



# Employer Survey of Short-Time Compensation Program

## Computer Assisted Telephone Interviewing (CATI) Version

Employer Group	Survey Sections						
	Intro	A	B	C	D	E	Closing
Applied for STC and plan approved	●	●	●	●			●
Applied for STC but plan not approved	●	●	●		●		●
Did not apply for STC	●	●	●			●	●

### VARIABLE INSERTS

STATE: Rhode Island (RI); Minnesota (MN); Kansas (KS); Washington (WA)

STATE STC NAME: **RI:** Workshare; **MN:** Shared Work; **KS:** Shared Work; **WA:** Shared Work

STATE DEPT/AGENCY: **RI:** Rhode Island Department of Labor and Training; **MN:** Minnesota Department of Employment and Economic Development; **KS:** Kansas Department of Labor; **WA:** Washington Employment Security Department

**INTRODUCTION**

Hello, my name is \_\_\_\_\_, and I'm calling from IMPAQ International on behalf of the U.S. Department of Labor and the [STATE DEPT/AGENCY]. I'd like to ask you a few questions about workforce programs made available to your company. Participation is voluntary and will not affect your firm's current or future unemployment insurance tax rate or eligibility for any public-funded program. Survey responses will be analyzed with additional state unemployment insurance administrative information to get a full understanding of employer's experiences and perspectives. This call will take about 24 minutes and may be monitored for quality purposes. Your participation is voluntary, and your answers will be kept private to the extent permitted by law.

**SECTION A – EMPLOYER CHARACTERISTICS**

**A1a.** I'd like to start with some general questions about your company. Our records show that your company's name is [COMPANY]. Is this correct?

- YES..... 01 → **A2**
- NO..... 02
- DON'T KNOW..... 98
- REFUSED..... 99

**A1b.** What is the name of your company?

- Specify: \_\_\_\_\_
- REFUSED..... 99

**Replace COMPANY NAME if A1b is populated.**

**A2.** Are you the owner or CEO?

- YES..... 01 → **A5a**
- NO..... 02
- REFUSED..... 99

**A3.** Do you work in the human resources or personnel department?

- YES..... 01 → **A4b**
- NO..... 02
- REFUSED..... 99

**A4a.** Which department do you work in?

Specify: \_\_\_\_\_  
REFUSED..... 99

**A4b.** And, what is your title?

Specify: \_\_\_\_\_  
REFUSED..... 99

**A5a.** How many years has [COMPANY] been under the current ownership?  
*(If respondent is confused, you can ask how many years it has been in business.)*

\_\_\_\_\_ Number of years → **A6**  
LESS THAN ONE YEAR..... 96 → **A6**  
DON'T KNOW..... 98  
REFUSED..... 99

**A5b.** We just need a best estimate. Would you say [COMPANY] has been under the current ownership **[READ]**

Less than 5 years ..... 01  
5 to 9 years..... 02  
10 to 19 years ..... 03  
20 to 49 years..... 04  
Or 50 or more years..... 05  
DON'T KNOW..... 98  
REFUSED..... 99

**A5c.** **IF A5a < 5 OR A5b = 01:** Is [COMPANY] a new company or was it a spin-off or successor of another company?

New company ..... 01  
Spin-off..... 02  
Other: Specify..... 03  
DON'T KNOW..... 98  
REFUSED..... 99

**IF A5c < 1 READ:** For this survey, I want you to think about [COMPANY] since it has been under the current ownership and not any time before.

**A6.** How would you best describe what [COMPANY] does or what service it provides?  
*If needed: Probe for more detail. Please be as specific as possible*

Specify:_____	
DON'T KNOW.....	98
REFUSED.....	99

<b>A7.</b> And, are you for-profit, non-profit, or a government agency?	
For-profit .....	01
Non-profit.....	02
Public/Government Agency.....	03
Other: Specify_____	
DON'T KNOW.....	98
REFUSED.....	99

**A8a.** How many total employees, both full- and part-time, currently work for your company within the state of [STATE]?

_____ Number of employees	
DON'T KNOW.....	98 → A8b
REFUSED.....	99 → A8c

**A8b.** It's okay if you don't know the exact number. Your best estimate is fine. About how many total employees work for your company within the state of [STATE]?

_____ Number of employees	
DON'T KNOW.....	98
REFUSED.....	99

**A8c.** For analysis purposes, it is best if we have the number of employees. Even your best estimate is fine. About how many total employees work for your company within the state of [STATE]?

