

National Worker Survey

Contents

Screener.....	2
Welcome.....	6
Introduction.....	6
A. Job Characteristics.....	7
B. Hours Worked and Uncompensated Work Hours.....	8
C. Earnings.....	11
D. Overtime.....	13
E. Deductions.....	14
F. Method of Pay.....	14
G. Retaliation.....	15
H. Demographics.....	17
I. Social Network and Recruitment.....	19
APPENDIX A.....	22
APPENDIX B.....	28

Screener

Public reporting burden for this survey is estimated to average 30 minutes per response. This collection of information is voluntary. The burden estimate includes the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and submitting the survey. 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 U.S. Department of Labor Chief Evaluation Office, 200 Constitution Ave NW, Washington, DC 20210 or ChiefEvaluationOffice@dol.gov and reference OMB control number [1290-NEW]. **NOTE: Please do not send your completed survey to this address.**

PROGRAMMER NOTE – IF R REACHES THE IE STATEMENT, THEY SHOULD NOT BE ABLE TO GO BACK AND CHANGE ANSWERS.

Thank you for your interest in the National Worker Survey. Please answer the following questions to see if you are eligible to participate. If you are eligible, you will be taken to the survey.

S1. Are you at least 18 years old? (required)

- Yes
- No à **GO TO IE STATEMENT**

S2. Do you currently have a paid job? (required)

- Yes
- No à **GO TO IE STATEMENT**

Please answer the rest of the questions in this survey about the job where you work the most hours.

S3. How long have you been working at your job? (required)

- Less than 1 month à **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. **[ONLY DISPLAY IF SAMPLE = ABS]** How would you describe the type of company you work for?

- 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

[IF S4 IS MISSING, S6 SHOULD DISPLAY QUESTION FOR "ANOTHER TYPE OF BUSINESS OR INDUSTRY"]

S5. **[ONLY DISPLAY IF SAMPLE = RDS]** How would you describe the type of company that you work for? **(Required)**

- Construction **1**
- Grocery store or supermarket **2**
- 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) **3**
- Security services (including private detective services, security guard services, and armored car services) **4**
- Cleaning and building maintenance **5**
- Home health care **6**
- Nursing home **7**
- Child day care services (including day care centers, home child care, nursery schools, preschools, and before or after school care) **8**
- Hotel or motel **9**
- Food service (including restaurants, bars, fast food, and cafeterias) **10**
- Another type of business or industry **11** → **GO TO IE STATEMENT**

S6. In this job, are you mainly a:

[SEE APPENDIX A FOR RESPONSE FILL FOR CORRESPONDING S4 INDUSTRY]

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

S7. Is your employer the government, a private company, a non-profit organization, or are you self-employed?

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

[IF S7 IS MISSING, CONTINUE]

S8. Does your employer take any taxes out of your pay?

- Yes à GO TO S12
- No à GO TO S10
- Don't know à GO TO S10

[IF S8 IS MISSING, GO TO S10]

S9. Are you self-employed as an independent contractor, independent consultant, freelance worker, store/shop owner, or something else?

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

Independent contractor misclassification screen

S10. How many separate companies, organizations, or people (clients) pay you at your job?

- 1 à GO TO S12
- 2 to 5
- 6 to 10
- 11 or more

[IF S10 IS MISSING, CONTINUE TO S11]

S11. Around what percent of your work time do you currently spend working for the main company, organization, or person who pays you?

- Less than 25% à GO TO IE STATEMENT
- 25 to 49% à GO TO IE STATEMENT
- 50 to 74% à GO TO IE STATEMENT
- 75 to 99%
- 100%

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.

- Salaried
- Paid by the hour à GO TO S14
- Paid some other way à GO TO S14

[IF S12 IS MISSING, CONTINUE TO S13]

S13. How much do you earn per year before taxes from your job?

- Less than \$36,000

- \$36,000 - \$43,999
- \$44,000 - \$58,999
- \$59,000 - \$107,999
- 108,000 - \$132,999
- \$133,000 - \$150,999
- \$151,000 or more

S14. Does your job involve any of the following? Select all that apply.

