

National Worker Survey

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Intro and informed consent

Hello, my name is **INTERVIEWER NAME**. I work for Westat, a research company in Rockville, Maryland. Thank you for taking the time to be part of this study. I just want to confirm, are you in a private and quiet place for this interview? (**IF NOT, ASK RESPONDENT TO USE HEADPHONES, OR IF NEEDED, RESCHEDULE.**)

Westat is working with the Department of Labor on a study about hours worked and pay. As described in our email to you, we are asking for your help to give us feedback on questions that are asked in the survey.

Today, I am going to display some questions from the survey on your screen. I will ask you to read and answer each question. After you finish answering each question, I will ask you some follow-up questions to understand your reactions to each question and how you came up with your answers. I'm particularly interested in whether or not the questions are clear and easy to understand.

IF PARTICIPANT JOINS BY AUDIO ONLY, ASK THEM TO TURN ON THE CAMERA ON THEIR DEVICE: I would like to be able to see you during the interview. Would you be willing to turn on your camera?

Informed Consent

We enclosed a consent form in our email exchanges with you. Let me just summarize what is written on the form.

This is a research project and this interview is voluntary. That means you can skip any question and you can stop at any point. All of your answers and everything you say will be kept secure. This means that we will not share your name or information with anyone outside of our research team.

The interview will take about 90 minutes and you will receive a \$50 electronic Amazon gift card as a token of appreciation. It will be sent via email after this interview.

We would like your permission to audio and video record this interview because the recording makes sure we hear everything you say correctly and capture what is happening on your end. **[IF R DOES NOT WANT VIDEO ON:** It is ok to leave your video

off if you prefer] Only the people who work on this research project will be able to view the recording and see our notes. Your name will not be linked to any of your responses, though we may include quotes that you provide in our reports. The recordings and our notes will be destroyed after we finish the project.

Are you willing to take part in this study? Are you willing to have the session recorded?

START RECORDING IN ZOOM. The date and time is _____. Now that I am recording, I want to ask again, do you agree to be interviewed? Is it okay if I record this interview?

Before we start, do you have any questions?

Screener

Public reporting burden for this data collection instrument is estimated to average 90 minutes per response. The burden estimate includes the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and submitting the form. This collection of information is voluntary. You are not required to respond to this collection of information unless it displays a valid OMB control number. Please send comments regarding the burden estimate or any other aspect of this collection of information to the Department of Labor, Chief Evaluation Office, 200 Constitution Ave NW., Washington, DC 20210, or email ChiefEvaluationOffice@dol.gov and reference OMB control number 1290-0043. **NOTE: Please do not send your completed form to this address.**

The U.S. Department of Labor (DOL) is conducting a survey to learn more about the jobs people hold, their pay, working hours, and other features of their work. DOL has contracted with Westat, an independent research firm, to conduct this survey. Your answers will help DOL create programs and policies to help worker across the country.

First, we want to test some screener questions. This is part of the final survey and we'd like to get feedback on some of the questions. A few of these will look similar to questions you already answered online.

Please answer a few questions first to see if you qualify for the study.

S1. Are you at least 18 years old? [Source: Unregulated Work Survey]

☐ Yes

☐ No → GO TO IE STATEMENT

S2. Do you currently have a paid job? [Source: Adapted from Longitudinal Survey of Unemployment Insurance Recipients]

☐ Yes

☐ No → GO TO IE STATEMENT

IF MORE THAN ONE JOB: Please answer the rest of the questions in this survey about the job you spend the most hours working at.

S3. How long have you been working at your job? [Source: Closing the Enforcement Gap Survey]

☐ Less than 1 month → GO TO IE STATEMENT

☐ 1 month to less than 3 months

☐ 3 months to less than 6 months

☐ 6 months to less than 1 year

☐ 1 year to less than 2 years

☐ 2 years to less than 3 years

☐ 3 years to less than 5 years

☐ 5 years or more

☐ I don't remember

S4. [SHOW IF WEB SCREENER NOT RDS INDUSTRY] How would you describe the type of company you work for? [Source: Adapted from Closing the Enforcement Gap Survey]

- ☐ Retail trade (selling goods or services to the public)
- ☐ Food services (including restaurants, cafés, and catering)
- ☐ Accommodation or travel/tourism services, including all jobs within hotels
- ☐ Business support services (including security, customer service, technical support, cleaning and building maintenance, and waste management)
- ☐ Healthcare or social service agency
- ☐ Personal/household care, automotive repair, or laundry/alteration services
- ☐ Manufacturing
- ☐ Transportation or warehousing
- ☐ Construction
- ☐ Wholesale trade
- ☐ Financial services or insurance
- ☐ Real estate (including sales, rentals and leasing)
- ☐ Professional, scientific or technical services
- ☐ Education
- ☐ Publishing/recording, broadcasting, telecommunications or data/information services
- ☐ Entertainment, performing arts, sports or recreation
- ☐ Agriculture, forestry, fishing or hunting
- ☐ Mining or oil/gas extraction
- ☐ Utilities, including electricity, gas, and water/sewage
- ☐ Management of companies or enterprises
- ☐ Another type of business or industry

☐

S5. [SHOW IF WEB SCREENER = RDS INDUSTRY] How would you describe the type of company that you work for? [Source: New question]

- ☐ Food service (including restaurants, bars, fast food, and cafeterias)
- ☐ Construction
- ☐ Grocery store or supermarket
- ☐ Retail store (including department stores, auto supply stores, building material and lawn and garden equipment stores, clothing stores, pharmacies and drug stores, furniture stores, electronics and appliance stores, sporting goods, hobby, book, or music stores, and gas stations)
- ☐ Hotel or motel
- ☐ Cleaning and building maintenance
- ☐ Nursing home
- ☐ Home health care
- ☐ Landscaping
- ☐ Security services (including security guard)
- ☐ Child day care services (including day care centers, home child care, nursery schools, preschools, and before or after school care)
- ☐ Another type of business or industry → GO TO IE STATEMENT

S6. In this job, are you mainly a:

[SEE APPENDIX A FOR RESPONSE FILL FOR CORRESPONDING S5 INDUSTRY]

[SEE APPENDIX B FOR RESPONSE FILL FOR CORRESPONDING S6 INDUSTRY]

INTERVIEWER – HAVE R ANSWER S4/S5 AND S6 BEFORE PROBING:

How easy or difficult was it for you to select an answer for these two questions? Did you have trouble choosing between any?

Do you feel like your choice is accurate, or were you looking for something better?

[IF NEEDED] In your own words, how would you describe the type of business you work for, and what you do at that job?

S7. Is your employer the government, a private company, a non-profit organization, or are you self-employed? [Source: Adapted from Worker Classification Knowledge Survey]

- ☐ Government (federal, state, or local level) → GO TO IE STATEMENT
- ☐ Private for-profit company
- ☐ Non-profit organization
- ☐ Self-employed/have my own business → GO TO S9

S8. Does your employer take any taxes out of your pay? [Source: Abraham et al., 2019]

- ☐ Yes → GO TO S12
- ☐ No → GO TO S10
- ☐ Don't know → GO TO S10

[IF YES] What are the types of taxes that are taken out of your pay?

