

OMB #:
Exp.:



**Department of Homeland Security
E-Verify Evaluation, 2013
Worker Interview Protocol**

Conducted by:
Westat
Revised November 2, 2012

WORKER ID _____	INTERVIEWER: _____
WORKER NAME _____	DATE OF INTERVIEW: __ __ __ MONTH DAY YEAR
EMPLOYER ID _____	START TIME: __:__ a.m. or p.m. (circle one)
EMPLOYER NAME _____	END TIME: __:__ a.m. or p.m. (circle one)
WORKER DOB _____	RESULT CODE: __
WORKER LAST 4 SSN _____	
WORKER ADDRESS _____	

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: Chief, Regulatory Coordination Division, Office of Policy and Strategy, U.S. Department of Homeland

Security, 20 Massachusetts Avenue NW., Mail Stop 2140, 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, an independent research company. [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.] Your name will not be used in any reports or given to the government. We will give you \$35 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.) Westat will take every precaution to keep your answers private by not sharing your responses with anyone not on the Westat 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 company, the Department of Homeland Security, any other government agency, or anyone else. Westat evaluation staff have signed a confidentiality statement in which we promise to comply with these standards for protecting this information.

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?

YES1.....
NO2

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]?

YES1.....
NO2.....
CORRECT DATE OF BIRTH: |__|_| - |__|_| - |__|_|_|_|

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

YES1.....
NO2.....
CORRECT LAST FOUR DIGITS OF SOCIAL SECURITY
NUMBER: - |__|_|_|_|

REFUSED3.....[END INTERVIEW]

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 when you applied for the job?

- 1 YES
- 2 NO SKIP TO QUESTION 5

4a. In about what month and year did you apply for the job?

_____ Month _____ Year

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

- 1 YES
- 2 NO SKIP TO QUESTION 6

- 5a. About 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 CONCERNED BECAUSE I LEARNED THAT [EMPLOYER] USES E-VERIFY
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
- [IF RESPONSE IS DON'T KNOW, 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 (YES) (WORKER RECEIVED JOB OFFER)]
8. Did you ever fill out a Form I-9 for this employer? [SHOW CARD A]
- 1 YES
 - 2 NO
- [IF Q5 = 2 (NO) (WORKER DID NOT RECEIVE JOB OFFER) AND RESPONSE IS 2 OR DON'T KNOW, SKIP TO QUESTION 12]
- [IF Q5c = 2 (NO) (WORKER DECLINED JOB OFFER) AND RESPONSE IS 2 OR DON'T KNOW, SKIP TO Q15]
- [IF Q5c = 1 (YES) (WORKER ACCEPTED JOB OFFER) and RESPONSE IS 2 OR DON'T KNOW, 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
 - 2 NO
- [IF Q5 = 2 (NO) (WORKER DID NOT RECEIVE JOB OFFER) AND RESPONSE IS 1, SKIP TO QUESTION 12]
- [IF Q5c = 2 (NO) (WORKER DECLINED JOB OFFER) AND RESPONSE IS 1, SKIP TO Q15]
- [IF Q5c = 1 (YES) (WORKER ACCEPTED JOB OFFER) and RESPONSE IS 1, SKIP TO QUESTION 11]

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) _____

[IF Q5 = 2 (NO) **WORKER DID NOT RECEIVE JOB OFFER**], SKIP TO QUESTION 12]

[IF Q5c = 2 (NO) **WORKER DECLINED JOB OFFER**], SKIP TO Q15]

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 15]

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 14A
- 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?

[SELECT ALL THAT APPLY]

- 1 NOT AUTHORIZED TO WORK IN THE U.S.
- 2 PROBLEMS WITH MY DOCUMENTS, CLEARANCE, OR SOCIAL SECURITY ADMINISTRATION (SSA) OR DEPARTMENT OF HOMELAND SECURITY 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) _____

14a. Why do you think you did not get the job?

- 1 I WAS NOT AUTHORIZED TO WORK IN THE U.S.
- 2 EMPLOYER THOUGHT I WAS NOT AUTHORIZED TO WORK IN THE U.S.
- 3 EMPLOYER DOESN'T LIKE PEOPLE WHO ARE IMMIGRANTS
- 4 EMPLOYER DOESN'T LIKE PEOPLE WHO ARE (SPECIFY CATEGORY OTHER THAN IMMIGRANTS) _____ [BLACKS, HISPANIC, NOT SPANISH SPEAKERS, GAYS, ETC.]
- 5 DIDN'T MEET QUALIFICATIONS FOR THE JOB
- 6 OTHER APPLICANTS BETTER QUALIFIED FOR THE JOB
- 7 OTHER (SPECIFY) _____

15. At the time you applied for the job, were you working for a different employer?

- 1 YES
- 2 NO

II. TENTATIVE NONCONFIRMATION

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

- 1 YES
- 2 NO SKIP TO QUESTION 20

17. 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 THE SOCIAL SECURITY ADMINISTRATION TO FIX THE PROBLEM
- 3 I NEEDED TO CALL OR FAX THE DEPARTMENT OF HOMELAND SECURITY TO FIX THE PROBLEM
- 4 OTHER (SPECIFY)_____
- 5 EMPLOYER DID NOT PROVIDE ANY MORE DETAILS

18. 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

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

- 1 YES
- 2 NO

19a. What do you think the problem was with your documents?

