

National Survey of Miners' Voice in the Workplace

Implementation Mode: Self-Administered

The following survey is the self-administered version. This version will be implemented by distributing paper copies of the instrument to miners attending state grantee training sessions. Recruitment will be done through MSHA state grantee coordinators, state grantee program representatives, and training session instructors. This version includes skip patterns and visual elements (font size and color, pictures) to help respondents understand and respond to the questions.



National Survey of Miners' Voice in the Workplace

OMB Control No. xxxx-xxxx. Expires xx/xx/2014



Thank you for answering some questions about mine safety and health!

- **Your honest answers are very important.**
They will help MSHA promote safe work practices in mines.
- **Individual responses to these surveys will not be shared with any employer, union, government agency.** We will protect your privacy to the extent allowed by law. Please do not provide your name or any other identifying information.
- **If you have any questions about this survey:**
Call Eastern Research Group, Inc. (ERG) at **1-877-xxx-xxxx**. Or ask the person who gave you the survey.

To report a safety or other problem: Call MSHA's Hotline at 1-800-746-1553.

According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. Public reporting burden for this collection of information is estimated to average 25 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. The obligation to respond to this collection is voluntary. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor-OASP, Chief Evaluation Office, Room S-2312, 200 Constitution Avenue, N.W., Room N-1301, Washington, DC 20210. Note: Please do not return the completed survey to this address.

Please answer these questions to see if you can take this survey.

a) I work in coal mining or I have worked in coal mining in the last 2 years.

Yes **Go to question b) below.**

No **You are all done! Please put the survey in the envelope and then put the envelope in the box.**

b) I am a: **(please select only one)**

Miner **Please go to next page to begin the survey.**

Front Line Supervisor or Foreman **Please go to next page to begin the survey.**

Mine Manager **You are all done! Please put the survey in the envelope and then put the envelope in the box.**

Your answers are anonymous.

1. I work in a union mine.

- Yes
- No
- Don't know

2. I belong to a union.

- Yes **Go to Question 4**
- No **Go to Question 3**

3. I belonged to a union within the last 2 years.

- Yes
- No

“Safety hazard” means a condition or practice that, if not fixed, could cause a serious accident, injury, illness, or death.

“My mine” means the mine site where you work (or where you last worked).

4. Please tell us how much you agree with these statements:

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I trust my mine management to provide a safe workplace.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My mine is a safe mine.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
If I point out a safety hazard , my mine management fixes the problem.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I can point out a safety hazard without worrying about the consequences.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
If I could, I would leave my job to work at a different mine.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Your answers are anonymous.

5. I can tell my mine management about a safety concern by using our: (check all that apply)

- Suggestion system
- Regular meetings with supervisors
- Hotline
- Other: (please specify) _____
- None of the above

6. My mine management gives me information about my mine safety rights by: (check all that apply)

- Posting information on a bulletin board
- Providing or paying for safety training
- Holding regular meetings to discuss safety issues
- Other: (please explain) _____
- None of the above

7. Please tell us how much you agree with these statements:

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I know where to get information about my mine safety rights.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I know enough about the Mine Act to recognize a violation when it happens.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

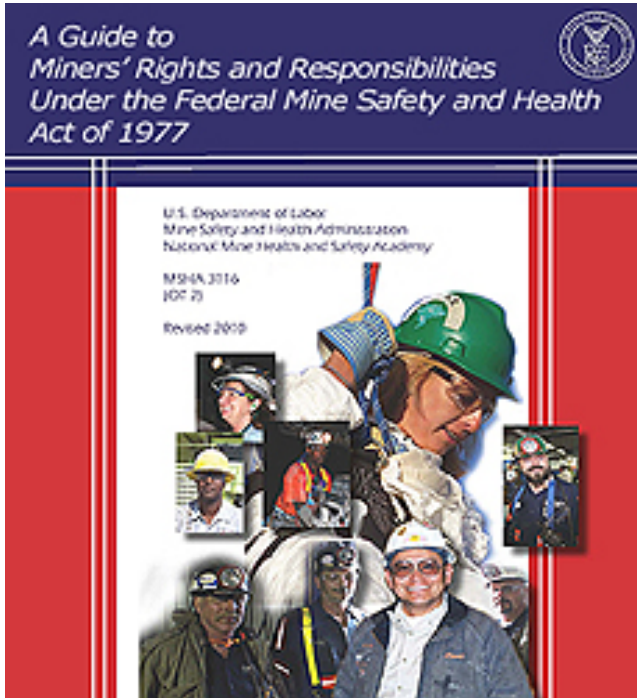
8. If I wanted to learn more about my mine safety rights, I would:

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Ask a coworker.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ask my supervisor.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ask someone in mine management.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ask the safety committee.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ask someone at the mine office.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ask a miners' representative.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ask a union representative.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Talk to a state or federal mine inspector.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Read a brochure or poster at my mine.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Visit the MSHA website. (www.msha.gov)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Your answers are anonymous.