[IF NO] How sure are you of your answer? What makes you sure/unsure?

S9. Are you self-employed as an independent contractor, independent consultant, freelance worker, store/shop owner, or something else? [Source: Adapted from the CPS and NLSY97]

- ☐ Independent contractor, independent consultant, or freelance worker
- ☐ Store/shop owner or other type of business owner → GO TO IE STATEMENT
- ☐ Something else

Please tell me more about your job and why you chose that answer.

Independent contractor misclassification screen

For these next two questions, I'd like you to read the question and think out loud as you come up with your answer. For example, if the question was, "How many windows are in your house?" I would respond thinking out loud by saying, "There are two in the living room, two in the den, and one in the bedroom, so that's five."

S10. How many separate companies, organizations, or people (clients) pay you at your job? [Source: Adapted from Worker Classification Knowledge Survey and Closing the Enforcement Gap Survey]

- ☐ 1
- ☐ 2 to 5
- ☐ 6 to 10
- ☐ 11 or more

S11. Around what percent of your work time do you currently spend working for the main company, organization, or person who pays you? [Source: Adapted from Closing the Enforcement Gap Survey]

- ☐ Less than 25%
- ☐ 25 to 49%
- ☐ 50 to 74%
- ☐ 75 to 99%
- ☐ 100%

IF only 1 company OR > 75% for main company fails independent contractor test

IF S7 = Self-employed and passes independent contractor test GO TO IE STATEMENT

S12. Are you salaried, paid by the hour, or paid some other way? If you are paid multiple ways, select the option that represents the majority of your pay. [Source: FMLA Survey]

- ☐ Salaried
- ☐ Paid by the hour
- ☐ Paid some other way

[IF PAID SOME OTHER WAY] Can you tell me about how you are paid?

S13. How much do you usually earn per week before taxes from your job? [Source: New question]

- ☐ Less than \$700
- ☐ \$700 - \$999
- ☐ \$1,000 - \$1,499
- ☐ \$1,500 - \$1,999
- ☐ \$2,000 or more

How did you come up with your answer?

How easy or difficult was it to choose an answer?

S14. Does your job involve any of the following? Select all that apply. [Source: Adapted from RAND American Life Panel]

- ☐ Supervising at least two full time employees (1)
- ☐ Hiring or firing employees or assessing job performance (2)
- ☐ Making managerial, financial, or legally binding business decisions without input from your boss (3)
- ☐ Intellectual tasks requiring at least a college degree (4)
- ☐ Artistic or creative work such as music, writing, acting, or graphic arts (5)
- ☐ Selling products or services to customers at locations outside of your workplace (6)
- ☐ Computer programming (7)

For each yes: Can you describe the duties on your job that made you say yes?

If “no” to 3: What does this mean in your own words? What are “legally binding business decisions?”

If “no” to 4: What does “intellectual tasks” mean to you?

If “no” to 5 or 6: What does this mean in your own words? What kinds of jobs would that include?

IF S12=Salaried AND S13>\$700 and S14=1 AND 2 then exempt as executive
IF S12=Salaried AND S13>\$700 and S14=3 then exempt as administrator
IF S12=Salaried AND S13>\$700 and S14=4 OR 5 then exempt as learned or creative professional
IF S14=6 then exempt as outside sales
IF S12=Salaried AND S13>\$700 and S14=7 then exempt as computer professional
IF S12=Salaried AND S13>\$2,000 then highly compensation employee

IF ANY EXEMPTION ABOVE THEN GO TO IE STATEMENT

Thank you. After the screener, if the participant is eligible for the survey, they will be provided with this consent language. It is different from the consent form we emailed you and what we went over earlier because this is the consent for the final survey, instead of the interview we are in now. We would like to make sure it is clear, so please read this and let me know when you're finished.

Introduction

The U.S. Department of Labor (DOL) is conducting a survey to learn more about the jobs people hold, their pay, working hours, and other features of their work. DOL has contracted with Westat, an independent research firm, to conduct this survey. While there are no direct benefits to you, your answers will help DOL create programs and policies to help worker across the country.

Your participation is voluntary. There is very little risk involved in participating, as any information you provide will be kept private. Your employer will not see any of your responses. Only the research team will see your answers. If you don't understand a question or don't want to answer, you can skip it and move on to the next question. The survey should take about 30 minutes to complete. after you finish it, we will pay you \$40 to thank you for your time.

At the end of the survey, we will also send you five invitations that you can share with people you know who might qualify for this study. For each person you invite, we'll pay you an extra \$20 if they complete the survey. You could be paid a total of \$100 if all five people you invite complete the survey.

If you have questions about the study, please contact [STUDY EMAIL AND STUDY PHONE NUMBER]. If you have questions about your rights as a research participant or wish to report any issues related to this activity, please call the Westat's Human Subjects Protections Office at 1-888-920-7631 and leave a message with your first name, the name of the research study that you are calling about, which is Worker Survey, and a phone number with the area code. Someone will return your call as soon as possible.

According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless such collection displays an Office of Management and Budget (OMB) control number. The valid OMB control number for this information collection is XXXX-XXXX. The time required to complete this survey is estimated to average 30 minutes, including the time to review instructions, gather the data needed and complete and review the collection of information. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Kuang-Chi (Kacie) Chang at 202-XXX-XXXX or Chang.Kuang-chi@dol.gov and reference the OMB Control Number XXXX-XXXX.

Is anything here confusing or unclear?

Is a 30 minute survey too long, or is it reasonable? Does the \$40 make a difference in your opinion?

A. Job Characteristics

The next questions are about the type of work you do at your job. If you have more than one job, answer about the job you spend the most hours working at.

A1. Are you represented by a union or part of a collective bargaining agreement? [Source: Adapted from CPS]

- ☐ Yes
- ☐ No
- ☐ Don't know

A2. Some jobs are temporary and last for a certain number of weeks or months or until the project is finished. Is your job temporary? [Source: CPS CSW]

- ☐ Yes
- ☐ No
- ☐ Don't know

A3. On this job, are you paid by a temporary help agency or staffing agency? [Source: CPS and NLSY97]

- ☐ Yes
- ☐ No

A4. How many people total work for your employer, including you? Count all the locations where your employer operates. [Source: Adapted from Worker Classification Knowledge Survey]

- ☐ 1-4
- ☐ 5-19
- ☐ 20-49
- ☐ 50-99
- ☐ 100-499
- ☐ 500 or more
- ☐ Don't know

A5. Which of the following benefits are available through your job, even if you don't use them? *Select all that apply.* [Source: Longitudinal Survey of UI Recipients]

- ☐ Health insurance benefits
- ☐ Paid sick days
- ☐ Retirement savings or pension plan
- ☐ Paid family or medical leave
- ☐ None of the above

A6. Some companies provide employees or their services to other companies under contract. A few examples include private security services, landscaping, or computer programming.

Do you work for a company that provides your services to other companies under contract?

- ☐ Yes
- ☐ No
- ☐ Don't know

If Yes, please describe.

If no: What is this question asking in your own words?

If don't know: can you tell me more about the company where you work and why you're not sure if your work is under contract?