_____ Number of employees	
DON'T KNOW.....	98
REFUSED.....	99

**A9a.** In terms of part-time and full-time employees, how many or what percentage of the [A8a/b/c NUMBER] total employees are full-time? *If needed: full-time should be thought of in the way your company defines it. Probe until you get a number or percentage.*

_____ Number of employees <b>OR</b> _____ Percentage	
DON'T KNOW.....	98
REFUSED.....	99

**A9b.** Thinking of the full-time employees, does [COMPANY] offer them ... *(Interviewer note, respondents should provide a response for a, b and c independently)*

- a. health insurance? *If needed: health insurance that is company sponsored where the company pays at least some of the premiums to the insurance company*
- b. pension or other retirement benefits? *If needed: examples are 401Ks, IRAs, pension plans*
- c. other benefits such as vacation time, sick time, or child care?

YES..... 01  
 NO..... 02  
 DON'T KNOW..... 98  
 REFUSED..... 99

**A9c.** **IF A9a < 98%:** Thinking of the part-time employees, does [COMPANY] offer them ... *(Interviewer note, respondents should provide a response for a, b and c independently)*

- a. health insurance? *If needed: health insurance that is company sponsored where the company pays at least some of the premiums to the insurance company*
- b. pension or other retirement benefits? *If needed: examples are 401Ks, IRAs, pension plans*
- c. other benefits such as vacation time, sick time, or child care?

YES..... 01  
 NO..... 02  
 DON'T KNOW..... 98  
 REFUSED..... 99

**A10.** In terms of hourly or salaried employees, how many or what percentage of the [A8a/b/c NUMBER] total employees are hourly workers? *If needed: pay by each hour worked rather than a yearly salary.*

\_\_\_\_\_ Number of employees **OR** \_\_\_\_\_ Percentage  
 DON'T KNOW..... 98  
 REFUSED..... 99

**A11.** Now, I'd like to know the break-down of the hourly employees in terms of three skill levels - high, medium, and low. How many or what percentage of the (estimated) [# of HOURLY] hourly employees, would you say are ... *(Interviewer note, respondents should provide a response for a, b and c independently)*

- a. Highly-skilled?
- b. Medium-skilled?
- c. Low-skilled?

\_\_\_\_\_ Number of employees **OR** \_\_\_\_\_ Percentage  
 DON'T KNOW..... 98  
 REFUSED..... 99

**A12.** How many or what percentage of the (*estimated*) [# of SALARIED] salaried employees, would you say are ... (*Interviewer note, respondents should provide a response for a, b and c independently*)

- a. Highly-skilled?
- b. Medium-skilled?
- c. Low-skilled?

\_\_\_\_\_ Number of employees **OR** \_\_\_\_\_ Percentage  
 DON'T KNOW..... 98  
 REFUSED..... 99

**A13a.** Do any employees belong to a union?

YES..... 01  
 NO..... 02 → B1  
 DON'T KNOW..... 98 → B1  
 REFUSED..... 99 → B1

**A13b.** How many or what percentage of the [A8a/b/c NUMBER] employees belong to a union?

\_\_\_\_\_ Number of employees **OR** \_\_\_\_\_ Percentage → B1  
 DON'T KNOW..... 98  
 REFUSED..... 99

**A13c.** Your best estimate is fine. About what percentage of the total employees belong to a union?

\_\_\_\_\_ percentage  
 DON'T KNOW..... 98  
 REFUSED..... 99

**SECTION B - SCREENER**

**B1.** Now, I'm going to ask whether you have heard of workforce programs that may or may not be available to your company. Have you ever heard of unemployment insurance or unemployment benefits?

YES..... 01  
 NO..... 02  
 (VOL) MAYBE..... 03  
 REFUSED..... 99

**B2a.** Have you ever heard of the Short-Time Compensation program?

YES..... 01  
 NO..... 02  
 (VOL) MAYBE..... 03  
 REFUSED..... 99

**B2b.** Have you ever heard of the [STATE STC NAME] program?

YES..... 01 → B3b  
 NO..... 02  
 (VOL) MAYBE..... 03  
 REFUSED..... 99

**B3a.** The [STATE STC NAME] program is a type of unemployment insurance that pays partial benefits to employees whose hours have been reduced and allows companies to avoid lay-offs. It is also known as the Short-Time Compensation program. Given this information have you ever heard of the [STATE STC NAME] program?