- 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)
- Tasks requiring a college degree or higher in a specific field (4)
- Artistic or creative work such as music, writing, acting, or graphic arts (5)
- Selling products or services door-to-door at businesses or homes (6)
- Computer programming (7)
- None of the above

IF S13 = \$108,000 OR MORE then exempt as highly compensated
IF S14=6 then exempt as outside sales
IF S13 = \$36,000 OR MORE AND ANY OF THE FOLLOWING:
S14=1 AND 2 then exempt as executive
S14=3 then exempt as administrator
S14=4 OR 5 then exempt as learned or creative professional
S14=7 then exempt as computer professional
IF ANY EXEMPTION ABOVE THEN GO TO IE STATEMENT
OTHERWISE, CONTINUE TO INTRODUCTION
IE STATEMENT:
If ineligible:
Thank you very much, but you do not qualify for the study.
[GO TO I1]

Welcome

OMB Control No. 1290-NEW
Expiration: XX/XX/20XX

Welcome to the National Worker Survey! To begin the survey, enter your PIN and click on the "Continue" button.

Introduction

The U.S. Department of Labor (DOL) is conducting a survey to learn more about where people work, what jobs they do, and how they are paid. DOL has hired Westat, an independent research firm, to conduct this study.

Your participation is voluntary. Your answers will be kept private and combined with those from others. If you do not want to answer a question, you can skip it. The survey should take less than 30 minutes to complete. After you complete the survey, we will [mail you a \$40 Mastercard gift card/send you a \$40 Mastercard E-gift card]. At the end of the survey, you will be able to invite up to five people that you know who might be eligible to participate. If you recruit people who complete the survey, we will [mail you another Mastercard gift card/send you another Mastercard E-gift card] with \$20 for each person that completes the survey. If you complete the survey more than once, you will not be paid.

If you have any questions about the survey, please call 1-855-595-4050 or send an email to workersurvey@westat.com. If you have questions about your rights and welfare as a research participant, please call the Westat Human Subjects Protections office at 1-888-920-7631. Please leave a message with your first name, the name of the research study that you are calling about (the National Worker Survey), and a phone number beginning with the area code. Someone will return your call as soon as possible.

Do you agree to participate in this survey?

- Yes
- No

To prevent people from completing the survey more than once, we will text you a one-time passcode to log in to the survey. Please enter your cell phone number. Your mobile phone number will only be used to text you a unique passcode and will be deleted when the study is finished.

* By agreeing to receive text messages or texting to this number you are consenting to be contacted via text. Charges may apply.

[NEXT BUTTON]

Enter the one-time passcode to confirm that you received the text message.

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 where you work the most hours.

A1. Are you represented by a union or part of a collective bargaining agreement?

- 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?

- Yes
- No
- Don't know

A3. On this job, are you paid by a temporary help agency or staffing agency?

- Yes
- No

A4. In total, how many people work for your employer, including you? Include all the locations where your employer operates.

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

A5. Even if you don't use them, which of the following benefits are available through your job? *Select all that apply.*

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

A6. What zip code do you work in? If you work in multiple locations, please enter your employer's zip code.

|_|_|_|_|_|_|_|

A7. **[ONLY ASK IF A6 IS BLANK]** What state do you work in?

[drop down of 50 states + DC]

B. Hours Worked and Uncompensated Work Hours

These next questions are about the hours that you work.

Pre- and Post-Shift Work

- B1.** In the past four weeks, how often did you start working before your scheduled shift or before you clocked in? *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 à **GO TO B3**
 - Not applicable - I do not have scheduled shifts à **GO TO B5**

[IF B1 IS MISSING, GO TO B3]

- B2.** Were you paid for the time you worked before your shift or before you clocked in?
- Yes, always paid for this time
 - Only paid for this time sometimes
 - No, not paid for this time
 - Don't know

- B3.** In the past four weeks, how often did you keep working after your scheduled shift or after you clocked out? *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 à **GO TO B5**
 - Not applicable - I do not have scheduled shifts à **GO TO B5**

[IF B3 IS MISSING, GO TO B5]

- B4.** Were you paid for the time you worked after your shift or after you clocked out?
- Yes, always paid for this time
 - Only paid for this time sometimes
 - No, not paid for this time
 - Don't know

Breaks

B5. How many hours per day do you usually work at your job?