[SELECT ALL THAT APPLY]

- 1 NOT AUTHORIZED TO WORK IN THE U.S.
- 2 WORK PAPERS WERE EXPIRED
- 3 MY DOCUMENTS HAVE AN ERROR (E.G., WRONG ID NUMBER OR MISSPELLED NAME)
- 4 I HAD BECOME A U.S. CITIZEN AND THE SOCIAL SECURITY ADMINISTRATION HAD NOT BEEN NOTIFIED
- 5 NAME HAD CHANGED (E.G., DUE TO MARRIAGE) AND THE SOCIAL SECURITY ADMINISTRATION OR THE DEPARTMENT OF HOMELAND SECURITY WAS NOT AWARE OF CHANGE
- 6 USED A NAME, SOCIAL SECURITY NUMBER, OR ALIEN NUMBER THAT WAS NOT MINE
- 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 Tentative Nonconfirmation 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 16 = 2 (NO) AND 20 = 2 (NO) AND 21 = 2 (NO) AND 22 = 2 (NO) AND 23 = 2 (NO), AND 11 = 1 (YES) (WORKER WAS NOT TOLD THERE WERE PROBLEMS WITH DOCUMENTS AND DID NOT SEE OR RECEIVE TNC NOTICE OR HAVE IT EXPLAINED BY EMPLOYER OR A TRANSLATOR AND WORKED FOR THE EMPLOYER), SKIP TO QUESTION 93.]

[IF 16 = 2 (NO) AND 20 = 2 (NO) AND 21 = 2 (NO) AND 22 = 2 (NO) AND 23 = 2 (NO), AND 11 = 2 (NO) (WORKER WAS NOT TOLD THERE WERE PROBLEMS WITH DOCUMENTS AND DID NOT SEE OR RECEIVE TNC NOTICE OR HAVE IT EXPLAINED BY EMPLOYER OR A TRANSLATOR AND DID NOT WORK FOR THE EMPLOYER (OR DK, BLANK)), DON'T KNOW OR BLANK, SKIP TO QUESTION 102.]

23a. Who provided the translator?

- 1 EMPLOYER
- 2 I DID

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 correcting your documents at the Social Security Administration (SSA) or the Department of Homeland Security (DHS)?

- 1 YES
- 2 NO

26. Did [employer] explain that you [would be fired/would not be hired] if you did not contact the Social Security Administration or the Department of Homeland Security?

- 1 YES
- 2 NO

[IF 20 = 2 (NO) AND 21 = 2 (NO) **WORKER DID NOT SEE OR RECEIVE TNC NOTICE**), SKIP TO QUESTION 27.]

26a. Did [employer] tell you that it was a good idea to sign the Tentative Nonconfirmation notice saying you wanted to contest?

- 1 YES
- 2 NO SKIP TO QUESTION 26c

26b. What reason did your employer give you to encourage you to sign the notice saying that you wished to contest?

[SELECT ALL THAT APPLY]

- 1 SO I COULD WORK LONGER
- 2 MY EMPLOYER THOUGHT 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 (SPECIFY) _____
- 5 NO REASON GIVEN

[SKIP TO QUESTION 26e]

26c. Did your employer tell you that it was a good idea to sign the Tentative Nonconfirmation 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 HE/SHE COULD TAKE CARE OF THE PROBLEM FOR ME
- 4 OTHER (SPECIFY) _____

26e. Did you sign the Tentative Nonconfirmation notice telling the employer that you were going to contest?

- 1 YES
- 2 NO

27. Did you actually contact the Department of Homeland Security or the Social Security Administration?

- 1 YES
- 2 NO

27a. How long did you think about whether or not to contest before telling your employer?

- 1 NO TIME/TOLD EMPLOYER IMMEDIATELY
- 2 TOLD EMPLOYER LATER THE SAME DAY
- 3 TOLD EMPLOYER THE NEXT DAY
- 4 TOLD EMPLOYER 2-3 DAYS LATER
- 5 TOLD EMPLOYER 4-5 DAYS LATER
- 6 TOLD EMPLOYER 6 OR MORE DAYS LATER
- 7 NOT APPLICABLE/NEVER TOLD EMPLOYER OF DECISION

27b. What were some of the things you considered when you were deciding to contest? [SELECT ALL THAT APPLY]

- 1 THAT I MIGHT GET IN TROUBLE IF I WENT TO A GOVERNMENT OFFICE/CONTACTED THE GOVERNMENT ABOUT MY DOCUMENTS
- 2 THAT IT WOULD BE DIFFICULT TO GATHER THE DOCUMENTS I MIGHT NEED
- 3 THAT I WOULD LOSE TIME AT WORK AND PAY
- 4 THAT I WOULD HAVE TO FIND A WAY TO GET TO THE SOCIAL SECURITY ADMINISTRATION OFFICE
- 5 THAT IT MIGHT BE EASIER TO QUIT AND GET ANOTHER JOB WITH AN EMPLOYER THAT DIDN'T CHECK DOCUMENTS SO CLOSELY
- 6 OTHER (SPECIFY) _____

If Q27=1 (WORKER CONTACTED SSA OR DHS), SKIP TO Q34

28. Since you did not 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) (IF WORKER DID NOT ACCEPT JOB OFFER OR DID NOT WORK FOR EMPLOYER), 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 correct 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 THE U.S.
- 2 TOO HARD/INCONVENIENT TO CONTACT THE SOCIAL SECURITY ADMINISTRATION OR DEPARTMENT OF HOMELAND SECURITY
- 3 DIDN'T LIKE THE IDEA OF CONTACTING THE SOCIAL SECURITY ADMINISTRATION
- 4 DIDN'T LIKE THE IDEA OF CONTACTING THE DEPARTMENT OF HOMELAND SECURITY
- 5 OTHER (SPECIFY)_____

30. What was the main reason you didn't contact the Department of Homeland Security or the Social Security Administration?

- 1 NOT AUTHORIZED TO WORK IN THE 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 the Social Security Administration or the Department of Homeland Security?

[SHOW CARD]

- 1 Very concerned
- 2 Moderately concerned
- 3 Somewhat concerned
- 4 Not at all concerned

32. How concerned were you that if you contacted the government you might get in trouble, be arrested, or be forced to leave the United States?

[SHOW CARD]

- 1 Very concerned
- 2 Moderately concerned
- 3 Somewhat concerned
- 4 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 the Social Security Administration or the Department of Homeland Security?