YES..... 01  
 NO..... 02 → B9  
 REFUSED..... 99 → B9

**B3b.** Thinking back, how did you first hear about the [STATE STC NAME] program? *Probe: Any other ways? (Multiple Response)*

(VOL) State or local government officials..... 01  
 (VOL) Other companies..... 02  
 (VOL) Employees themselves..... 03  
 Other; Specify: \_\_\_\_\_  
 DON'T KNOW..... 98  
 REFUSED..... 99

**B3c.** Do you ever recall *first* hearing about the [STATE STC NAME] program from...

- a. **SKIP IF B3b = 1:** State or local government officials
- b. **SKIP IF B3b = 2:** Other companies
- c. **SKIP IF B3b = 3:** Employees themselves

YES..... 01  
NO..... 02  
DON'T KNOW..... 98  
REFUSED..... 99

**B4.** Has [COMPANY] ever asked the [STATE DEPT/AGENCY] about the [STATE STC NAME] program?  
*If needed: As a reminder, this program is a type of unemployment insurance that pays partial benefits to employees whose hours have been reduced and allows companies to avoid lay-offs.*

YES..... 01  
NO..... 02 → **B9**  
DON'T KNOW..... 98 → **B9**  
REFUSED..... 99 → **B9**

**B5.** Next, we'd like to know the reasons your company first asked the [STATE DEPT/AGENCY] about [STATE STC NAME]. Did your company ask about the [STATE STC NAME] program ...

**ROTATE**

- a. Because your company wanted to learn more about it?
- b. **IF A5a > 5 OR A5b > 1:** Because of the recession that began in 2008?
- c. Because you heard that other companies use it?
- d. Because an employee suggested the company ask about it?
- e. **IF A13A = YES:** Because the union suggested that the company ask about it?

Yes..... 01  
No..... 02  
Asked before I was working for company ..... 03 → **B9**  
DON'T KNOW..... 98  
REFUSED..... 99

**B6a** Are there other reasons that your company asked about the [STATE STC NAME] program that [I did not mention/were not listed] in the previous question?

YES..... 01  
NO..... 02 → **B7a**

**B6b. IF B6a=1:** What are the other reasons?



Specify: \_\_\_\_\_

**B7a.** When your company first asked the [STATE DEPT/AGENCY] about the [STATE STC NAME] program, did you receive adequate information?

YES..... 01 → B8  
NO..... 02  
NOT SURE..... 98 → B8

**B7b.** What are the reasons you indicated that adequate information was not received?

Specify: \_\_\_\_\_

**B8a.** Did state or local officials ever indicate that the [STATE STC NAME] program was not appropriate for your company?

Yes..... 01  
No..... 02 → B9  
DON'T KNOW..... 98 → B9  
REFUSED..... 99 → B9

**B8b.** Why did state or local officials tell you that the program was not appropriate for [COMPANY NAME]?

Specify: \_\_\_\_\_

**B9a.** During the five years from 2008 through 2012 did [COMPANY] ever submit an application to participate in the [STATE STC NAME] program?

YES..... 01 → B10  
NO..... 02  
DON'T KNOW..... 98  
REFUSED..... 99

**B9b.** Has [COMPANY] submitted an application to participate in [STATE STC NAME] in 2013?

YES..... 01 → B12  
NO..... 02  
DON'T KNOW..... 98  
REFUSED..... 99

**IF B9b > 1: GO TO SECTION E**

**B10.** During the five years from 2008 through 2012, in how many of these years did [COMPANY] submit an application for the [STATE STC NAME] program? *If needed: Your best estimate is fine.*

- 1..... 01
- 2..... 02 → B11b
- 3..... 03 → B11b
- 4..... 04 → B11b
- 5..... 05 → B11b
- DON'T KNOW..... 98
- REFUSED..... 99

**B11a.** In which year did your company submit this application?

- 2008..... 01 → B12
- 2009..... 02 → B12
- 2010..... 03 → B12
- 2011..... 04 → B12
- 2012..... 05 → B12
- (VOL) 2013..... 06 → B12
- DON'T KNOW..... 98 → B12
- REFUSED..... 99 → B12

**B11b.** In which [B10 ANSWER] years, were applications submitted? *Probe for more to reach number of B10 years (Multiple Response)*

- 2008..... 01
- 2009..... 02
- 2010..... 03
- 2011..... 04
- 2012..... 05
- (VOL) 2013..... 06
- DON'T KNOW..... 98
- REFUSED..... 99

**B12.** Was the [YEAR or 2013 if B9b=1] application approved, denied, or withdrawn?

**REPEAT B12 until all years are asked about**

- APPROVED..... 01
- DENIED..... 02
- WITHDRAWN..... 03
- DON'T KNOW..... 98
- REFUSED..... 99

**IF B10 > 1 READ:** For the next few questions, I want you to think about the most recent application, which was for [YEAR].