Hours

[ASK B6 if B5 >=5,]

B6. Do you have meal breaks during the work day?

Yes

No à GO TO B9

[IF B6 IS MISSING, GO TO B9]

B7. In the past four weeks, did you ever work during your meal break?

Yes

No à GO TO B9

[IF B7 IS MISSING, GO TO B9]

B8. When you worked during your meal break, were you paid for that time?

Yes, always paid for this time

Only paid for this time sometimes

No, not paid for this time

B9. Do you have any rest breaks besides a meal break during the work day?

Yes

No à GO TO B12

[IF B9 IS MISSING, GO TO B12]

B10. How long are these rest breaks?

Minutes

[IF >30 MINUTES DISPLAY: Please do not include time spent on a meal break]

B11. In the past four weeks, were you paid for your rest breaks?

Yes, always paid for this time

Only paid for this time sometimes

No, not paid for this time

Wait Time

B12. In the past four weeks, have you had to wait for work to do? *This may include waiting for customers or telephone calls, assignments, or goods to be loaded or unloaded.*

Yes

No à GO TO B15

[IF B12 IS MISSING, GO TO B15]

B13. Were you paid for the time you spent waiting for work?

Yes, always paid for this time à GO TO B15

Only paid for this time sometimes

No, not paid for this time

[IF B13 IS MISSING, GO TO B15]

- B14.** Were you able to leave your worksite while waiting for work?
- Yes
 - No
 - I was not at my worksite when I was waiting

Travel

- B15.** In the past four weeks, did you travel from one worksite to another during your workday, as part of your job?
- Yes
 - No à **GO TO B17**

[IF B15 IS MISSING, GO TO B17]

- B16.** Were you paid for that travel time?
- Yes, always paid for this time
 - Only paid for this time sometimes
 - No, not paid for this time

Training

- B17.** [In the past 6 months / Since you started working at this job], have you received any training for your job?
- Yes
 - No à **GO TO B20**
- [IF B17 IS MISSING, GO TO B20]**

- B18.** Were you required to receive the training in order to obtain or keep your job?
- Yes
 - No à **GO TO B20**
- [IF B18 IS MISSING, GO TO B20]**

- B19.** Were you paid for the time you spent in the training?
- Yes
 - No

General Hours Worked

- B20.** How many hours in total do you usually work at your job each week?

Hours

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

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. (Required)

- 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

C2. [if C1 = by the hour, hourly plus tips, or hourly plus a commission, or missing] [IF C1 = HOURLY PLUS TIPS OR HOURLY PLUS COMMISSION, DISPLAY: Excluding tips and commissions] What is your hourly rate of pay?

C3. [IF C1 = per item, commission, by the job, by the day, salaried, salary plus a commission, or some other way] [IF C1 = COMMISSION OR SALARY PLUS A COMMISSION, OR SOME OTHER WAY, DISPLAY: Including tips and commissions,] what are your usual earnings on this job, before taxes or other deductions?

Amount

Period

PROGRAMMER: USE THESE OPTIONS

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

C4. [If C3=Per year] How many weeks a year do you get paid for?

C5. [If C1 = Hourly plus tips] How much do you usually receive in tips, before taxes and other deductions?

Amount

Period

PROGRAMMER: USE THESE OPTIONS

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

C6. [If C1 = Hourly plus tips] Do any of your tips go to supervisors, managers or the owner?

- Yes
- No

C7. [If C1 = Hourly plus tips] Do you pool or share your tips at your job?

- Yes
- No → GO TO C9

C8. Do you share your tips with non-tipped employees?

