

Survey of Iowa Employers about the Voluntary Shared Work Program

[Survey will be administered online; CATI survey will be used for follow-up]

A Federal agency may not conduct or sponsor, and a person is not required to respond to this collection of information, unless it displays a currently valid OMB control number. Your obligation to reply to this survey is voluntary. The public burden for this survey is estimated to be 12 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the necessary data, and completing and reviewing the collection of information. Send comments concerning this burden estimate or any other aspect of this collection of information to the U.S. Department of Labor, Employment and Training Administration, Room XXXX, 200 Constitution Ave., Washington, DC.

Introduction

Who is conducting the survey?

This survey is being conducted by Westat on behalf of the Iowa Workforce Development agency and the U.S. Department of Labor. The U.S. Office of Management and Budget approved this research (OMB Control No. XXX, expiration date of XXX).

What is the purpose of the survey?

The purpose of this survey is to gather information to provide a better understanding of Iowa employers' familiarity with Iowa's Voluntary Shared Work (VSW) program, their views about the program, and their experiences. The VSW program is an unemployment insurance program that provides employers and their workers with an alternative to layoffs by reducing employees' hours and partially replacing lost earnings with Unemployment Insurance. You might also know of it as "work sharing" or "short-time compensation."

Participation and privacy

Your participation in the study is important to provide an accurate estimate of how familiar Iowa employers are with the program and to reflect their views about the program. We estimate that the survey will take about 12 minutes to complete. 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 together with state unemployment insurance administrative information to get a fuller understanding of employer's experiences and perspectives. Your answers will be kept private to the extent permitted by law. You and your business will never be identified in any report based on the survey.

Who to call if you have questions about the survey

[Westat contact information here]

SECTION A—Awareness of VSW

1. Have you heard of Iowa's Voluntary Shared Work program available through Iowa Workforce Development? This program is sometimes known as "shared work," "work sharing" or "short-time compensation."

- Yes, have heard of it 1 GO TO QUESTION 2
- No.....2 GO TO EXIT

2. When did you first learn about the Voluntary Shared Work program? If you can't remember exactly, your best estimate is acceptable.

- The letter for this survey is the first I heard of it
- After September 2015 but before the letter for the survey
- Between September 2014 and September 2015
- Before September 2014

3. How did you hear about the Voluntary Shared Work program? (CHECK ALL THAT APPLY)

- From one or more of our employees..... 01
- From organized labor..... 02
- From another employer..... 03
- Through a trade association..... 04
- From advertisement or public service announcements..... 05
- By email from Iowa Workforce Development..... 06
- By mail from Iowa Workforce Development..... 07
- On the Iowa Workforce Development website..... 08
- From an Iowa Workforce Development business representative 09
- From an Iowa Workforce Development Unemployment Insurance Services staff person..... 10
- From an Iowa Workforce Development Rapid Response Team 11
- From the U.S. Department of Labor..... 12
- Don't remember..... 13
- Other..... 14

Please specify _____

GO TO QUESTION 4

Exit for Employers not Aware of Voluntary Shared Work Program

THANK YOU FOR COMPLETING THIS SURVEY. PLEASE TELL US WHO YOU ARE:

Name of person completing the survey: _____

Name of company: _____

Voluntary Shared Work is a program in Iowa that offers employers an alternative to layoff during declines in regular business activity. Under Voluntary Share Work, work reductions are shared by reducing employees' work hours, and Unemployment Insurance partially replaces lost earnings. By avoiding layoffs, employees stay connected to their jobs and employers maintain their skilled workforce for when business improves.

You can obtain more information about Voluntary Shared Work by visiting the Iowa Workforce Development website at www.iowaworkforce.org/vsw4

PLEASE CLICK HERE TO EXIT THE SURVEY.

SECTION B—Ever Contact Iowa Workforce Development about VSW

4. Did your business ever contact Iowa Workforce Development about establishing a Voluntary Shared Work Plan in Iowa?

- Yes.....1 GO TO QUESTION 5
- No.....2 GO TO SECTION D

5. In what year did your business first contact Iowa Workforce Development about establishing a Voluntary Shared Work Plan in Iowa?

____ (YYYY)

6. Did your business submit a Voluntary Shared Work application to Iowa Workforce Development?

- Yes.....1GO TO QUESTION 7
- No.....2GO TO QUESTION 9

7. How important were the following reasons to your business' decision to apply to establish a Voluntary Shared Work plan? (CHECK IMPORTANCE FOR EACH STATED REASON)

Reason	Very important	Somewhat important	Not important
Business survival in temporary downturn			
Maintain employee morale			
Meet needs of employees			
Retain valued workers			
Retain skilled workers			
Lower UI tax burden compared to layoffs			
Other (please specify) _____ _____			

8. Was your firm's interest in Voluntary Shared Work affected by the government program that provided temporary not charging of most VSW benefits to your firm's UI tax account during the latter part of 2013 and early part of 2014?
- Not aware of the program for the temporary not charging of benefits
 - Not available at time of our use of Voluntary Shared Work
 - Interest in VSW was not affected by not charging
 - Not charging was a factor, but not the main factor
 - Not charging was the main reason for interest

GO TO SECTION C

9. What were the reasons why your business did not apply to establish a Voluntary Shared Work plan? (CHECK ALL THAT APPLY)

- Have not had a need to reduce workforce levels 1
 - Needed to reduce hours by more than 50 percent..... 2
 - Paperwork requirements too burdensome 3
 - Requirement to maintain employee benefits..... 4
 - Potential impact on our UI tax rate..... 5
 - Requirement to obtain employees' agreement..... 6
 - Requirement to obtain union(s) agreement..... 7
 - Delinquent on UI taxes..... 8
 - Did not have enough employees to qualify..... 9
 - Other..... 10
- Please specify _____

