

OMB #:  
Exp.:



**Department of Homeland Security  
E-Verify Evaluation, 2009  
Workers Interview Protocol**

Conducted by:  
Westat  
Revised May 11, 2009

**LABEL**

INTERVIEWER: \_\_\_\_\_

DATE OF INTERVIEW: |\_\_|\_\_| |\_\_|\_\_| |\_\_|  
\_\_\_\_|  
MONTH DAY YEAR

START TIME: |\_\_:\_\_| a.m. or p.m. (circle one)

END TIME: |\_\_:\_\_| a.m. or p.m. (circle one)

RESULT CODE: |\_\_|

Public reporting burden for this collection of information is estimated to average 60 minutes per response, including the time for reviewing DHS instructions, searching existing data sources and maintaining the data needed, and completing and reviewing the collection of information. An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB number. Send comments regarding this burden of estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to: Director, Regulatory Management Division, U.S. **Department of Homeland Security**, 111

Massachusetts Avenue NW., 3<sup>rd</sup> Floor, Washington, DC 20529. ***Do not return the completed form to this address.***

## Instructions to Interviewer:

### **SAY TO WORKER:**

Hello, I am (INTERVIEWER NAME) with Westat. [SHOW WESTAT ID BADGE]

[IF AT A HOME, CONFIRM THE ADDRESS] May I please speak with (R NAME)?

We are interviewing workers about their experiences with applying for a job and having their work documents reviewed. PROVIDE R WITH COPY OF BROCHURE.] All the information you give us will be kept private to the extent permitted by law. Your name will not be used in any reports or given to the government. We will give you \$25 cash if you choose to complete the interview. You are not required to do the interview, but we hope you will help us.

**(CONFIRM CONFIDENTIALITY OF RESPONSES.** Your answers will be kept strictly private to the extent permitted by law and no individual responses or your establishment's name will be disclosed to anyone not on the evaluation team. We will report the interview findings in group summaries. Additionally, we will not give your answers to your supervisor, other co-workers at your establishment, U.S. Immigration and Immigration Services, or anyone else.

All identifiable hard copy and automated survey data collected and databases containing such information maintained by the Contractor [Westat] for sole purpose of organizing and analyzing files/records developed as part of the evaluation will be the property of the Contractor to ensure the confidentiality and anonymity of the respondents. Any information made available to the Contractor by the Government must be used only for the purpose of carrying out the provisions of this task order and must not divulged or made known in any manner to any person except as may be necessary in the performance of the task order. The contractor will be required to sign a non-disclosure statement.

Do you have any questions before we start?

*[INSTRUCTIONS TO INTERVIEWERS: IF THE RESPONDENT DOES NOT HAVE ANY QUESTIONS, PROCEED TO THE SCREENER QUESTIONS ON NEXT PAGE.]*

**Screener Section: Identifying the Person to Be Interviewed**

**INSTRUCTION TO INTERVIEWERS:** BEFORE THE INTERVIEW, VERIFY THAT THE PERSON YOU ARE SPEAKING TO IS THE PERSON YOU SHOULD INTERVIEW. IF IT IS THE CORRECT PERSON, PROCEED WITH THE INTERVIEW. OTHERWISE, THANK THE PERSON, AND **(IF AT A RESIDENCE)** ASK THEM IF THE PERSON LIVES AT THIS RESIDENCE. IF THE PERSON LIVES THERE, FIND OUT WHEN YOU MIGHT BE ABLE TO CONTACT HIM/HER TO MAKE AN APPOINTMENT. MAKE SURE YOU EXPLAIN WHY YOU WOULD LIKE TO INTERVIEW THE PERSON. IF THE PERSON DOES NOT LIVE THERE, INQUIRE ABOUT A CURRENT PHONE NUMBER OR RESIDENCE OF THE PERSON TO BE INTERVIEWED, AND WITHDRAW FROM THE RESIDENCE.

**S1.** Let me confirm, did you talk to (NAME OF EMPLOYER) about a job during the last year or so?

YES..... 1  
NO..... 2

**S2.** To help make sure I am speaking with the correct person, I'd like to confirm your name, date of birth and the last four digits of your social security number. What is your full name?

NAME\_\_\_\_\_

**S3.** Is your date of birth [R DATE OF BIRTH]?

YES..... 1  
NO..... 2

CORRECT DATE OF BIRTH:

|\_|\_|-|\_|\_|-|\_|\_|\_|\_|

**S4.** Are the last four digits of your Social Security number [R LAST FOUR DIGITS ]?

YES..... 1  
NO..... 2

CORRECT LAST FOUR DIGITS OF SOCIAL SECURITY NUMBER:

-|\_|\_|\_|\_|

**I. JOB APPLICATION AND HIRING PROCESS INCLUDING THE POSSIBILITY OF PRESCREENING**

1. Did you fill out an application form for this job?

1 YES

2 NO

2. Did you have an interview?

1 YES

2 NO

[IF RESPONSES TO BOTH QUESTION 1 AND QUESTION 2 = 2 (NO), SKIP TO QUESTION 4]

3. In what order did these things happen? Which step happened first?

[SHOW CARD]

1 Filled out the application

2 Had an interview

3 Submitted work documents

3a. Which step happened second?

[SHOW CARD]

1 Filled out the application

2 Had an interview

3 Submitted work documents

4 Not applicable

4. Do you remember the month and year when you applied for the job?

1 YES

2 NO SKIP TO QUESTION 5

4a. What month and year did you apply for the job?

\_\_\_\_\_ Month \_\_\_\_\_ Year

5. After you applied for a job with [employer], did you ever receive a job offer?

1 YES

2 NO SKIP TO QUESTION 6

- 5a. How many days did you wait before getting a job offer from the employer?
- 1 \_\_\_\_\_ days [CODE 0 IF EMPLOYER OFFERED THE JOB AT THE INTERVIEW OR ON THE SAME DAY AS THE INTERVIEW]
- 5b. How did you first hear that you had gotten a job offer?
- 1 AT THE INTERVIEW/IN PERSON
- 2 PHONE
- 3 LETTER IN THE MAIL
- 4 E-MAIL
- 5 OTHER (SPECIFY) \_\_\_\_\_
- 5c. Did you accept the job offer?
- 1 YES
- 2 NO SKIP TO QUESTION 5e
- 5d. How many days after receiving the job offer did you accept it?
- 1 WITHIN 1 DAY OF RECEIVING JOB OFFER
- 2 2-5 DAYS AFTER RECEIVING JOB OFFER
- 3 6 DAYS OR MORE AFTER RECEIVING JOB OFFER
- [SKIP TO QUESTION 6]
- 5e. Why didn't you accept the job offer?
- [SELECT ALL THAT APPLY]
- 1 SALARY TOO LOW
- 2 RECEIVED A BETTER JOB OFFER
- 3 TOLD I COULD NOT START IMMEDIATELY
- 4 DECIDED I DID NOT WANT TO WORK FOR THIS EMPLOYER
- 5 OTHER (SPECIFY) \_\_\_\_\_