Please tell us what you think about these MSHA materials.

A Guide to Miners' Rights and Responsibilities under the Federal Mine Safety and Health Act of 1977 (Brochure)



9. Have you seen it?

- Yes
- No [Go to next picture](#)

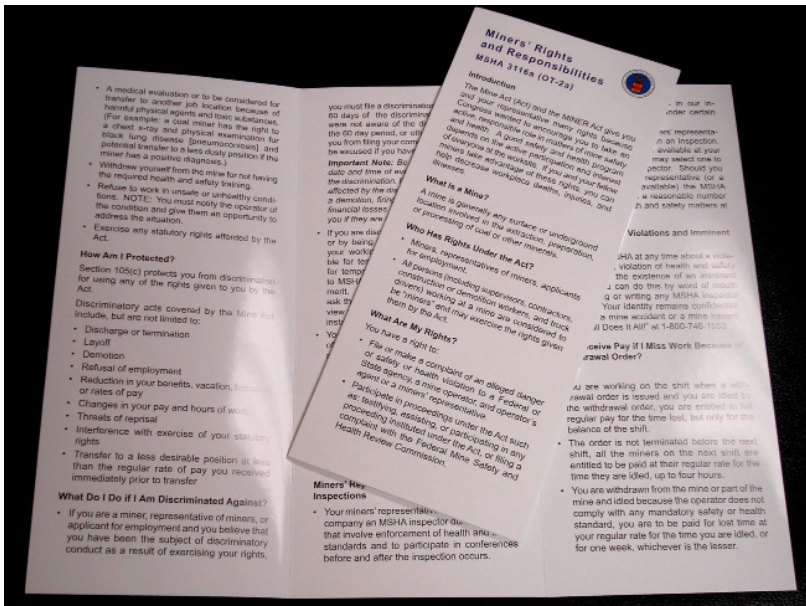
10. Have you read it?

- Yes
- No [Go to next picture](#)

11. Would you recommend it?

- Yes
- No

Miners' Rights (Trifold pamphlet)



12. Have you seen it?

- Yes
- No [Go to next picture](#)

13. Have you read it?

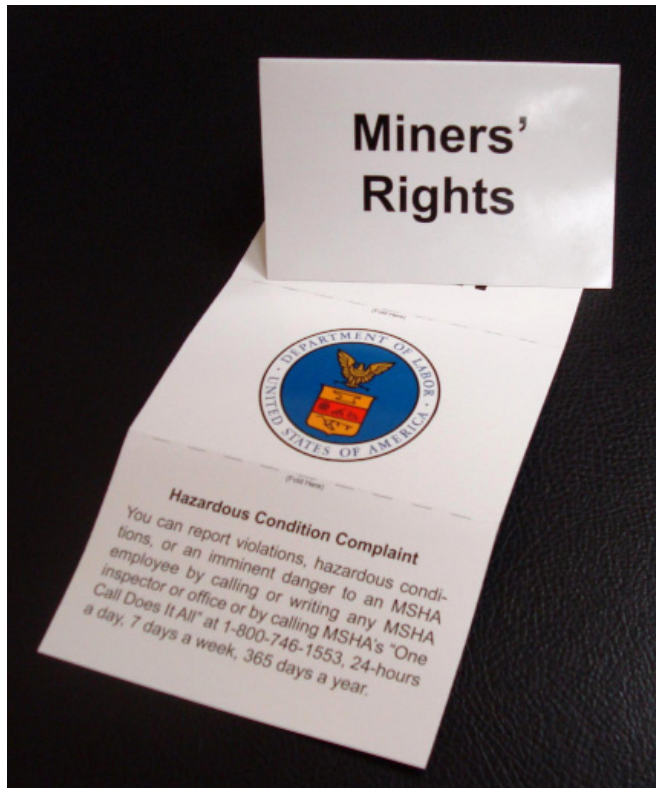
- Yes
- No [Go to next picture](#)

14. Would you recommend it?

- Yes
- No

Your answers are [anonymous](#).

Miners' Rights (Small Card)



15. Have you seen it?

- Yes
 No [Go to next picture](#)

16. Have you read it?

- Yes
 No [Go to next picture](#)

17. Would you recommend it?

- Yes
 No

One Call Does it All (Telephone Hotline)



18. Have you heard of it?

- Yes
 No [Go to next picture](#)

19. Have you called it?

- Yes
 No [Go to next picture](#)

20. Would you recommend it?

- Yes
 No

Your answers are [anonymous](#).