A7. What zip code do you work in? If you work in multiple locations, please enter your employer's zip code. [Source: New question]

Is this the zip code of where your employer is located, or somewhere else? [IF SOMEWHERE ELSE]
What location is this?

A8. [ONLY ASK IF A7 IS BLANK] What state do you work in? [Source: Worker Classification Knowledge Survey]

[drop down of 50 states + DC]

B. Hours Worked and Uncompensated Work Hours

These next questions are about how you record your time and the hours that you work.

Time Records

B1. How do you keep track of your hours at your job? [Source: Adapted from Employment Practices in Building Services Survey]

- ☐ I use a time clock, punch card, or scanner
- ☐ I use an electronic timesheet
- ☐ I sign in and out by hand
- ☐ Someone else records the time I start and stop work
- ☐ Nobody records my time
- ☐ Some other method, please specify

DON'T DISPLAY OPTION FIRST – ALLOW R TO GIVE VERBATIM RESPONSE. THEN IF NOT APPARENT, SHOW LIST AND ASK: If you were given this list of options, what would you choose?

B2. [In the past 6 months / Since you started working at this job], have your work hours been recorded incorrectly?

- ☐ Yes
- ☐ No → GO TO B5

What would it mean to have hours recorded incorrectly?

B3. How often were your work hours recorded incorrectly? [Source: Adapted from Employment Practices in Building Services Survey]

- ☐ Rarely
- ☐ Sometimes
- ☐ Often
- ☐ Always or almost always

What made you choose that answer?

B4. In what ways have your hours have been recorded incorrectly at your job? *Select all that apply.*

[Source: New]

- ☐ Not all of the hours I worked were recorded
- ☐ Hours over 40 worked in a week were recorded as regular hours instead of overtime
- ☐ Something else, please specify

Are there any other ways that your hours could/have been recorded incorrectly?

Do these options make sense to you?

Pre- and Post-Shift Work

- B5.** In the past four weeks, how often did you start working before your scheduled shift or before you clocked in? [Source: Adapted from Unregulated Work Survey, Employment Practices in Building Services Survey] [Hover text: This may include work you did at the worksite, or work-related duties you performed before getting to work. Examples include stopping to purchase supplies or waiting on site to get supplies, inspecting a work vehicle for safety, going to a gas station to buy fuel for a work vehicle, preparing the worksite, or waiting for customers to arrive. It does not include your normal commute.]
- ☐ Every day or almost every day
 - ☐ One to three times a week
 - ☐ 1 to 3 times in the past four weeks
 - ☐ Never → **GO TO B8**
 - ☐ Not applicable - I do not have scheduled shifts → **GO TO B8**

What activities were you thinking about when you answered this question?

Do you have a scheduled shift or clock in? IF NEITHER – how did you come up with your answer? In other words, how do you know that you spent time working before your shift/before clocking in?

For not applicable – why did you choose that option? Earlier you said that your hours are tracked by [B1 ANSWER] – would your answer change if I instead asked if you ever do work outside of what's recorded/on your timesheet?

- B6.** On the days you worked before your shift or before you clocked in, how much time did you work early? [Source: New]

Minutes

Hours

How did you come up with your answer?

How sure are you of your answer? What makes you say you're sure/unsure?

- B7.** Were you paid for the time you worked before your shift or before you clocked in? [Source: Adapted from Unregulated Work Survey, Employment Practices in Building Services Survey]
- ☐ Yes, the full amount
 - ☐ Yes, partially
 - ☐ No
 - ☐ Don't know

[IF PARTIALLY] Can you explain?

[IF NO] Was the time made up to you in another way? For example, were you able to leave early?

- B8.** In the past four weeks, how often did you keep working after your scheduled shift or after you clocked out? [Source: Adapted from Unregulated Work Survey, Employment Practices in Building

Services Survey [Hover text: This may include work you did at the worksite, or work-related duties you performed after leaving work. Examples include returning materials or supplies, closing down the worksite, or going to a gas station to refuel a work vehicle after your shift is over. It does not include your normal commute.]

- ☐ Every day or almost every day
- ☐ One to three times a week
- ☐ 1 to 3 times in the past four weeks
- ☐ Never → **GO TO B11**
- ☐ Not applicable - I do not have scheduled shifts → **GO TO B11**

What activities were you thinking about when you answered this question?

For not applicable – Do you ever work off-the-clock?

B9. On the days when you worked after your shift or after you clocked out, how much time did you work late? [Source: New]

Minutes

Hours

How did you come up with your answer?

How sure are you of your answer? What makes you say you're sure/unsure?

B10. Were you paid for the time you worked after your shift or after you clocked out? [Source: Adapted from Unregulated Work Survey, Employment Practices in Building Services Survey]

- ☐ Yes, the full amount
- ☐ Yes, partially
- ☐ No
- ☐ Don't know

[IF PARTIALLY] Can you explain?

[IF NO] Was the time made up to you in another way? For example, were you able to come in late another day?

Breaks [Source: Adapted from Employment Practices in Building Services Survey]

B11. How many hours do you usually work each day at your job? [Source: New question]

Hours

What does "usually" mean in this question?

How easy or difficult was it to answer this question?

Do your hours vary day to day?

[ASK B12 if B11 >=5]

B12. Do you have scheduled meal breaks during the work day?

- ☐ Yes
- ☐ No → GO TO B16

[IF NO] Are you offered meal breaks at all? For example, do you take meal breaks but there's no schedule, or are you offered meal breaks but don't take them?

B13. How long are your scheduled meal breaks?

Minutes

How did you come up with your answer? Is this different from the time you actually spend on break?

B14. In the past four weeks, did you ever work during your scheduled meal break?

- ☐ Yes
- ☐ No → GO TO B16

B15. When you worked during your scheduled meal break, were you paid for that time?

- ☐ Yes
- ☐ No

How sure are you that you're thinking only about the past four weeks? What makes you say you're sure/unsure?

Are there times in the past 4 weeks that you [IF NO -did/ IF YES -didn't] get paid for working during a meal break? [IF YES] How did you choose your answer?

B16. Do you have any scheduled rest breaks besides a meal break during the work day?

- ☐ Yes
- ☐ No → GO TO B20

In your own words, what is a rest break? Are rest breaks usually scheduled or unscheduled?

B17. How long are these scheduled rest breaks?

Minutes

How did you come up with your answer? Do you receive multiple breaks?

B18. In the past four weeks, did you ever work during any of your scheduled rest breaks?

- ☐ Yes
- ☐ No → GO TO B20

B19. When you worked during your scheduled rest break, were you paid for that time?

- ☐ Yes
- ☐ No

How sure are you that you're thinking only about the past four weeks? What makes you say you're sure/unsure?

Are there times in the past 4 weeks that you [IF NO -did/ IF YES -didn't] get paid for working during a rest break? [IF YES] How did you choose your answer?

Wait Time [Source: New questions]

[interviewer: this section should be probed on retrospectively]

B20. In the past four weeks, have you had to wait for work to do? *[Hover text: This may include waiting for customers or telephone calls, assignments, or goods to be loaded or unloaded.]*

- ☐ Yes
- ☐ No → **GO TO B23**

What, in your own words, is this question asking?