6. Did you ever have to show your identification and work documents to [employer]?
- [PRESENT SHOW CARDS A AND B]
- 1 YES
  - 2 NO SKIP TO QUESTION 8
7. When did you show your identification and work documents to the employer?
- 1 At the same time that you applied for the job
  - 2 After you applied but before you were told whether or not you had gotten the job
  - 3 After you were told you had gotten the job [ONLY DISPLAY IF Q5 = 1 (NO) ]
8. Did you ever fill out a Form I-9 for this employer? [SHOW CARD]
- 1 YES
  - 2 NO
- [IF Q5 = 2 (NO), SKIP TO QUESTION 12]
- [IF Q5c = 2 (NO), SKIP TO Q16]
- [IF Q5c = 1 (YES) and RESPONSE IS 2, SKIP TO QUESTION 11]
9. Did you fill out the Form I-9 at the same time you showed your work documents to the employer?
- 1 YES SKIP TO QUESTION 11
  - 2 NO
10. At what point in the employment process did you fill out the Form I-9?
- 1 When you applied for the job
  - 2 After you applied but before you were told whether or not you had gotten the job
  - 3 After you were told whether or not you had gotten the job
  - 4 On your first day of work
  - 5 After your first day of work
  - 6 Other (specify) \_\_\_\_\_

11. Did you ever actually work for [employer] or for someone [employer] placed you with?

- 1 YES
- 2 NO SKIP TO QUESTION 12

11a. How many days after you were hired did you begin working?

- 1 1-2 DAYS
- 2 3-5 DAYS
- 3 6-10 DAYS
- 4 MORE THAN 10 DAYS

[SKIP TO QUESTION 19]

12. How did you first find out you didn't get the job?

- 1 Contacted employer to find out
- 2 Employer contacted you
- 3 Never heard back from employer SKIP TO QUESTION 15
- 4 Told in person at the time of the interview SKIP TO QUESTION 14
- 5 Other (specify) \_\_\_\_\_

13. How many days after applying for the job did the employer tell you that you did not get it?

[CODE 0 IF THE ANSWER IS IMMEDIATELY, THE SAME DAY, AT THE INTERVIEW, OR SIMILAR RESPONSE MEANING THAT THERE WAS NO DELAY.]

- 1 \_\_\_\_\_ days

14. What did the employer tell you about why you did not get the job?

- 1 NOT AUTHORIZED TO WORK IN U.S.
- 2 PROBLEMS WITH MY DOCUMENTS, CLEARANCE, OR SSA OR USCIS RECORDS
- 3 NOT QUALIFIED FOR JOB [INCLUDE ALL ANSWERS THAT RELATE TO SPECIFIC QUALIFICATIONS HERE] (SPECIFY) \_\_\_\_\_
- 4 EMPLOYER DID NOT SAY ANYTHING SPECIFIC
- 5 OTHER (SPECIFY) \_\_\_\_\_



15. Why do you think you did not get the job?
- 1 NOT AUTHORIZED TO WORK IN U.S.
  - 2 EMPLOYER DOESN'T LIKE PEOPLE WHO ARE IMMIGRANTS
  - 3 EMPLOYER DOESN'T LIKE PEOPLE WHO ARE (SPECIFY CATEGORY OTHER THAN IMMIGRANTS) \_\_\_\_\_[BLACKS,HISPANIC, NOT SPANISH SPEAKERS, GAYS, ETC.]
  - 4 DIDN'T MEET QUALIFICATIONS FOR JOB
  - 5 OTHER APPLICANTS BETTER QUALIFIED FOR JOB
  - 6 OTHER (SPECIFY)\_\_\_\_\_
16. At the time you applied for the job, were you working for a different employer?
- 1 YES
  - 2 NO SKIP TO QUESTION 18
17. Did you quit another job to apply for the job with [employer]?
- 1 YES
  - 2 NO SKIP TO QUESTION 18
- 17a. Why did you quit the other job to apply for the job with [employer]?
- [SELECT ALL THAT APPLY]
- 1 JOB WITH [EMPLOYER] PAID MORE SKIP TO QUESTION 18
  - 2 DIDN'T LIKE OLD JOB
  - 3 JOB WITH [EMPLOYER] HAD BETTER HOURS
  - 4 JOB WITH [EMPLOYER] HAD BETTER BENEFITS
  - 5 TRANSPORTATION TO JOB WITH [EMPLOYER] WAS EASIER
  - 6 OTHER (SPECIFY)\_\_\_\_\_
- 17b. Does the job with [employer] pay more?
- 1 YES
  - 2 NO

18. How long after you applied for the job with [employer] was it until you found another job?

- 1 LESS THAN 1 WEEK AFTER APPLYING FOR THIS JOB
- 2 1-2 WEEKS AFTER APPLYING FOR THIS JOB
- 3 MORE THAN 2 WEEKS BUT LESS THAN A MONTH
- 4 1 MONTH
- 5 MORE THAN 1 MONTH (PLEASE INDICATE HOW LONG)  
\_\_\_\_\_

6 HAVE NOT YET FOUND ANOTHER JOB SKIP TO QUESTION 19

7 NOT LOOKING FOR NEW JOB/STAYED WITH CURRENT EMPLOYER  
SKIP TO QUESTION 19

18a. Did the new job pay more, less, or about the same as the job with [employer]?

- 1 MORE
- 2 LESS
- 3 ABOUT THE SAME

**II. TENTATIVE NONCONFIRMATION**

19. Did the employer ever tell you there were problems with your work documents?

- 1 YES
- 2 NO SKIP TO QUESTION 20

19a. What did the employer tell you?

[SELECT ALL THAT APPLY]

- 1 THE DOCUMENT PROBLEM WAS THE REASON I DIDN'T GET THE JOB
- 2 I NEEDED TO CALL OR GO TO SSA TO FIX THE PROBLEM
- 3 I NEEDED TO CALL OR FAX USCIS TO FIX THE PROBLEM
- 4 OTHER (SPECIFY)\_\_\_\_\_

19b. When did they tell you?

- 1 Before you started work or during the application process
- 2 Your first day of work
- 3 1-3 days after your first day of work
- 4 4-5 days after your first day of work
- 5 6-10 days after your first day of work
- 6 More than 10 days after your first day of work

19c. Did you find out what the problem was with your documents?

- 1 YES
- 2 NO SKIP TO QUESTION 20

19d. What was the problem with your documents?

[SELECT ALL THAT APPLY]

- 1 NOT AUTHORIZED TO WORK IN THE US AT THE TIME I APPLIED FOR THE JOB
- 2 WORK PAPERS WERE EXPIRED AT THE TIME I APPLIED FOR THE JOB
- 3 HAD BECOME A US CITIZEN AND SSA HAD NOT BEEN NOTIFIED
- 4 NAME HAD CHANGED (E.G., DUE TO MARRIAGE) AND SSA WAS NOT AWARE OF CHANGE
- 5 USED A NAME, SSN, OR ALIEN NUMBER THAT WAS NOT MINE
- 6 THE EMPLOYER MADE A MISTAKE IN WHAT HE/SHE TOLD SSA OR USCIS
- 7 OTHER (SPECIFY) \_\_\_\_\_

20. Did the employer ever show you the notice of Tentative Nonconfirmation (TNC)?  
[PRESENT SHOW CARDS C, D, E, and F]

- 1 YES
- 2 NO

21. Did you receive a copy of the TNC notice?

- 1 YES
- 2 NO

22. Did the employer explain what the notice said?

- 1 YES
- 2 NO

23. Did a translator help explain what the notice said?

- 1 YES
- 2 NO SKIP TO QUESTION 24

[IF 19 = 2 (NO) AND 20 = 2 (NO) AND 21 = 2 (NO) AND 22 = 2 (NO) AND 23 = 2 (NO),  
SKIP TO QUESTION 99.]

