

## Spring 2022 Survey Instrument

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This document contains the survey questions from The Shift Project's Spring 2022 web-based National survey instrument. This document displays the content of the survey, but the actual survey will be formatted for desktop/mobile devices and the skip patterns, display logic, and "piped-in" text (such as employer name) will be automated.

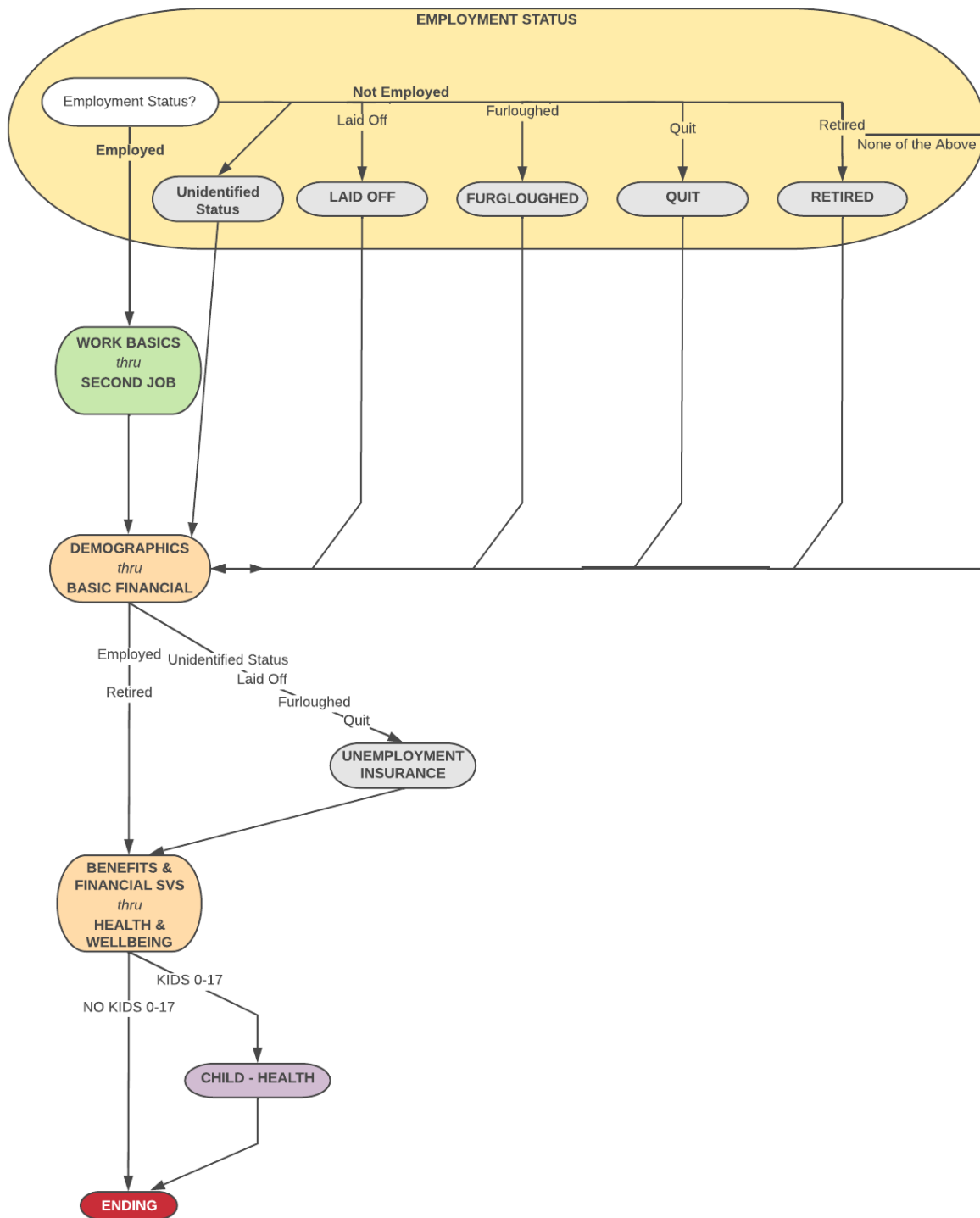
The Shift Project's Spring 2022 National survey will be self-administered on computers, tablets, or smart phones. Using the Facebook advertising platform, we will recruit workers affiliated with large chain service-sector companies. The target respondents are currently or were recently employed as frontline workers in retail and food-service industries in the United States.

**\*Note for data users:** *Internal data users should note that this document functions as a reference for question wording, response options, display/skip logic, and survey flow. This document is not a data codebook, and the recode values listed here are not reliable.*

### Key:

- § Branched module
- Ø Exclusive response option (multiple-selection question)
- ⌘ Choice randomization
- ℛ Question Block Randomization

## SPRING 22 NATIONAL INSTRUMENT – SURVEY FLOW



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## Embedded Variables:

EMPLOYERNAME – targeted employer name that appears in question 1.1. After the Employment Status module, this variable changes based on answers to questions 1.1 or 1.3 and then piped in throughout the remainder of the survey.

EMPLOYERNAME1 - preprogrammed employer name option that appears in question 1.3

EMPLOYERNAME2 - preprogrammed employer name option that appears in question 1.3

EMPLOYERNAME3 - preprogrammed employer name option that appears in question 1.3

EMPLOYERNAME4 - preprogrammed employer name option that appears in question 1.3

Employed – programmed embedded variable based on answers to Employment Status questions

Laid off - programmed embedded variable based on answers to Employment Status questions

Retired - programmed embedded variable based on answers to Employment Status questions

Quit - programmed embedded variable based on answers to Employment Status questions

Furloughed - programmed embedded variable based on answers to Employment Status questions

Single – a preprogrammed embedded variable that activates logic in Employment Status that assumes the respondent works at one specific target firm

Multi – a preprogrammed embedded variable that activates logic in Employment Status that shows the respondent multiple firms

Automation – an embedded variable based on the respondent's answers to C2.1

Automation1 - an embedded variable based on the respondent's answers to C2.3

Kids – an embedded variable based on the respondent's answer to H14

Kids17 – an embedded variable based on the respondent's answer to H15, H17, H19

Kids14 - an embedded variable based on the respondent's answer to H15 & H17

**MODULE 1: EMPLOYMENT STATUS**

EMP\_STATUS

Display This Question:

If single = 1

- 1.1. What is your employment status?
- 1 I am employed at (EMPLOYERNAME)
  - 2 I am employed at a different company
  - 3 I am unemployed
  - 4 I am retired (no longer working)
  - 5 None of the above

EMP\_STATUS

Display This Question:

If multi = 1

- 1.2. What is your employment status?
- 1 I am employed
  - 2 I am unemployed
  - 3 I am retired (no longer working)
  - 4 None of the above

Q1\_EMPLOYER\_TEXT

Display This Question:

If 1.1 = 2 Or 1.2 = 1

- 1.3 What is the name of your current employer?
- 1 EMPLOYERNAME1
  - 2 EMPLOYERNAME2
  - 3 EMPLOYERNAME3
  - 4 EMPLOYERNAME4
  - 5 EMPLOYERNAME5
  - 6 Other: \_\_\_\_\_
  - 7 Don't know/refuse

EMP\_STATUS\_UNEMP

Display This Question:

If 1.2 = 2 Or 1.1 = 3

- 1.4 Choose the option that best describes your situation.
- 1 I was furloughed
  - 2 I was laid off
  - 3 I quit
  - 4 None of these

UF\_DID\_LAST\_WEEK

Display This Question:

If 1.2 = 4 Or 1.1 = 4

- 1.5 Did you do any of these in the last week?
- 1 Worked for pay at a job/business
  - 2 Worked without pay at a job/business
  - 3 Was employed but not working

- 4 Was on temporary leave from my job
- 5 Was on vacation from my job
- 6 Did gig work
- 7 Was self-employed

UF\_STATUS\_TEXT

Display This Question:

If 1.4 = 4

- 1.6 Do any of the following apply to your situation?
- 1 I was fired
  - 2 I was at a temporary job that ended
  - 3 On a temporary leave (parental leave, health leave, etc)
  - 4 Other. Please Specify: \_\_\_\_\_

**MODULE 2: LAID OFF<sup>s</sup>**

Q1\_EMPLOYER\_LAIPOFF | Q1\_EMPLOYER\_LAIPOFF\_TEXT

**2.1.** What is the name of the company where you were working before you were laid off?

- 1 EMPLOYERNAME
- 2 EMPLOYERNAME1
- 3 EMPLOYERNAME2
- 4 EMPLOYERNAME3
- 5 EMPLOYERNAME4
- 6 Other (please specify): \_\_\_\_\_
- 7 Don't know/refuse

LAIPOFF\_DATE

**2.2.** When were you laid off from [EMPLOYER NAME]?

- 1 Less than 1 month ago
- 2 1 month ago
- 3 2 months ago
- 4 3 months ago
- 5 4 months ago
- 6 5 months ago
- 7 6-12 months ago
- 8 1 year or more ago

LONGWORK\_LAIPOFF

**2.3.** How long had you been working at [EMPLOYER NAME] when you were laid off?

- 1 Less than 1 year
- 2 1 year
- 3 2 years
- 4 3 years
- 5 4 years
- 6 5 years
- 7 6 years
- 8 7 years
- 9 8 years
- 10 9 years
- 11 10 years or more
- 12 Don't know/refuse

STATELIST\_LAIPOFF

**2.4.** Please select the state where your former [EMPLOYER NAME] workplace is located.

- 1 Alabama
- 2 Alaska
- 3 Arizona
- 4 Arkansas
- 5 California
- 6 Colorado
- 7 Connecticut
- 8 Delaware
- 51 District of Columbia
- 9 Florida

- 10 Georgia
- 11 Hawaii
- 12 Idaho
- 13 Illinois
- 14 Indiana
- 15 Iowa
- 16 Kansas
- 17 Kentucky
- 18 Louisiana
- 19 Maine
- 20 Maryland
- 21 Massachusetts
- 22 Michigan
- 23 Minnesota
- 24 Mississippi
- 25 Missouri
- 26 Montana
- 27 Nebraska
- 28 Nevada
- 29 New Hampshire
- 30 New Jersey
- 31 New Mexico
- 32 New York
- 33 North Carolina
- 34 North Dakota
- 35 Ohio
- 36 Oklahoma
- 37 Oregon
- 38 Pennsylvania
- 39 Rhode Island
- 40 South Carolina
- 41 South Dakota
- 42 Tennessee
- 43 Texas
- 44 Utah
- 45 Vermont
- 46 Virginia
- 47 Washington
- 48 West Virginia
- 49 Wisconsin
- 50 Wyoming
- 52 I do not work in the United States

WHY\_LAIPOFF / WHY\_LAIPOFF\_TEXT

**2.5.** Why were you laid off from your job at [EMPLOYER NAME]?

- 1 My workplace closed temporarily
- 2 My workplace closed permanently
- 3 My workplace stayed open, but business was down
- 4 Temporary job that ended
- 5 Other reason: \_\_\_\_\_



LO\_JOB\_SEARCH

2.6 Are you currently looking for work?

- 1 Yes
- 2 No

LO\_JOB\_SEARCH\_MONEY | LO\_JOB\_SEARCH\_HEALTH\_INS | LO\_JOB\_SEARCH\_FILL\_TIME | LO\_JOB\_SEARCH\_OTHER

Display this question if 2.6=1

2.7 What are the reasons you are looking for work? **Mark all that apply**

- 1 I need the money
- 2 I need health insurance
- 3 I need something to do with my time
- 4 Other

LO\_JOB\_NOSEARCH\_HEALTH\_ISSUE | LO\_JOB\_NOSEARCH\_FIN\_STABLE | LO\_JOB\_NOSEARCH\_CARE |

LO\_JOB\_NOSEARCH\_OTHER

Display this question if 2.6=2

2.8 Why are you not looking for work? **Mark all that apply**

- 1 I have a health condition that limits my ability to work
- 2 I have enough income from other sources
- 3 I have caregiving responsibilities that limit my ability to work
- 4 Other reasons