**INTERVIEWER NOTE:** If multiple plans were submitted in one year, encourage respondent to think of them collectively, as one plan.

**B13.** If you were to rate the application process on a scale of one to five where 1 is very easy and 5 is very difficult, how would you rate the application process for year [YEAR]?

1	2	3	4	5
VERY EASY				VERY DIFFICULT
DON'T KNOW.....				98
REFUSED.....				99

**B14a. SKIP IF A9 > 99% OR IF STATE = KANSAS:** Did this most recent application include only full-time employees, only part-time employees or both full and part-time employees?

Only full time.....	01
Only part time.....	02
Both full and part time.....	03
DON'T KNOW.....	98
REFUSED.....	99

**B14b. SKIP IF A10 < 2%:** Did this most recent application include only hourly employees, only salaried employees or both hourly and salaried employees?

Only hourly.....	01
Only salaried.....	02
Both hourly and salaried.....	03
DON'T KNOW.....	98
REFUSED.....	99

**B15a. IF B14a = 1 or 3:** Which types of hourly employees did this most recent application include... Would you say highly-skilled, medium-skilled, and/or low-skilled hourly employees? *Probe: any others? (Multiple Response)*

HIGHLY skilled.....	01
MEDIUM skilled.....	02
LOW skilled.....	03
DON'T KNOW.....	98
REFUSED.....	99

**B15b. IF B14a = 2 or 3:** Which types of salaried employees did this most recent application include; would you say highly-skilled, medium-skilled, and/or low-skilled hourly employees?

Probe: any others? (Multiple Response)

HIGHLY skilled.....	01
MEDIUM skilled.....	02
LOW skilled.....	03
DON'T KNOW.....	98
REFUSED.....	99

**B16.** How much do you agree or disagree with this statement: [COMPANY] applied to the [YEAR] [STATE STC NAME] program to retain employees...Would you say you strongly agree, somewhat agree, somewhat disagree, or strongly disagree?

Strongly agree.....	01
Somewhat agree.....	02
Somewhat disagree .....	03
Strongly disagree.....	04
DON'T KNOW.....	98
REFUSED.....	99

**B17.** Next, we'd like to know about other reasons your company *applied* to participate in the [STATE STC NAME] program for [YEAR]. Let me know yes, no, or if you were not aware. Did your company apply to the [STATE STC NAME] program ...

- a. To reduce the future cost of hiring and training new employees?
- b. To maintain employee morale?
- c. To avoid bad press or a negative reputation?
- d. To reduce payroll cost?
- e. **IF A5a > 5 OR A5b > 1:** In response to the recession that began in 2008?
- f. **IF A9ba or A9ca = YES:** To allow employees to keep health insurance to which your company contributes?
- g. **IF A9bb or A9cb = YES:** To allow employees to keep pension or other retirement benefits?
- h. **IF A9bc or A9cc = YES:** To allow employees to keep other employee benefits such as vacation time, sick time, child-care?
- i. Because your company was experiencing an actual loss of contracts or reduction in work?
- j. Because your company expected a future loss of contracts or reduction in work?

**ROTATE A-F**

YES.....	01
NO.....	02
Not Aware of.....	03
(VOL) Does not apply/not applicable.....	04
REFUSED.....	99

**IF B16 > 2 AND IF ONLY ONE YES B16 A-K: GO TO C1**

**B18.** I would like to ask you what was the *most* important reason your company applied to the [STATE STC NAME] program for [YEAR]?

You indicated your company applied:

**List TO RETAIN EMPLOYEES IF B16 = 1 OR 2 AND ALL YES from B17 A THROUGH K, presented in same order as asked in B16**

Which was the **most** important reason that your company applied?

Specify: \_\_\_\_\_  
DON'T KNOW..... 98  
REFUSED..... 99

**IF B16 > 2 AND IF ONLY TWO YES B16 A-K: GO TO C1**

**B19.** Of the remaining reasons:

**List TO RETAIN EMPLOYEES IF B16 = 1 OR 2 AND ALL YES from B17 A THROUGH K, presented in same order as asked in B16 BUT DO NOT INCLUDE THE ANSWER TO B18**

Which was the **most** important reason your company applied to the [STATE STC NAME]?

Specify: \_\_\_\_\_  
DON'T KNOW..... 98  
REFUSED..... 99

SECTION C

GROUP 1: EMPLOYERS THAT APPLIED FOR THE STC PROGRAM AND HAVE/HAD AN APPROVED PLAN.