23a. Who provided the translator?

- 1 EMPLOYER
- 2 I BROUGHT THE TRANSLATOR WITH ME

24. The notice asks you if you want to contest the findings. What does that mean to you?
25. Did [employer] explain that you could contest the findings by fixing your documents at the Social Security Administration (SSA) or the United States Citizenship and Immigration Services (USCIS)?
- 1 YES
  - 2 NO
26. Did [employer] explain that you [would be fired/would not be hired] if you did not contact SSA or USCIS?
- 1 YES
  - 2 NO

[IF 20 = 2 (NO) AND 21 = 2 (NO), SKIP TO QUESTION 27.]

- 26a. Did [employer] tell you that it was a good idea to sign the TNC notice saying you want to contest?
- 1 YES
  - 2 NO SKIP TO QUESTION 26c
- 26b. What reason did your employer give you to encourage you to contest?
- 1 SO I COULD WORK LONGER
  - 2 MY EMPLOYER KNEW I WAS WORK-AUTHORIZED
  - 3 MY EMPLOYER SAID IF I WAS TRULY WORK AUTHORIZED, I SHOULD CLEAR UP THE PROBLEM WITH MY DOCUMENTS
  - 4 OTHER: \_\_\_\_\_

[SKIP TO QUESTION 26e]

- 26c. Did your employer tell you that it was a good idea to sign the TNC notice saying you **did not** want to contest?
- 1 YES
  - 2 NO SKIP TO QUESTION 26e

26d. What reason did your employer give you to discourage you from contesting?

- 1 HE/SHE SAID THAT IT WAS HARD TO FIX RECORDS
- 2 HE/SHE KNEW I WAS **NOT** WORK-AUTHORIZED
- 3 Other \_\_\_\_\_

26e Did you sign the TNC notice telling the employer that you were going to contest?

- 1 YES
- 2 NO

27. Did you actually contact USCIS or SSA?

- 1 YES SKIP TO QUESTION 35
- 2 NO

28. Since you decided not to contest, did your employer [fire you/tell you that you wouldn't be hired]?

- 1 YES
- 2 NO

[IF 5c = 2 (NO) OR 11 = 2 (NO), SKIP TO QUESTION 30]

29. Did you quit this job?

- 1 YES
- 2 NO SKIP TO QUESTION 30

29a. When did you quit?

- 1 Same day I was told I needed to fix my records
- 2 \_\_\_\_\_ days after I was told about my records

29b. What was the main reason you quit?

- 1 KNEW I WAS NOT AUTHORIZED TO WORK IN U.S.
2. TOO HARD/INCONVENIENT TO CONTACT SSA OR USCIS
3. OTHER (SPECIFY) \_\_\_\_\_

30. What was the main reason you didn't contact USCIS or SSA?

- 1 NOT AUTHORIZED TO WORK IN U.S.
- 2 TOO MUCH TROUBLE OR TOO HARD TO CONTEST
- 3 FOUND A BETTER JOB
- 4 I DIDN'T UNDERSTAND WHAT I NEEDED TO DO TO CONTEST
- 5 OTHER (SPECIFY)\_\_\_\_\_

[IF RESPONSE IS 1, 3, OR 4, SKIP TO QUESTION 35]

31. How concerned were you about losing too much time at work and too much pay if you took the time to contact SSA or USCIS?

[SHOW CARD]

- 1 Very concerned
- 2 Concerned
- 3 Somewhat concerned
- 4 Slightly concerned
- 5 Not at all concerned

32. How concerned were you that if you contacted the government you might be punished or arrested or forced to leave the country?

[SHOW CARD]

- 1 Very concerned
- 2 Concerned
- 3 Somewhat concerned
- 4 Slightly concerned
- 5 Not at all concerned

33. Did you decide that you would rather get another job with a different employer than take the trouble to contact SSA or USCIS?

1 YES

2 NO

34. How worried were you that [employer] would not treat you fairly because you had problems with your documents?

[SHOW CARD]

1 Very worried

2 Worried

3 Somewhat worried

4 Slightly worried

5 Not worried at all SKIP TO QUESTION 35

34a. In what ways did you think you might not be treated fairly?

35. To what extent did you understand what you needed to do to fix your documents?

[SHOW CARD]

1 Understood all of it

2 Understood most of it

3 Understood some of it

4 Understood a little of it

5 Didn't understand at all

[IF WORKER IS FLUENT IN ENGLISH, CHECK THIS BOX [ ]. ]

[IF BOX IS CHECKED AND:

- IF Q27 = 1 (YES), SKIP TO QUESTION 37
- IF 27 = 2 (NO) AND 1 (YES) IS SELECTED IN EITHER 20 OR 21, SKIP TO QUESTION 38.
- IF 27 = 2 (NO) AND 20 = 2 (NO) AND 21 = 2 (NO), SKIP TO QUESTION 42.



36. Were you concerned at all because you do not speak much English?

1 YES

2 NO

[IF 27 = 2 (NO) AND IF 1 (YES) IS SELECTED IN EITHER 20 OR 21, SKIP TO QUESTION 38.

IF 27 = 2 (NO) AND IF 20 = 2 (NO) AND 21 = 2 (NO), SKIP TO QUESTION 42.]

37. How easy or difficult was it for you to contact Social Security Administration (SSA) or the U.S. Citizenship and Immigration Service (USCIS) to fix your documents?

[SHOW CARD]

1 Very easy

2 Easy

3 Difficult

4 Very difficult

[IF RESPONSE IS 1 OR 2 AND 1 (YES) IS SELECTED IN EITHER 20 OR 21, SKIP TO QUESTION 38.

IF RESPONSE IS 1 OR 2 AND 20 = 2 (NO) AND 21 = 2 (NO), SKIP TO QUESTION 42.]

37a. In what ways was it difficult?

[SELECT ALL THAT APPLY]

1 TRANSPORTATION TO THE SSA OFFICE IS A PROBLEM

2 HAD TO GET CHILD CARE

3 EMPLOYER WOULDN'T LET ME HAVE TIME OFF FROM WORK

4 HARD TO GET TO SSA OFFICE DURING OPEN HOURS

5 DIDN'T HAVE ACCESS TO A PHONE OR FAX MACHINE

6 OTHER (SPECIFY)\_\_\_\_\_

[IF 1 (YES) IS SELECTED IN EITHER 20 OR 21, SKIP TO QUESTION 38.

IF 20 = 2 (NO) AND 21 = 2 (NO), SKIP TO QUESTION 42.]

**III. IMPACT OF TNC ON WORKER**

38. To what extent did you understand what the TNC notice meant?

[SHOW CARD]

- 1 Understood all of it
- 2 Understood most of it
- 3 Understood some of it
- 4 Understood a little of it
- 5 Didn't understand at all

39. To what extent did you understand the technical words used in the TNC notice?

[SHOW CARD]

- 1 Understood all of them
- 2 Understood most of them
- 3 Understood some of them
- 4 Understood a few of them
- 5 Didn't understand them at all

40. In what language was the notice?

- 1 ENGLISH
- 2 SPANISH
- 3. OTHER (SPECIFY) \_\_\_\_\_

40a. Was the language one that you can read and understand?