- 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 Moderately worried
- 3 Somewhat worried
- 4 Not worried at all SKIP TO QUESTION 35

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

35. How much did you understand about what you needed to do to correct 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) (IF WORKER IS FLUENT IN ENGLISH AND CONTACTED SSA OR DHS), SKIP TO QUESTION 37

IF 27 = 2 (NO) AND 1 (YES) IS SELECTED IN EITHER 20 OR 21 (IF WORKER IS FLUENT IN ENGLISH, DID NOT CONTACT SSA OR DHS, AND EITHER SAW OR RECEIVED A TNC NOTICE), SKIP TO QUESTION 38.

IF 27 = 2 (NO) AND 20 = 2 (NO) AND 21 = 2 (NO) (IF WORKER IS FLUENT IN ENGLISH, DID NOT CONTACT SSA OR DHS, AND NEITHER SAW NOR RECEIVED A TNC NOTICE), 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 (WORKER DID NOT CONTACT SSA OR DHS, AND EITHER SAW OR RECEIVED A TNC NOTICE), SKIP TO QUESTION 38.

IF 27 = 2 (NO) AND IF 20 = 2 (NO) AND 21 = 2 (NO) (WORKER DID NOT CONTACT SSA OR DHS AND NEITHER SAW NOR RECEIVED A TNC NOTICE), SKIP TO QUESTION 42.]

37. How easy or difficult was it for you to contact Social Security Administration (SSA) or the Department of Homeland Security to correct 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 (WORKER EITHER SAW OR RECEIVED A TNC NOTICE), SKIP TO QUESTION 38.

IF RESPONSE IS 1 OR 2 AND 20 = 2 (NO) AND 21 = 2 (NO) (WORKER NEITHER SAW NOR RECEIVED A TNC NOTICE), SKIP TO QUESTION 42.]

37a. In what ways was it difficult?

[SELECT ALL THAT APPLY]

- 1 TRANSPORTATION TO THE SOCIAL SECURITY ADMINISTRATION 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 THE SOCIAL SECURITY ADMINISTRATION OFFICE DURING OPEN HOURS
- 5 DIDN'T HAVE ACCESS TO A PHONE OR FAX MACHINE
- 6 DIDN'T FEEL CONFIDENT ABOUT CONTACTING THE SOCIAL SECURITY ADMINISTRATION OR THE DEPARTMENT OF HOMELAND SECURITY ON MY OWN
- 7 OTHER (SPECIFY)_____

[IF 1 (YES) IS SELECTED IN EITHER 20 OR 21 (WORKER EITHER SAW OR RECEIVED A TNC NOTICE), GO TO QUESTION 38.

IF 20 = 2 (NO) AND 21 = 2 (NO) (WORKER NEITHER SAW NOR RECEIVED A TNC NOTICE), SKIP TO QUESTION 42.]

III. IMPACT OF TENTATIVE NONCONFIRMATION ON WORKER

38. How well did you understand what the Tentative Nonconfirmation 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. How well did you understand the technical words used in the Tentative Nonconfirmation 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 in the notice one that you can read and understand?

- 1 YES
- 2 NO

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

- 1 YES
- 2 NO SKIP TO QUESTION 42

41a. How many of your questions was your employer able to answer?

[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
- 6 Didn't ask any questions

42. Besides you and your employer, did anyone else at your work site know about your Tentative Nonconfirmation situation or problem with your documents?

- 1 YES
- 2 NO SKIP TO QUESTION 43

[IF RESPONSE IS DON'T KNOW, SKIP TO QUESTION 43]

42a. How did they know?

[SELECT ALL THAT APPLY]

- 1 EMPLOYER TOLD ME ABOUT THE TENTATIVE NONCONFIRMATION WHERE OTHERS COULD HEAR
- 2 EMPLOYER POSTED A LIST OF PEOPLE WITH TENTATIVE NONCONFIRMATIONS
- 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 Tentative Nonconfirmation situation or problem with your documents?

[SELECT ALL THAT APPLY]

- 1 Anxious or stressed
- 2 Surprised
- 3 Worried
- 4 Sad or upset
- 5 Not concerned
- 6 Angry
- 7 Other (specify) _____

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

[IF QUESTION 27 = 2 (NO) (WORKER DID NOT CONTACT SSA OR DHS), SKIP TO QUESTION 102.]

IV. INFORMATION FOR CONTESTING THE TENTATIVE NONCONFIRMATION

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?

- 1 G
- 2 H
- 3 I
- 4 J

44b. How long after receiving the Tentative Nonconfirmation notice did you receive this referral letter?

- 1 SAME TIME
- 2 LATER THE SAME DAY
- 3 THE NEXT DAY
- 4 2-3 DAYS LATER
- 5 4-5 DAYS LATER
- 6 6 OR MORE DAYS LATER

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

[IF Q44 = 2 (NO) AND Q45 = 2 (NO) (WORKER NEITHER RECEIVED NOR HAD REFERRAL LETTER EXPLAINED), SKIP TO QUESTION 46]

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 or the Department of Homeland Security?

[SELECT ALL THAT APPLY]

- 1 SOCIAL SECURITY ADMINISTRATION
- 2 DEPARTMENT OF HOMELAND SECURITY

47. Did [employer] give you the address or phone number of a nearby Social Security Administration office or the Department of Homeland Security toll-free number?

- 1 YES
- 2 NO

47a. Did [employer] tell you how many days you had to contact [the Social Security Administration/Department of Homeland Security]?

- 1 YES
- 2 NO

[IF RESPONSE IS 2 OR DON'T KNOW, SKIP TO QUESTION 48.]

47b. How many days did [employer] say you had to contact [the Social Security Administration/Department of Homeland Security]?

- 1 _____ days

47c. Was this enough time for you to contact the Social Security Administration/Department of Homeland Security?

- 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 THE SOCIAL SECURITY ADMINISTRATION DURING OFFICE HOURS
- 4 OTHER (SPECIFY) _____

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

- _____
- 1 DAYS
 - 2 WEEKS

48. In general, did you understand how to go about correcting your [the Social Security Administration/Department of Homeland Security] information?