C1. Next, I'd like you to focus on the most recently *approved* [STATE STC NAME] plan, which was in [YEAR]. When this plan became active, how many total employees did [COMPANY] have working across the state of [STATE]? *If needed: provide your best estimate.*

\_\_\_\_\_ Number of employees  
DON'T KNOW..... 98  
REFUSED..... 99

C2. How many or what percentage of these [C1 ANSWER] employees were included in or covered under this [STATE STC NAME] plan?

\_\_\_\_\_ Number of employees **OR** \_\_\_\_\_ Percentage  
DON'T KNOW..... 98  
REFUSED..... 99

C3. As part of the [YEAR] plan(s), did [COMPANY] ever use the [STATE STC NAME] plan so that employees received [STATE STC NAME] benefits?

Yes .....01  
No .....02 → C10  
DON'T KNOW..... 98  
REFUSED..... 99

C4. How long did [COMPANY] use the [STATE STC NAME] plan in [YEAR]?

\_\_\_\_\_ [SPECIFY WEEKS, MONTHS, YEARS, ETC.]  
DON'T KNOW..... 98  
REFUSED..... 99

C5. **SKIP IF A9 > 99% OR IF STATE = KANSAS:** When your company used the [STATE STC NAME] plan, did only full-time employees, only part-time employees or both full and part-time employees received [STATE STC NAME] benefits?

Only full time..... 01  
Only part time..... 02  
Both full and part time..... 03  
DON'T KNOW..... 98  
REFUSED..... 99

**C6. SKIP IF A10 < 2%:** When your company used the [STATE STC NAME] plan, did only hourly employees, only salaried employees or both hourly and salaried employees receive [STATE STC NAME] benefits?

- Only hourly..... 01
- Only salaried..... 02
- Both hourly and salaried..... 03
- DON'T KNOW..... 98
- REFUSED..... 99

**C7. IF C6 = 1 or 3:** Which types of hourly employees received these [STATE STC NAME] benefits ... Would you say highly-skilled, medium-skilled, and/or low-skilled hourly employees? *Probe: any others? (Multiple Response)*

- HIGHLY skilled..... 01
- MEDIUM skilled..... 02
- LOW skilled..... 03
- DON'T KNOW..... 98
- REFUSED..... 99

**C8. IF C6 = 2 or 3:** Which types of salaried employees received these [STATE STC NAME] benefits ... Would you say highly-skilled, medium-skilled, and/or low-skilled salaried employees? *Probe: any others? (Multiple Response)*

- HIGHLY skilled..... 01
- MEDIUM skilled..... 02
- LOW skilled..... 03
- DON'T KNOW..... 98
- REFUSED..... 99

**C9a.** Thinking of all employees who received [STATE STC NAME] benefits as part of the [YEAR] plan, were any eventually laid off due to lack of work?

- YES..... 01
- NO..... 02 → C10
- DON'T KNOW..... 98 → C10
- REFUSED..... 99 → C10

**C9b. IF C9a=1:** How many or what percentage of employees, who received [STATE STC NAME] benefits as part of the [YEAR] plan, were eventually laid off due to lack of work?

- \_\_\_\_\_ Number of employees OR Percentage \_\_\_\_\_
- DON'T KNOW..... 98
  - REFUSED..... 99

**C9c.** Of the [# OF LAID OFF FROM C9b] laid-off employees, how many were hourly employees?

\_\_\_\_\_ Number of hourly employees OR Percentage \_\_\_\_\_  
DON'T KNOW..... 98  
REFUSED..... 99

**C9d.** And, of the [# OF LAID OFF FROM C9c] hourly laid-off employees, what skill levels were they? Were they highly-skilled, medium-skilled, and/or low-skilled hourly employees? *Probe: any others? (Multiple Response)*

HIGHLY skilled..... 01  
MEDIUM skilled..... 02  
LOW skilled..... 03  
DON'T KNOW..... 98  
REFUSED..... 99

**C9e.** In terms of the salaried employees who were laid-off , what skill levels were they? Were they highly-skilled, medium-skilled, and/or low-skilled salaried employees? *Probe: any others? (Multiple Response)*

HIGHLY skilled..... 01  
MEDIUM skilled..... 02  
LOW skilled..... 03  
DON'T KNOW..... 98  
REFUSED..... 99