B21. Were you paid for the time you waited for work?

- ☐ Yes → **GO TO B23**
- ☐ No

What were you thinking about when you answered this question?

Are there times in the past 4 weeks that you [IF NO -did/ IF YES -didn't] get paid for the time you waited for work? [IF YES] How did you choose your answer?

B22. Were you able to leave your worksite while waiting for work?

- ☐ Yes
- ☐ No
- ☐ I was not at my worksite when I was asked to wait

What does "able to leave your worksite" mean?

Travel

B23. In the past four weeks, did you travel from one worksite to another during your workday, as part of your job? [Source: New question]

- ☐ Yes
- ☐ No → **GO TO B25**

In your own words, what is this question asking?

How easy or difficult was it to answer only thinking about the past four weeks?

If yes: how often do you travel from one worksite to another?

If no: have you EVER had to travel from one worksite to another?

B24. Were you paid for that travel time? [Source: New question]

- ☐ Yes
- ☐ No

If yes: Are you paid at your usual rate, or some other rate? Are you always paid for the travel time?

If no: Were you compensated in other ways? For example, able to leave early or come in late?

Training [Source: Adapted from Employment Practices in Building Services Survey]

B25. [In the past 6 months / Since you started working at this job], have you received any training for your job?

- ☐ Yes
- ☐ No → **GO to B28**

[IF YES] What kind of training were you thinking about?

B26. Were you required to receive the training in order to obtain or keep your job?

- ☐ Yes
- ☐ No → **GO to B28**

B27. Were you paid for the time you spent in the training?

- ☐ Yes
- ☐ No

If yes: were you paid at your usual rate, or some other rate?

If no: Were you compensated in other ways? For example, able to leave early or come in late?

General Hours Worked

B28. How many hours in total do you usually work at your job each week, including work before or after you clock out, time waiting for work to do, travel between worksites, paid meal breaks, and paid rest breaks? [Source: New question]

Hours

☐ Check here if the number of hours changes week to week.

What does “usually” mean in this question?

If hours entered: How easy or difficult was this question to answer?

If hours vary: What range of hours do you work? If you had to choose a number, what would you pick and why?

How did you come up with your answer? Did you read the instructions for what to include?

C. Earnings

The next questions are about how you get paid and how much you earn from your job.

Pay Rate

C1. How are you paid at your job? If you are paid multiple ways, select the option that represents the majority of your pay. [SOURCE: Adapted from PSID Transition to Adulthood Supplement]

- ☐ By the hour

- ☐ Hourly plus tips
- ☐ Hourly plus a commission
- ☐ Per item or hourly plus per item
- ☐ Commission
- ☐ By the job
- ☐ By the day
- ☐ Salaried
- ☐ Salary plus a commission
- ☐ Some other way

Was there anything confusing or unclear about this question or the response options?

Are we missing anything from this list?

C2. **[if C1 includes hourly]** [Excluding tips and commissions,] What is your hourly rate of pay? **[Source: Adapted from CPS]**

How did you come up with your answer?

C3. How many hours a week do you usually work at this rate? **[Source: CPS]**

How did you come up with your answer? What does “usually” mean here?

C4. **[IF C1 NOT HOURLY]** [Including tips and commissions,] what are your usual earnings on this job, before taxes or other deductions? **[Source: Adapted from CPS]**

Amount

Period

PROGRAMMER: USE THESE OPTIONS

- Per day
- Per week
- Once every two weeks
- Twice a month
- Per month or monthly
- Per year
- Some other pay period

How sure are you that this is the amount before taxes and deductions are taken out, and not your take-home pay? What makes you say you're sure/unsure?

Are you ever paid in tips/commissions? If so, do you generally get paid the same amount each [time period]? If no, how did you decide what to include?

Did you include overtime pay? If yes, please explain how you calculated that pay for this question.

C5. [If C4=Per year] How many weeks a year do you get paid for? [Source: CPS]

C6. [If C4 = per day] How many days per week do you usually work?

C7. [If C1 includes tips] How much do you usually receive in tips, before taxes and other deductions?
[Source: Adapted from CPS]

Amount

Period

PROGRAMMER: USE THESE OPTIONS

Per day
Per hour
Per week
Once every two weeks
Twice a month
Per month or monthly
Per year
Some other pay period

How did you come up with your answer? How easy or difficult is it to come up with one answer?

C8. [If C1 includes tips] Do any of your tips go to supervisors, managers or the owner? [Source: Unregulated Work Survey]

- ☐ Yes
☐ No

C9. Do you pool or share your tips at your job?

- ☐ Yes
☐ No → GO TO C11

How would you ask this question in your own words?

C10. Do you share your tips with non-tipped employees?

- ☐ Yes
- ☐ No

Do you know which employees are tipped and which are not?

Do you use other terms to describe sharing your tips?

C11. [If C1 includes commissions] How much do you usually receive in commissions, before taxes and other deductions? [Source: Adapted from CPS]

Amount

Period

PROGRAMMER: USE THESE OPTIONS

- Per day
- Per hour
- Per week
- Once every two weeks
- Twice a month
- Per month or monthly
- Per year
- Some other pay period

How did you come up with your answer? How easy or difficult is it to come up with one answer?

D. Overtime

D1. [In the past 6 months / Since you started working at this job], how often did you work more than 40 hours in a week [at this job]? [Hover text: Remember to include work you did before and after your scheduled shift.] [Source: New question]

- ☐ Every week
- ☐ 1 to 3 times per month
- ☐ Less than once per month
- ☐ Never → GO TO SECTION E

How easy or difficult was it remember this?

For the next set of questions, think about the most recent time you worked more than 40 hours in a week.

D2. How many hours over 40 did you work?

Number of hours

How did you come up with your answer?

D3. When you worked more than 40 hours in a week at your job, were you paid for these hours?

[Source: Adapted from RAND ALP]

- ☐ Yes, I got additional pay
- ☐ No, I was not paid anything → GO TO SECTION E
- ☐ No, I got comp time instead (Comp time is when you apply the additional hours as time off in the future) → GO TO SECTION E

What does "I got additional pay" mean?

What would it mean to not be paid anything?

How would you define comp time?

Were you compensated in other ways for these hours?

D4. When you worked more than 40 hours in a week, how much were you paid for those additional hours? [Source: Adapted from RAND ALP, Unregulated Work Survey, PSID]

- ☐ Time and a half
- ☐ Double time
- ☐ Regular wage (straight-time)
- ☐ Flat amount → GO TO D5
- ☐ Other

D5. How much were you paid for those additional hours?

Amount

Period

PROGRAMMER: USE THESE OPTIONS

Per day
Per hour
Per week
Once every two weeks
Twice a month
Per month or monthly
Per year
Some other pay period

What, in your own words, were these questions asking?

If other is something other than \$\$ - Is this always how you are paid for additional hours?

If flat amount: What is the flat amount based on?

[IF NON-HOURLY] Does this question/response option make sense to you? How do you describe the way you are paid for overtime?