- 1 YES
- 2 NO

41. Were you able to ask your employer questions about the TNC?

- 1 YES
- 2 NO SKIP TO QUESTION 42

41a. To what extent was your employer able to answer your questions?

[SHOW CARD]

- 1 Answered all my questions
- 2 Answered most of my questions
- 3 Answered some of my questions
- 4 Answered a few of my questions
- 5 Didn't answer any of my questions

42. Besides you and your employer, did any one else at your employment site know about your TNC situation or problem with your documents?

- 1 YES
- 2 NO SKIP TO QUESTION 43

42a. How did they know?

[SELECT ALL THAT APPLY]

- 1 EMPLOYER TOLD ME ABOUT THE TNC WHERE OTHERS COULD HEAR
- 2 EMPLOYER POSTED A LIST OF PEOPLE WITH TNCS
- 3 I TOLD THEM SKIP TO QUESTION 43
- 4 OTHER (SPECIFY)\_\_\_\_\_

42b. Did it bother you that other people knew?

- 1 YES
- 2 NO

43. How did you feel about your TNC situation or problem with your documents?

- 1 Anxious or stressed
- 2 Surprised
- 3 Worried
- 4 Not concerned
- 5 Other (specify) \_\_\_\_\_

43a. Please tell me more about how you felt about your TNC.

[IF QUESTION 27 = 2 (NO), SKIP TO QUESTION 103.]

**IV. INFORMATION FOR CONTESTING THE TNC**

44. When you decided to contest the finding, did [employer] give you a referral letter?  
[PRESENT SHOW CARDS G, H, I, AND J TO THE WORKER]

1 YES

2 NO

[IF RESPONSE IS 2, SKIP TO QUESTION 45]

44a. Which of these letters did you receive?

[SELECT ONLY ONE]

1 G

2 H

3 I

4 J

45. Did [employer] explain the information in the referral letter to you?

1 YES

2 NO

45a. Did you ask [employer] any questions about what to do?

1 YES

2 NO

45b. How well did you understand what the referral letter was and what it said?

[SHOW CARD]

1 Understood all of it

2 Understood most of it

3 Understood some of it

4 Understood a little of it

5 Didn't understand at all

46. To which government agency were you referred, the Social Security Administration (SSA) or U.S. Citizenship and Immigration Service (USCIS)?

[SELECT ALL THAT APPLY]

1 SSA

2 USCIS

47. Did [employer] give you the address or phone number of a nearby SSA office or the USCIS toll-free number?

1 YES

2 NO

47a. Did [employer] tell you how many days you had to contact SSA/USCIS?

1 YES

2 NO

47b. How many days did [employer] say you had to contact SSA/USCIS?

1 \_\_\_\_\_ days

47c. Was this enough time for you to take care of your documents?

1 YES SKIP TO QUESTION 48

2 NO

47d. Why wasn't this enough time?

[SELECT ALL THAT APPLY]

1 SICKNESS (SELF OR FAMILY MEMBER)

2 NO TRANSPORTATION

3 TROUBLE GETTING TO SSA DURING OFFICE HOURS

4 OTHER (SPECIFY) \_\_\_\_\_

47e. Ideally, how much time do you need?

\_\_\_\_\_

1 DAYS

2 WEEKS

48. In general, did you understand how to go about fixing your SSA/USCIS record?

1 YES

2 NO

49. Did [employer] tell you that you would [lose your job/not get the job] if you did not fix your SSA/USCIS records?

1 YES

2 NO

[IF QUESTION 5C = 2 (NO), 27 = 1 (YES), AND 1 (SSA) IS SELECTED IN 46, GO TO QUESTION 60.

IF QUESTION 5C = 2 (NO), 27 = 1 (YES), AND ONLY 2 (USCIS) IS SELECTED IN 46, GO TO QUESTION 71.]

**V. EFFECT OF CONTESTING THE TNC ON WORKER'S RELATIONSHIP WITH EMPLOYER**

The next set of questions is about what happened with your job when you told your employer that you wanted to contest.

50. Were you allowed to keep working/start working or did your employer tell you that you had to fix the problems before starting or continuing work?

- 1 KEEP WORKING/START WORKING
- 2 HAD TO FIX PROBLEMS BEFORE STARTING WORK SKIP TO QUESTION 55
- 3 HAD TO FIX PROBLEMS BEFORE CONTINUING WORK

51. Were you able to begin training or did your employer postpone your training until you fixed the problems?

- 1 BEGIN TRAINING
- 2 POSTPONE TRAINING
- 3 NO TRAINING NEEDED

52. Were you paid for the work you did while you were fixing the problems?

- 1 YES
- 2 NO SKIP TO QUESTION 54

53. Were you paid the same amount as other workers doing the same job?

- 1 YES
- 2 NO

[IF RESPONSE IS 1, SKIP TO QUESTION 54]

53a. How much less per hour were you paid?

- 1 \$1-3 PER HOUR
- 2 \$4-6 PER HOUR
- 3 \$7-9 PER HOUR
- 4 \$10-12 PER HOUR
- 5 MORE THAN \$10 PER HOUR



53b. How did you know that you were paid a different amount?

[SELECT ALL THAT APPLY]

- 1 LESS THAN ORIGINALLY PROMISED
- 2 CO-WORKER TOLD ME WHAT HE/SHE WAS PAID FOR SAME JOB
- 3 SUPERVISOR TOLD ME
- 4 OTHER (SPECIFY) \_\_\_\_\_

54. Did you receive the same work assignments as other workers or different assignments?

- 1 SAME
- 2 DIFFERENT

[IF RESPONSE IS 1, SKIP TO QUESTION 55]

54a. Would you say that your assignments were better or worse than those given to other workers?

- 1 BETTER
- 2 WORSE

55. Were you fired or not hired?

- 1 FIRED
- 2 NOT HIRED
- 3 NEITHER                      SKIP TO QUESTION 60

56. Why do you think you were [fired/not hired]?

[SELECT ALL THAT APPLY]

- 1 NOT AUTHORIZED TO WORK IN U.S.
- 2 COMPANY THOUGHT I WAS NOT WORK-AUTHORIZED
- 3 NO JOBS AVAILABLE TO MATCH MY SKILLS
- 4 MISSED TOO MANY DAYS OF WORK
- 5 SUPERVISOR DID NOT LIKE ME
- 6 OTHER (SPECIFY) \_\_\_\_\_

57. What did the employer tell you about why they [fired you/did not hire you]?

[SELECT ALL THAT APPLY]

- 1 NOT AUTHORIZED TO WORK IN U.S.
- 2 COULD ONLY GET THE JOB IF CALL OR VISIT SSA OR USCIS TO FIX PROBLEMS WITH RECORDS
- 3 NOT QUALIFIED FOR JOB [INCLUDE ALL ANSWERS THAT RELATE TO SPECIFIC QUALIFICATIONS HERE] (SPECIFY) \_\_\_\_\_
- 4 DIDN'T TELL ME ANYTHING
- 5 OTHER (SPECIFY) \_\_\_\_\_

58. Did you lose the job before you had a chance to fix your records at SSA or USCIS?

- 1 YES
- 2 NO

IF QUESTION 55 = 1 (YES, FIRED), ASK QUESTION 58a

IF QUESTION 55 = 2 (NOT HIRED), SKIP TO QUESTION 59

58a. How many days after you were told about the TNC were you fired?