- 1 YES
- 2 NO

[IF QUESTION 48 = 1 (YES), SKIP TO QUESTION 49.]

48a. Can you tell me more about what you did not understand?

49. Did [employer] tell you that you would [lose your job/not get the job] if you did not correct your [Social Security Administration/Department of Homeland Security] records?

- 1 YES
- 2 NO

[IF QUESTION 5C = 2 (NO), 27 = 1 (YES), AND 1 (SSA) IS SELECTED IN 46 (WORKER DID NOT ACCEPT JOB OFFER AND WAS REFERRED TO AND CONTACTED SSA), GO TO QUESTION 60.

IF QUESTION 5C = 2 (NO), 27 = 1 (YES), AND ONLY 2 (DHS) IS SELECTED IN 46 (WORKER DID NOT ACCEPT JOB OFFER AND WAS REFERRED TO AND CONTACTED DHS ONLY), GO TO QUESTION 73.]

V. EFFECT OF CONTESTING THE TENTATIVE NONCONFIRMATION ON THE WORKER'S RELATIONSHIP WITH EMPLOYER

The next set of questions is about what happened after 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 correct 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 corrected the problems?

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

52. Were you paid for the work you did while you were correcting 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 OR DON'T KNOW, 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 \$12 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 or different work assignments as other workers?

- 1 SAME
- 2 DIFFERENT

[IF RESPONSE IS 1 OR DON'T KNOW, 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

[IF RESPONSE 3 IS SELECTED AND RESPONSE 1 IS SELECTED IN QUESTION 46
(WORKER WAS REFERRED TO SSA), SKIP TO QUESTION 60.]

[IF RESPONSE 3 IS SELECTED AND ONLY RESPONSE 2 IS SELECTED IN QUESTION
46 (WORKER WAS REFFERED TO DHS ONLY), SKIP TO QUESTION 73.]

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

[SELECT ALL THAT APPLY]

- 1 NOT AUTHORIZED TO WORK IN THE U.S.
- 2 EMPLOYER 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 THE U.S.
- 2 COULD ONLY GET THE JOB IF CALLED OR VISITED THE SOCIAL SECURITY ADMINISTRATION OR THE DEPARTMENT OF HOMELAND SECURITY 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 correct your records at the Social Security Administration or the Department of Homeland Security?

- 1 YES
- 2 NO

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

IF QUESTION 55 = 2 (NOT HIRED), SKIP TO QUESTION 60

58a. How many days after you were told about the Tentative Nonconfirmation 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

VI. EXPERIENCES IN CONTESTING THE TENTATIVE NONCONFIRMATION

[IF 1 (SSA) IS SELECTED IN QUESTION 46 (WORKER WAS REFERRED TO SSA), ASK QUESTION 60.

IF ONLY 2 (DHS) IS SELECTED IN QUESTION 46 (WORKER WAS REFERRED TO DHS ONLY), SKIP TO QUESTION 73.]

60. What was the problem with your Social Security Administration records?

- 1 DID NOT NOTIFY THE SOCIAL SECURITY ADMINISTRATION WHEN I BECAME A U.S. CITIZEN
- 2 CHANGED MY NAME (DUE TO MARRIAGE, ETC.)
- 3 ERRORS IN THE SOCIAL SECURITY ADMINISTRATION DATA/ON MY SSN CARD
- 4 OTHER (SPECIFY) _____
- 5 NOTHING, IT WAS MY EMPLOYER'S MISTAKE

61. How concerned were you about contacting the Social Security Administration because it was a government agency?

[SHOW CARD]

- 1 Very concerned
- 2 Moderately concerned
- 3 Somewhat concerned
- 4 Not concerned at all SKIP TO QUESTION 62

61a. What were your concerns?

[SELECT ALL THAT APPLY]

- 1 I MIGHT BE DEPORTED
- 2 I MIGHT GET IN TROUBLE
- 3 THIS MIGHT CAUSE A PROBLEM FOR A FAMILY MEMBER
- 4 THIS MIGHT CAUSE A PROBLEM FOR A FRIEND
- 5 OTHER (SPECIFY) _____

61b. Please describe your concern.

62. Were you able to solve the problem with your the Social Security Administration records?

- 1 YES SKIP TO QUESTION 63
- 2 NO

62a. 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 64]

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

_____ days [CODE 0 IF WORKER STRAIGHTENED OUT THE PROBLEM ON THE SAME DAY NOTIFIED.]

64. Did you go to the Social Security Administration office?

- 1 YES
- 2 NO SKIP TO QUESTION 69

64a. Did you have someone go with you to the Social Security Administration office?

- 1 YES
- 2 NO SKIP TO QUESTION 65

64b. Who went with you?

[SELECT ALL THAT APPLY]

- 1 A FRIEND OR RELATIVE
- 2 A LAWYER
- 3 OTHER (SPECIFY)_____

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

[SELECT ALL THAT APPLY]

- 1 ACTED AS A TRANSLATOR
- 2 OTHER (SPECIFY)_____

[IF 44 = 2 (WORKER RECEIVED REFERRAL LETTER), 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 Social Security Administration office to solve your problem?

- 1 ONCE SKIP TO QUESTION 67
- 2 TWICE
- 3 THREE TIMES
- 4 MORE THAN THREE 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 long did you have to wait to speak to someone at the Social Security Administration office?

___ minutes
___ hours [CODE 0 IF NO WAIT]

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 the Social Security Administration did you talk to altogether?

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

[IF WORKER IS FLUENT IN ENGLISH, CHECK THIS BOX [] AND SKIP TO QUESTION 70.]

69. Were you concerned about contacting the Social Security Administration because you do not speak much English?

- 1 YES
- 2 NO

69a. Did you understand what the officials at the Social Security Administration were saying?