- Yes
- No

C9. [If C1 includes commissions (hourly plus commissions, commissions, or salary plus commission)]

How much do you usually receive in commissions, before taxes and other deductions?

Amount

Period

PROGRAMMER: USE THESE OPTIONS

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

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 [IF PAST 6 MONTHS DISPLAYED, ALSO DISPLAY: at this job]? [Remember to include work you did before and after your scheduled shift.]
- Every week
 - 1 to 3 times per month
 - Less than once per month
 - Never → GO TO SECTION E

[IF D1 IS MISSING, GO TO SECTION E]

- D2. The last time you worked more than 40 hours in a week, how many total hours did you work? Your best estimate is fine

Number of hours [PROGRAMMER: IF <40, DISPLAY: The total hours should be more than 40]

- D3. The last time you worked more than 40 hours in a week at your job, were you paid anything for these hours?
- Yes
 - No, I am only paid for the first 40 hours I work → 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

[IF D3 IS MISSING, CONTINUE TO D4]

- D4. The last time you worked more than 40 hours in a week, how much were you paid for those additional hours?
- Time and a half → GO TO D6
 - Double time → GO TO D6
 - Regular wage (straight-time) → GO TO D6
 - Flat amount regardless of the number of hours worked
 - Other

→ GO TO D6

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

Amount

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.*
- 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
-
- None of the above

F. Method of Pay

F1. How are you paid for your work? *Select all that apply.*

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

F2. Do you receive or have access to a pay stub or earnings statement?

- Yes
- No

F3. [In the past 6 months / Since you started working at this job], have you ever been paid late?

- Yes
 - No à GO TO F5
- [IF MISSING, GO TO F5]**

F4. How often were you paid late?

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

F5. [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?

- Yes
 - No à GO TO F8
- [IF MISSING, GO TO F8]**

F6. How often were you paid less than the amount that you were owed?

- All of the time
- About three-quarters of the time

- About half of the time
- About one-quarter of the time
- Almost never

F7. How much of your pay was missing on average?

- All
- More than half
- Half
- Less than half
- Very little

F8. Paying attention and reading the instructions carefully is critical. If you are paying attention, please choose Silver below. **PROGRAMMER: RANDOMIZE RESPONSES**

- Red
- Yellow
- Blue
- Green
- Silver
- Orange

G. Retaliation

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 private. We won't share your answers with anyone.

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**
[IF MISSING, GO TO SECTION H]

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**

G3. Who did you raise the issue to?

- Supervisor or employer → **GO TO G5**

- Government agency
- Both à **GO TO G5**

G4. Did your employer or supervisor know you raised this issue?

- Yes
- No à **GO TO G6**
- Don't know à **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
- Corrected the issue
- Did nothing
- Something else, please specify

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 à **GO TO SECTION H**
[IF MISSING, GO TO SECTION H]

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. As a reminder, any information you give will be kept private.

H1. What is your sex?

- Female
- Male

H2. What year were you born?

H3. Were you born in the United States?

- Yes à **GO TO H6**
 - No
 - Prefer not to answer
- [IF MISSING, CONTINUE]**

H4. How many years have you lived in the United States?

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

H5. How well do you speak English?

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

H6. 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

H7. What is the highest level of education you have COMPLETED?

- 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

H8. 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.

- 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

H9. Including yourself, how many adults age 18 or older live in your household?

H10. How many children, under age 18, live in your household?

H11. Are you currently

- Married → GO TO H14
- Separated
- Divorced
- Widowed
- Never married

H12. Are you living with a partner?

- Yes
- No

H13. Have you ever been convicted of a felony?

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

Thank you for your participation so far.

MAILED MASTERCARD GIFT CARD Please enter the address where you want your \$40 Mastercard gift card sent. Your name and address will never be connected to your responses and only used to mail your Mastercard gift card.