- 1 WITHIN 1 DAY
- 2 2 – 5 DAYS
- 3 6- 10 DAYS
- 4 MORE THAN 10 DAYS

59. Were you paid for any work you had already done for the employer?

- 1 YES
- 2 NO

[IF 1 (SSA) IS SELECTED IN QUESTION 46, GO TO QUESTION 60.

IF ONLY 2 (USCIS) IS SELECTED IN QUESTION 46, SKIP TO QUESTION 71.]

**VI. EXPERIENCES IN CONTESTING THE TNC**

60. What was the problem with your SSA records?

- 1 DID NOT NOTIFY SSA WHEN I BECAME A US CITIZEN
- 2 CHANGED MY NAME (DUE TO MARRIAGE, ETC.)
- 3 OTHER (SPECIFY) \_\_\_\_\_
- 4 NOTHING, IT WAS MY EMPLOYER'S MISTAKE

61. Were you able to solve the problem with your SSA records?

- 1 YES SKIP TO QUESTION 62
- 2 NO

61a. What happened so that you were unable to solve the problem?

[SELECT ALL THAT APPLY]

- 1 I GOT ANOTHER JOB OFFER BEFORE I WAS ABLE TO SOLVE THE PROBLEM
- 2 I DECIDED IT WAS TOO HARD TO DO OR TOO MUCH TROUBLE
- 3 I DIDN'T HAVE/COULDN'T GET THE DOCUMENTS THEY WANTED
- 4 OTHER (SPECIFY) \_\_\_\_\_

[SKIP TO QUESTION 63]

62. How long did it take to straighten out the problem?

\_\_\_\_\_ days

63. Did you go to the SSA office?

- 1 YES
- 2 NO SKIP TO QUESTION 70

64. Did you have someone go to the SSA office with you?

1 YES

2 NO SKIP TO QUESTION 65

64a. Who went with you?

[SELECT ALL THAT APPLY]

1 A FRIEND OR RELATIVE

2 A LAWYER

3 OTHER (SPECIFY)\_\_\_\_\_

64b. What did the person who went with you do?

[SELECT ALL THAT APPLY]

1 ACTED AS A TRANSLATOR

2 OTHER (SPECIFY)\_\_\_\_\_

[IF 44 = 2 OR 3, SKIP TO QUESTION 66.]

65. Did you take the referral letter with you?

1 YES

2 NO

66. How many times did you have to go to the SSA office to solve your problem?

1 ONCE SKIP TO QUESTION 67

2 TWICE

3 3 TIMES

4 MORE THAN 3 TIMES

66a. What happened that caused you to go to the office more than once?

[SELECT ALL THAT APPLY]

- 1 I NEEDED TO BRING ADDITIONAL DOCUMENTS THAT I ALREADY HAD
- 2 I NEEDED TO BRING ADDITIONAL DOCUMENTS THAT I NEEDED TO REQUEST FROM ANOTHER AGENCY
- 3 OTHER (SPECIFY) \_\_\_\_\_

67. How many hours did you have to wait to speak to someone at the SSA office?

\_\_\_ hours [CODE 0 IF NO WAIT OR HALF-HOUR OR LESS]

68. Did you have to talk to more than one person before you talked to the "right person?"

- 1 YES
- 2 NO SKIP TO QUESTION 69

68a. How many people at SSA did you talk to altogether?

- 1 TWO
- 2 THREE
- 3 MORE THAN THREE (SPECIFY NUMBER) \_\_\_\_\_

69. How were you treated while you were at the SSA office?

[IF 2 (USCIS) IS SELECTED IN QUESTION 46, GO TO QUESTION 71. IF 2 (USCIS IS NOT SELECTED IN QUESTION 46, SKIP TO QUESTION 88]

70. What made you decide not to go to the SSA office?

[SELECT ALL THAT APPLY]

- 1 NOT AUTHORIZED TO WORK IN U.S.
- 2 DIDN'T THINK THE JOB WAS WORTH THE HASSLE
- 3 MIGHT BE DEPORTED
- 4 MIGHT BE PUNISHED
- 5 Other (specify)\_\_\_\_\_

[IF 2 (USCIS) IS SELECTED IN QUESTION 46, GO TO QUESTION 71. IF 2 (USCIS) IS NOT SELECTED IN QUESTION 46, SKIP TO QUESTION 99]

71. What was the problem with your USCIS documents?

- 1 I HAD CHANGED MY NAME SINCE GETTING THE DOCUMENT I USED BUT USCIS DID NOT KNOW
- 2 I HAD RENEWED MY WORK PERMIT BUT THE INFORMATION WASN'T IN THE USCIS RECORDS
- 3 I'M A REFUGEE OR ASYLEE WITH PERMISSION TO WORK, BUT I RECEIVED A TNC ANYWAY
- 4 MY EMPLOYER HAD MADE A MISTAKE IN ENTERING MY INFORMATION; MY USCIS INFORMATION WAS CORRECT
- 5 OTHER (SPECIFY) \_\_\_\_\_

72. Were you able to solve the problem with your USCIS documents?

- 1 YES SKIP TO QUESTION 73
- 2 NO

72a. Why not?

73. Did you call the USCIS number?

- 1 YES SKIP TO QUESTION 74
- 2 NO

73a. What made you decide not to call?

[SELECT ALL THAT APPLY]

- 1 NOT AUTHORIZED TO WORK IN U.S.
- 2 DIDN'T THINK THE JOB WAS WORTH THE HASSLE
- 3 MIGHT BE DEPORTED
- 4 MIGHT BE PUNISHED
- 5 DIDN'T HAVE ACCESS TO A PHONE DURING USCIS BUSINESS HOURS
- 6 OTHER (SPECIFY): \_\_\_\_\_

[SKIP TO QUESTION 80]

74. How easy was it to get through to someone who could help you?

- 1 VERY EASY
- 2 PRETTY EASY TO GET THROUGH
- 3 HAD TO WAIT A PRETTY LONG TIME
4. WAITED FOR A VERY LONG TIME

75. Did you talk to the official yourself or did someone do it for you?

- 1 MYSELF
- 2 FAMILY MEMBER
- 3 THE EMPLOYER
- 4 SOMEONE ELSE (SPECIFY) \_\_\_\_\_

76. How many times did you have to call USCIS to solve your problem?

- 1 ONCE SKIP TO QUESTION 77
- 2 MORE THAN ONCE

76a. Why did you have to call more than once?