- 1 YES
- 2 NO

69b. Were you able to talk to someone at the Social Security Administration who speaks your language?

- 1 YES
- 2 NO

70. Were the Social Security Administration officials helpful?

- 1 YES
- 2 NO SKIP TO QUESTION 70b

70a. In what ways were they helpful?

[SKIP TO QUESTION 71]

70b. In what ways were the Social Security Administration officials not helpful?

71. Did the Social Security Administration officials treat you with respect?

- 1 YES SKIP TO QUESTION 73
- 2 NO

72. What makes you say this?

[IF 2 (DHS) IS SELECTED IN QUESTION 46 (WORKER WAS REFERRED TO DHS), GO TO QUESTION 73. IF 2 (DHS IS NOT SELECTED IN QUESTION 46 (WORKER WAS NOT REFERRED TO DHS), SKIP TO QUESTION 90]

73. What was the problem with your Department of Homeland Security documents?

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

74. How concerned were you about contacting the Department of Homeland Security because it was a government agency?

[SHOW CARD]

- 1 Very concerned
- 2 Moderately concerned
- 3 Somewhat concerned
- 4 Not concerned at all SKIP TO QUESTION 75

74a. What were your concerns?

[SELECT ALL THAT APPLY]

- 1 I MIGHT BE DEPORTED
- 2 I MIGHT GET IN TROUBLE
- 3 THIS MIGHT CAUSE A PROBLEM FOR A FAMILY MEMBER
- 4 THIS MIGHT CAUSE A PROBLEM FOR A FRIEND
- 5 OTHER (SPECIFY) _____

74b. Please describe your concern.

75. Did you call the Department of Homeland Security number?

- 1 YES SKIP TO QUESTION 76
- 2 NO

75a. What made you decide not to call?

[SELECT ALL THAT APPLY]

- 1 NOT AUTHORIZED TO WORK IN THE U.S.
- 2 DIDN'T THINK THE JOB WAS WORTH THE TROUBLE
- 3 MIGHT BE DEPORTED
- 4 MIGHT GET IN TROUBLE
- 5 MIGHT GET A FRIEND OR FAMILY MEMBER IN TROUBLE
- 6 DIDN'T HAVE ACCESS TO A PHONE DURING DEPARTMENT OF HOMELAND SECURITY BUSINESS HOURS
- 7 OTHER (SPECIFY) _____

[SKIP TO QUESTION 80]

76. How easy was it to get through to someone who could help you?
- 1 VERY EASY
 - 2 FAIRLY EASY TO GET THROUGH
 - 3 HAD TO WAIT A FAIRLY LONG TIME
 - 4 WAITED FOR A VERY LONG TIME
77. 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) _____
78. How many times did you have to call the Department of Homeland Security to solve your problem?
- 1 ONCE SKIP TO QUESTION 78B
 - 2 MORE THAN ONCE
- 78a. Why did you have to call more than once?
- 78b. 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
- 78c. How many people did you talk to altogether?
- 1 TWO
 - 2 THREE
 - 3 MORE THAN THREE (SPECIFY NUMBER) _____
79. Do you think that the Department of Homeland Security official understood your problem?
- 1 YES SKIP TO 80
 - 2 NO
- 79a. What makes you think that the official didn't understand?

80. Did you need to fax your documents to the Department of Homeland Security?

- 1 YES
- 2 NO SKIP TO QUESTION 81

80a. Did your employer let you use an office fax?

- 1 YES SKIP TO QUESTION 81
- 2 NO

80b. Was it easy or difficult to find a place where you could fax documents to the Department of Homeland Security official?

- 1 EASY
- 2 DIFFICULT

81. Did you visit a Department of Homeland Security office?

- 1 YES
- 2 NO [IF RESPONSE TO QUESTION 75 IS 1 (YES) (WORKER CALLED DHS), SKIP TO QUESTION 84; IF RESPONSE TO QUESTION 75 IS 2 (NO) AND RESPONSE TO QUESTION 64 IS 1 (YES) (WORKER DID GO TO THE SSA OFFICE AND DID NOT CALL DHS), SKIP TO QUESTION INSTRUCTIONS BEFORE QUESTION 89; IF RESPONSE TO QUESTION 75 IS 2 (NO) AND RESPONSE TO QUESTION 11 IS 1 (YES) AND RESPONSE TO QUESTION 64 IS NOT 1 (WORKER DID NOT GO TO THE SSA OFFICE OR CALL DHS AND DID WORK FOR EMPLOYER), SKIP TO QUESTION 93. IF RESPONSE TO QUESTION 75 IS 2 (NO) AND RESPONSE TO QUESTION 64 IS NOT 1 AND RESPONSE TO QUESTION 11 IS 2 (NO) (WORKER DID NOT CALL DHS OR GO TO THE SSA OFFICE AND DID NOT WORK FOR EMPLOYER), DON'T KNOW OR BLANK, SKIP TO QUESTION 102.]

81a. What made you decide to visit the Department of Homeland Security office to straighten out the problem?

82. How long did you have to wait before being helped?

___ minutes
___ hours [CODE 0 IF NO WAIT]

83. Did you have an appointment?

- 1 YES SKIP TO QUESTION 84
- 2 NO

83a. Were you told you had to make an appointment and come back?

- 1 YES
- 2 NO

IF QUESTION 75 = 2 AND QUESTION 81 = 2 (WORKER DID NOT CALL OR VISIT DHS), THEN SKIP TO Q89.

84. Were you able to solve the problem with your Department of Homeland Security records?

- 1 YES SKIP TO QUESTION 85
- 2 NO

84a. What happened so that you were unable to solve the problem?

[IF WORKER IS FLUENT IN ENGLISH, CHECK THIS BOX [] AND SKIP TO QUESTION 87.]

85. Were you concerned about contacting the Department of Homeland Security because you do not speak much English?

- 1 YES
- 2 NO

86. Did you understand what the officials at the Department of Homeland Security were saying?

- 1 YES
- 2 NO

86a. Were you able to talk to someone at the Department of Homeland Security who speaks your language?