MSHA.gov (Website)

21. Have you heard of it?

- Yes
 No [Go to next picture](#)

22. Have you visited it?

- Yes
 No [Go to next picture](#)

23. Would you recommend it?

- Yes
 No

Miners Rights (Poster)

24. Have you seen it?

- Yes
 No [Go to Question 10](#)

25. Have you read it?

- Yes
 No [Go to Question 10](#)

26. Would you recommend it?

- Yes
 No

Your answers are anonymous.

The following questions ask about your knowledge of your rights under the Mine Safety and Health Act. This is not a test. Your answers will help MSHA know how to tell miners about their rights.

“Fully aware” means you knew about the right. You would not need to ask.

27. Before taking this survey, I was **fully aware** that I have the legal right to:

	Yes, I was aware.	No, I was not aware.
Make a complaint about a possible danger or safety violation to my mine management.	<input type="checkbox"/>	<input type="checkbox"/>
Tell MSHA or a state agency about a possible safety hazard.	<input type="checkbox"/>	<input type="checkbox"/>
Choose a representative to participate in all aspects of a mine inspection.	<input type="checkbox"/>	<input type="checkbox"/>
Get an X-ray for signs of Black Lung, paid for by my employer.	<input type="checkbox"/>	<input type="checkbox"/>
Ask to transfer to a less dusty job if I am diagnosed with Black Lung.	<input type="checkbox"/>	<input type="checkbox"/>
Refuse to operate equipment I am not trained to use, and tell my supervisor.	<input type="checkbox"/>	<input type="checkbox"/>
Refuse to work in conditions I believe to be unsafe.	<input type="checkbox"/>	<input type="checkbox"/>
Complain to MSHA if I have been retaliated against for exercising my rights under the Mine Act.	<input type="checkbox"/>	<input type="checkbox"/>

Your answers are anonymous.

“Comfortable” means that you could exercise the right without fearing retaliation or negative consequences.

28. At my mine, I would feel **comfortable**:

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Making a complaint about a possible danger or safety violation – to my mine management.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Telling MSHA or a state agency about a possible safety hazard.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Choosing a representative to participate in all aspects of a mine inspection.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Getting an X-ray for signs of Black Lung, paid for by my employer.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Asking for a transfer to a less dusty job if I am diagnosed with Black Lung.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Refusing to operate equipment I am not trained to use, and telling my supervisor.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Refusing to work in conditions I believe to be unsafe.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Complaining to MSHA if I have been retaliated against for exercising my rights under the Mine Act.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Your answers are anonymous.

“Safety hazard” means: A condition or practice that, if not fixed, could cause a serious accident, injury, illness, or death.

29. If I saw a **safety hazard**, I would:

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Fix the hazard myself.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tell someone outside the mine.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tell a coworker.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tell a union representative.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tell a miner’s representative.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tell my supervisor.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tell my mine management.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tell the mine inspector next time they come to the mine.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Call MSHA’s hotline.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Call MSHA’s field or district office.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tell a state agency.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Not say anything.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Do something else? (please describe) _____

“Safety hazard” means: A condition or practice that, if not fixed, could cause a serious accident, injury, illness, or death.

30. The *last* time I saw a **safety hazard, I told someone at my mine or a Federal or state agency:**

- Yes **Go to question 32**
- No **Go to question 31**
- I have never seen a safety hazard. **Go to question 38**

31. I did not tell anyone about the **safety hazard because: (check all that apply)**

- Someone else told before I had the chance.
- The hazard was fixed before I could tell anyone.
- The hazard was going to be fixed whether I told someone or not.
- I didn't know who to tell.
- I didn't know how to tell someone.
- I was concerned about being treated differently by my:
 - Mine management
 - Supervisor
 - Coworkers
- I was concerned that it might close the production area and cost time off the job.
- Other: **(please describe)** _____

Now go to question 38

32. I told: (check all that apply)

- Someone outside the mine
- A coworker
- My supervisor
- Some other supervisor or person in a position of authority.
- A union representative
- A miner's representative
- A mine inspector
- MSHA field or district office
- MSHA hotline
- State government agency
- Other: **(please describe)** _____

33. After I reported the hazard: (check all that apply)

- I'm not sure what happened.
- The hazard was fixed.
- The hazard was not fixed.
- Someone was injured.
- That section of the mine was closed for a while.
- The mine operator got a citation for a safety violation.
- Other: **(please describe)** _____

34. After I reported the hazard, I felt some negative reaction from my coworkers:

- Yes **Go to question 35**
- No **Go to question 36**

35. The negative reaction from my coworkers included: (check all that apply)

- "Silent treatment."
- Left out of social get-togethers outside of work.
- Lost friendships.
- Criticism or teasing.
- Mild threats.
- Other **(please describe)**: _____

36. After I reported this hazard, I felt some negative reaction from management.

- Yes **Go to question 37**
- No **Go to question 38**

37. The negative reaction from management included: (check all that apply)

- Lost my job.
- Lost work hours.
- Lost "perks" (such as time off for personal matters, use of company vehicle, etc.).
- Transfer to a worse job.
- Reassignment to another shift, or rotated between shifts.
- Lost pay, or had pay cut due to work reassignment.
- Lower raise or lower bonus than expected.
- More frequent on-the-job discipline or criticism.
- Unexpected drug/alcohol test.
- Other: **(please describe)** _____

Your answers are anonymous.