LO\_WORK\_HOURS\_LASTMONTH

2.9 Unemployed people sometimes do some work for pay. About how many hours per week did you work in the past month?

[TEXT BOX: Number required]

LO\_WORK\_LASTMONTH\_MONEY | LO\_WORK\_LASTMONTH\_HEALTH\_INS | LO\_WORK\_LASTMONTH\_FILL\_TIME |

LO\_WORK\_LASTMONTH\_OTHER

Display this question if 2.9&gt;0

2.10 Why did you work last month? **Mark all that apply**

- 1 I need the money
- 2 I need health insurance
- 3 I need something to do with my time
- 4 Other

**MODULE 3: FURLOUGHED<sup>s</sup>**

Q1\_EMPLOYER\_FURLOUGHED / Q1\_EMPLOYER\_FURLOUGHED\_TEXT

**3.1.** What is the name of the company that furloughed you?

- 1 EMPLOYERNAME
- 2 EMPLOYERNAME1
- 3 EMPLOYERNAME2
- 4 EMPLOYERNAME3
- 5 EMPLOYERNAME4 (Display Logic)
- 6 Other (please specify): \_\_\_\_\_
- 7 Don't know/refuse

FURLOUGHED\_DATE

**3.2.** When were you furloughed by [EMPLOYERNAME]?

- 1 Less than 1 month ago
- 2 1 month ago
- 3 2 months ago
- 4 3 months ago
- 5 4 months ago
- 6 5 months ago
- 7 6-12 months ago
- 8 1 year or more ago

LONGWORK\_FURLOUGHED

**3.3.** How long have you been working at [EMPLOYERNAME]?

- 1 Less than 1 year
- 2 1 year
- 3 2 years
- 4 3 years
- 5 4 years
- 6 5 years
- 7 6 years
- 8 7 years
- 9 8 years
- 10 9 years
- 11 10 years or more
- 12 Don't know/refuse

STATELIST\_FURLOUGHED

**3.4.** Please select the state where your former [EMPLOYER NAME] workplace is located.

- 1 Alabama
- 2 Alaska
- 3 Arizona
- 4 Arkansas
- 5 California
- 6 Colorado
- 7 Connecticut
- 8 Delaware
- 51 District of Columbia
- 9 Florida

- 10 Georgia
- 11 Hawaii
- 12 Idaho
- 13 Illinois
- 14 Indiana
- 15 Iowa
- 16 Kansas
- 17 Kentucky
- 18 Louisiana
- 19 Maine
- 20 Maryland
- 21 Massachusetts
- 22 Michigan
- 23 Minnesota
- 24 Mississippi
- 25 Missouri
- 26 Montana
- 27 Nebraska
- 28 Nevada
- 29 New Hampshire
- 30 New Jersey
- 31 New Mexico
- 32 New York
- 33 North Carolina
- 34 North Dakota
- 35 Ohio
- 36 Oklahoma
- 37 Oregon
- 38 Pennsylvania
- 39 Rhode Island
- 40 South Carolina
- 41 South Dakota
- 42 Tennessee
- 43 Texas
- 44 Utah
- 45 Vermont
- 46 Virginia
- 47 Washington
- 48 West Virginia
- 49 Wisconsin
- 50 Wyoming
- 52 I do not work in the United States

WHY\_FURLOUGHED | WHY\_FURLOUGHED\_TEXT

**3.5.** Why were you furloughed from your job at [EMPLOYER NAME]?

- 1 My workplace closed temporarily
- 2 My workplace closed permanently
- 3 My workplace stayed open, but business was down
- 4 Temporary job that ended
- 5 Other reason: \_\_\_\_\_

FURLOUGHED\_JOB\_SEARCH

3.6 Are you currently looking for work?

- 1 Yes
- 2 No

FUR\_JOB\_SEARCH\_MONEY | FUR\_JOB\_SEARCH\_HEALTH\_INS | FUR\_JOB\_SEARCH\_FILL\_TIME | FUR\_JOB\_SEARCH\_OTHER

Display this question if 3.6=1

3.7 What are the reasons you are looking for work? **Mark all that apply**

- 1 I need the money
- 2 I need health insurance
- 3 I need something to do with my time
- 4 Other

FUR\_JOB\_NOSEARCH\_HEALTH\_ISSUE | FUR\_JOB\_NOSEARCH\_FIN\_STABLE | FUR\_JOB\_NOSEARCH\_CARE |

FUR\_JOB\_NOSEARCH\_OTHER

Display this question if 3.6=2

3.8 Why are you not looking for work? Mark all that apply

- 1 I have a health condition that limits my ability to work
- 2 I have enough income from other sources
- 3 I have caregiving responsibilities that limit my ability to work
- 4 Other reasons

FUR\_WORK\_HOURS\_LASTMONTH

3.9 Unemployed people sometimes do some work for pay. About how many hours per week did you work in the past month?

[TEXT BOX: Number required]

FUR\_WORK\_LASTMONTH\_MONEY | FUR\_WORK\_LASTMONTH\_HEALTH\_INS | FUR\_WORK\_LASTMONTH\_FILL\_TIME |

FUR\_WORK\_LASTMONTH\_OTHER

Display this question if 3.9&gt;0

3.10 Why did you work last month? **Mark all that apply**

- 5 I need the money
- 6 I need health insurance
- 7 I need something to do with my time
- 8 Other

**MODULE 4: QUIT<sup>s</sup>**

Q1\_EMPLOYER\_QUIT | Q1\_EMPLOYER\_QUIT\_TEXT

**4.1.** What is the name of the company where you were working before you quit your job?

- 1 EMPLOYERNAME
- 2 EMPLOYERNAME1
- 3 EMPLOYERNAME2
- 4 EMPLOYERNAME3
- 5 EMPLOYERNAME4
- 6 Other (please specify): \_\_\_\_\_
- 7 Don't know/refuse

QUIT\_DATE

**4.2.** When did you quit your job?

- 1 Less than 1 month ago
- 2 1 month ago
- 3 2 months ago
- 4 3 months ago
- 5 4 months ago
- 6 5 months ago
- 7 6-12 months ago
- 8 1 year or more ago

LONGWORK\_QUIT

**4.3.** How long had you been working at your last job when you quit?

- 1 Less than 1 year
- 2 1 year
- 3 2 years
- 4 3 years
- 5 4 years
- 6 5 years
- 7 6 years
- 8 7 years
- 9 8 years
- 10 9 years
- 11 10 years or more
- 12 Don't know/refuse

STATELIST\_QUIT

**4.4.** Please select the state where your former workplace is located.

- 1 Alabama
- 2 Alaska
- 3 Arizona
- 4 Arkansas
- 5 California
- 6 Colorado
- 7 Connecticut
- 8 Delaware
- 51 District of Columbia
- 9 Florida

- 10 Georgia
- 11 Hawaii
- 12 Idaho
- 13 Illinois
- 14 Indiana
- 15 Iowa
- 16 Kansas
- 17 Kentucky
- 18 Louisiana
- 19 Maine
- 20 Maryland
- 21 Massachusetts
- 22 Michigan
- 23 Minnesota
- 24 Mississippi
- 25 Missouri
- 26 Montana
- 27 Nebraska
- 28 Nevada
- 29 New Hampshire
- 30 New Jersey
- 31 New Mexico
- 32 New York
- 33 North Carolina
- 34 North Dakota
- 35 Ohio
- 36 Oklahoma
- 37 Oregon
- 38 Pennsylvania
- 39 Rhode Island
- 40 South Carolina
- 41 South Dakota
- 42 Tennessee
- 43 Texas
- 44 Utah
- 45 Vermont
- 46 Virginia
- 47 Washington
- 48 West Virginia
- 49 Wisconsin
- 50 Wyoming
- 52 I do not work in the United States

QUIT\_COVID\_RISKHIGH | QUIT\_UNSAFECOND | QUIT\_PROVIDECARE | QUIT\_DISLIKESCHED | QUIT\_DISLIKEMANAGER |  
QUIT\_DISLIKEWORK | QUIT\_DIFFJOB | QUIT\_OTHER | QUIT\_OTHER\_TEXT

**4.5.** Why did you quit your job at [EMPLOYER NAME]? (Mark all that apply.)

- 1 I felt risk of getting COVID was too high
- 2 Unsafe working conditions — other than COVID
- 3 To provide care for a child or family member
- 4 I didn't like my schedule/found schedule unmanageable
- 5 Not enough hours

- 6 Problems with management
- 7 I didn't like the work
- 8 I got a different job
- 9 I moved away
- 10 Other: \_\_\_\_\_

QUIT\_JOB\_SEARCH

4.6 Are you currently looking for work?

- 1 Yes
- 2 No

QUIT\_JOB\_SEARCH\_MONEY | QUIT\_JOB\_SEARCH\_HEALTH\_INS | QUIT\_JOB\_SEARCH\_FILL\_TIME | QUIT\_JOB\_SEARCH\_OTHER

Display this question if 4.6=1

4.7 What are the reasons you are looking for work? **Mark all that apply**

- 1 I need the money
- 2 I need health insurance
- 3 I need something to do with my time
- 4 Other

QUIT\_JOB\_NOSEARCH\_HEALTH\_ISSUE | QUIT\_JOB\_NOSEARCH\_FIN\_STABLE | QUIT\_JOB\_NOSEARCH\_CARE |

QUIT\_JOB\_NOSEARCH\_OTHER

Display this question if 4.6=2

4.8 Why are you not looking for work? **Mark all that apply**

- 1 I have a health condition that limits my ability to work
- 2 I have enough income from other sources
- 3 I have caregiving responsibilities that limit my ability to work
- 4 Other reasons

QUIT\_WORK\_HOURS\_LASTMONTH

4.9 Unemployed people sometimes do some work for pay. About how many hours per week did you work in the past month?

[TEXT BOX: Number required]

QUIT\_WORK\_LASTMONTH\_MONEY | QUIT\_WORK\_LASTMONTH\_HEALTH\_INS | QUIT\_WORK\_LASTMONTH\_FILL\_TIME |

QUIT\_WORK\_LASTMONTH\_OTHER

Display this question if 4.9&gt;0

4.10 Why did you work last month? **Mark all that apply**

- 1 I need the money
- 2 I need health insurance
- 3 I need something to do with my time
- 4 Other

**MODULE 5: RETIRED§**

Q1\_EMPLOYER\_RETIRE | Q1\_EMPLOYER\_RETIRE\_TEXT

**5.1.** What is the name of the company where you were working before you retired?

- 1 EMPLOYERNAME
- 2 EMPLOYERNAME1
- 3 EMPLOYERNAME2
- 4 EMPLOYERNAME3
- 5 EMPLOYERNAME4
- 6 Other (please specify): \_\_\_\_\_
- 7 Don't know/refuse

RETIRE\_DATE

**5.2.** When did you retire from your last employer?

Month		Year	
1	January	1	2017
2	February	2	2018
3	March	3	2019
4	April	4	2020
5	May	5	2021
6	June	6	2022
7	July		
8	August		
9	September		
10	October		
11	November		
12	December		

RETIRE\_PLAN

Display This Question:

If 5.2 = Year 2020 is selected

**5.3.** Think back to [Piped Month] [Piped Year]. At that time, was it your plan to retire this year?

- 1 Yes
- 2 No
- 3 Don't know/refuse

RETIRE\_COVID\_RISKHIGH | RETIRE\_UNSAFE | RETIRE\_PROVIDECARE | RETIRE\_STRESSFUL | RETIRE\_UNMANAGESCHED | RETIRE\_FINANCES | RETIRE\_OTHER | RETIRE\_OTHER\_TEXT

Display This Question:

If 5.2 = 2020, 2021, 2022

**5.4.** Why did you retire from your job at (Piped in 5.1)? Check all that Apply

- 1 I felt risk of getting COVID was too high
- 2 I was concerned about unsafe working conditions — other than COVID
- 3 To provide unpaid care for a child/children (my own child or another person's child)
- 4 To provide unpaid care for an adult family member or a close friend
- 5 Health reasons



- 6 Disability/Injury
- 7 I didn't like my schedule/found schedule unmanageable
- 8 I didn't like my manager
- 9 I didn't like the work
- 10 My financial situation changed and I was able to retire early
- 11 Other: \_\_\_\_\_

## RETIRE\_LONGWORK

**5.5.** How long had you been working at your last employer when you retired?

- 1 Less than 1 year
- 2 1 year
- 3 2 years
- 4 3 years
- 5 4 years
- 6 5 years
- 7 6 years
- 8 7 years
- 9 8 years
- 10 9 years
- 11 10 years or more
- 12 Don't know/refuse

## STATELIST\_RETIRE

**5.6.** Please select the state where your former [EMPLOYER NAME] workplace is located.

- 1 Alabama
- 2 Alaska
- 3 Arizona
- 4 Arkansas
- 5 California
- 6 Colorado
- 7 Connecticut
- 8 Delaware
- 51 District of Columbia
- 9 Florida
- 10 Georgia
- 11 Hawaii
- 12 Idaho
- 13 Illinois
- 14 Indiana
- 15 Iowa
- 16 Kansas
- 17 Kentucky
- 18 Louisiana
- 19 Maine
- 20 Maryland
- 21 Massachusetts
- 22 Michigan
- 23 Minnesota
- 24 Mississippi
- 25 Missouri
- 26 Montana

- 27 Nebraska
- 28 Nevada
- 29 New Hampshire
- 30 New Jersey
- 31 New Mexico
- 32 New York
- 33 North Carolina
- 34 North Dakota
- 35 Ohio
- 36 Oklahoma
- 37 Oregon
- 38 Pennsylvania
- 39 Rhode Island
- 40 South Carolina
- 41 South Dakota
- 42 Tennessee
- 43 Texas
- 44 Utah
- 45 Vermont
- 46 Virginia
- 47 Washington
- 48 West Virginia
- 49 Wisconsin
- 50 Wyoming
- 52 I do not work in the United States

RETIRE\_INCOME\_SS | RETIRE\_INCOME\_SSI | RETIRE\_INCOME\_ODDJOB | RETIRE\_INCOME\_WELFARE |  
 RETIRE\_INCOME\_VETBENEFITS | RETIRE\_INCOME\_PROPERTY | RETIRE\_INCOME\_OTHER | RETIRE\_INCOME\_NONE

5.7 In the past year, did you receive any income from these sources? **Mark all that apply.**

- 1 Social Security
- 2 Supplemental Security Income, also called SSI
- 3 Odd jobs
- 4 Welfare
- 5 Pension from Prior Employment
- 6 Veteran Benefits or a Military Pension
- 7 Rent paid to you for a property you own
- 8 Other income sources. Please Specify: (Text) \_\_\_\_\_
- 9 ☐ None

RETIRE\_INCOME\_SS\_AMOUNT

Display this question:

If 5.7=1

5.8 About how much income did you receive from Social Security last month?  
 \$ \_\_\_\_\_ (Number format required)

RETIRE\_INCOME\_SSI\_AMOUNT

Display this question:

If 5.7=2

5.9 About how much income did you receive from Supplemental Security Income last month?  
 \$ \_\_\_\_\_ (Number format required)

RETIRE\_INCOME\_ODDJOB\_AMOUNT

Display this question:

If 5.7=3

- 5.10 About how much income did you receive from odd jobs last month?  
\$ \_\_\_\_\_ (Number format required)

RETIRE\_INCOME\_WELFARE\_AMOUNT

Display this question:

If 5.7=4

- 5.11 About how much income did you receive from welfare last month?  
\$ \_\_\_\_\_ (Number format required)

RETIRE\_INCOME\_WELFARE\_AMOUNT

Display this question:

If 5.7=5

- 5.111 About how much income did you receive from your former employer's pension last month?  
\$ \_\_\_\_\_ (Number format required)

RETIRE\_INCOME\_VETBENEFITS\_AMOUNT

Display this question:

If 5.7=6

- 5.12 About how much income did you receive from Veteran Benefits or a Military Pension last month?  
\$ \_\_\_\_\_ (Number format required)

RETIRE\_INCOME\_PROPERTY\_AMOUNT

Display this question:

If 5.7=7

- 5.13 About how much income did you receive from rent paid to you for a property you own last month?  
\$ \_\_\_\_\_ (Number format required)

RETIRE\_INCOME\_OTHER\_AMOUNT

Display this question:

If 5.7=8

- 5.14 About how much income did you receive from other income sources last month?  
\$ \_\_\_\_\_ (Number format required)

RETIRE\_SAVINGS\_401K | RETIRE\_SAVINGS\_IRA | RETIRE\_SAVINGS\_BANK | RETIRE\_SAVINGS\_OTHER

- 5.15 Do you have any of these forms of retirement savings? **Mark All That Apply**

- 1 401K pre-tax retirement account
- 2 IRA
- 3 Checking, savings, or money market account
- 4 Other: Please Specify [Text Box]

## RETIRE\_SAVINGS\_401K\_AMOUNT

Display this question if 5.15=1

- 5.16 In total, about how much do you have saved in a 401k pre-tax retirement account? (For example: if the amount is \$600, please enter 600 without any spaces or dollar signs)

\$ \_\_\_\_\_ (Number format required)

## RETIRE\_SAVINGS\_IRA\_AMOUNT

Display this question if 5.15=2

- 5.17 In total, about how much do you have saved in an IRA? (For example: if the amount is \$600, please enter 600 without any spaces or dollar signs)

\$ \_\_\_\_\_ (Number format required)

## RETIRE\_SAVINGS\_BANK\_AMOUNT

Display this question if 5.15=3

- 5.18 In total, about how much do you have saved in a checking, savings, or money market account? (For example: if the amount is \$600, please enter 600 without any spaces or dollar signs)

\$ \_\_\_\_\_ (Number format required)

## RETIRE\_SAVINGS\_BANK\_AMOUNT

Display this question if 5.15=4

- 5.19 In total, about how much do you have in your other retirement savings? (For example: if the amount is \$600, please enter 600 without any spaces or dollar signs)

\$ \_\_\_\_\_ (Number format required)

- 5.20 Are you currently looking for work?

- 1 Yes
- 2 No

Display this question if 5.20=1

- 5.21 What are the reasons you are looking for work? **Mark all that apply**

- 1 I need the money
- 2 I need health insurance
- 3 I need something to do with my time
- 4 Other

Display this question if 5.20=2

- 5.22 Why are you not looking for work? Mark all that apply

- 1 I have a health condition that limits my ability to work
- 2 I have enough income from other sources
- 3 I have caregiving responsibilities that limit my ability to work
- 4 Other reasons

- 5.23 Retired people sometimes do some work for pay. About how many hours per week did you working the past month?  
[TEXT Entry: Number Required]

*Display this question if 5.23>1*

- 5.24 Why did you work last month? **Mark all that apply.**
- 1 I need the money
  - 2 I need health insurance
  - 3 I need something to do with my time
  - 4 Other

**MODULE 6: UNIDENTIFIED FOLKS**

6.1. What is the name of the company where you last worked?

- 1 EMPLOYERNAME
- 2 EMPLOYERNAME1
- 3 EMPLOYERNAME2
- 4 EMPLOYERNAME3
- 5 EMPLOYERNAME4
- 6 Other (please specify) \_\_\_\_\_
- 7 Don't know/refuse

6.2. How long have you been working at [PIPED Answer 6.1]?

- 1 Less than one year
- 2 1 year
- 3 2 years
- 4 3 years
- 5 4 years
- 6 5 years
- 7 6 years
- 8 7 years
- 9 8 years
- 10 9 years or more
- 11 Don't know/refuse

6.3. Please select the state where your former [PIPED Answer 6.1] workplace is located.

- 1 Alabama
- 2 Alaska
- 3 Arizona
- 4 Arkansas
- 5 California
- 6 Colorado
- 7 Connecticut
- 8 Delaware
- 51 District of Columbia
- 9 Florida
- 10 Georgia
- 11 Hawaii
- 12 Idaho
- 13 Illinois
- 14 Indiana
- 15 Iowa
- 16 Kansas
- 17 Kentucky
- 18 Louisiana
- 19 Maine
- 20 Maryland
- 21 Massachusetts
- 22 Michigan
- 23 Minnesota
- 24 Mississippi
- 25 Missouri

- 26 Montana
- 27 Nebraska
- 28 Nevada
- 29 New Hampshire
- 30 New Jersey
- 31 New Mexico
- 32 New York
- 33 North Carolina
- 34 North Dakota
- 35 Ohio
- 36 Oklahoma
- 37 Oregon
- 38 Pennsylvania
- 39 Rhode Island
- 40 South Carolina
- 41 South Dakota
- 42 Tennessee
- 43 Texas
- 44 Utah
- 45 Vermont
- 46 Virginia
- 47 Washington
- 48 West Virginia
- 49 Wisconsin
- 50 Wyoming
- 52 I do not work in the United States

Display This Question:

If 1.6 = 1

- 6.4. What was the reason you were fired from your job?
- 1 [OPEN ENDED] \_\_\_\_\_
- 6.5. Are you currently looking for work?
- 1 Yes
- 2 No

## **MODULE A: WORK BASICS<sup>s</sup>**

LONGWORK\_YRS

- A2.** How long have you been working at [EMPLOYER NAME]?
- 1 less than 1 year
  - 2 1 year
  - 3 2 years
  - 4 3 years
  - 5 4 years
  - 6 5 years
  - 7 6 years
  - 8 7 years
  - 9 8 years
  - 10 9 years

- 11 10 or more years
- 12 Don't know/refuse

LONGWORK\_M

Display This Question:  
If A2 = 1

- A3.** How many months have you worked at [EMPLOYER NAME]?
- 1 Less than 1 month
  - 2 1 month
  - 3 2 months
  - 4 3 months
  - 5 4 months
  - 6 5 months
  - 7 6 months
  - 8 7 months
  - 9 8 months
  - 10 9 months
  - 11 10 months
  - 12 11 months
  - 13 Don't know/refuse

MANAGER

- A4.** Are you a manager at [EMPLOYER NAME]?
- 1 Yes
  - 2 No
  - 3 Don't know/refuse

JOBTITLE

Display This Question:  
If A4 = 1

- A5.** What is your job title at [EMPLOYER NAME]?
- \_\_\_\_\_

JOBTITLELIST | JOBTITLELIST\_TEXT

Display This Question:  
If A4 != 1

- A6.** Which job description most closely resembles your primary day-to-day responsibilities at your current job?
- 1 Cashier or clerk
  - 2 Salesperson
  - 3 Customer service
  - 4 Waiter/waitress/server
  - 5 Host/hostess
  - 6 Bartender
  - 7 Barista
  - 8 Cook
  - 9 Baker
  - 10 Butcher/meat cutter
  - 11 Produce
  - 12 Sandwich artist or other food preparation
  - 13 Delivery person
  - 14 Stocker/stocking/unloading



- 15 Picker
- 16 Package handling
- 17 Driver
- 18 Pharmacy technician
- 19 Housekeeper
- 20 Maintenance
- 21 Supervisor
- 22 Other: \_\_\_\_\_

## WORKPLACE | WORKPLACE\_TEXT

**A7.** Which of the following best describes your [EMPLOYER NAME] workplace?

I work in a...