- 1 YES
- 2 NO

87. Were the Department of Homeland Security officials helpful?

- 1 YES
- 2 NO SKIP TO QUESTION 87b

87a. In what ways were they helpful?

[SKIP TO QUESTION 88]

87b. In what ways were the Department of Homeland Security officials not helpful?

88. Did the Department of Homeland Security officials treat you with respect?

1 YES SKIP TO QUESTION 89

2 NO

88a. What makes you say this?

VII. FINANCIAL BURDEN OF CONTESTING THE TENTATIVE NONCONFIRMATION

[ASK QUESTION 89 IF QUESTION 80=1 (WORKER FAXED DOCUMENTS TO DHS). OTHERWISE, SKIP TO QUESTION 90]

89. Did you have to spend money on sending faxes to the Department of Homeland Security?

- 1 YES
- 2 NO SKIP TO QUESTION 90

89a. About how much?

\$ _____

90. Did you lose any time at work for which you were not paid because you had to correct problems with your documents?

- 1 YES
- 2 NO SKIP TO QUESTION 91

90a. How much time did you lose at work in order to correct your documents?

- 1 _____ HOURS
- 2 DAYS

90b. 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 the Social Security Administration or the Department of Homeland Security?

[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 QUESTION 91 IS SELECTED]

What would be the approximate total cost for these items?

\$ _____

92. Did you have any other financial costs related to resolving your Tentative Nonconfirmation finding?

1 YES

2 NO SKIP TO QUESTION 93

92a. What other costs did you have? [THIS QUESTION IS ASKING FOR A DESCRIPTION OF COSTS. THE NEXT QUESTION WILL ASK FOR A DOLLAR AMOUNT.]

92b. How much were they?

\$ _____

VIII. TERMINATION OF EMPLOYMENT IF THE TENTATIVE NONCONFIRMATION WAS NOT RESOLVED/JOB STATUS WITH THE EMPLOYER

[IF QUESTION 11 = 2 (NO) (WORKER DID NOT WORK FOR EMPLOYER), DON'T KNOW, OR BLANK, SKIP TO QUESTION 102.]

93. Are you still working for the employer?

- 1 YES [IF NEITHER QUESTION 62 NOR QUESTION 84 HAS A RESPONSE OF 2 (NO), SKIP TO QUESTION 102—IN OTHER WORDS IF THE TENTATIVE NONCONFIRMATION WAS RESOLVED]
- 2 NO SKIP TO QUESTION 95

94. Did your employer ever say that [he/she] should fire you because your documents did not appear to be in order, but was not going to do that?

- 1 YES
- 2 NO SKIP TO QUESTION 102

94a. 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 102

94b. 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 BELIEVED MY DOCUMENTS WERE FINE
- 4 SAID THEY DID NOT AGREE WITH THE POLICY TO FIRE PEOPLE WHEN DOCUMENTS WERE NOT IN ORDER
- 5 OTHER (SPECIFY) _____

[SKIP TO QUESTION 102]

95. Did you quit?

- 1 YES
- 2 NO SKIP TO QUESTION 96

95a. 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 THOUGHT THAT EMPLOYER WAS UNCOMFORTABLE WITH ME CONTINUING TO WORK (GO TO 95b)
- 7 OTHER (SPECIFY) _____

[SKIP TO QUESTION 102 EXCEPT IF 6 WAS SELECTED IN QUESTION 95A]

95b. What makes you say the employer was uncomfortable?

[SKIP TO QUESTION 102]

96. Were you fired from your job?

- 1 YES
- 2 NO SKIP TO QUESTION 102

[IF 96 = 1, AND 16 = 2 (NO) AND 20 = 2 (NO) AND 21 = 2 (NO) AND 22 = 2 (NO) AND 23 = 2 (NO), AND 11 = 1 (YES) (WORKER WAS FIRED FROM JOB AND WAS NOT TOLD THERE WERE PROBLEMS WITH DOCUMENTS AND DID NOT SEE OR RECEIVE TNC NOTICE OR HAVE IT EXPLAINED BY EMPLOYER OR A TRANSLATOR AND ACTUALLY WORKED FOR EMPLOYER), SKIP TO QUESTION 98.

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

_____ days

98. How long after you tried to contest the Tentative Nonconfirmation finding were you fired?

_____ days

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

- 1 YES SKIP TO QUESTION 102
- 2 NO

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

_____ days

101. Were you paid for the time you worked?

- 1 YES
- 2 NO

IX. EVIDENCE OF WORK AUTHORIZATION AT TIME OF APPLICATION

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

[SHOW CARD]

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

[IF RESPONSE IS DON'T KNOW, SKIP TO QUESTION 103C]

103. 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
- 4 OTHER (SPECIFY) _____

[SKIP TO QUESTION 105]

103a. 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 [WORK] VISA THAT LET ME WORK FOR A PARTICULAR EMPLOYER
- 5 OTHER TEMPORARY (NONIMMIGRANT) STATUS AUTHORIZED TO WORK
- 6 OTHER (SPECIFY) _____

[SKIP TO QUESTION 105]

103b. 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]

103c. When your employer asked for your documents, what did you show him/her?
[SELECT ALL THAT APPLY]

- 1 DOCUMENTS I HAD BORROWED FROM SOMEONE ELSE
- 2 DOCUMENTS I HAD BOUGHT
- 3 MY DRIVER'S LICENSE OR OTHER DOCUMENTS THAT BELONGED TO ME
- 4 OTHER (SPECIFY) _____
- 5 DID NOT SHOW ANY DOCUMENTS

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

- 1 YES
- 2 NO SKIP TO QUESTION 105

104a. How did you get these documents?