**C9f.** Have any laid-off employees of any type or skill returned to their normal work schedule at [COMPANY]?

Yes..... 01  
No..... 02 → C10  
DON'T KNOW..... 98 → C10  
REFUSED..... 99 → C10

**C9g.** How many of the [# OF LAID OFF FROM C9b] total laid-off employees have returned to their normal work schedule?

\_\_\_\_\_ Number of employees OR Percentage \_\_\_\_\_  
DON'T KNOW..... 98  
REFUSED..... 99

**C10.** How satisfied was your company with the communication it had with state unemployment officials about the [YEAR] [STATE STC NAME] program? Would you say you were...**[READ]**



Very satisfied.....	01
Satisfied .....	02
Unsatisfied.....	03
Or very unsatisfied.....	04
DON'T KNOW.....	98
REFUSED.....	99

**C11.** How satisfied was your company with the administrative support that the state unemployment officials gave to you while participating in the [YEAR] [STATE STC NAME] program? Would you say you were...**[READ]**

Very satisfied .....	01
Satisfied.....	02
Unsatisfied.....	03
Or very unsatisfied.....	04
DON'T KNOW.....	98
REFUSED.....	99

**C12.** How would you rate the overall employee reaction to the [YEAR] [STATE STC NAME] program? Would you say it was...**[READ]**

Very favorable.....	01
Favorable.....	02
Unfavorable.....	03
Very unfavorable.....	04
(VOL) Employees did not have a reaction.....	05
DON'T KNOW.....	98
REFUSED.....	99

**C13.** **IF A13A = YES OR DK:** How would you rate the union's reaction to the [YEAR] [STATE STC NAME] program? Would you say it was ... **[READ]**

Very favorable .....	01
Favorable .....	02
Unfavorable.....	03
Very unfavorable.....	04
(VOL) union did not have a reaction.....	05
DON'T KNOW.....	98
REFUSED.....	99

**50% RECEIVE C14a / C14b**

**C14a.** In your opinion, which is *more* expensive for your company: retaining employees through the use of the [STATE STC NAME] program until they can return to their normal schedule or letting them go and hiring and training new employees?

Retaining employees through use of program.....	01
Hiring and training new employees.....	02
(VOL) They are equal.....	03
DON'T KNOW.....	98
REFUSED.....	99

**C14b.** In your opinion, which is *less* expensive for your company: retaining employees through the use of the [STATE STC NAME] program until they can return to their normal schedule or letting them go and hiring and training new employees?

Retaining employees through use of program.....	01
Hiring and training new employees.....	02
(VOL) They are equal.....	03
DON'T KNOW.....	98
REFUSED.....	99

**50% RECEIVE C15a / C15b**

**C15a.** Do you think a layoff would affect your company's unemployment insurance tax rate more, less, or the same as when employees receive [STATE STC NAME] benefits?

More.....	01
Less.....	02
Same as.....	03
DOES NOT APPLY.....	97
DON'T KNOW.....	98
REFUSED.....	99

**C15b.** Do you think employees receiving [STATE STC NAME] benefits affect your company's unemployment insurance tax rate more, less, or the same as a layoff?

More.....	01
Less .....	02
Same as.....	03
DOES NOT APPLY.....	97
DON'T KNOW.....	98
REFUSED.....	99

**ROTATE C16 - C19**

**C16.** Would you say that participating in the [STATE STC NAME] program increases, decreases or does not affect

**ROTATE**

- a. Employee morale?
- b. The amount the company pays for other employee benefits?
- c. Administrative burden on you or other staff?

Increases.....	01
Decreases.....	02
Does not affect.....	03
DON'T KNOW.....	98
REFUSED.....	99

**C17.** Would you say that participating in the [STATE STC NAME] program increases, decreases, or allows your company to maintain the same level of production efficiency?

Increases.....	01
Decreases.....	02
Maintain.....	03
DON'T KNOW.....	98
REFUSED.....	99

**C18.** Would you say that the rules and regulations of the [STATE STC NAME] program are fair or unfair?

Fair.....	01
Unfair.....	02
DON'T KNOW.....	98
REFUSED.....	99

**C19.** Would you say that the benefit period of the [STATE STC NAME] program is long enough or is not long enough to make a difference to employees?