- 1 Big-box superstore
- 2 Department store
- 3 Retail store
- 4 Grocery store or food market
- 5 Restaurant
- 6 Fast food place
- 7 Coffee shop or cafe
- 8 Hotel or motel
- 9 Warehouse
- 10 Fulfillment center
- 11 Delivery vehicle
- 12 Convenience store or gas station
- 13 Drugstore or pharmacy
- 14 Corporate office or training center
- 15 Call center
- 16 Other (specify): \_\_\_\_\_

*Skip To: End of Survey If A7 = 14*

## PAIDHOUR

**A8.** Are you paid by the hour at [EMPLOYER NAME]?

- 1 Yes
- 2 No
- 3 Don't know/refuse

## HOURWAGE

*Display This Question:*  
*If A8 = 1*

**A9.** How much are you paid per hour at [EMPLOYER NAME]? **Please enter dollars per hour (for example, if you earn \$10 per hour, enter 10.00). DO NOT include any tips you may earn**  
\_\_\_\_ [NUMBER REQUIRED]

## PAIDTIPS

*Display This Question:*  
*If A8 = 1*

**A10.** In addition to your hourly wage, do you receive tips?  
1 Yes, I receive tips in addition to my hourly wage

2 No, I don't get tips

## WEEKTIPS

Display This Question:  
If A10 = 1

- A11.** Please enter the amount you usually earn in tips **per week** at [EMPLOYER NAME].  
**Please enter a dollar amount (for example, if you earn \$100 in tips per week, enter 100)**  
\_\_\_\_\_ [NUMBER REQUIRED]

## SALARY

Display This Question:  
If A8 != 1

- A12.** What is your **annual** salary at [EMPLOYER NAME]? **Please enter a dollar amount.**  
\_\_\_\_\_ [NUMBER REQUIRED]

## STATELIST

- A13.** Please select the state where your [EMPLOYER NAME] workplace is located.

- 1 Alabama
- 2 Alaska
- 3 Arizona
- 4 Arkansas
- 5 California
- 6 Colorado
- 7 Connecticut
- 8 Delaware
- 51 District of Columbia
- 9 Florida
- 10 Georgia
- 11 Hawaii
- 12 Idaho
- 13 Illinois
- 14 Indiana
- 15 Iowa
- 16 Kansas
- 17 Kentucky
- 18 Louisiana
- 19 Maine
- 20 Maryland
- 21 Massachusetts
- 22 Michigan
- 23 Minnesota
- 24 Mississippi
- 25 Missouri
- 26 Montana
- 27 Nebraska
- 28 Nevada
- 29 New Hampshire
- 30 New Jersey
- 31 New Mexico
- 32 New York
- 33 North Carolina

- 34 North Dakota
- 35 Ohio
- 36 Oklahoma
- 37 Oregon
- 38 Pennsylvania
- 39 Rhode Island
- 40 South Carolina
- 41 South Dakota
- 42 Tennessee
- 43 Texas
- 44 Utah
- 45 Vermont
- 46 Virginia
- 47 Washington
- 48 West Virginia
- 49 Wisconsin
- 50 Wyoming
- 52 I do not work in the United States

## CHICAGO

Display This Question:

If A13 = 13

**A15.** Is your [EMPLOYER NAME] workplace located in Chicago city limits?

- 1 Yes
- 2 No
- 3 Don't know/refuse

Skip To: A22 If A15 = 1

## LOSANGELES

Display This Question:

If A13 = 5

**A16.** Is your [EMPLOYER NAME] workplace located in Los Angeles city limits?

- 1 Yes
- 2 No
- 3 Don't know/refuse

Skip To: A22 If A16 = 1

## PHILADELPHIA

Display This Question:

If A13 = 38

**A17.** Is your [EMPLOYER NAME] workplace located in Philadelphia city limits?

- 1 Yes
- 2 No
- 3 Don't know/refuse

Skip To: A22 If A17 = 1

## WASHINGTON

Display This Question:

If A13 = 47

**A19.** Is your [EMPLOYER NAME] workplace located in Seattle city limits?

- 1 Yes
- 2 No
- 3 Don't know/refuse

Skip To: A22 If A18 = 1

NYCFIVE

Display This Question:

Or If A13 = 32

**A21.** Is your [EMPLOYER NAME] workplace located in one of the five boroughs of New York City (Manhattan, Brooklyn, Queens, Staten Island, or the Bronx)?

- 1 Yes
- 2 No
- 3 Don't know/refuse

HONEYPOT1

Display This Question:

If A8 != 1

And A8 != 2

And A8 != 3

**A24.** What is your job title at [EMPLOYER NAME]?

- 1 I primarily am in charge of preparing food
- 2 I primarily am in charge of serving customers and taking orders
- 3 None of the above

**MODULE A1: COVID SHOCK<sup>s</sup>**

INTERACT\_F2F

**A1.1.** As part of your job at [EMPLOYER NAME], how often do you interact with customers or clients face-to-face?

- 1 Always
- 2 Often
- 3 Sometimes
- 4 Rarely
- 5 Never
- 6 Don't know/refuse

CUSTOMERS\_WEARMASK

Display This Question:

If A1.1 != 5

**A1.2.** Does your [EMPLOYER NAME] location require customers to wear masks?

- 1 Yes
- 2 No
- 3 Don't Know/refuse

EMPLOYEES\_WEARMASK

**A1.3.** Does your [EMPLOYER NAME], location require employees to wear masks at work?

- 1 Yes
- 2 No
- 3 Don't Know/refuse

WEARMASKS\_YOU / WEARMASKS\_COWORKERS / RMASKS\_CUSTOMERS

Display This Question:

If A1.1 != 5

**A1.4.** In the past week, how often did the following groups wear masks at your [EMPLOYER NAME] workplace?

	Always	Often	Sometimes	Rarely	Never
a. You	1	2	3	4	5
b. Your co-workers, including your manager(s)	1	2	3	4	5
c. Customers	1	2	3	4	5

WEARMASKS\_NOF2F\_YOU | WEARMASKS\_NOF2F\_COWORKERS

Display This Question:

If A1.1 = 5

**A1.5.** In the past week, how often did the following groups wear masks at your [EMPLOYER NAME] workplace?

	Always	Often	Sometimes	Rarely	Never
a. You	1	2	3	4	5
b. Your co-workers, including your manager(s)	1	2	3	4	5

ENCOURAGE\_STAYHOME

**A1.6.** Does your [EMPLOYER NAME] workplace encourage workers to stay home if they are feeling sick?

- 1 Always
- 2 Often
- 3 Sometimes
- 4 Rarely
- 5 Never

COVID\_VACCINE

**A1.7** Have you been vaccinated against COVID19?

- 1 Yes, I am fully vaccinated
- 2 Yes, I am partially vaccinated (first of two shots for Pfizer or Moderna)
- 3 No, I have not been vaccinated

Display This Question:

If A1.7 = 1

**A1.7.2** Have you received a COVID19 booster shot?

- 1 Yes
- 2 No

NOTTRIED\_APPT\_INELIGIBLE | NOTTRIED\_APPT\_DKHOW | NOTTRIED\_APPT\_NOTIME | NOTTRIED\_APPT\_SCHEDULEISSUE |  
 NOTTRIED\_APPT\_SIDEAFFECTS | NOTTRIED\_APPT\_NOTWORRIED | NOTTRIED\_APPT\_OTHER | NOTTRIED\_APPT\_OTHER\_TEXT

Display This Question:

If A1.7 = 3

**A1.8.** Why have you not been fully vaccinated? Mark all that apply

- 1 I don't know how to make an appointment
- 2 I don't have the time to make an appointment
- 3 I don't know my work schedule far enough ahead to be able to book an appointment
- 4 I can't afford to take time off of work
- 5 I am worried about possible side-effects of vaccination
- 6 I don't trust the vaccine
- 7 I am not worried about getting COVID
- 8 I am worried about the cost of the vaccine
- 9 Other: \_\_\_\_\_

ENCOURAGE\_VACC\_PROVIDEVAC | ENCOURAGE\_VACC\_PTO | ENCOURAGE\_VACC\_SICKLEAVE | ENCOURAGE\_VACC\_BONUS |  
 ENCOURAGE\_VACC\_OTHER | ENCOURAGE\_VACC\_NONE | ENCOURAGE\_VACC\_OTHER\_TEXT

Display This Question:

If A1.7 = 3

**A1.9** Did [EMPLOYERNAME] do anything to encourage you to get the COVID vaccine? Mark all that apply.

- 1 Is providing vaccination at work
- 2 Would give me paid time off to get the vaccine
- 3 Would give me paid time off in the event of side effects
- 4 Would pay me a bonus to get vaccinated
- 5 Other \_\_\_\_\_
- 6 ø None of these

VACC\_PROVIDEVAC | VACC\_PTO | VACC\_SICKLEAVE | VACC\_BONUS | VACC\_OTHER | VACC\_NONE | VACC\_OTHER\_TEXT

Display This Question:

If A1.7 = 1

If A1.7 = 2

**A1.10** Did [EMPLOYERNAME] where you work provide any of the following? Mark all that apply.

- 1 Vaccination available at work
- 2 Gave me paid time off to get the vaccine
- 3 Gave me paid time off in the event of side effects
- 4 Paid me a bonus to get vaccinated
- 5 Other \_\_\_\_\_
- 6 ø None of these

REQUIRE\_EMPLOYEES\_VACC

**A1.11** Has your employer required you to get vaccinated?

- 1 Yes
- 2 No
- 3 I'm not sure

Display This Question:

If A1.11 = 1

**A1.112** Has your employer required you to get a COVID19 booster shot?

- 1 Yes
- 2 No
- 3 I'm not sure

VACC\_VERIFIED\_VERBAL | VACC\_VERIFIED\_SUBMIT\_FORM | VACC\_VERIFIED\_SUBMIT\_COPY | VACC\_VERIFIED\_SUBMIT\_OTHER  
| VACC\_VERIFIED\_NOT\_VERIFIED | VACC\_VERIFIED\_OTHER

Display This Question:

If A1.11 = 1

**A1.12** How is your vaccination status verified? Mark all that apply.

- 1 Verbal confirmation to manager
- 2 Online/paper form
- 3 Must submit copy of my vaccine card
- 4 Other: \_\_\_\_\_
- 5 ☐ No verification

REQUIRE\_CUSTOMERS\_VACC

**A1.13** Does your employer require customers to be vaccinated?

- 1 Yes
- 2 No
- 3 Don't Know/Refuse

REQUIRE\_CUSTOMERS\_PROOF\_VACC

Display This Question:

If A1.13 = 1

**A1.17.** Does your workplace require customers to provide proof of vaccination status before entry?

- 1 Yes
- 2 No
- 3 Don't Know/Refuse

**A1.18** Do you support [EMPLOYERNAME] requiring employees to be vaccinated against COVID19?

- 1 Yes, I would support the vaccine requirement
- 2 No, I would be opposed to the vaccine requirement

**A1.19** Do you support [EMPLOYERNAME] requiring customers to be vaccinated against COVID19?

- 1 Yes, I would support the vaccine requirement
- 2 No, I would be opposed to the vaccine requirement



**MODULE B: WORK SCHEDULING<sup>\$</sup>**

The next questions ask about your work schedule.