First name _____ Last name _____

Address Line 1 _____

Address Line 2 _____

City _____ State _____ Zip _____

[MASTERCARD E-GIFT CARD] What name and email address would you like to use to receive your \$40 Mastercard E-gift card?

First name _____ Last name _____
 Email address _____@_____._____

I. Social Network and Recruitment

Please tell us how many people age 18 or older you know who work in each of the jobs listed below. Please include family, friends, or anyone else you have talked with or have communicated with by email or text in the past six months. They must live and work in the United States.

11. 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	_ _ _
Security services (including private detective services, security guard services, and armored car services)	_ _ _
Child day care (including day care centers, home child care, nursery schools, preschools, and before or after school care)	_ _ _

ONLY DISPLAY IF ELIGIBLE: We are asking everyone to help us find more people to take this survey.
DISPLAY FOR ALL:
We'd like you to invite up to five people whose phone number or email you know to take this survey. Each person you invite who is eligible and completes the survey will get \$40. For each person you invite who completes the survey, we will [mail you a Mastercard gift card/send you a Mastercard E-gift card] with \$20 for each person that completes the survey in addition to the \$40 that we will send you for completing the survey. We will give you invitations to share with people through email or text. In order to receive the maximum of \$100, you should only invite those who you are sure will complete the survey.

[LOOP QUESTION 12 FOR ALL I1>0 UNTIL FIVE NAMES ARE GIVEN OR ALL INDUSTRIES ARE ASKED ABOUT]

[NOTE TO PROGRAMMER: IN THE FIRST RELEASE GROUP ORDER THE INDUSTRIES IN FROM SMALLEST TO LARGEST POPULATION SIZE. IN SUBSEQUENT RELEASE GROUPS ORDER THE

INDUSTRIES FROM THE SMALLEST TO LARGEST NUMBER OF COMPLETES. REMOVE INDUSTRIES FOR WHICH 400 COMPLETED SURVEYS HAVE BEEN ACHIEVED.]

12. Would you like to invite someone you know in [INDUSTRY] to take this survey? Please do not invite your co-workers.

- Yes
- No

[IF NO, GO TO NEXT INDUSTRY. IF YES DISPLAY NEXT QUESTION]

13. Please [if 1 = enter the person/ if 2+ = list up to two people] you know who work[s] in [INDUSTRY] who you would like to invite to take this survey. You only need to provide their first name, nickname, or initials.

First name, nickname, or initials	Sex	Race	Relationship to you

RELATIONSHIP OPTIONS:

- Close friend
- Friend
- Spouse or partner
- Other family member or relative
- Stranger
- Other

SEX OPTIONS:

- Male
- Female

RACE OPTIONS:

- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic or Latino
- Middle Eastern or North African
- Native Hawaiian or Pacific Islander
- White
- I do not wish to provide this information

[GO TO I2, NEXT INDUSTRY]

14. Below is the list of all [1-5] people you said you would like to invite to take the survey.

First name, nickname, or initials	Industry
	[FILL WITH I2 INDUSTRY]
	[FILL WITH I2 INDUSTRY]
	[FILL WITH I2 INDUSTRY]
	[FILL WITH I2 INDUSTRY]

	[FILL WITH I2 INDUSTRY]
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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

[if text message]

Please provide your phone number below.

* By agreeing to receive text messages or texting to this number you are consenting to be contacted via text. Charges may apply.

[if email]

Please provide your email address below.

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

Thank you again for your participation.

16 [IF NO TO ALL I2 LOOPS] Why are you not interested in inviting anyone you know to complete the survey?

Thank you again for your participation.

APPENDIX A

[FILLS FOR S6 FROM ANSWERS TO S4]

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 [à 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 [à 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 [à 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 [à 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 [à 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 [à 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 [à 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 [à 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 [à 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 [à 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 [à 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 à 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 à 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 à 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 à 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 à 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 [à 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 [à 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 [à 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

[FILLS FOR S6 FROM ANSWERS TO S5]

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 [à 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 [à 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 [à 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 [à 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 [à 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 [à 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 [à 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 [à 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 [à 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?