

**Employer Survey of**

**Short-Time Compensation Program**

**Computer Assisted Web Interviewing**

**(CAWI) 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**

Thank you for visiting the ***Unemployment Insurance Program Employer Survey*** website. We appreciate your attention to our research.

**Who is conducting this research?**

The [STATE DEPT/AGENCY] and the U.S. Department of Labor (DOL) are partnering with IMPAQ International, LLC (IMPAQ) to conduct the ***Unemployment Insurance Program Employer Survey***. The U.S. Office of Management and Budget has approved this research (OMB Control No. XXX, expiration date of XXX).

**What is the purpose of the Unemployment Insurance Program Employer Survey?**

The purpose of this survey is to gather information about your state’s unemployment insurance program from the employers’ perspective. The information you provide could lead to improvements in the Unemployment Insurance program.

**Participation and Privacy**

This survey may take about 24 minutes to complete. If you are unable to complete the survey in one sitting, you will be able to save your session for completion at a later time. 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. Your answers will be kept private to the extent permitted by law, and you will never be identified in any report based on the survey.

**Who do I call if I have questions about the survey?**

If you have trouble completing the survey or have questions about your participation, please call XXXX XXXX at (XXX) XXX-XXXX or email her at XXXXXXXX@impaqint.com.

**Please enter your employer pin to continue to the survey: \_\_\_\_\_**

*(Your pin may be found on the letter or email you received under the instructions for completing the survey online.)*

**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

**A7.** 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 **OR** \_\_\_\_\_\_ 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)*

1. health insurance? *If needed: health insurance that is company sponsored where the company pays at least some of the premiums to the insurance company*
2. pension or other retirement benefits? *If needed: examples are 401Ks, IRAs, pension plans*
3. 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)*

1. health insurance? *If needed: health insurance that is company sponsored where the company pays at least some of the premiums to the insurance company*
2. pension or other retirement benefits? *If needed: examples are 401Ks, IRAs, pension plans*
3. 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)*

1. Highly-skilled?
2. Medium-skilled?
3. 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)*

1. Highly-skilled?
2. Medium-skilled?
3. 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…

1. **SKIP IF B3b = 1:** State or local government officials
2. **SKIP IF B3b = 2:** Other companies
3. **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**

1. Because your company wanted to learn more about it?
2. **IF A5a > 5 OR A5b > 1**: Because of the recession that began in 2008?
3. Because you heard that other companies use it?
4. Because an employee suggested the company ask about it?
5. **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 …

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

1. Employee morale?
2. The amount the company pays for other employee benefits?
3. 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 returnedto 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 returnedto 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

**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 for your participation in this important survey. Your responses will be added to information we receive from other employers like you to give us a better understanding of the employers’ perspective on your state’s [STATE STC NAME].

**If you would like additional information on [STATE]’s [STATE STC NAME], please visit [STATE URL].**

If you have questions about this survey please contact XXXX XXXX at (XXX) XXX-XXXX or email XXXX at XXXXXXXX@impaqint.com.