*SCHEDULE4 | SCHEDULE4\_TEXT*

- B1.** Which of the following best describes your work schedule at [EMPLOYER NAME]?
- 1 Variable schedule (one that changes from day to day)
  - 2 Regular daytime schedule
  - 3 Regular evening shift
  - 4 Regular night shift
  - 5 Rotating shift (one that changes regularly from days to evenings or nights)
  - 6 Split shift (one consisting of two distinct periods each day)
  - 7 Other (specify) \_\_\_\_\_
  - 8 Don't know/refuse

*USUALHOURS*

- B2.** How many **hours per week** do you usually work at [EMPLOYER NAME]? **Please enter a number between 0 and 80 hours per week.**  
\_\_\_\_ [NUMBER REQUIRED]

*GREATESTHR*

- B3.** In the last month, what is the **greatest** number of hours you've worked **in a week** at [EMPLOYER NAME]? (Please consider all hours, including any extra hours, overtime, work you did at home, and so forth). **Please enter a number between 0 and 80 hours per week.**  
\_\_\_\_ [NUMBER REQUIRED]

*LEASTHR*

- B4.** In the last month, what is the **fewest** hours you've worked **in a week** at [EMPLOYER NAME]? (Please do not include weeks in which you missed work because of illness or vacation.) **Please enter a number between 0 and 80 hours per week.**  
\_\_\_\_ [NUMBER REQUIRED]

*NOTICE*

- B5.** How far in advance do you usually know what days and hours you will need to work at [EMPLOYER NAME]?
- 1 Less than 1 week
  - 2 At least 1 week but less than 2 weeks
  - 3 At least 2 weeks but less than 3 weeks
  - 4 At least 3 weeks but less than 4 weeks
  - 5 4 weeks or more
  - 6 Don't know/refuse

## DAYSNOTICE

Display This Question:  
If B5 = 1

**B6.** How many days in advance do you usually know your work schedule at [EMPLOYER NAME]?

- 1 Less than 1 day
- 2 1 day
- 3 2 days
- 4 3 days
- 5 4 days
- 6 5 days
- 7 6 days
- 8 Don't know/refuse

## KEEPSCHEDOPEN

**B7.** Some employees may feel they have to keep their schedule open to be available for their job. Do you keep your schedule open and available for your job at [EMPLOYER NAME]?

- 1 Yes
- 2 No
- 3 Don't know/refuse

**MODULE C: SECURE SCHEDULING<sup>s</sup>***ONCALL*

- C1.** In the past month or so, have you ever been asked to be "on-call" for work at [EMPLOYER NAME]? By "on-call," we mean you have to be available to work, and you find out if you are needed to work just a few hours before your shift.
- 1 Yes
  - 2 No
  - 3 Don't know/refuse

*NUM\_ONCALL*

Display This Question:  
If C1 = 1

- C2.** How many times were you asked to be "on-call" for work at [EMPLOYER NAME] in the past month?
- 1 1 time
  - 2 2 times
  - 3 3 times
  - 4 4 times
  - 5 5 or more times

*CANCELSHIFT*

- C3.** In the past month or so, did your employer ever cancel one of your scheduled shifts at [EMPLOYER NAME]?
- 1 Yes
  - 2 No
  - 3 Don't know/refuse

*NUM\_CANCELSHIFT*

Display This Question:  
If C3 = 1

- C4.** How many times did your employer cancel one of your scheduled shifts at [EMPLOYER NAME] in the past month?
- 1 1 time
  - 2 2 times
  - 3 3 times
  - 4 4 times
  - 5 5 or more times

*TIMING*

- C5.** In the past month or so, did your employer ever change the timing or the length of your scheduled shift at [EMPLOYER NAME]? For example, your employer asked you to come in early or late, or asked you to leave early or to stay later than the hours you were originally scheduled for.
- 1 Yes
  - 2 No
  - 3 Don't know/refuse

## NUM\_TIMING

*Display This Question:**If C5 = 1*

- C6.** How many times did your employer change the timing or length of your scheduled shift at [EMPLOYER NAME] in the past month?
- 1 1 time
  - 2 2 times
  - 3 3 times
  - 4 4 times
  - 5 5 or more times

## CLOPENING

- C7.** In the past month or so, have you ever worked a closing shift and then worked the very next opening shift with less than 11 hours off in between your shifts at [EMPLOYER NAME]? This is sometimes called "clopening."
- 1 Yes
  - 2 No
  - 3 Don't know/refuse

## NUM\_CLOPENING

*Display This Question:**If C7 = 1*

- C8.** How many times did you work a closing shift and then work the very next opening shift with less than 11 hours off in between your shifts at [EMPLOYER NAME] in the past month? (clopening.)
- 1 1 time
  - 2 2 times
  - 3 3 times
  - 4 4 times
  - 5 5 or more times
- C8.1** Over the past month, can you give an estimate of about how many shifts you have worked at [EMPLOYERNAME]
- 1 1-4 shifts (about 1 shift per week)
  - 2 5-9 shifts (about 2 shifts per week)
  - 3 10-14 shifts (about 3 shifts per week)
  - 4 15-19 shifts (about 4 shifts per week)
  - 5 20-24 shifts (about 5 shifts per week)
  - 6 25-29 shifts (about 6 shifts per week)
  - 7 More than 30 shifts

*Display This Question:**If C8.1 = 1-7*

- C8.2** You indicated that you worked [PIPED Answer from C8.1]. Within that range, please estimate the number of shifts you worked last month.
- \_\_\_\_ [NUMBER REQUIRED]

## LONGSHIFT

**C9.** How many hours long is your typical shift at [EMPLOYERNAME]?  
\_\_\_\_ [NUMBER REQUIRED]

Next, we'd like to ask you about your **paid** break times.

## LONGSHIFTBREAK

**C10.** How many minutes of **paid** break time are you allowed to take during a typical shift?  
(Please include **paid** rest breaks and **paid** breaks for meals).  
\_\_\_\_ [NUMBER REQUIRED]

## SKIPBREAK\_FREQ

Display This Question:

If C10 > 0

- C11.** How often do you skip or cut short your **paid** break time?
- 1 Always
  - 2 Often
  - 3 Sometimes
  - 4 Rarely
  - 5 Never

Display This Question:

If C11 = 1, 2, 3, 4

- C12.** Why do you skip or cut short your **paid** breaks? Mark all that apply.
- 1 Too busy to take a break
  - 2 I need money
  - 3 Pressure from my manager
  - 4 I want to make a good impression
  - 5 To meet targets set by management
  - 6 So I can leave work earlier
  - 7 I didn't need a break
  - 8 Other reason \_\_\_\_

Next, we'd like to ask you about your **unpaid** break times.

**C12.1** How many minutes of **unpaid** break time are you allowed to take during a typical shift?  
(Please include **unpaid** rest breaks and **unpaid** breaks for meals).  
\_\_\_\_ [NUMBER REQUIRED]

Display This Question:

If C12.2 > 0

- C12.2** How often do you skip or cut short your **unpaid** break time?
- 1 Always
  - 2 Often
  - 3 Sometimes
  - 4 Rarely
  - 5 Never

Display This Question:

If C12.2 = 1, 2, 3, 4

- C12.3** Why do you skip or cut short your **unpaid** breaks? Mark all that apply.

- 1 Too busy to take a break
- 2 I need the money
- 3 Pressure from my manager
- 4 I want to make a good impression
- 5 To meet targets set by management
- 6 So I can leave work earlier
- 7 I didn't need a break
- 8 Other reason \_\_\_\_\_

**MODULE C2: AUTOMATION<sup>§</sup>**

TECH\_PICKUP | TECH\_ORDER | TECH\_EEORDER | TECH\_SELFCHECKOUT | TECH\_EECHECKOUT | TECH\_SALESOTHER |  
TECH\_SALESNONE | TECH\_SALESOTHER\_TEXT

Display This Question:

If embedded variable Automation = 1

**C2.1.** Does your [EMPLOYER NAME] workplace use any of the following technologies to complete or assist with orders and sales? **Mark all that apply.**

- 1 Customers use a website or app to order online and pick up in the store.
- 2 Customers use in-store tablets or computers to place their orders.
- 3 Employees use in-store tablets, handheld devices, or computers to place orders for customers.
- 4 Customers use self-checkout registers or apps in the store.
- 5 Employees use tablets or handheld devices to check out customers.
- 6 Other (specify) \_\_\_\_\_
- 7 ☐ None of these

TECHSTRESS | TECHHARD | TECHJOY

Display This Question:

If C2.1 selected count > 0

And C2.1 != 12

**C2.2.** Do you agree or disagree: The use of technology to assist with orders and sales makes my job...

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
a. More stressful	1	2	3	4	5
b. More difficult	1	2	3	4	5
c. More enjoyable	1	2	3	4	5

TECH\_STOCK | TECH\_INVENTORY | TECH\_SERVICE | TECH\_MONEY | TECH\_OTHER | TECH\_NONE | TECH\_OTHER\_TEXT

Display This Question:

If embedded variable Automation1 = 1

**C2.3.** Does your [EMPLOYER NAME] workplace use any other workplace technologies? **Mark all that apply.**

- 1 Robots that stock shelves or move boxes
- 2 Robots that take inventory
- 3 Robots that provide customer service
- 4 A machine that counts money
- 5 Other: \_\_\_\_\_
- 6 ☐ None of these

DUTYTECH1YR | DUTYTECH5YR | DUTYTECHLIFE

**C2.4.** Please mark how much you agree or disagree with the following statements: Some of my job duties at [EMPLOYER NAME] will be replaced by technology (computers, online shopping, robots, etc.)...

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
a. within the next year	1	2	3	4	5
b. within the next 5 years	1	2	3	4	5
c. within my lifetime	1	2	3	4	5

JOBTECH1YR | JOBTECH5YR | JOBTECHLIFE

**C2.5.** Please mark how much you agree or disagree with the following statement: My current job will be fully replaced by technology (computers, online shopping, robots, etc.)...

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
a. within the next year	1	2	3	4	5
b. within the next 5 years	1	2	3	4	5
c. within my lifetime	1	2	3	4	5



**MODULE C3: SURVEILLANCE AND SANCTIONING<sup>s</sup>**

SHIFTREPORT / SHIFTREPORT\_TEXT

**C3.1.** At your [EMPLOYER NAME] workplace, how do you report the times that you begin and end your shift?

- 1 Entering a code into a computer, tablet, or other device
- 2 Using an app on my phone
- 3 Scanning a badge or ID card
- 4 Using my fingerprint
- 5 Using a scan of my face or my eye
- 6 Using a paper timecard
- 7 Other (specify) \_\_\_\_\_

CLOCKINLOSTPAY

**C3.2.** At your [EMPLOYER NAME] workplace, how often have you lost pay because of technical difficulties clocking in or clocking out?

- 1 Never
- 2 Once
- 3 Twice
- 4 Three or more times
- 5 Don't know/refuse

SPEEDVIDEO / SPEEDBADGE / SPEEDHANDHELD / SPEEDREGISTER / SPEEDOBSERVE / SPEEDOTHER / SPEEDNOTRACK / SPEEDOTHER\_TEXT

**C3.3.** At your [EMPLOYER NAME] workplace, how does your employer keep track of the speed of your work? **Mark all that apply.**

- 1 Using video recordings
- 2 Using a wristband or a badge that I wear
- 3 Using a handheld device that I carry
- 4 Using data recorded by the cash register or other checkout devices
- 5 By my supervisor(s) directly observing me
- 6 Other (specify) \_\_\_\_\_
- 7 ☐ My employer does not track the speed of my work

LEADERBOARD

**C3.4.** At your [EMPLOYER NAME] workplace, is there a leaderboard or other type of “dashboard” that gives you feedback about the speed of your work?