Is long enough.....	01
Not long enough.....	02
DON'T KNOW.....	98
REFUSED.....	99

**C20.** In the event that [COMPANY NAME] would be facing employee lay-offs, how likely is it that it would participate again in the [STATE STC NAME] program? Would you say it is ... **[READ]**

Very likely.....	01
Somewhat likely.....	02
Somewhat unlikely.....	03
Or Very unlikely.....	04
DON'T KNOW.....	98
REFUSED.....	99

**Go To CLOSING**

SECTION D

GROUP 2: EMPLOYERS THAT APPLIED FOR THE WORK SHARING PROGRAM BUT WERE DENIED EVERY YEAR

**D1.** Next, I'd like to discuss the [STATE STC NAME] plan that was denied to your company in [YEAR]. What was the reason your application was denied? *Probe: any other reasons?*

Specify: \_\_\_\_\_  
DON'T KNOW..... 98  
REFUSED..... 99

**D2.** Did [COMPANY] have to lay-off any employees in the 12-month period after you submitted the application that was ultimately denied?

YES..... 01  
NO..... 02 → D9  
DON'T KNOW..... 98 → D9  
REFUSED..... 99 → D9

**D3.** **IF D2=1:** How many employees were laid off in this 12-month period?

\_\_\_\_\_ Number of employees OR Percentage \_\_\_\_\_  
DON'T KNOW..... 98  
REFUSED..... 99

**D4.** Were these employees hourly, salaried, or both hourly and salaried employees?

Hourly..... 01  
Salaried..... 02 → D6  
Both hourly and salaried..... 03  
DON'T KNOW..... 98 → D7  
REFUSED..... 99 → D7

**D5.** Thinking of the hourly laid-off employees, what skill levels were they? Were they highly-skilled, medium-skilled, and/or low-skilled hourly employees? *Probe: any others? (Multiple Response)*

HIGHLY skilled..... 01  
MEDIUM skilled..... 02  
LOW skilled..... 03  
DON'T KNOW..... 98  
REFUSED..... 99

**D6. SKIP IF D4 =1:** In terms of the salaried employees who were laid-off, what skill levels were they? Were they highly-skilled, medium-skilled, and/or low-skilled salaried employees? *Probe: any others? (Multiple Response)*

HIGHLY skilled.....	01
MEDIUM skilled.....	02
LOW skilled.....	03
DON'T KNOW.....	98
REFUSED.....	99

**D7** Have any of these laid-off employees of any type or skill returned to their normal work schedule at [COMPANY]?

Yes.....	01
No.....	02
DON'T KNOW.....	98
REFUSED .....	99

**D8.** If the [STATE STC NAME] application had been approved, do you think that your company would have used the [STATE STC NAME] plan instead of laying off employees?

YES - Use Program.....	01
NO - Lay Off.....	02
Other, specify: _____	
DON'T KNOW.....	98
REFUSED.....	99

**D9.** What do you think the overall employee reaction to the [STATE STC NAME] program would have been if the company's plan was approved? Would you say it would have been ... **[READ]**

Very favorable.....	01
Favorable.....	02
Unfavorable.....	03
Very unfavorable.....	04
(VOL) Employees don't know about STC program.....	05
DON'T KNOW.....	98
REFUSED.....	99

**D10. IF A13A = YES OR DK:** What do you think the union's reaction to the [STATE STC NAME] program would have been? Would you say it would have been ... **[READ]**

Very favorable.....	01
Favorable .....	02
Unfavorable.....	03
Very unfavorable.....	04

(VOL) Union does not know about STC program.....	05
DON'T KNOW.....	98
REFUSED.....	99

**D11.** How likely is it that [COMPANY] would consider applying to the [STATE STC NAME] program again? Would you say it is ... **[READ]**

Very likely.....	01
Somewhat likely.....	02
Somewhat unlikely.....	03
Or very unlikely.....	04
DON'T KNOW.....	98 → D13a/b
REFUSED.....	99 → D13a/b

**D12.** What is the main reason [COMPANY] **[IF D6 = 1 or 2: would/ IF D6 = 3 or 4 would not]** consider applying to the [STATE STC NAME] program again?

Specify: \_\_\_\_\_

DON'T KNOW.....	98
REFUSED.....	99

**50% RECEIVE D13a / D13b**

**D13a.** And, to wrap up, I have just one more question: In your opinion, which would be *more* expensive for your company: retaining employees through the use of the [STATE STC NAME] program until they can return to their normal schedule or laying them off permanently and then needing to hire and train new employees?

Retaining employees through use of program .....	01
Hiring and training new employees.....	02
(VOL) They are equal.....	03
DON'T KNOW.....	98
REFUSED.....	99

**D13b.** And, to wrap up, I have just one more question: In your opinion, which would be *less* expensive for your company: retaining employees through the use of the [STATE STC NAME] program until they can return to their normal schedule or laying them off permanently and then needing to hire and train new employees?