E. Deductions

E1. [In the past 6 months / Since you started working at this job], did your employer deduct money from your pay for any of the following? *Select all that apply.* [Source: New question]

- ☐ Uniforms, tools, or equipment
- ☐ Transportation
- ☐ Meals
- ☐ Housing
- ☐ Cost of broken or missing items
- ☐ Cost of missing cash or cash register shortage
- ☐ Cost of customers or clients who did not pay
- ☐ Not following company policies, making mistakes, or poor performance
- ☐ Something else

☐

What, in your own words, is this question asking?

How many times has this happened?

Can you think of anything else that should be listed here?

F. Method of Pay

F1. How are you paid for your work? *Select all that apply.* [Source: Unregulated Work Survey]

- ☐ Company check or direct deposit
- ☐ Cash
- ☐ Personal check
- ☐ Combination of cash and check
- ☐ Pay card/payroll card
- ☐ Zelle or Venmo
- ☐ Some other way

If cash: By cash, do you mean physical bills, or something like a Visa gift card, money orders, etc?

If pay card/payroll card: How would you describe that method of payment?

[IF MULTIPLE SELECTED] I see you are paid in multiple ways. Is there a reason you are paid one way vs. another? Are you usually paid multiple ways?

F2. Do you receive or have access to a pay stub or earnings statement? [Source: New question]

- ☐ Yes
- ☐ No → GO TO F6

If yes: How do you access it? Do you have access to all pay stubs?

If no: How sure are you of your answer? Do you have any way to review your pay?

F3. [In the past 6 months / Since you started working at this job], has your pay/earnings statement been incorrect?

- ☐ Yes
- ☐ No → GO TO F6

F4. How often has your pay/earnings statement been incorrect? [Source: New question]

- ☐ All of the time
- ☐ About three-quarters of the time
- ☐ About half of the time
- ☐ About one-quarter of the time
- ☐ Almost never

How did you decide what answer to choose?

F5. What information in your pay/earnings statement was incorrect? *Select all that apply.* [Source: New question]

- ☐ Incorrect wage or salary
- ☐ Incorrect hours worked
- ☐ Missing overtime hours or pay
- ☐ Missing commission or bonus pay
- ☐ Incorrect deductions
- ☐ Something else

Is there anything confusing or unclear about this question or the response options?

F6. [IF D1 NOT NEVER] When you worked more than 40 hours in a week [in the past 6 months/since you started working at this job], did your pay/earnings statement show the hours above 40?

[Source: New question]

- ☐ Yes
- ☐ No
- ☐ I never work more than 40 hours
- ☐ Don't know

How would you rephrase this question in your own words?

F7. [In the past 6 months / Since you started working at this job], have you ever been paid late? [Source: Closing the Enforcement Gap Survey]

- ☐ Yes
- ☐ No → GO TO F9

F8. How often were you paid late? [Source: Closing the Enforcement Gap Survey]

- ☐ All of the time
- ☐ About three-quarters of the time
- ☐ About half of the time
- ☐ About one-quarter of the time
- ☐ Almost never

F9. [In the past 6 months/Since you started working at this job], have you ever been paid less than the amount that you were owed? [Source: Closing the Enforcement Gap Survey]

- ☐ Yes
- ☐ No → [GO TO G1](#)

F10. How often were you paid less than the amount that you were owed? [Source: Closing the Enforcement Gap Survey]

- ☐ All of the time
- ☐ About three-quarters of the time
- ☐ About half of the time
- ☐ About one-quarter of the time
- ☐ Almost never

F11. How much of your pay was missing on average? [Source: Closing the Enforcement Gap Survey]

- ☐ All
- ☐ More than half
- ☐ Half
- ☐ Less than half
- ☐ None

G. Retaliation

[Source: Adapted from Unregulated Work Survey]

This next set of questions is about times you may have raised issues about your pay or hours since you started working at your current job. Remember, the survey is confidential. We won't share your answers with your employer.

G1. Since you started working at your job, did any of the following things happen to you? *Select all that apply.*

- ☐ You were paid below the legal minimum wage
- ☐ You were paid less than you were owed
- ☐ You were not paid for all the hours you worked
- ☐ You were required to work without pay before you signed in or after you signed out
- ☐ You were not paid for overtime
- ☐ You were not paid on time
- ☐ Your employer deducted pay that they should not have
- ☐ You worked through a break without pay
- ☐ None of the above → [GO TO SECTION H](#)

Please explain why you checked [EACH ANSWER]

[LOOK BACK AT CORRESPONDING ANSWERS THROUGHOUT THE SURVEY TO SEE IF THERE ARE ANY INCONSISTENCIES. IF SO, PROBE] I see that earlier you said EARLIER RESPONSE. What made you say X here?

For the next set of questions, think about the most recent time one of these things happened to you at your current job.

G2. Did you raise the issue to your supervisor, employer, or a government agency?

- ☐ Yes
- ☐ No → **GO TO G6**

What in your own words is this question asking?

Are there other people or places you have or would talk to about the issue?

What government agencies might be included here?

G3. Did you raise the issue to your supervisor or employer, a government agency, or both?

- ☐ Supervisor or employer
- ☐ Government agency
- ☐ Both

G4. **[If employer not selected in G3]** Did your employer or supervisor know you raised this issue?

- ☐ Yes
- ☐ No → **GO TO G6**
- ☐ Don't know → **GO TO G6**

G5. Did your employer or supervisor do any of the following in response to you raising this issue?
Select all that apply.

- ☐ Suspended you
- ☐ Cut your hours or changed your schedule
- ☐ Cut your pay
- ☐ Denied you promotion or demoted you
- ☐ Gave you worse work assignments
- ☐ Harassed or abused you
- ☐ Threatened to fire you
- ☐ Threatened to call the police
- ☐ Threatened to call immigration
- ☐ Ignored you
- ☐ Did nothing
- ☐ Something else, please specify

☐

What is this question asking?

Are you only thinking about the most recent time you raised an issue?

Looking at this list, are there any that you don't think fit? Any responses you think should be added?

- G6. Since you started working at your job, were there times when you DID NOT raise an issue, even though you had a problem at your job with your pay or hours?
- ☐ Yes
 - ☐ No → [GO TO SECTION H](#)

If yes: What were you thinking about when you answered this question?

- G7. What stopped you from raising the issue? *Select all that apply.*
- ☐ You feared losing your job
 - ☐ You feared getting your hours or wages cut
 - ☐ You feared saying anything because of your immigration status
 - ☐ You were asked not to report it
 - ☐ You did not know who to raise it to
 - ☐ Your employer threatened you
 - ☐ You did not have proof
 - ☐ You did not think it was serious enough to report
 - ☐ You did not think it would make a difference
 - ☐ Something else, please specify

H. Demographics

And finally, just a few questions for statistical purposes only.

H1. What is your sex:

- ☐ Female
- ☐ Male
- ☐ Prefer not to answer

H2. What year were you born?

