios describe how much a given variable increases or decreases the odds of one's likelihood to voice future violations while holding all other measured variables constant.

The variables associated with likelihood to voice future violations were:

- Experience with a wage and hour violation
- Employee tenure
- Employer educating workers on wage and hour rights via training programs
- Union status
- Pay type
- Company size overall
- Income

Past experience with a wage and hour violation was an indicator of future likelihood to voice a violation. Individuals who had no experience with a violation had 2.99 times the odds of reporting a future violation than individuals who had an experience with a violation. Tenure on the job was also a key variable that was predictive of future reporting of wage and hour violations. Employees with less than 1 year on the job had 1.68 times the odds of those with 1 to 4 years on the job to say they would report future violations. Similarly, individuals with 5 years or more on the job had 1.57 times the odds of reporting future wage and hour violations than those with 1 to 4 years on the job. Union members were 1.76 times the odds of non-union members of reporting future violations.

How an employee was paid was also associated with future likelihood to voice a violation, especially when compared with those who are paid daily. Individuals paid hourly had 8.63 times the odds of reporting a future violation than those paid daily. Similarly, employees paid by unit of production or salary were 11.13 and 4.62 times the odds, respectively, of workers paid daily to say they would report future violations. Table 14 lists all of the variables associated with future likelihood to voice a wage and hour violation.

Table 14: Predictors of Likelihood to Report Future Wage & Hour Violations

Predictors	Odds Ratio
No experience with violation vs. Experience with violation	2.99
Less than 1 year on job vs. 1 – 4 years on the job	1.68
5 years or more on the job vs. 1 – 4 years on the job	1.57
Not educated via training programs vs. Educated via training programs	1.58
Union vs. Non-union	1.76
Salary vs. Daily	4.62
Hourly vs. Daily	8.63
Unit of production vs. Daily	11.13
Hourly vs. Salary	1.87
Unit of production vs. Salary	2.41
Company size small vs. Company size medium	2.14
Company size large vs. Company size medium	1.72
Income \$100,000 plus vs. \$30,000 - \$39,999	2.05
Income \$100,000 plus vs. \$50,000 - \$74,999	1.76

6.0 PREDICTORS OF HIGH WRAAK

The variables associated with having high WRAAK among WHD respondents were:

- Experience with a workplace wage and hour violation
- Education
- Pay type
- Income
- Overall company size
- Knowledge of WHD rules and regulations
- Employer educating workers on wage and hour rights via training programs
- Employer educating workers on wage and hour rights via website or other materials

The odds of being classified as high WRAAK if an individual did not experience a wage and hour violation were 3.39 times the odds of being classified as high WRAAK if a person had experience with a violation. Individuals educated on a regular basis had 2.41 times the odds of being classified as high WRAAK as those who received no education. Additionally, individuals educated on a regular basis had 2.30 times the odds of being classified as high WRAAK as those who received education when training as new employees.

Individuals who had high knowledge of their wage and hour rights had 1.77 times the odds of being classified as high WRAAK as those with low knowledge of their rights. Similarly, individuals who reported being educated via

training programs had 1.45 times the odds of being in the high WRAAK category as those who did not report being educated via training programs.

Individuals who worked for a very small company (fewer than 25 employees) had 3.45 times the odds of being high WRAAK than those who worked for a large company (more than 500 employees). Additionally, those who worked for a very small company had 2.86 and 3.34 times the odds, respectively, of being in the high WRAAK category as those working for medium sized companies (100 – 499 employees) and small companies (25 – 49 employees).

The demographic variables associated with high WRAAK among WHD respondents were pay type and income. Salaried workers had 1.86 and 3.41 times the odds, respectively, of being classified as high WRAAK as individuals paid hourly and paid by unit of measure. With regard to income, individuals making more than \$100,000 and those making \$20,000 - \$29,999 were drivers of high WRAAK. Individuals making \$20,000 - \$29,999 had, on average, 2.43 times the odds as those making \$30,000 - \$99,999 to be classified as high WRAAK. Additionally, this group had 1.99 times the odds of those making less than \$20,000 to be classified as high WRAAK. Table 15 lists all of the variables associated with having high WRAAK among WHD respondents.

Table 15: Predictors of High WRAAK Among WHD Respondents

Predictors for Having High WRAAK	Odds Ratio
Experience vs. No experience	3.39
Educated on a regular basis vs. Not at all educated	2.41
Educated on a regular basis vs. Educated when training new employee	2.30
Educated as needed vs. Educated when training new employee	1.53
Paid salary vs. Paid hourly	1.86
Paid salary vs. Paid by unit of measure	3.46
Income \$100,000 plus vs. Income \$50,000 - \$74,999	1.96
Income \$100,000 plus vs. Income \$75,000 - \$99,999	2.13
Income \$20,000 - \$29,999 vs. Income less than \$20,000	1.99
Income \$20,000 - \$29,999 vs. Income \$30,000 - \$39,999	2.26
Income \$20,000 - \$29,999 vs. Income \$40,000 - \$49,999	2.35
Income \$20,000 - \$29,999 vs. Income \$50,000 - \$74,999	2.44
Income \$20,000 - \$29,999 vs. Income \$75,000 - \$99,999	2.65
Company size very small vs. Company size large	3.45
Company size very small vs. Company size medium	2.86
Company size very small vs. Company size small	3.34
High knowledge of wage and hour rights vs. Low knowledge of wage and hour rights	1.77
Educated via training programs vs. Not educated via training programs	1.45
Educated via website or other materials vs. Not educated via website or other materials	2.25