- 1 Yes
- 2 No

LEADERBOARD\_FUN

Display This Question:  
If C3.4 = 1

**C3.5.** Do you agree or disagree: The leaderboard or dashboard makes my job more fun.

- 1 Strongly Agree
- 2 Agree
- 3 Disagree
- 4 Strongly Disagree

## LEADERBOARD\_STRESS

Display This Question:

If C3.4 = 1

- C3.6.** Do you agree or disagree: The leaderboard or dashboard makes my job more stressful.
- 1 Strongly Agree
  - 2 Agree
  - 3 Disagree
  - 4 Strongly Disagree

## MANAGERSPEED

Display This Question:

If C3.3 != 7

- C3.7.** At your [EMPLOYER NAME] workplace, how often does your manager provide feedback on the speed of your work?
- 1 Every shift
  - 2 Once or twice each week
  - 3 Once or twice a month
  - 4 Less than once a month
  - 5 Never

## AUTOSPEED

- C3.8.** At your [EMPLOYER NAME] workplace, how often do you get information about the speed of your work from a computer, tablet, device, or some other automated technology?
- 1 Every shift
  - 2 Once or twice each week
  - 3 Once or twice a month
  - 4 Less than once a month
  - 5 Never

SPEEDREWARD\_CARD / SPEEDREWARD\_PTO / SPEEDREWARD\_BONUS / SPEEDREWARD\_OTHER / SPEEDREWARD\_NONE /  
SPEEDREWARD\_DKR / SPEEDREWARD\_OTHER\_TEXT

- C3.9.** Do [EMPLOYER NAME] employees who work most quickly receive any special rewards like gift cards, paid time off, or bonuses? **Mark all that apply.**
- 1 Yes, gift cards
  - 2 Yes, paid time off
  - 3 Yes, bonus pay
  - 4 Yes, another reward: \_\_\_\_\_
  - 5 ☐ No, employees do not receive special rewards
  - 6 ☐ Don't know/refuse

## SLOWFIRED

- C3.10.** Please mark how true the following statement is at your [EMPLOYER NAME] workplace:  
Workers are more likely to be fired if they do not work quickly.
- 1 Very true
  - 2 Somewhat true
  - 3 A little true
  - 4 Not at all true

*SLOWWORSETASK*

**C3.11.** Please mark how true the following statement is at your [EMPLOYER NAME] workplace:

Workers will be assigned to less desirable tasks if they do not work quickly enough.

- 1 Very true
- 2 Somewhat true
- 3 A little true
- 4 Not at all true

*SLOWWORSESCHE*

**C3.12.** Please mark how true the following statement is at your [EMPLOYER NAME] workplace:

Workers will be given worse schedules if they do not work quickly.

- 1 Very true
- 2 Somewhat true
- 3 A little true
- 4 Not at all true

**MODULE D: CONTROL AND PTO<sup>s</sup>***HOURLYDECIDE*

- D1.** Which of the following statements best describes how the times you start and finish work are decided at [EMPLOYER NAME]?
- 1 Starting and finishing times are decided by my employer and I cannot change them on my own.
  - 2 Starting and finishing times are decided by my employer but with my input.
  - 3 I can decide the time I start and finish work, within certain limits.
  - 4 I am entirely free to decide when I start and finish work.
  - 5 When I start and finish work depends on things outside of my control and outside of my employer's control.
  - 6 Don't know/refuse

*CHOICETOTALHR*

- D2.** How much choice do you have over the total number of hours you work each week?
- 1 None
  - 2 Very little
  - 3 A little
  - 4 A moderate amount
  - 5 A lot
  - 6 Don't know/refuse

*BENEFITS\_PAIDSICK | BENEFITS\_PAIDVACATION | BENEFITS\_HEALTH | BENEFITS\_DENTAL | BENEFITS\_PAIDLEAVE | BENEFITS\_UNPAIDLEAVE | BENEFITS\_RETIREMENTPLAN | BENEFITS\_TUITION | BENEFITS\_CHILDCARE | BENEFITS\_NONE*

- D3.** Please look at the following list of benefits that employers sometimes make available to their employees. Which of the benefits on this list can you receive as part of your job at [EMPLOYER NAME]? **Please mark all that apply.**
- 1 Paid sick days
  - 2 Paid vacation days
  - 3 Health plan or medical insurance
  - 4 Dental benefits
  - 5 Paid maternity or paternity leave
  - 6 Unpaid maternity or paternity leave which would allow you to return to the same job, or one similar to it
  - 7 A retirement plan other than Social Security
  - 8 Tuition reimbursement for certain types of schooling
  - 9 Company provided or subsidized child care
  - 10 ø None of these

*SICKWORK\_YN*

- D3.** In the past month, did you ever work at [EMPLOYER NAME] even though you were feeling sick?
- 1 Yes
  - 2 No, I was sick but I stayed home
  - 3 No, I haven't been sick in the past month

SICKWORK\_WHY | SICKWORK\_WHY\_TEXT

Display This Question:

If D3 = 1

**D4.** What were the main reasons you went to work while sick? Mark all that apply.

- 1 I didn't have paid sick leave
- 2 I was afraid I'd get in trouble for calling out sick
- 3 I couldn't get medical documentation
- 4 My supervisor pressured me
- 5 I wanted to save my sick days
- 6 I couldn't get anyone to cover my shift.
- 7 I needed the pay
- 8 I didn't want to let down my co-workers.
- 9 Other (specify): \_\_\_\_\_

## **MODULE E: HOUR PREFERENCES AND WORK-FAMILY CONFLICT<sup>s</sup>**

### *SATISFYWORK2*

- E1.** All in all, how satisfied would you say you are with your job at [EMPLOYER NAME]?
- 1 Very satisfied
  - 2 Somewhat satisfied
  - 3 Not too satisfied
  - 4 Not at all satisfied

### *LIKEMOREHOURS*

- E2.** Do you agree or disagree?: I would like to work more hours at [EMPLOYER NAME].
- 1 Strongly agree
  - 2 Agree
  - 3 Disagree
  - 4 Strongly disagree

### *GETTIMEOFF*

- E3.** Do you agree or disagree?: I would like to have a more stable and predictable schedule.
- 1 Strongly agree
  - 2 Agree
  - 3 Disagree
  - 4 Strongly disagree

### *GETTIMEOFF*

- E4.** Do you agree or disagree?: It is easy to get time off from [EMPLOYER NAME] when I need it.
- 1 Strongly agree
  - 2 Agree
  - 3 Disagree
  - 4 Strongly disagree

### *HANDLPERSATWORK*

- E5.** At [EMPLOYER NAME], it is difficult to deal with family or personal matters during working hours.
- 1 Always true
  - 2 Often true
  - 3 Sometimes true
  - 4 Never true

### *FLEXHANDLEFAMILY*

- E6.** In my work schedule at [EMPLOYER NAME], I have enough flexibility to handle family needs.
- 1 Always true
  - 2 Often true
  - 3 Sometimes true
  - 4 Never true

## MGRCOVERSHIFT / ICOVERSHIFT / TRYCOVERSHIFT

**E7.** If something happens and I can't make it to my scheduled shift...

	Very true (1)	Somewhat true (2)	Not at all true (3)
My manager will find someone to cover my shift (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am responsible for finding someone to cover my shift (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My co-workers will try their best to cover for me (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## SWAPSHIFTAPP

**E8.** At my [EMPLOYER NAME] workplace, I have access to an app or another online tool to swap shifts with co-workers.

- 1 Very true
- 2 Somewhat true
- 3 Not at all true

## COWORKERSUPPORT

**E9.** At my [EMPLOYER NAME] workplace, I feel supported by my coworkers.

- 1 Very true
- 2 Somewhat true
- 3 Not at all true

## FINDNEWJOB

**E10.** Taking everything into consideration, how likely is it you will make a genuine effort to find a new job within the next 3 months.

- 1 Very true
- 2 Somewhat true
- 3 Not at all true

## ADVOPP

**E11.** Which of the following best describes your career advancement opportunities at [EMPLOYER NAME]?

- 1 It is likely that I will be promoted
- 2 It is unlikely that I will be promoted
- 3 There are no promotion opportunities available
- 4 Don't know/refuse

**MODULE E2: JOB INSECURITY<sup>s</sup>**

CHANCESLOSEJOB | KEEPJOB | INSECUREJOB | THINKLOSEJOB | INSECUREJOBCHAR | JOBCHANGE

**E2.1.** Do you agree with the following statements?

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
a. I think I might lose my job in the near future.	1	2	3	4	5
b. I feel insecure about the characteristics and conditions of my job in the future.	1	2	3	4	5
c. Chances are, my job will change in a negative way.	1	2	3	4	5



## **MODULE F: WORK RELATIONSHIPS**<sup>s</sup>

UNION

**F1.** Do you belong to a labor union at [EMPLOYER NAME]?

- 1 Yes
- 2 No

UNION\_VOTE

Display This Question:

If F1 = 2

**F2.** If an election were held today to decide whether employees like you should be represented by a union, would you vote for the union or against the union?

- 1 I would vote for the union
- 2 I would vote against the union
- 3 Don't know/not sure

**MODULE U: UNION FORMATION (Fielded to Amazon & Starbucks)**

## UNION\_FIRMS\_STARBUCKS

Display This Question:

If Employed == 1 (Starbucks version)

- F1.** To the best of your knowledge, at which of the following firms have workers recently voted to form a union?
- 1 ☐ Target
  - 2 ☐ Starbucks
  - 3 ☐ Dunkin Donuts
  - 4 ☐ Chipotle
  - 5 ☐ McDonalds
  - 6 Don't know/Refuse

## UNION\_FIRMS\_AMAZON

Display This Question:

If Employed == 1 (Amazon version)

- F1.1** To the best of your knowledge, at which of the following firms have workers recently voted to form a union?
- 1 ☐ Costco
  - 2 ☐ Amazon
  - 3 ☐ Target
  - 4 ☐ Walmart
  - 5 Don't know/Refuse

## JFK8

Display This Question:

If NYC = 1 (Amazon version)

- F2.1** Do you work at the Amazon JFK8 fulfillment center on Staten Island?
- 1 Yes
  - 2 No

Skip To: F5 If F2.1 = 1

## RECENT\_UNION\_VOTE

(Starbucks version only)

- F2.3** Have you and your co-workers recently taken a vote about whether to form a union at the Starbucks where you work?
- 1 Yes, we have voted
  - 2 There is a vote scheduled, but it has not happened yet
  - 3 We have not voted and no vote is scheduled
  - 4 Don't know

Skip To: F5 If F2.1 = 1

RECENT\_UNION\_VOTE\_RESULT

Display This Question:

If F2.3 = 1 (Starbucks version only)

**F2.4** What was the outcome of the vote at your store?

- 1 A majority voted to form a union
- 2 A majority voted against forming a union
- 3 Don't know/Refuse

Skip To: F5 If F2.4 = 1

UNIONVOTE

**F3.** If an election were held today at your Starbucks/Amazon workplace to decide whether employees like you should be represented by a union at Starbucks/Amazon, would you vote for the union or against the union?

- 1 I would vote for the union
- 2 I would vote against the union
- 3 Don't know/Refuse

**F4** What percentage of your coworkers do you think would vote for the union?

[Slider from 0% to 100%]

UNION\_JOBCOND\_PAY | UNION\_JOBCOND\_SCHED | UNION\_JOBCOND\_SECURITY | UNION\_JOBCOND\_BENEFITS |  
 UNION\_JOBCOND\_TRAINING | UNION\_JOBCOND\_OVERTIME | UNION\_JOBCOND\_HEALTH |  
 UNION\_JOBCOND\_RLTN\_COWORKERS | UNION\_JOBCOND\_RLTN\_MANAGERS | UNION\_JOBCOND\_PRODUCTIVITY |  
 UNION\_JOBCOND\_SUFFHOURS |

**F5.** Thinking about your personal situation, if your Starbucks/Amazon workplace became unionized, would you expect the following things to improve a lot, improve a little, remain the same, worsen a little, or worsen a lot?

	Improve a lot	Improve a little	Remain the same	Worsen a little	Worsen a lot
Pay					
Job security					
Benefits (such as health insurance)					
Training or promotion opportunities					
Getting sufficient hours					
Overtime					
Scheduling/shifts					
Workplace health and safety					
Relationship with coworkers					
Relationship with managers					
Worker productivity					

ANTIUNION\_POSTERS | ANTIUNION\_VIDEOS | ANTIUNION\_COMMITTEES | ANTIUNION\_MEETINGS |  
 ANTIUNION\_BLOCK\_COMMS | ANTIUNION\_CHANGE\_COND | ANTIUNION\_SUPERVISOR\_PRESSURE | ANTIUNION\_NONE |  
 ANTIUNION\_RETALIATION

**F6.** Have you noticed any of the following at your Starbucks/Amazon workplace?

- 1 Anti-union posters
- 2 Anti-union videos
- 3 Anti-union employee committees
- 4 Anti-union required meetings
- 5 Blocking communication about unions in apps/online forums
- 6 Sudden promises by management to change workplace policies/improve working

- conditions
- 7 Pressure from supervisors to vote against unions
- 8 Retaliation against workers advocating for a union
- 9 ☐ None of the above

Display This Question:

If F6 = 8

RETALIATION\_TYPE\_TEXT

**F6.** What kind of retaliation have you noticed?  
[TEXT Box]

ORG\_UNION\_DISTIB\_INFO | ORG\_UNION\_TALK\_ORGANIZER | ORG\_UNION\_TALK\_COWORKERS | ORG\_UNION\_TALK\_ONLINE  
| ORG\_UNION\_ATTEND\_EVENTS | ORG\_UNION\_SHARE\_NEWS | ORG\_UNION\_FUNDRAISE | ORG\_UNION\_JOIN\_COMMITTEE |  
ORG\_UNION\_SIGN\_CARD | ORG\_UNION\_OTHER | ORG\_UNION\_NONE |

**F7.** Have you done any of the following as part of efforts to organize for a union at your Starbucks/Amazon workplace?