Retaining employees through use of program.....	01
Hiring and training new employees.....	02
(VOL) They are equal.....	03
DON'T KNOW.....	98
REFUSED.....	99

**Go to CLOSING**



SECTION E

GROUP 3: EMPLOYERS WHO DID NOT APPLY.

**E1. IF ASKED ABOUT PROGRAM:** What were some of the reasons that your company did not apply to the [STATE STC NAME] program?

Specify \_\_\_\_\_  
Specify \_\_\_\_\_  
Specify \_\_\_\_\_

**E2.** During the five years between 2008 and 2012 did [COMPANY] have any layoffs due to lack of work?

Yes..... 01  
No..... 05 → E8a  
DON'T KNOW..... 98 → E8a  
REFUSED..... 99 → E8a

**E3. IF E2=1:** How many employees were laid off between 2008 and 2012?

\_\_\_\_\_ Number of employees OR Percentage \_\_\_\_\_  
DON'T KNOW..... 98  
REFUSED..... 99

**E4.** Were these employees hourly, salaried, or both hourly and salaried employees?

Hourly..... 01  
Salaried..... 02 → E6  
Both hourly and salaried..... 03  
DON'T KNOW..... 98 → E7  
REFUSED..... 99 → E7

**E5.** Thinking of the hourly laid-off employees, what skill levels were they? Were they highly-skilled, medium-skilled, and/or low-skilled hourly employees? *Probe: any others? (Multiple Response)*

HIGHLY skilled..... 01  
MEDIUM skilled..... 02  
LOW skilled..... 03  
DON'T KNOW..... 98  
REFUSED..... 99

**E6. SKIP IF E4 =1:** In terms of the salaried employees who were laid-off, what skill levels were they? Were they highly-skilled, medium-skilled, and/or low-skilled salaried employees? *Probe: any others? (Multiple Response)*

HIGHLY skilled.....	01
MEDIUM skilled.....	02
LOW skilled.....	03
DON'T KNOW.....	98
REFUSED.....	99

**E7.** Have any of these laid-off employees of any type or skill returned to their normal work schedule at [COMPANY]?

Yes.....	01
No.....	05
DON'T KNOW.....	98
REFUSED.....	99

**E8a.** As I may have mentioned, [STATE STC NAME] is a type of unemployment insurance that pays partial benefits to employees whose hours have been reduced and allows companies to avoid lay-offs. If you knew that your company would be facing a decline in product demand or work orders and needed to temporarily lay-off employees, how likely is that [COMPANY] would consider applying to the [STATE STC NAME] program? Would you say it is...**[READ]**

Very likely.....	01
Somewhat likely.....	02
Somewhat unlikely.....	03
Or very unlikely.....	04
DON'T KNOW.....	98 → E9a/b
REFUSED.....	99 → E9a/b

**E8b.** What are the reasons that your company is **[IF E4a = 1 or 2: likely / IF E4a = 3 or 4 not likely]** to apply to the [STATE STC NAME] in the future?

Specify: _____	
DON'T KNOW.....	98
REFUSED.....	99

**50% RECEIVE E9a / E9b**

**E9a.** And, to wrap up, I have just one more question: In your opinion, which would be *more* expensive for your company: retaining employees through the use of the [STATE STC NAME] program until they can return to their normal schedule *or* laying them off and then needing to hire and train new employees?

Retaining employees through use of program.....	01
Hiring and training new employees.....	02
(VOL) They are equal.....	03
DON'T KNOW.....	98
REFUSED.....	99

**E9b.** And, to wrap up, I have just one more question: In your opinion, which would be *less* expensive for your company: retaining employees through the use of the [STATE STC NAME] program until they can return to their normal schedule or laying them off and then needing to hire and train new employees?

Retaining employees through use of program.....	01
Hiring and training new employees.....	02
(VOL) They are equal.....	03
DON'T KNOW.....	98
REFUSED.....	99

**E10.** Would you like more information about the [STATE STC NAME] program in [STATE]?

YES.....	01
NO.....	02 → Go to CLOSING

**E11.** Great. We have set up a web site that contains the information you may like. I can give you the web address now or send it to you in an email. Which do you prefer?

NOW.....	01 → www.[NAME].com
EMAIL.....	02 → email address capture
REFUSED.....	99

**Go to CLOSING**

**CLOSING**

**CL1.** Do you have any additional comments about the [STATE STC NAME] program that you'd like to share?

YES: SPECIFY \_\_\_\_\_

NO

Thank you so much for your time and assistance with our important research. Have a good day.