



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)*

- 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?

Yes01
No02 → 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

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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

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.