- 1 Volunteer to distribute information
- 2 Talk with a labor organizer about organizing
- 3 Talk with coworkers about unionizing
- 4 Chat with other Starbucks/Amazon workers online about unionizing
- 5 Attend events related to unionizing
- 6 Share news with coworkers about unionizing
- 7 Fundraise for the union
- 8 Join a union organizing committee
- 9 Sign an authorization card
- 10 Other \_\_\_\_\_
- 11 ☐ None of the above

UNIONS\_REDUCTION

**F8.** As you may know, over the past twenty years there has been a large reduction in the percentage of workers who are represented by unions. Do you think this reduction in union representation has been mostly good for working people or mostly bad for working people?

- 1 Mostly good for working people
- 2 Mostly bad for working people
- 3 Mixed
- 4 Don't know/Refused

UNIONS\_FUTURE

**F9.** Thinking about the future, do you think labor unions in this country will become stronger than they are today, stay the same, or become weaker than they are today?

- 1 Stronger
- 2 Same
- 3 Weaker
- 4 Don't know/Refuse

JFK8\_WORKING\_COND | STARBUCKS\_LOC\_WORKING\_COND

Display This Question:

If workers are not at unionized location

**F10.** Recently, workers at some Starbucks/Amazon locations voted to unionize with the Starbucks Workers United/Amazon Labor Union. How do you think that decision will

affect policies/working conditions for those Starbucks/Amazon workers?

- 1 Improve a lot
- 2 Improve a little
- 3 Remain the same
- 4 Worsen a little
- 5 Worsen a lot
- 6 Don't know/not sure

STARBUCKS\_LOC\_OTH\_WORKING\_COND

Display This Question:

If Amazon not at JFK8 or unionized location

**F11.** How do you think the decision to unionize by Starbucks/Amazon workers will affect policies/working conditions for other Starbucks/Amazon workers around the country?

- 1 Improve a lot
- 2 Improve a little
- 3 Remain the same
- 4 Worsen a little
- 5 Worsen a lot
- 6 Don't know/not sure

LIKEYOU\_WORKING\_COND

Display This Question:

If workers are at unionized location

**F10.** Recently, workers at your Starbucks/Amazon location voted to unionize with the Starbucks/Amazon Workers United. How do you think that decision will affect policies/working conditions for like you?

- 1 Improve a lot
- 2 Improve a little
- 3 Remain the same
- 4 Worsen a little
- 5 Worsen a lot
- 6 Don't know/not sure

JFK8\_OTHERS\_WORKING\_COND | OTHERS\_WORKING\_COND

Display This Question:

If workers are at unionized location

**F11.** How do you think the decision to unionize by Starbucks/Amazon workers will affect policies/working conditions for other Starbucks/Amazon workers around the country?

- 1 Improve a lot
- 2 Improve a little
- 3 Remain the same
- 4 Worsen a little
- 5 Worsen a lot
- 6 Don't know/not sure

LEARN\_MORE\_UNIONS

Display This Question:

If workers are not at a unionized location

**F12.** Would you like to learn more about efforts to form a union at Starbucks/Amazon?

- 1 Yes
- 2 No

## **MODULE G: SECOND JOB<sup>s</sup>**

### *SECONDJOB*

**G1.** In addition to your job at [EMPLOYER NAME], do you also have another paid job?

1 Yes

2 No

*Skip To: End of Block If G1 != 1*

### *INCOMESECONDJOB*

**G2.** Not counting your income from [EMPLOYER NAME], which of the following statements best describes the income you earn from all of your other jobs?

1 It is essential for meeting my basic needs

2 Is it an important component of my budget, but not essential

3 It is nice to have, but I could live comfortably without it

4 Don't know/refuse

**MODULE H: DEMOGRAPHICS**

GENDER | GENDER\_TEXT

**H1.** How would you describe your gender identity?

- 1 Man
- 2 Woman
- 3 Non-binary
- 4 Prefer to self-describe: \_\_\_\_\_
- 5 Prefer not to answer

TRANSGENDER

**H2.** Do you identify as transgender?

- 1 Yes, I identify as transgender
- 2 No, I do not identify as transgender
- 3 Don't know/refuse

TELL\_MANAGER\_TRANSNB

Display This Question:

If (H2 = 1 OR H1 = 3) &amp; Employed = 1

**H2A.** How soon into your current job did you first start to tell your manager that you were transgender and/or non-binary (even if you did not use those words)?

- 1 Before or during the application process
- 2 As soon as I started on the job
- 3 Sometime after I started
- 4 I have never told my manager that I am transgender and/or non-binary
- 5 Don't know/cannot recall

TELL\_MANAGER\_TRANSNB\_YEARS

Display This Question:

If H2A = 3 &amp; (H2 = 1 OR H1 = 3) &amp; Employed = 1

**H2A1.** How long after you started did you first start to tell your manager that you were transgender and/or nonbinary (even if you did not use those words)?

- 1 Less than 1 year
- 2 1 year
- 3 2 years
- 4 3 years
- 5 4 years
- 6 5 years
- 7 6 years
- 8 7 years
- 9 8 years
- 10 9 years
- 11 10 years or more
- 12 Don't know/refuse

TELL\_MANAGER\_TRANSNB\_MONTHS

Display This Question:

If H2A = 3 &amp; (H2 = 1 OR H1 = 3) &amp; Employed = 1

**H2A2.** How many months after you started did you first start to tell your manager that you were transgender and/or non-binary (even if you did not use that word)?

- 1 1 month
- 2 2 months

- 3 3 months
- 4 4 months
- 5 5 months
- 6 6 months
- 7 7 months
- 8 8 months
- 9 9 months
- 10 10 months
- 11 11 months

TELL\_COWORK\_TRANSNB

Display This Question:

If (H2 = 1 OR H1 = 3) &amp; Employed = 1

H2B. How soon into your current job did you first tell any of your co-workers that you were non-binary and/or transgender (even if you did not use those words)?

- 1 Before or during the application process
- 2 As soon as I started on the job
- 3 Sometime after I started
- 4 I have never told my co-workers that I am non-binary and/or transgender
- 5 Don't know/cannot recall

TELL\_COWORK\_TRANSNB\_YEARS

Display This Question:

If (H2 = 1 OR H1 = 3) &amp; H2B = 3 &amp; Employed = 1

H2B1. How long after you started did you first start to tell your co-workers that you were non-binary and/or transgender (even if you did not use those words)?

- 1 Less than 1 year
- 2 1 year
- 3 2 years
- 4 3 years
- 5 4 years
- 6 5 years
- 7 6 years
- 8 7 years
- 9 8 years
- 10 9 years
- 11 10 years or more
- 12 Don't know/refuse

TELL\_COWORK\_TRANSNB\_MONTHS

Display This Question:

If H2A = 3 &amp; (H2 = 1 OR H1 = 3) &amp; Employed = 1

H2B2. How many months after you started did you first start to tell your co-workers that you were transgender and/or non-binary (even if you did not use those words)?

- 1 1 month
- 2 2 months
- 3 3 months
- 4 4 months
- 5 5 months
- 6 6 months
- 7 7 months
- 8 8 months



- 9 9 months
- 10 10 months
- 11 11 months

AGE\_TELL\_OTHERS\_TRANSNB / AGE\_TELL\_OTHERS\_TRANSNB2

Display This Question:

If (H2 = 1 OR H1 = 3)

- H2C. At about what age did you first start to tell others that you were non-binary and/or transgender (even if you did not use those words)?
- 1 [Text Box] Years of Age
  - 2 I have never told others that I am non

AGE\_THINK\_TRANSNB / AGE\_THINK\_TRANSNB2

Display This Question:

If (H2 = 1 OR H1 = 3)

- H2C1. At about what age did you first start to think you were non-binary and/or transgender] (even if you did not use those words)?
- 1 [Text Box] Years of Age
  - 2 Don't know/cannot recall

WHITE | HISP | BLACK | API | AIAN | OTH | RACE\_DKR

- H3. How would you describe your race or ethnicity? Please mark all that apply.
- 1 White
  - 2 Hispanic or Latino/Latina
  - 3 Black or African American
  - 4 Asian or Pacific Islander
  - 5 American Indian or Alaskan native
  - 6 Other
  - 7 ☐ Prefer not to answer

AGE\_TEXT

- H4. How old are you?
- 1 Enter your age in years: \_\_\_\_\_

AGE

Display This Question:

If H4 = Empty

Or H4 &lt; 18

Or H4 &gt; 100

- H5. Choose your age group:
- 1 18-19 years old
  - 2 20-29 years old
  - 3 30-39 years old
  - 4 40-49 years old
  - 5 50-59 years old
  - 6 60-69 years old
  - 7 70+ years old
  - 8 Don't know/refuse

## ENROLLED

**H6.** Are you currently enrolled in school?

- 1 Yes
- 2 No

## DIFSCHEDSCHOOL

Display This Question:

If H6 = 1

And

If employed = 1

**H7.** How much do you agree with the following statement:  
My work schedule at my main job makes it difficult for me to attend classes, study, and complete my school work.

- 1 Strongly Agree
- 2 Agree
- 3 Disagree
- 4 Strongly Disagree

## EDUC

**H8.** What is the highest grade of school you completed?

- 1 No degree or diploma earned
- 2 High school diploma/GED
- 3 Some college
- 4 Associate's degree
- 5 Bachelor's degree
- 6 Master's degree/Advanced degree
- 7 Don't know/refuse

## ESLHOME

**H9.** Do you speak a language other than English at home?

- 1 Yes
- 2 No

## LANGUAGE\_AT\_HOME

Display This Question:

If H9 = 1

**H10.** What language do you speak at home?

\_\_\_\_\_

## BIRTH\_GEOGRAPHY

**H10.1** Where were you born?

- 1 1 In the US
- 2 2 Outside the US

## US\_CITIZENSHIP

**H10.2** Are you a citizen of the U.S.?

- 1 Yes, born in the U.S.
- 2 Yes, born in Puerto Rico, Guam, the U.S. Virgin Islands, or Northern Marianas
- 3 Yes, born abroad of U.S. citizen parent or parents
- 4 Yes, U.S. citizen by naturalization
- 5 No, I am not a U.S. citizen

## WHEN\_LIVE\_US

**H10.3** When did you come to live in the U.S.? (Please write in year. For example: If you came in 2020, write 2020)

\_\_\_\_\_ [Number required]

## COHABSTATUS

**H11.** Are you living with a spouse or a partner?

- 1 Married, living with spouse
- 2 Living with a partner
- 3 Not living with a spouse or partner
- 4 Don't know/refuse

## SPOUSEEMPLOYMENT

Display This Question:

If H11 = 1

Or H11 = 2

**H12.** What is your spouse or partner's employment status?

- 1 My spouse/partner is employed
- 2 My spouse/partner is furloughed by their employer (they are not getting any scheduled hours)
- 3 My spouse/partner was laid off and is now unemployed
- 4 My spouse/partner quit their job and is now unemployed
- 5 My spouse/partner is retired (no longer working)
- 6 None of the above

## SPOUSEINCOME

Display this Question:

If H12=1

**H13.** Which of the following statements best describes the income your spouse or partner earns from their job?

- 1 It is essential for meeting our basic needs
- 2 Is it an important component of our budget, but not essential
- 3 It is nice to have, but we could live comfortably without it
- 4 My spouse or partner and I keep our incomes separate
- 5 Don't know/refuse

## KIDS

**H14.** Do you have any children? These might be your biological children, step-children, adopted children, or foster children.