77. Did you have to talk to more than one person before you could talk to the "right person"?

- 1 YES
- 2 NO SKIP TO QUESTION 79

78. How many people did you talk to altogether?
- 1 TWO
  - 2 THREE
  - 3 MORE THAN THREE (SPECIFY NUMBER) \_\_\_\_\_
79. Do you think that the USCIS official understood your problem?
- 1 YES
  - 2 NO
80. Did you visit a USCIS office?
- 1 YES
  - 2 NO [IF RESPONSE TO QUESTION 73 IS 1 (YES), SKIP TO QUESTION 84; IF RESPONSE TO QUESTION 73 IS 2 (NO), SKIP TO QUESTION 99]
81. What made you decide to visit the USCIS office to straighten out the problem?
82. How many hours did you have to wait before being helped?
- \_\_\_ hours [CODE 0 IF NO WAIT OR HALF-HOUR OR LESS]
83. Were you told you had to make an appointment and come back?
- 1 YES
  - 2 NO
84. Did you need to fax your documents to USCIS?
- 1 YES
  - 2 NO SKIP TO QUESTION 88
85. Did you use your employer's office fax?
- 1 YES SKIP TO QUESTION 88
  - 2 NO



86. Was it easy or difficult to find a place where you could fax documents to the USCIS official?

1 EASY

2 DIFFICULT

**VII. FINANCIAL BURDEN OF CONTESTING THE TNC**

87. Did you have to spend money on sending faxes to USCIS?

- 1 YES
- 2 NO SKIP TO QUESTION 88

87a. About how much?

\$ \_\_\_\_\_

88. Did you lose any time at work in which you were not paid because you had to fix problems with your documents?

- 1 YES
- 2 NO SKIP TO QUESTION 91

89. How many days (or hours) did you lose at work in order to fix your documents?

\_\_\_\_\_

- 1 HOURS
- 2 DAYS

90. How much money did you lose in wages by not working while the problem was being resolved?

\$ \_\_\_\_\_

91. Did you have to pay for any of the following in order to visit SSA?

[SELECT ALL THAT APPLY] [SHOW CARD]

- 1 Parking
- 2 Public transportation
- 3 Gas for long distance driving
- 4 Lodging
- 5 Babysitting
- 6 Did not have to pay for anything SKIP TO QUESTION 92

91a. [IF ANY ITEM IN Q91 IS SELECTED]  
What would be the approximate total cost for these items?

\$ \_\_\_\_\_

92. Did you have any other financial costs related to resolving your TNC finding? [THIS QUESTION IS ASKING FOR A DESCRIPTION OF COSTS. THE NEXT QUESTION WILL ASK FOR A DOLLAR AMOUNT.]

1 YES

2 NO SKIP TO QUESTION 93

92a. What other costs did you have?

92b. How much were they?

\$\_\_\_\_\_

**VIII. BURDEN OF CONTESTING THE TNC**

93. To what extent were you concerned about contacting SSA or USCIS because they were government agencies?

[SHOW CARD]

- 1 Very concerned
- 2 Concerned
- 3 Somewhat concerned
- 4 Slightly concerned
- 5 Not concerned at all SKIP TO QUESTION 94

93a. What were your concerns?

[SELECT ALL THAT APPLY]

- 1 MIGHT BE DEPORTED
- 2 MIGHT BE PUNISHED
- 3 OTHER (SPECIFY) \_\_\_\_\_

93b. Please describe your concerns.

[IF WORKER IS FLUENT IN ENGLISH, CHECK THIS BOX [ ] AND SKIP TO QUESTION 96.]

94. Were you concerned because you do not speak much English?

- 1 YES
- 2 NO

95. Did you understand what the officials at SSA or USCIS were saying?

- 1 YES
- 2 NO

95a. Were you able to talk to someone who speaks your language?

- 1 YES
- 2 NO

96. Were the agency officials helpful?

1 YES

2 NO SKIP TO QUESTION 96b

96a. In what ways were they helpful?

[SKIP TO QUESTION 97]

96b. In what ways were the agency officials not helpful?

97. Did the officials treat you with respect?

1 YES SKIP TO QUESTION 99

2 NO

98. What makes you say this?

[IF QUESTION 5C = 2 (NO), SKIP TO QUESTION 103.]

**IX. TERMINATION IF THE TNC WAS NOT RESOLVED/JOB STATUS WITH THE EMPLOYER**

99. Are you still working for the employer?

- 1 YES [IF NEITHER QUESTION 61 NOR QUESTION 72 HAS A RESPONSE OF 2 (NO), SKIP TO QUESTION 103—IN OTHER WORDS IF THE TNC WAS RESOLVED]
- 2 NO SKIP TO QUESTION 101

100. Did your employer ever say that [he/she] should fire you, but was not going to do that?

- 1 YES
- 2 NO SKIP TO QUESTION 103

100a. Did your employer explain why [he/she] wasn't going to fire you, even though your documents weren't in order?

- 1 YES
- 2 NO SKIP TO QUESTION 103

100b. What did your employer say about this?

[SELECT ALL THAT APPLY]

- 1 SAID I WAS A GOOD WORKER AND DID NOT WANT ME TO GO
- 2 SAID THEY NEEDED ME TO COMPLETE THE PROJECT FIRST
- 3 SAID THEY DID NOT AGREE WITH THE POLICY TO FIRE PEOPLE WHEN DOCUMENTS WERE NOT IN ORDER
- 4 OTHER (SPECIFY) \_\_\_\_\_

[SKIP TO QUESTION 103]

101. Did you quit?

- 1 YES
- 2 NO SKIP TO QUESTION 102

101a. Why did you quit?

[SELECT ALL THAT APPLY]

- 1 FOUND A JOB THAT PAID MORE
- 2 FOUND A JOB WITH BETTER BENEFITS
- 3 FOUND A JOB WITH BETTER HOURS
- 4 FOUND A JOB THAT WAS EASIER TO GET TO
- 5 DIDN'T LIKE WORKING FOR THE EMPLOYER
- 6 OTHER (SPECIFY) \_\_\_\_\_

[SKIP TO QUESTION 103]

102. Were you fired from your job?

- 1 YES
- 2 NO SKIP TO QUESTION 103

102a. How many days after your employer told you there was a problem with your documents were you fired?

\_\_\_\_\_ days

102b. How long after you tried to contest the TNC finding were you fired?

\_\_\_\_\_ days

102c. Did you actually leave the job the day you were told you were fired?

- 1 YES SKIP TO QUESTION 102e
- 2 NO

102d. How long after you were fired did you leave the job?

\_\_\_\_\_ days

102e. Were you paid for the time you worked

- 1 YES
- 2 NO

**X. EVIDENCE OF WORK AUTHORIZATION AT TIME OF APPLICATION**

103. At the time you applied for this job, were you:

[SHOW CARD]

- 1 A U.S. citizen SKIP TO QUESTION 103a
- 2 A lawful permanent resident (i.e., you had a green card) SKIP TO QUESTION 105
- 3 A noncitizen with a work permit/EAD authorizing you to work SKIP TO QUESTION 105
- 4 Other noncitizen authorized to work SKIP TO QUESTION 103b
- 5 Not authorized to work because your work permit/EAD had expired SKIP TO QUESTION 103c
- 6 Other noncitizen without authorization to work SKIP TO QUESTION 103d

103a Were you born in the U.S. or did you become a citizen later

- 1 BORN IN THE U.S.
- 2 BECAME A CITIZEN BECAUSE MY PARENTS BECAME CITIZENS
- 3 BECAME A CITIZEN LATER
- 3 OTHER (SPECIFY) \_\_\_\_\_

[SKIP TO QUESTION 105]



103b What kind of work authorization did you have?