- 1 GOT WORK AUTHORIZATION FROM THE DEPARTMENT OF HOMELAND SECURITY
- 2 GOT A NEW SOCIAL SECURITY CARD FROM THE SOCIAL SECURITY ADMINISTRATION
- 3 BOUGHT THEM
- 4 BORROWED THEM
- 5 OTHER (SPECIFY) _____

X. WORKERS' EXPERIENCES UPDATING OR CHECKING THEIR RECORDS ON THEIR OWN

105. Have you ever changed your name? For example, you might have changed your name because you got married or divorced, you wanted to shorten or simplify your name, or for any other reason.

- 1 YES
- 2 NO SKIP TO QUESTION 108

106. When you changed your name, did you update your record at the Social Security Administration with your new name?

- 1 YES
- 2 NO [IF QUESTION 102 = 2, 3, 4, 5, OR 6 (NOT A U.S. CITIZEN), THEN ASK QUESTION 107a; IF QUESTION 103 = 2, 3, OR 4 (BECAME A U.S. CITIZEN OR OTHER), THEN ASK QUESTION 107; OTHERWISE, IF QUESTION 103=1 (BORN IN THE US), SKIP TO QUESTION 110]

106a. How did you know that you should update your record at the Social Security Administration?

[IF QUESTION 102 = 2, 3, 4, 5, OR 6 (NOT A U.S. CITIZEN), THEN ASK QUESTION 107a;

IF QUESTION 103 = 2, 3, OR 4 (BECAME A U.S. CITIZEN OR OTHER), THEN ASK QUESTION 107;

OTHERWISE, IF QUESTION 103=1 (BORN IN THE US) SKIP TO QUESTION 110]

107. Did you change your name before or after you became a U.S. citizen?

- 1 BEFORE
- 2 AFTER SKIP TO QUESTION 108

107a. When you changed your name, did you update your record at the Department of Homeland Security with your new name?

- 1 YES
- 2 NO SKIP TO QUESTION 108

107b. How did you know that you should update your record at the Department of Homeland Security?

108. Have you ever had any changes in your U.S. citizenship status or your immigration status?

- 1 YES
- 2 NO SKIP TO QUESTION 110

109. When your citizenship or immigration status changed, did you update your record at the Social Security Administration?

- 1 YES
- 2 NO SKIP TO QUESTION 110

109a. How did you know that you should update your citizenship or immigration status at the Social Security Administration?

110. Did you know that there is a free E-Verify service called Self Check that allows you to check online to see if you are legally allowed to work in the U.S.?

- 1 YES
- 2 NO SKIP TO QUESTION 118

111. How did you find out about Self Check?

112. Have you used Self Check?

- 1 YES
- 2 NO SKIP TO QUESTION 119

112a. Did you use Self Check before or after you applied for a job with [employer]?

- 1 BEFORE
- 2 AFTER
- 3 DON'T REMEMBER

113. How easy or difficult was it for you to use Self Check?

- 1 VERY EASY SKIP TO QUESTION 114
- 2 EASY SKIP TO QUESTION 114
- 3 DIFFICULT
- 4 VERY DIFFICULT

113a. What made it difficult for you to use Self Check?

114. Did the information you entered into Self Check match your records, or did you get a “mismatch” result?

- 1 INFORMATION MATCHEDSKIP TO QUESTION 119
- 2 GOT A MISMATCH
- 3 DON'T KNOW SKIP TO QUESTION 119

115. Why did you get a “mismatch” result?

116. After you got a “mismatch,” did you try to correct your records with the Social Security Administration or Department of Homeland Security?

- 1 YES SKIP TO QUESTION 119
- 2 NO

117. What made you decide not to correct your records?

SKIP TO QUESTION 119

118. If you had known about Self Check, do you think you would have used it before applying to [employer]?

- 1 YES
- 2 NO SKIP TO QUESTION 119

118a. Why would you have used it?

XI. WORKER OPINIONS ABOUT E-VERIFY

119. 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 120

119a. Did you know the name of the program?

- 1 YES
- 2 NO SKIP TO QUESTION 119c

119b. What was the name?

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

- 1 E-Verify
- 2 Other (specify) _____

119c. How did you know that this employer was using this program?

[SELECT ALL THAT APPLY]

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

120. 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 121

120a. What have you told them about E-Verify?

121. Since you applied for the job with [employer], have you applied for any other jobs?

- 1 YES
- 2 NO SKIP TO INSTRUCTIONS BEFORE QUESTION 125

121a. Have you applied for jobs located in Alabama, Arizona, Mississippi, or South Carolina?

- 1 YES
- 2 NO

121b. In applying for other jobs, have you tried to find employers NOT using E-Verify?

- 1 YES
- 2 NO

122. When you applied for another job, did you show the same documents as you showed when you applied for a job with [employer]?

- 1 YES SKIP TO QUESTION 123
- 2 NO
- 3 HAVE NOT BEEN ASKED TO SHOW DOCUMENTS SKIP TO QUESTION 123

122a. How were the documents different?

[IF QUESTION 5 = 2 (NO), QUESTION 5C = 2 (NO), QUESTION 55 = 1 OR 2, QUESTION 96 = 1, QUESTION 93 = 2, OR QUESTION 95 = 1 (I.E., WORKER NOT WORKING FOR THE EMPLOYER) (WORKER DID NOT RECEIVE A JOB OFFER OR DID NOT ACCEPT A JOB OFFER OR WAS FIRED OR NOT HIRED UPON RECEIVING A TNC OR IS NOT STILL WORKING FOR EMPLOYER OR QUIT), THEN ASK QUESTION 123.

OTHERWISE SKIP TO QUESTION 125.]

123. After you left or were not hired by [employer], did you find a new job?

- 1 YES
- 2 NO SKIP TO INSTRUCTIONS BEFORE QUESTION 125

124. About how long did it take you to find the first new job after you left or were not hired by [employer]?

- 1 LESS THAN 1 WEEK
- 2 1-2 WEEKS
- 3 MORE THAN 2 WEEKS BUT LESS THAN A MONTH
- 4 1 MONTH
- 5 MORE THAN 1 MONTH (PLEASE INDICATE HOW LONG) _____

124a. Did the new job pay more, less, or about the same as the job with [employer]?