H3. Were you born in the United States? [Source: CPS]

- ☐ Yes → [GO TO H7](#)
- ☐ No
- ☐ Prefer not to answer

H4. How many years have you lived in the United States? [Source: CPS]

- ☐ 0-5 years
- ☐ 6-10 years
- ☐ 11-20 years
- ☐ More than 20 years

H5. Are you a citizen or legal permanent resident of the United States? [Source: CPS]

- ☐ Yes, a citizen
- ☐ Yes, a legal permanent resident
- ☐ No, neither
- ☐ Prefer not to answer

H6. How well do you speak English? [Source: Unregulated Work Survey]

- ☐ Very well
- ☐ Well
- ☐ Not well
- ☐ Not at all
- ☐ Prefer not to answer

H7. What is your race and/or ethnicity? *Select all that apply.*

- ☐ American Indian or Alaska Native

For example, Navajo Nation, Blackfeet Tribe of the Blackfeet Indian Reservation of Montana, Native Village of Barrow Inupiat Traditional Government, Nome Eskimo Community, Aztec, Maya, etc.

- ☐ Asian

For example, Chinese, Asian Indian, Filipino, Vietnamese, Korean, Japanese, etc.

- ☐ Black or African American

For example, African American, Jamaican, Haitian, Nigerian, Ethiopian, Somali, etc.

- ☐ Hispanic or Latino

For example, Mexican, Puerto Rican, Salvadoran, Cuban, Dominican, Guatemalan, etc.

- ☐ Middle Eastern or North African

For example, Lebanese, Iranian, Egyptian, Syrian, Iraqi, Israeli, etc.

- ☐ Native Hawaiian or Pacific Islander

For example, Native Hawaiian, Samoan, Chamorro, Tongan, Fijian, Marshallese, etc.

- ☐ White

For example, English, German, Irish, Italian, Polish, Scottish, etc.

- ☐ I do not wish to provide this information

H8. What is the highest level of education you have COMPLETED? [Source: Adapted from American Community Survey]

- ☐ Less than high school
- ☐ High school diploma or GED
- ☐ Some college credit, but no degree
- ☐ Associate's degree
- ☐ Bachelor's degree
- ☐ Master's degree, Doctorate degree, or other professional degree beyond Bachelor's degree

H9. What is your current household income from all sources before taxes? This includes: your earnings, the earnings of any other employed household members, and interest, dividends, rent, Social Security, other pensions, alimony, child support, unemployment compensation, public aid (welfare), and Armed forces or Veteran's allotment. [Source: Adapted from American Community Survey]

- ☐ Less than \$20,000
- ☐ \$20,000 - \$34,999
- ☐ \$35,000 - \$49,999
- ☐ \$50,000 - \$74,999
- ☐ \$75,000 - \$99,999
- ☐ \$100,000 - \$149,999
- ☐ \$150,000 or more
- ☐ Prefer not to answer

H10. How many children under 18 years old are in your care? [Source: FMLA Survey]

H11. Are you currently [Source: FMLA Survey]

- ☐ Married
- ☐ Living with a partner
- ☐ Separated
- ☐ Divorced
- ☐ Widowed
- ☐ Never married

H12. Have you ever been convicted of a felony? [Source: New]

- ☐ Yes
- ☐ No
- ☐ I do not wish to provide this information

I. Social Network and Recruitment

If ineligible:

Thank you very much, but you do not qualify for the study. However, we are asking everyone to help us find more people to be part of the study.

If eligible:

We are asking everyone to help us find more people to be part of this study.

All:

We will pay you \$20 for each eligible person that you recruit who completes the survey, up to five people.

In the table below, please tell us how many people you know personally who currently work at each of the jobs listed below. They could be family, friends, co-workers, or anyone else you have been in touch with in the past six months. They must at least 18 years old.

What does “people you know personally” mean here?

What would it mean to be “in touch” with someone in the past six months?

I1. How many people do you know who work in the following places or jobs?

	Number of People
Food service (including restaurants, bars, fast food, and cafeterias)	
Construction	
Grocery store or supermarket	
Retail stores (including department stores, auto supply stores, building material and lawn and garden equipment stores, clothing stores, pharmacies and drug stores, furniture stores, electronics and appliance stores, sporting goods, hobby, book, or music stores, and gas stations)	
Hotel or motel	

Cleaning and building maintenance	_ _ _
Nursing home	_ _ _
Home health care	_ _ _
Landscaping	_ _ _
Security services (including security guards)	_ _ _
Child day care (including day care centers, home child care, nursery schools, preschools, and before or after school care)	_ _ _

How sure are you about each of these answers? What makes you say you're sure/unsure?

Was there anyone who you weren't sure which category to put in?

Did you double-count anyone?

Is the text in parentheses helpful, or no?

Was anything confusing or unclear about this?

Recruitment

[SCREEN 1]

You said you know people who work in the following jobs:

[PROGRAMMER: IF ABS, LIST FIVE FROM I1 WITH LOWEST POPULATION COUNTS; IF RDS, LIST FIVE WITH LOWEST NUMBERS OF COMPLETED SURVEYS]

I2. Would you like to invite up to five people you know in these jobs to complete this survey?

We will give you invitations to share with people through email or text message. For each person you invite, we'll pay you \$20 if they qualify and complete the survey. Each person who completes the survey will get \$40. If you complete the survey more than once, or if you knowingly invite people who don't qualify, you will not be paid.

- ☐ Yes → **GO TO I4**
- ☐ No

Please tell me in your own words what this is saying.

I3. Why are you not interested in inviting anyone you know to complete the survey?

[GO TO INCENTIVE AND THANK YOU PAGE]

[SCREEN 2]

For the next question, please think out loud as you answer.

I4. For each job, please provide the first name or nickname of one person, their sex, and how you know them. We will provide you invitations to the survey that you can send them.

Please only include people who **are**:

- At least 18 years old
- Currently working in the jobs listed below. Please include only one person in each row.

Industry		Sex	
[PRE-FILL LIST FROM [2]	First name or Nickname		Relationship

PROGRAMMER: USE THESE OPTIONS

Friend
Spouse or partner
Other family member or relative
Co-worker
Other

[SCREEN 3]

How easy or difficult was it to complete this table?

Was there anything confusing or unclear about the instructions?

15. How would you like us to send you these invitations?

We will only use your contact information for the purpose of sending you these invitations.

- ☐ Text message
☐ Email
☐ Both

[if text message or both]

Please provide your phone number below.

[if email or both]

Please provide your email address below.

Thank you. When you get the invitations, please send to the people you listed as soon as possible.

Incentive and Thank you Section

As a thank you for participating, we will send you a \$40 Amazon gift card.

[IF ABS] Please enter your email address to receive your e-gift card.

_____@_____.

If anyone you invite completes the survey, we will mail you additional gift cards. Please enter your address below so we can send the gift card to you. Your address is not linked to any of your responses. We will only use it to mail your gift card.

Address Line 1 _____

Address Line 2 _____

City _____ State ____ Zip _____

Thank you again for your participation.

[IF RDS] Please enter your address below so we can send the gift card to you. Your address is not linked to any of your responses., We will only use it to mail your gift card. We will mail you additional gift cards if anyone you invite completes the survey.

Address Line 1 _____

Address Line 2 _____

City _____ State ____ Zip _____

Thank you again for your participation.