- 1 REFUGEE OR ASYLEE
- 2 TEMPORARY PROTECTED STATUS (TPS)
- 3 STUDENT AUTHORIZED TO WORK
- 4 HAD AN H VISA THAT LET ME WORK FOR A PARTICULAR EMPLOYER
- 5 OTHER TEMPORARY (NONIMMIGRANT) STATUS AUTHORIZED TO WORK
- 6 OTHER (SPECIFY) \_\_\_\_\_

[SKIP TO QUESTION 105]

103c. When did you find out that your work permit or other authorization document had expired?

- 1 BEFORE I APPLIED FOR THE JOB WITH [EMPLOYER]
- 2 WHEN I APPLIED FOR THE JOB WITH [EMPLOYER]
- 3 AFTER I APPLIED FOR THE JOB WITH [EMPLOYER] BUT BEFORE I STARTED WORKING
- 4 AFTER I STARTED WORKING ON THE JOB WITH [EMPLOYER]

103d When your employer asked for your documents, what did you show him/her?

- 1 DOCUMENTS I HAD BORROWED FROM SOMEONE ELSE
- 2 DOCUMENTS I HAD BOUGHT
- 3 MY DRIVER'S LICENSE OR OTHER DOCUMENT THAT BELONGED TO ME
- 4 OTHER (SPECIFY) \_\_\_\_\_

104. Since you applied for this job, have you gotten documents that allow you to work?

- 1 YES SKIP TO QUESTION 104a
- 2 NO SKIP TO QUESTION 105

104a. How did you get these documents?

- 1 GOT WORK-AUTHORIZATION FROM USCIS
- 2 GOT A NEW SOCIAL SECURITY CARD FROM SSA
- 3 BOUGHT THEM
- 4 BORROWED THEM
- 5 OTHER (SPECIFY) \_\_\_\_\_

**XI. WORKER OPINIONS ABOUT E-VERIFY**

105. Did you know that this employer was using a program to help them determine if workers are legally allowed to work in the United States?

- 1 YES
- 2 NO SKIP TO QUESTION 106

105a. Did you know the name of the program?

- 1 YES
- 2 NO SKIP TO QUESTION 105c

105b. What was the name?

[ASK IF IT WAS E-VERIFY IF NECESSARY TO PROBE]

- 1 E-Verify
- 2 Other (specify) \_\_\_\_\_

105c. How did you know that this employer was using this program?

[SELECT ALL THAT APPLY]

- 1 INCLUDED IN THE JOB AD
- 2 EMPLOYER MENTIONED THIS DURING THE APPLICATION PROCESS
- 3 SAW A POSTER (OR RECEIVED A FLIER) WHEN I WAS APPLYING
- 4 SOMEONE OTHER THAN THE EMPLOYER TOLD ME, (E.G. A FRIEND OR RELATIVE)
- 5 I KNEW EMPLOYERS IN ARIZONA USE IT
- 6 OTHER (PLEASE SPECIFY) \_\_\_\_\_

106. Have you told any of your friends or relatives that [employer] uses E-Verify, a program to help them determine if workers are legally allowed to work in the United States?

- 1 YES
- 2 NO SKIP TO QUESTION 107

106a. What have you told them about E-Verify?

107. Did you know it is required by Arizona state law for employers to check government databases to help them figure out if new workers are legally allowed to work in the United States?

- 1 YES
- 2 NO           SKIP TO QUESTION 108

107a. How did you know it is required by Arizona state law for employers to check government databases to help them figure out if workers are legally allowed to work in the United States?

[SELECT ALL THAT APPLY]

- 1 NEWSPAPER (ARTICLE OR AD)
- 2 RADIO
- 3 TV
- 4 BILLBOARD
- 5 EMPLOYER TOLD ME
- 6 FRIEND
- 7 RELATIVE
- 8 COWORKER
- 9 OTHER (PLEASE SPECIFY) \_\_\_\_\_

107b. Do you think most workers in Arizona know about this program?

- 1 YES
- 2 NO

107c. Do you think most workers understand that the E-Verify program is supposed to be used only for new workers?

- 1 YES
- 2 NO

107d. Do you know anybody whose employer used E-Verify after they had been on the job for some time?

- 1 YES
- 2 NO

108. Have you heard anything about whether other employers in Arizona use or don't use E-Verify?

- 1 YES
- 2 NO SKIP TO QUESTION 109

108a. What have you heard?

109. What would you tell someone to do if they were not authorized to work in the U.S.?

[SELECT ALL THAT APPLY]

- 1 MOVE TO A STATE THAT DOESN'T REQUIRE EMPLOYERS TO USE E-VERIFY
- 2 BUY OR BORROW DOCUMENTS THAT WILL LET THEM WORK
- 3 APPLY TO AN EMPLOYER THAT DOESN'T USE E-VERIFY
- 4 OTHER (SPECIFY) \_\_\_\_\_

[IF RESPONDENT MENTIONS CATEGORY 2 (Buy or borrow documents that will let them work), GO TO QUESTION 110. IF CATEGORY 2 IS NOT MENTIONED, SKIP TO QUESTION 111.]

110. What might they look for in a document?

[SELECT ALL THAT APPLY]

- 1 MAKE SURE PICTURE LOOKS LIKE THEM
- 2 MAKE SURE THE INFORMATION IN THE DOCUMENTS DESCRIBES A REAL PERSON
- 3 OTHER (SPECIFY) \_\_\_\_\_

110a. How hard is it to buy or borrow such documents?

[SHOW CARD]

- 1 Very easy
- 2 Easy
- 3 Hard
- 4 Very hard

110b. How much do such documents cost?

- 1 LESS THAN \$50
- 2 \$50-\$99
- 3 \$100-\$199
- 4 \$200-\$499
- 5 \$500-\$999
- 6 \$1,000 OR MORE

111. Do you know anyone who has left Arizona or plans to leave because of E-Verify?

- 1 YES
- 2 NO [SKIP TO QUESTION 112]

111a. Where did they move?

- 1 NEW MEXICO
- 2 CALIFORNIA
- 3 NEVADA
- 4 COLORADA
- 5 UTAH
- 6 OTHER STATE (SPECIFY) \_\_\_\_\_
- 7 MEXICO
- 8 OTHER COUNTRY (SPECIFY) \_\_\_\_\_

111b. How long along ago was this?

- 1 Before January 1, 2008, when the Arizona law went into effect
- 2 After January 1, 2008, when the Arizona law went into effect

112. Do you think that the law that requires Arizona employers to find out more about whether people are work-authorized is a good law?

- 1 YES
- 2 NO SKIP TO QUESTION 112b
- 3 NO OPINION SKIP TO QUESTION 113

112a. Why do you think it is a good law?

[SELECT ALL THAT APPLY]

- 1 PREVENTS PEOPLE WHO AREN'T WORK-AUTHORIZED FROM TAKING JOBS AWAY FROM THOSE WHO ARE
- 2 OTHER (SPECIFY)\_\_\_\_\_

[SKIP TO QUESTION 113]

112b. Why do you think it isn't a good law?