- 1 MORE
- 2 LESS
- 3 ABOUT THE SAME

[CONTINUE WITH QUESTION 125 IF WORKER WAS SELECTED THROUGH EMPLOYER LOCATED IN ARIZONA , MISSISSIPPI, SOUTH CAROLINA OR ALABAMA.

OTHERWISE SKIP TO QUESTION 127.]

125. Did you know it is required by [MANDATED STATE] state law for employers to check E-Verify to help them figure out if new workers are legally allowed to work in the United States?

- 1 YES
- 2 NO SKIP TO QUESTION 126

125a. How did you know it is required by [MANDATED STATE] state law for employers to check E-Verify to help them determine if workers are legally allowed to work in the United States?

[SELECT ALL THAT APPLY]

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

125b. Do you think most workers in [MANDATED STATE] know about this program?

- 1 YES
- 2 NO

126. Have you heard anything about whether other employers in [MANDATED STATE] use or don't use E-Verify?

- 1 YES
- 2 NO SKIP TO QUESTION 127

126a. What have you heard?

127. 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 TRY TO BECOME LEGALLY WORK AUTHORIZED
- 5 LEAVE THE UNITED STATES
- 6 OTHER (SPECIFY) _____

[IF RESPONDENT MENTIONS CATEGORY 2 (BUY OR BORROW DOCUMENTS THAT WILL LET THEM WORK), GO TO QUESTION 127A. IF CATEGORY 2 IS NOT MENTIONED, SKIP TO QUESTION 128.]

127a. What should they look for in obtaining documents?

[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) _____

127b. How hard is it to buy or borrow such documents?

[SHOW CARD]

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

127c. 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

128. Do you know anyone who has left [MANDATED STATE] or plans to leave because of E-Verify?

- 1 YES
- 2 NO [SKIP TO QUESTION 129]

128a. Where did they move?

[SELECT ALL THAT APPLY]

- 1 ANOTHER STATE (SPECIFY) _____
- 2 MEXICO
- 3 OTHER COUNTRY (SPECIFY) _____

129. Do you think that the law that requires [MANDATED STATE] employers to find out more about whether people are work authorized is a good law?

- 1 YES
- 2 NO SKIP TO QUESTION 129b
- 3 NO OPINION SKIP TO QUESTION 130

129a. 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 130]

129b. Why do you think it is not a good law?

[SELECT ALL THAT APPLY]

- 1 DENIES JOBS TO HARDWORKING PEOPLE
- 2 CAUSES PROBLEMS FOR HISPANICS OR OTHER GROUPS OF WORKERS
- 3 GIVES EMPLOYERS TOO MUCH POWER
- 4 LETS EMPLOYERS TAKE ADVANTAGE OF IMMIGRANTS
- 5 OTHER (SPECIFY)_____

XII. WORKER DEMOGRAPHICS

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

130. In what country were you born?

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

131. What languages do you speak well?

[SELECT ALL THAT APPLY]

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

132. Do you consider yourself Hispanic or Latino?

- 1 YES
- 2 NO

133. 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 TENTATIVE NONCONFIRMATION 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 \$35 AND HAVE THE PERSON SIGN THE CASH GIFT RECEIPT.*

[RECORD RESPONDENT COMMENTS BELOW.]

~ 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 YOUR BEST JUDGMENT.

1. Is the respondent:
 - 1 Male
 - 2 Female

- 1a. In what language was the interview conducted?
 - 1 English
 - 2 Spanish
 - 3 Translator assisted for a different foreign language _____

- 1b. Was the interview conducted in person or by telephone?
 - 1 In person
 - 2 Telephone

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 QUESTION 2 _____

3. How confident are you of your response to QUESTION 2 above?
 - 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 did the employer follow the E-Verify procedures in hiring and using E-Verify for this worker?

- 1 Followed almost all of the requirements
- 2 Followed most of the requirements
- 3 Followed about half of the requirements
- 4 Followed less than half of the requirements

5. How confident are you of your answer to QUESTION 4?

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

[IF QUESTION 4 = 1 SKIP TO QUESTION 7]

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

6a. Was the worker prescreened by the employer? (Prescreen means employer used E-Verify before job offer was made and worker accepted).

- 1 Yes
- 2 No
- 3 Not sure (Explain please): _____

6b. Did the employer allow the person to work while problem with his/her work documents was resolved?

- 1 Yes
- 2 No
- 3 Not sure (Explain please): _____
- 4 Not applicable (Explain please): _____

6c. Did the employer allow the worker to be trained while the problem with his/her work documents was being resolved?

- 1 Yes
- 2 No
- 3 Not sure (Explain please): _____
- 4 Not applicable (Explain please): _____

6d. Did the employer tell the 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. Did the employer notify the worker of the Tentative Nonconfirmation?

- 1 Yes
- 2 No
- 3 Not sure (Explain please): _____

6f. Did the employer provide the worker with the Tentative Nonconfirmation notice?

- 1 Yes
- 2 No
- 3 Not sure (Explain please): _____

6g. Did the employer notify the worker about the referral process?

- 1 Yes
- 2 No
- 3 Not sure (Explain please): _____
- 4 Not applicable (Explain please): _____

6h. Did the employer provide the worker with a Social Security Administration or Department of Homeland Security referral letter?

- 1 Yes
- 2 No
- 3 Not sure (Explain please): _____
- 4 Not applicable (Explain please): _____

6i. Did the employer fire the 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 Barely able to understand the questions

7b. In your opinion, do you think the respondent was:

- 1 Truthful in most of his/her responses
- 2 Somewhat truthful in most of his/her responses
- 3 Unsure if he/she was 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 the 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:

- 1 Very nervous
- 2 Somewhat nervous
- 3 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 many 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 anything about the respondent that you think may 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.