APPENDIX A

[IF ABS]

Retail trade (selling goods or services to the public)

In this job, are you mainly a:

- ☐ Retail salesperson
- ☐ Cashier
- ☐ Shelf stocker or order filler
- ☐ Customer service representative
- ☐ Laborer or freight, stock, or material mover
- ☐ Something else → **GO TO OPEN-ENDED OCCUPATION Q**

Food services (including restaurants, bars, fast food, cafeteria)

In this job, are you mainly a:

- ☐ Waiter, waitress, or server
- ☐ Cook
- ☐ Food preparation worker
- ☐ Cashier
- ☐ Bartender
- ☐ Host or hostess
- ☐ Fast food or counter worker
- ☐ Kitchen helper, busser, dishwasher, or other food support worker
- ☐ Something else → **GO TO OPEN-ENDED OCCUPATION Q**

Accommodation or travel/tourism services

In this job, are you mainly a:

- ☐ Maid or housekeeper
- ☐ Hotel desk clerk

- ☐ Janitor or building cleaner
- ☐ Counter attendant or cashier
- ☐ Cook
- ☐ Waiter, waitress, or server
- ☐ Financial, accounting or billing clerk
- ☐ Laundry or drycleaning worker
- ☐ Baggage porter, bellhop, or concierge
- ☐ Travel agent
- ☐ Customer service representative

Something else → [GO TO OPEN-ENDED OCCUPATION Q](#)

Business support services (including security, customer service, technical support, cleaning and building maintenance, and waste management)

In this job, are you mainly a:

- ☐ Landscaping or grounds maintenance worker
- ☐ Janitor, caretaker or building superintendent
- ☐ Security guard or security service worker
- ☐ Maid or housekeeper
- ☐ Refuse or recycling collector
- ☐ Receptionist, administrative assistant or office support worker
- ☐ Customer service representative
- ☐ Something else → [GO TO OPEN-ENDED OCCUPATION Q](#)

Health or social service agency

In this job, are you mainly a:

- ☐ Nursing, psychiatric, or home health aid
- ☐ Personal support worker, home support worker, caregiver, or personal aide/attendant
- ☐ Medical assistant
- ☐ Child care worker
- ☐ Dental assistant
- ☐ Receptionist, administrative assistant or officer support worker
- ☐ Financial, accounting or billing clerk
- ☐ Teacher assistant
- ☐ Food service worker (includes cooks, kitchen helper, and other kitchen support)
- ☐ Something else → [GO TO OPEN-ENDED OCCUPATION Q](#)

Personal/household care, automotive repair, or laundry/alteration services

In this job, are you mainly a:

- ☐ Hairstylist or barber
- ☐ Automotive service technician, mechanic or body repairer
- ☐ Maid or housekeeper
- ☐ Makeup artist, manicurist or pedicurist, shampooer, or skincare specialist
- ☐ Child care worker
- ☐ Receptionist, administrative assistant or officer support worker
- ☐ Personal support worker, home support worker, caregiver, or personal aide/attendant
- ☐ Dry cleaning or laundry worker
- ☐ Tailor, dressmaker, or sewer
- ☐ Something else → [GO TO OPEN-ENDED OCCUPATION Q](#)

Manufacturing

In this job, are you mainly a:

- ☐ Assembler or fabricator
- ☐ Production worker
- ☐ Laborer or freight, stock, or material mover
- ☐ Inspector, sampler, sorter, or weigher
- ☐ Metal or plastic worker
- ☐ Welding, soldering, or brazing worker
- ☐ Machinist
- ☐ Truck driver
- ☐ Customer service representative
- ☐ Receptionist, administrative assistant or office support worker
- ☐ Salesperson or account representative
- ☐ Something else → [GO TO OPEN-ENDED OCCUPATION Q](#)

Transportation or warehousing

In this job, are you mainly a:

- ☐ Truck driver
- ☐ Material handler or worker in shipping/receiving
- ☐ Taxi or limousine driver
- ☐ Bus driver
- Courier, messenger, or delivery service worker
 - ☐ Dispatcher
 - ☐ Shelf stocker, clerk or order filler
 - ☐ Salesperson or account representative
 - ☐ Financial, accounting or billing clerk
 - ☐ Receptionist, administrative assistant or office support worker
 - ☐ Something else → [GO TO OPEN-ENDED OCCUPATION Q](#)

Construction

In this job, are you mainly a:

- ☐ General laborer or construction assistant
- ☐ Carpenter
- ☐ Electrician
- ☐ Plumber
- ☐ Painter or decorator
- ☐ Roofer
- ☐ Drywall installer
- ☐ Welder
- ☐ Sheet metal worker
- ☐ Product installer or servicer
- ☐ Receptionist, administrative assistant or office support worker
- ☐ Carpet, floor, and tile installer
- ☐ Financial, accounting or billing clerk
- ☐ Something else → [GO TO OPEN-ENDED OCCUPATION Q](#)

Wholesale trade

In this job, are you mainly a:

- ☐ Salesperson or account representative
- ☐ Transport truck driver
- ☐ Material handler or worker in shipping/receiving or warehousing
- ☐ Shelf stocker, clerk or order filler
- ☐ Customer service representative
- ☐ Packer or packager

- ☐ Financial, accounting or billing clerk
- ☐ Receptionist, administrative assistant or office support worker
- ☐ Something else → [GO TO OPEN-ENDED OCCUPATION Q](#)

Financial services or insurance

In this job, are you mainly a:

- ☐ Insurance agent or broker
- ☐ Bank teller
- ☐ Insurance claims or policy processing clerk
- ☐ Customer service representative
- ☐ Financial sales representative or financial officer
- ☐ Loan officer or clerk
- ☐ Receptionist, administrative assistant or office support workers
- ☐ Accountant or auditor
- ☐ Something else → [GO TO OPEN-ENDED OCCUPATION Q?](#)

Real estate (including sales, rentals and leasing)

In this job, are you mainly a:

- ☐ Leasing or rental agent
- ☐ Customer service representative
- ☐ Real estate agent or salesperson
- ☐ Janitor or caretaker, or building superintendent
- ☐ Building attendant, valet or concierge
- ☐ Banking, insurance or other financial clerk
- ☐ Receptionist, administrative assistant or office support worker
- ☐ Something else → [GO TO OPEN-ENDED OCCUPATION Q](#)

Professional, scientific or technical services

In this job, are you mainly a:

- ☐ Receptionist, administrative assistant or office support worker
- ☐ Salesperson or account representative
- ☐ Customer service representative
- ☐ Financial, accounting, or billing clerk
- ☐ Paralegal or legal assistant
- ☐ Veterinary technician
- ☐ Something else → [GO TO OPEN-ENDED OCCUPATION Q](#)

Education

In this job, are you mainly a:

- ☐ Teacher assistant in an elementary or secondary school
- ☐ Receptionist, administrative assistant or office support worker
- ☐ Janitor or custodian
- ☐ Library assistant or clerk
- ☐ Food service worker (includes cooks, kitchen helper, and other kitchen support)
- ☐ Bus driver
- ☐ Instructor or leader in a recreation, sport or fitness program
- ☐ Child care worker
- ☐ Something else → [GO TO OPEN-ENDED OCCUPATION Q](#)