[SELECT ALL THAT APPLY]

- 1 DENIES JOBS TO HARD-WORKING PEOPLE
- 2 CAUSES PROBLEMS FOR HISPANICS OR OTHER GROUPS OF WORKERS
- 3 GIVES EMPLOYERS TOO MUCH POWER
- 4 OTHER (SPECIFY)\_\_\_\_\_

**XI. WORKER DEMOGRAPHICS**

**INSTRUCTIONS TO INTERVIEWER:** YOU ALSO NEED TO OBTAIN OR VERIFY THE WORKER'S DEMOGRAPHIC INFORMATION.

113. In what country were you born?

- 1 U.S.
- 2 MEXICO
- 3 OTHER (SPECIFY) \_\_\_\_\_

114. What languages do you speak well?

[SELECT ALL THAT APPLY]

- 1 ENGLISH
- 2 SPANISH
- 3 VIETNAMESE
- 4 CHINESE
- 5 OTHER (SPECIFY) \_\_\_\_\_

115. Do you consider yourself Hispanic or Latino?

- 1 YES
- 2 NO

116. What is your race? You may select more than one category.

[RESPONDENT MAY CHOOSE MORE THAN ONE]

[SHOW CARD FOR FIRST FIVE CATEGORIES ONLY]]

- 1 American Indian or Alaska Native
- 2 Asian
- 3 Black or African American
- 4 Native Hawaiian or Other Pacific Islander
- 5 White
- 6 SOME OTHER RACE (SPECIFY):



## Closure

***INSTRUCTIONS TO INTERVIEWERS:*** AT THE END OF THE INTERVIEW, PLEASE

- *ASK IF THE RESPONDENT HAS ANY QUESTIONS ABOUT THE INTERVIEW OR ANYTHING HE/SHE WANTS TO SHARE WITH YOU RELATED TO THE TNC ISSUE;*
- *ANSWER THE QUESTIONS AS BEST AS YOU CAN;*
- *THANK THE RESPONDENT AGAIN FOR HIS/HER TIME AND FOR AGREEING TO TALK TO YOU; AND*
- *GIVE THE RESPONDENT \$25 AND HAVE THE PERSON SIGN THE CASH GIFT RECEIPT.*

**~ END OF INTERVIEW ~**

**Questions to be completed by the interviewer after the interview**

**A. FROM WORKER INTERVIEWS:**

**INSTRUCTIONS TO INTERVIEWERS:** PLEASE COMPLETE THESE QUESTIONS AS SOON AS POSSIBLE AFTER YOU FINISH THE INTERVIEW (BUT **NOT** WHILE YOU ARE STILL WITH THE WORKER). CONSIDER THESE CAREFULLY. MANY ITEMS WILL AFFECT HOW WE INTERPRET THE RESULTS. PLEASE ANSWER THEM USING BEST JUDGMENT.

1. Is the respondent:

- 1. Male
- 2. Female

2. Do you believe this respondent was authorized to work at the time he/she was verified?

- 1. Yes
- 2. No

2a. Please explain your response to Q2

---

---

---

---

3. How confident are you of your response to Q2 above? [CHOOSE ONE RESPONSE]

- 1. Very sure
- 2. Somewhat sure
- 3. Somewhat unsure
- 4. Very unsure

4. Based on your interview with the worker, in your opinion, how well does the employer follow the E-Verify procedures in hiring and verifying this worker? [CHOOSE ONE RESPONSE]

1 Very well (followed all or almost all of the requirements)

2 Well (followed most of the requirements)

3 Mediocre (followed about half of the requirements)

4 Poor (followed less than half of the requirements)

5. How confident are you of your answer to Q4? [CHOOSE ONE RESPONSE]

1 Very sure

2 Somewhat sure

3 Somewhat unsure

4 Very unsure

[IF QUESTION 4 = 1 (VERY WELL), SKIP TO Q7]

6. Please identify the E-Verify requirements that were not met based on the interview with the worker:

6a. Employer prescreened worker (used E-Verify before job offer was made and worker accepted)

1 Yes

2 No

3 Not sure (Explain please: \_\_\_\_\_)

\_\_\_\_\_ )

6b. Employer allowed person to work until after problem with his/her work documents was resolved

1. Yes

2. No

3. Not sure (Explain please): \_\_\_\_\_

\_\_\_\_\_

6c. Employer allowed worker to be trained until after the problem with work documents was resolved

1. Yes
2. No
3. Not sure (Explain please): \_\_\_\_\_

\_\_\_\_\_

4. Not applicable (Explain please): \_\_\_\_\_

\_\_\_\_\_

6d. Employer told worker that he/she would not be paid or would be paid less until after problem with work documents was resolved

1. Yes
2. No
3. Not sure (Explain please): \_\_\_\_\_

\_\_\_\_\_

4. Not applicable (Explain please):

\_\_\_\_\_

\_\_\_\_\_

6e. Employer notified worker of tentative nonconfirmation

1. Yes
2. No
3. Not sure (Explain please): \_\_\_\_\_

\_\_\_\_\_

6f. Employer provided worker with tentative nonconfirmation notice

1. Yes
2. No
3. Not sure (Explain please): \_\_\_\_\_  
\_\_\_\_\_

6g. Employer notified worker of referral

1. Yes
2. No
3. Not sure (Explain please): \_\_\_\_\_  
\_\_\_\_\_
4. Not applicable (Explain please):  
\_\_\_\_\_  
\_\_\_\_\_

6h. Employer provided worker with SSA or USCIS referral letter

1. Yes
2. No
3. Not sure (Explain please): \_\_\_\_\_  
\_\_\_\_\_
4. Not applicable (Explain please):  
\_\_\_\_\_  
\_\_\_\_\_

6i. Employer terminated worker if he/she chose not to contest

1. Yes

2. No

3. Not sure (Explain please):

---

---

4. Not applicable (Explain please):

---

---

7. Please rate the following qualities of the respondent, the interviewing situation, and the data.

7a. The respondent's ability to understand questions can be described as:

1. Clearly understood the questions

2. Understood the questions somewhat

3. Appeared to understand, but not sure

4. Hardly able to understand questions

7b. The respondent was:

1. Truthful in most of his/her responses

2. Somewhat truthful in most of his/her responses

3. Unsure if they were truthful in most of his/her responses

4. Untruthful in about half of his/her responses; truthful in the other half

5. Untruthful in most of his/her responses

7c. The respondent's level of interest in the interview was:

1. High

2. Average

3. Low

7d. The respondent's proficiency in speaking the English language can be described as:

1. Had no problems speaking English language
2. Had some problems speaking English
3. Spoke English with difficulty or not at all.

7e. The respondent's level of cooperativeness was:

1. Very cooperative
2. Somewhat cooperative
3. Uncooperative

7f. Did the respondent seem:

4. Very nervous
5. Somewhat nervous
6. Not nervous at all

7g. Was the respondent:

1. Very concerned about confidentiality
2. Somewhat concerned about confidentiality
3. Not concerned at all about confidentiality

7h. The respondent was interviewed:

1. Without interruptions
2. With some interruptions
3. With multiple interruptions

8. How would you rate the overall quality of the data collected from this interview?

1. High quality
2. Good quality



- 3. Unsure
- 4. Poor quality

9. Describe any other circumstances surrounding the interview or information about the respondent that you think have affected the quality of the interview. Please provide information about the interview that helps describe unusual response patterns, the respondent's state of mind, the interview setting, and/or the respondent's understanding of the interview.

---

---

---