38. I trust MSHA to:

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Stand up for my rights as a miner.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Keep what I tell them confidential (not tell my employer).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

39. In the past two years, I had at least one mining-related injury or illness that needed medical attention beyond first aid:

- Yes [Go to question 40](#)
- No [Go to question 42](#)

40. I told my mine management about the *last* injury or illness I had that needed medical attention?

- Yes [Go to question 42](#)
- No [Go to question 41](#)

41. I did not report the injury or illness because I did not want to: [\(check all that apply\)](#)

- Lose a bonus or prize for myself.
- Lose a bonus or prize for coworkers.
- Face discipline or criticism.
- Face a drug/alcohol test.
- Break the mine's record for low numbers of reportable or lost-time accidents.
- Be seen as an accident-prone or careless worker.
- Go through a workers' compensation investigation.
- Other: [\(please describe\)](#) _____

42. How *free* do you feel to exercise your rights in your mine without fear of retaliation?

Not Free At All				Extremely Free
1	2	3	4	5

Your answers are [anonymous](#).

To finish this survey, please tell us a little more about you and your mine.

We do not ask for your name. We will protect your privacy to the greatest extent allowed by law.

43. What is the name of the mine you currently work in?

_____ Mine Name

I don't know

I do not want to name my mine.

[Go to question 56](#)

[Go to question 44](#)

[Go to question 44](#)

44. I work in:

Underground - Coal

Surface - Coal

45. I work for a contractor.

Yes

No

46. My job title/role is:

Beltman/Boom Operator

Car Dump/Grizzly/Screen

Cleanup/Ventilation

Electrician

Haul, Dump

Hoist/Cage/Skip

Laborer

Loading Machine Operator

Mechanic/Maintenance

Mining Machine Operator

Powderman/Blaster

Rail Transportation And Hauling

Rock/Roof Bolter

Supervisor/Foreman

Technical/Professional/Clerical

Timberman/Jacksetter

Truck Driver

Welder/Machinist

Other: [\(please describe\)](#) _____

47. Every year, my mine produces: [\(please estimate\)](#)

Less than 50,000 tons of coal

50,000 – 100,000 tons of coal

100,000 – 500,000 tons of coal

500,000 – 750,000 tons of coal

750,000 – 1,000,000 tons of coal

1,000,000 or more tons of coal

Don't know.

Your answers are [anonymous](#).

48. The total number of workers at my mine is: (please estimate)

- 1 to 9
- 10 to 19
- 20 to 34
- 35 to 99
- 100 to 249
- 250 or more
- Don't know.

49. The total number of workers at *all* mine sites managed by my mine company is: (please estimate)

- 1 to 19
- 20 to 99
- 100 to 249
- 250 to 500
- 500 to 1,000
- 1,000 to 3,000
- 3,000 or more
- Don't know

50. I have worked for my current employer for:

___ years

51. I have worked at my current location for:

___ years

52. I have worked with my current supervisor or foreman for:

___ years

53. The highest level of education that I have completed is:

- Some High School
- High School degree or GED
- Associates degree
- Trade, technical, or vocational education
- College degree
- Postgraduate degree

Your answers are anonymous.

54. Are you, yourself, of Hispanic or Latino origin or descent, such as Mexican, Puerto Rican, Cuban, or other Spanish background?

- Yes, I am of Hispanic or Latino origin or descent.
- No, I am not of Hispanic or Latino origin or descent.

55. What is your race? (please select one or more)

- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White

56. Is there anything else you would like to tell us about your freedom to exercise your rights in your workplace? (please describe in the space below and do not include your name or other identifying information)

Your answers are anonymous.

Thank you!

Please put your survey in the envelope. Then put it in the survey box.

The results of this survey will help MSHA give coal miners better information about their rights.

**To report a safety or other problem:
Call MSHA's Hotline at 1-800-746-1553.**

If you have any questions about this survey, please call ERG at 1-877-xxx-xxxx.

Who is ERG? ERG is a private consulting firm (website: www.erg.com) hired by the Department of Labor to conduct this survey. ERG will keep all information from this survey anonymous. The Department of Labor will never see the names of people who complete this survey.

This survey is estimated to take 25 minutes to complete.