Publishing/recording, broadcasting, telecommunications or data/information services

In this job, are you mainly a:

- ☐ Telecommunications line installer or repairer
- ☐ Customer service representative
- ☐ Salesperson or account representative
- ☐ Library assistant or clerk
- ☐ Data entry clerk
- ☐ Courier, messenger, or door-to-door distributor
- ☐ Something else → GO TO OPEN-ENDED OCCUPATION Q

Entertainment, performing arts, sports or recreation

In this job, are you mainly a:

- ☐ Instructor or leader in a recreation, sport or fitness program
- ☐ Operator/attendant at a recreational, amusement, or sporting facility
- ☐ Cashier
- ☐ Landscape or grounds maintenance laborer
- ☐ Cleaner or janitor
- ☐ Food server or food counter attendant
- ☐ Kitchen helper, busser, dishwasher, or other food service support workers
- ☐ Child care worker
- ☐ Something else → GO TO OPEN-ENDED OCCUPATION Q

Agriculture, forestry, fishing or hunting

In this job, are you mainly a:

- ☐ General farm laborer
- ☐ Harvester
- ☐ Nursery or greenhouse worker
- ☐ Livestock worker
- ☐ Logger, chain saw or skidder operator
- ☐ Material handler or worker in shipping/receiving or warehousing
- ☐ Truck driver
- ☐ Something else → GO TO OPEN-ENDED OCCUPATION Q

Mining or oil/gas extraction

In this job, are you mainly a:

- ☐ Miner
- ☐ Truck driver
- ☐ Salesperson or account representative
- ☐ Receptionist, administrative assistant or office support worker
- ☐ Something else → GO TO OPEN-ENDED OCCUPATION Q

Utilities, including electricity, gas, and water/sewage

In this job, are you mainly a:

- ☐ Electrical power line or cable worker
- ☐ Customer service representative
- ☐ Power plant distributor, operator, or dispatcher
- ☐ Water or liquid waste treatment plant and system operator
- ☐ Receptionist, administrative assistant or office support worker
- ☐ Security guard or security service worker
- ☐ Janitor
- ☐ Plumber
- ☐ Laborer
- ☐ Something else → GO TO OPEN-ENDED OCCUPATION Q

Management of companies or enterprises

In this job, are you mainly a:

- ☐ Receptionist, administrative assistant or office support worker
- ☐ Financial, accounting, or billing clerk
- ☐ Security guard
- ☐ Mail clerk
- ☐ Salesperson or account representative
- ☐ Data entry clerk
- ☐ Something else → GO TO OPEN-ENDED OCCUPATION Q

IF SOMETHING ELSE

What type of work do you do in this job?

What are your most important activities or duties of your job?

APPENDIX B

[IF RDS]

Food service (including restaurants, bars, fast food, and cafeterias)

In this job, are you mainly a:

- ☐ Waiter, waitress, or server
- ☐ Cook
- ☐ Food preparation worker
- ☐ Cashier
- ☐ Bartender
- ☐ Host or hostess
- ☐ Fast food or counter worker
- ☐ Kitchen helper, busser, dishwasher, or other food support worker
- ☐ Something else → GO TO OPEN-ENDED OCCUPATION Q

Grocery store or supermarket

In this job, are you mainly a:

- ☐ Cashier
- ☐ Shelf stocker or order filler
- ☐ Customer service representative
- ☐ Food prep worker
- ☐ Chef, cook, or baker
- ☐ Butcher or other meat, poultry, or fish processing worker
- ☐ Something else → GO TO OPEN-ENDED OCCUPATION Q

Retail stores

In this job, are you mainly a:

- ☐ Salesperson
- ☐ Cashier
- ☐ Shelf stocker or order filler
- ☐ Customer service representative
- ☐ Something else → GO TO OPEN-ENDED OCCUPATION Q

Hotel or motel

In this job, are you mainly a:

- ☐ Maid or housekeeper
- ☐ Hotel desk clerk
- ☐ Janitor or building cleaner
- ☐ Counter attendant or cashier
- ☐ Cook
- ☐ Waiter, waitress, or server
- ☐ Financial, accounting or billing clerk
- ☐ Laundry or drycleaning worker
- ☐ Baggage porter, bellhop, or concierge
- ☐ Something else → GO TO OPEN-ENDED OCCUPATION Q

Cleaning and building maintenance

In this job, are you mainly a:

- ☐ Janitor or building cleaner
- ☐ Maid or housekeeper
- ☐ Pest control worker
- ☐ Building installation, maintenance, or repair worker
- ☐ Receptionist, administrative assistant or office support worker
- ☐ Salesperson or account representative
- ☐ Something else → GO TO OPEN-ENDED OCCUPATION Q

Nursing home

In this job, are you mainly a:

- ☐ Nursing assistant/aid or home health aid
- ☐ Personal care aid
- ☐ Maid or housekeeper
- ☐ Food service worker (includes cooks, kitchen helper, and other kitchen support)
- ☐ Recreation or fitness worker
- ☐ Janitor or building cleaner
- ☐ Food server
- ☐ Dry cleaning or laundry worker
- ☐ Food prep worker
- ☐ Receptionist, administrative assistant or office support worker
- ☐ Something else → GO TO OPEN-ENDED OCCUPATION Q

Home healthcare

In this job, are you mainly a:

- ☐ Nursing assistant/aid or home health aid
- ☐ Personal care aid
- ☐ Receptionist, administrative assistant or office support worker
- ☐ Something else → GO TO OPEN-ENDED OCCUPATION Q

Landscaping

In this job, are you mainly a:

- ☐ Landscaping or grounds maintenance worker
- ☐ Receptionist, administrative assistant or office support worker
- ☐ Landscape truck driver
- ☐ Customer service representative
- ☐ Something else → GO TO OPEN-ENDED OCCUPATION Q

Child day care

In this job, are you mainly a:

- ☐ Home or center child care worker
- ☐ Teaching assistant
- ☐ Cook
- ☐ Receptionist, administrative assistant or office support worker
- ☐ Something else → GO TO OPEN-ENDED OCCUPATION Q

Security services (including security guard)

In this job, are you mainly a:

- ☐ Security guard
- ☐ Security alarm installer/technician
- ☐ Private detective/investigator

- ☐ Locksmith or safe technician
- ☐ Salesperson or account representative
- ☐ Receptionist, administrative assistant or office support worker
- ☐ Customer service representative
- ☐ Something else → GO TO OPEN-ENDED OCCUPATION Q

Construction

In this job, are you mainly a:

- ☐ General laborer or construction assistant
- ☐ Carpenter
- ☐ Electrician
- ☐ Plumber
- ☐ Painter or decorator
- ☐ Roofer
- ☐ Drywall installer
- ☐ Welder
- ☐ Sheet metal worker
- ☐ Product installer or servicer
- ☐ Receptionist, administrative assistant or office support worker
- ☐ Carpet, floor, and tile installer
- ☐ Financial, accounting or billing clerk
- ☐ Something else → GO TO OPEN-ENDED OCCUPATION Q

IF SOMETHING ELSE

What type of work do you do in this job?

What are your most important activities or duties of your job?