GO TO SECTION D

SECTION C—VSW Plan Approval

10. Has your business ever had a Voluntary Shared Work Plan approved in Iowa?
- Yes.....1 GO TO QUESTION 12
 - No.....2 GO TO QUESTION 11

11. Why was your Voluntary Shared Work Plan not approved in Iowa?
- Owed UI taxes to Iowa 1
 - VSW not available for seasonal work reductions 2
 - Unable to certify reduction of hours was in lieu of layoffs..... 3
 - Could not provide estimate of number of layoffs that would occur without VSW..... 4
 - Affected employees' collective bargaining representative did not provide written approval..... 5
 - Other..... 6
- Please specify _____

GO TO SECTION D

12. When did your business first have a Voluntary Shared Work Plan approved?
- _____ (MMYYYY)

13. How many employees were included in your most recent Voluntary Shared Work Plan at the time when it was first approved?
- ____, _____ employees

14. Has your business used the approved Voluntary Shared Work Plan yet?
- Yes.....1 GO TO QUESTION 15
 - No.....2 GO TO QUESTION 19

15. When did your business first reduce employees' hours under your approved Voluntary Shared Work Plan?
- _____ (MMYYYY)

16. Would you say the Voluntary Shared Work program helped your business survive a business downturn?
- Yes, very helpful 1
 - Yes, somewhat helpful 2
 - No, not at all helpful 3
17. Would you say the Voluntary Shared Work program helped your business retain skilled or valued workers?
- Yes, very helpful 1
 - Yes, somewhat helpful 2
 - No, not at all helpful 3
18. What was the general attitude of your employees covered by your Voluntary Shared Work Plan about the program?
- Most were positive about it 1
 - Most were indifferent 2
 - Most did not like it 3

GO TO QUESTION 20

19. What are your reasons for not yet having reduced employees' hours under your approved Voluntary Shared Work Plan? (CHECK ALL THAT APPLY)
- Have not had a need to reduce workforce levels 1
 - Concern about paperwork requirements 2
 - Concern about potential impact on our UI tax rate..... 3
 - Reduced demand turned out to be too severe to support shared work 4
 - Other..... 5
- Please specify _____
20. Would you consider applying to establish a Voluntary Shared Work Plan again?
- Yes..... 1
 - No..... 2
21. Would you recommend the Voluntary Shared Work program to other employers?
- Yes..... 1
 - No..... 2

22. We would like to know the cost to your business of developing the Voluntary Share Work plan. What is your estimate of the number of staff hours it took to develop your Voluntary Shared Work Plan?

__ __ Hours to develop plan

23. What is the average hourly rate of pay (with benefits) for the staff member(s) who developed the plan? If you do not know exactly, your best estimate is acceptable.

\$ __ __. __ __ /hour

IF QUESTION 14 = NO, THEN GO TO SECTION D

24. What is your estimate of the number of hours per week required for your business to report on employees' hours to Iowa Workforce Development for the payment of Shared Work UI benefits?

__ __ Hours per week to report employees' hours

25. What is the average hourly rate of pay (including benefits) for the staff member(s) who report(s) workers' hours? If you do not know exactly, your best estimate is acceptable.

\$ __ __. __ __ /hour

26. How many Shared Work employees voluntarily quit their jobs after the start of your firm's most recent use of the Voluntary Shared Work program? (ENTER ZERO IF NO QUILTS)

____ Number of Shared Work employees who voluntarily left the company after start of VSW program

27. How many Shared Work employees were laid off after the start of your firm's most recent use of the Voluntary Shared Work program? (ENTER ZERO IF NO LAYOFFS)

____ Number of Shared Work employees laid-off after start of VSW program

GO TO SECTION D

SECTION D—Employer Background

28. Approximately how long has your business operated in the state of Iowa?
___ ___ ___ years
29. About how many Iowa employees were on your business's payroll as of the most recent payroll period?
- Less than 5 employees
 - 5 to 19 employees
 - 20 to 49 employees
 - 50 to 99 employees
 - 100 to 299 employees
 - 300 to 499 employees
 - 500 to 999 employees
 - 1,000 or more employees
30. At any point during the past 24 months, did your business experience a need to reduce its workforce due to reduced demand for its products or services?
- Yes1 GO TO QUESTION 32
 - No2 GO TO QUESTION 33
31. In the past 24 months, did your business ever lay off Iowa workers due to reduced demand for your products or services?
- Yes.....1
 - No.....2
32. In 2015, for your Iowa employees, which of these employee benefits did you offer and cover at least a part of the cost? (CHECK ALL THAT APPLY)
- Health insurance 1
 - Retirement plan including 401(k), Keogh, etc..... 2
 - Profit sharing and/or stock options..... 3
 - Paid holidays, vacation, and/or sick leave 4
 - Tuition assistance and/or reimbursement..... 5
 - None of the above..... 6

33. What percentage of eligible Iowa employees participated in the health plan/plans offered by your business in 2015?

- Our business did not offer any health plan..... 1
- None..... 2
- Less than 25%..... 3
- 25-49%..... 4
- 50-74%..... 5
- 75-100%..... 6

34. What percentage of eligible Iowa employees participated in the retirement plan/plans offered by your business in 2015?

- Our business did not offer any retirement plan..... 1
- None..... 2
- Less than 25%..... 3
- 25-49%..... 4
- 50-74%..... 5
- 75-100%..... 6

THANK YOU FOR COMPLETING THIS SURVEY. PLEASE TELL US WHO YOU ARE:

Name of person completing the survey: _____

Name of company: _____

PLEASE CLICK [HERE](#) TO EXIT THE SURVEY.