- 1 Yes
- 2 No
- 3 Don't know/refuse

KIDS0T04

Display This Question:

If H14 = 1

**H15.** Are any of your children under the age of 5?

- 1 Yes
- 2 No
- 3 Don't know/refuse

KID0T04\_GEN1 | KID0T04\_GEN2 | KID0T04\_GEN3 | KID0T04\_GEN4 | KID0T04\_AGE1 | KID0T04\_AGE2 | KID0T04\_AGE3 | KID0T04\_AGE4

Display This Question:

If H15 = 1

**H16.** For each of your children **under the age of five**, please tell us the child's gender and age.

	Gender		Age	
a. Kid #1	1	Male	1	<1 year
	2	Female	2	1 year
			3	2 years
			4	3 years
			5	4 years
b. Kid #2	1	Male	1	<1 year
	2	Female	2	1 year
			3	2 years
			4	3 years
			5	4 years
c. Kid #3	1	Male	1	<1 year
	2	Female	2	1 year
			3	2 years
			4	3 years
			5	4 years
d. Kid #4	1	Male	1	<1 year
	2	Female	2	1 year
			3	2 years
			4	3 years
			5	4 years

KIDS5T09

Display This Question:

If H14 = 1

**H17.** Are any of your children between the ages of 5 and 9?

- 1 Yes
- 2 No
- 3 Don't know/refuse

KID5TO9\_GEN1 | KID5TO9\_GEN2 | KID5TO9\_GEN3 | KID5TO9\_GEN4 | KID5TO9\_AGE1 | KID5TO9\_AGE2 | KID5TO9\_AGE3 | KID5TO9\_AGE4

Display This Question:

If H17 = 1

**H18.** For each of your children **between the ages of 5 and 9**, please tell us the child's gender and age.

		Gender		Age	
a. Kid #1	1	Male		1	5 years
	2	Female		2	6 years
				3	7 years
				4	8 years
				5	9 years
b. Kid #2	1	Male		1	5 years
	2	Female		2	6 years
				3	7 years
				4	8 years
				5	9 years
c. Kid #3	1	Male		1	5 years
	2	Female		2	6 years
				3	7 years
				4	8 years
				5	9 years
d. Kid #4	1	Male		1	5 years
	2	Female		2	6 years
				3	7 years
				4	8 years
				5	9 years

KIDS10TO14

Display This Question:

If H14 = 1

**H19.** Are any of your children between the ages of 10 and 14?

- 1 Yes
- 2 No
- 3 Don't know/refuse

KID10TO14\_GEN1 | KID10TO14\_GEN2 | KID10TO14\_GEN3 | KID10TO14\_GEN4 | KID10TO14\_AGE1 | KID10TO14\_AGE2 | KID10TO14\_AGE3 | KID10TO14\_AGE4

Display This Question:

If H19 = 1

**H20.** For each of your children **between the ages of 10 and 14**, please tell us the child's gender and age.

	Gender		Age	
a. Kid #1	1	Male	1	10 years
	2	Female	2	11 years
			3	12 years
			4	13 years
			5	14 years
b. Kid #2	1	Male	1	10 years
	2	Female	2	11 years
			3	12 years
			4	13 years
			5	14 years
c. Kid #3	1	Male	1	10 years
	2	Female	2	11 years
			3	12 years
			4	13 years
			5	14 years
d. Kid #4	1	Male	1	10 years
	2	Female	2	11 years
			3	12 years
			4	13 years
			5	14 years

NUMKIDSLIVE0TO14

Display This Question:

If H15 = 1

Or H17 = 1

Or H19 = 1

**H21.** Thinking of your children between 0 and 14 years of age: Do you live with all, some, or none of these children?

- 1 I live with all of these children
- 2 I live with some of these children
- 3 I do not live with any of these children

## COVID0TO14\_SCHOOLCLOSED

Display This Question:

If H21 = 1

Or H21 = 2

**H22.** Thinking of your child or children between 0 and 14 years of age: Is at least one of your children at home because their school or child care center is closed due to coronavirus/COVID-19?

1 Yes

2 No

## KIDS15MORE

Display This Question:

If H14 = 1

**H23.** Are any of your children age 15 or older?

1 Yes

2 No

3 Don't know/refuse

KID15MORE\_GEN1 | KID15MORE\_GEN2 | KID15MORE\_GEN3 | KID15MORE\_GEN4 | KID15MORE\_AGE1 | KID15MORE\_AGE2 | KID15MORE\_AGE3 | KID15MORE\_AGE4

Display This Question:

If H23 = 1

**H24.** For each of your children **age 15 or older**, please tell us the child's gender and age.

	Gender		Age	
a. Kid #1	1	Male	1	15 years
	2	Female	2	16 years
			3	17 years
			4	18 years
			5	19+ years
b. Kid #2	1	Male	1	15 years
	2	Female	2	16 years
			3	17 years
			4	18 years
			5	19+ years
c. Kid #3	1	Male	1	15 years
	2	Female	2	16 years
			3	17 years
			4	18 years
			5	19+ years
d. Kid #4	1	Male	1	15 years
	2	Female	2	16 years
			3	17 years
			4	18 years
			5	19+ years

KIDSOTO17\_DEPENDENTS

**H25.** Thinking of all of your children between 0 and 17 years of age, do you claim these children as dependents when you file your taxes?

- 1 I claim all of these children as dependents
- 2 I claim some of these children as dependents
- 3 I do not claim any of these children as dependents.

HHCT

**H26.** Including yourself, how many people currently live in your household?  
\_\_\_\_ [NUMBER REQUIRED]

HONEYPOT2

Display This Question:

If H3 = 7

And

If H3 = 1

Or H3 = 2

Or H3 = 3

Or H3 = 4

Or H3 = 5

Or H3 = 6

**H27.** How would you describe your race or ethnicity?  
\_\_\_\_\_ [TEXT RESPONSE REQUIRED; PARAGRAPH]



**MODULE I: BASIC FINANCIALS***HHINCOME*

- I1.** What is your household's approximate annual income, including earnings from a job and any other sources of income? Would you say it is:
- 1 Less than \$15,000 per year
  - 2 At least \$15,000 but less than \$25,000 per year
  - 3 At least \$25,000 but less than \$35,000 per year
  - 4 At least \$35,000 but less than \$50,000 per year
  - 5 At least \$50,000 but less than \$75,000 per year
  - 6 At least \$75,000 but less than \$100,000 per year
  - 7 At least \$100,000 but less than \$150,000 per year
  - 8 \$150,000 or more per year
  - 9 Don't know/refuse

*DIFFPAY*

- I2.** Currently, how difficult is it for you to cover your expenses and pay all your bills?
- 1 Very difficult
  - 2 Somewhat difficult
  - 3 Not at all difficult
  - 4 Don't know/refuse

*INCVOLATILE*

- I3.** In general, would you say that week-to-week your household income...
- 1 Is basically the same
  - 2 Goes up and down a little
  - 3 Goes up and down a lot
  - 4 Don't know/refuse

*UNEMP\_2020M*

- I5.** How many months were you unemployed since the pandemic started, back in January 2020?
- 1 I was not unemployed at any point since January 2020
  - 2 Less than 1 month
  - 3 1 month
  - 4 2 months
  - 5 3 months
  - 6 4 months
  - 7 5 months
  - 8 6 months
  - 9 7 months
  - 10 8 months
  - 11 9 months
  - 12 10 months
  - 13 11 months
  - 14 12 months or longer

*UNEMP\_PPL\_HH | UNEMP\_PPL\_FAM | UNEMP\_PPL\_FRIENDS | UNEMP\_PPL\_COWORK*

- I6.** How many people do you know who have lost a job since the pandemic started, back in January 2020?

Number of people who have lost a job since

---

January 2020

a.	People in your household ( <i>not</i> including yourself)	1	_____ [NUMBER REQUIRED]
b.	Family members (not in your household)	1	_____ [NUMBER REQUIRED]
c.	Friends (not in your household)	1	_____ [NUMBER REQUIRED]
d.	Co-workers (not in your household)	1	_____ [NUMBER REQUIRED]

**MODULE 12: UNEMPLOYMENT INSURANCE<sup>s</sup>**

UI\_APP

**I2.1.** Have you completed an application for unemployment insurance since being laid off, being furloughed, or quitting your job?

1 Yes

2 No

UI\_APP\_NOTCOMPLETED | UI\_APP\_NOTCOMPLETED\_TEXT

Display This Question:

If I2.1 = 2

**I2.2.** Why haven't you completed an application for unemployment insurance?

1 I do not believe I am eligible for unemployment insurance

2 I don't know how to apply

3 I haven't had time to apply yet

4 The application was too complicated

5 I tried to apply but experienced technical problems with the application

6 Other: \_\_\_\_\_

UI\_APP\_RESPONSE

Display This Question:

If I2.1 = 1

**I2.3.** Have you received a response to your unemployment insurance application?

1 Yes

2 No

UI\_BENEFITS

Display This Question:

If I2.3 = 1

**I2.4.** Were you granted unemployment insurance benefits?

1 Yes

2 No

UI\_DENIED

Display This Question:

If I2.4 = 2

**I2.5.** What was the reason your application for unemployment insurance was denied?

\_\_\_\_\_ [TEXT RESPONSE; PARAGRAPH]

UI\_PAYMENT\_RECEIVED

Display This Question:

If I2.3 = 2

Or I2.4 = 1

**I2.6.** Have you received an unemployment insurance payment yet?

1 Yes

2 No

UI\_PAYMENT\_LAIDOFF\_MONTH | UI\_PAYMENT\_LAIDOFF\_YEAR

Display This Question:

If I2.6 = 1

**I2.7.** When did you receive your first unemployment insurance payment from [EMPLOYER NAME]?

	Month		Year	
a. My first payment arrived in...	13	January	7	2019
	14	February	8	2020
	15	March	9	2021
	16	April	10	2022
	17	May		
	18	June		
	19	July		
	20	August		
	21	September		
	22	October		
	23	November		
	24	December		

UI\_PAYMENT\_AMOUNT

Display This Question:

If I2.6 = 1

**I2.8.** How much do you receive in unemployment insurance per week? (For example, if you receive \$300 per week, enter 300.)  
 \_\_\_\_\_ [NUMBER REQUIRED]

UI\_PAYMENT\_COMPARE

Display This Question:

If I2.8 = 1

And 1.1 = 2 OR 3 or 4

**I2.9.** How does that compare to what you were earning at [EMPLOYER NAME] before you left?

- 1 Much more than I was making
- 2 More than I was making
- 3 About the same as I was making
- 4 Less than I was making
- 5 Much less than I was making

UI\_STILLRECEIVE

Display This Question:

If I2.6 = 1

**I2.10.** Are you still receiving unemployment insurance payments?

- 1 Yes
- 2 No
- 3 Don't know/refuse

UI\_STOP\_MONTHYEAR

Display This Question:  
If I2.10 = 2

**I2.11.** When did you stop receiving unemployment benefits?

	Month	Year
a.	1 January	1 2019
	2 February	2 2020
	3 March	3 2021
	4 April	4 2022
	5 May	
	6 June	
	7 July	
	8 August	
	9 September	
	10 October	
	11 November	
	12 December	

UI\_WHY\_STOP\_PAYMENTS

Display This Question:  
If I2.10 = 2

**I2.12** Why did you stop receiving unemployment insurance payments?

- 1 I hit the limit
- 2 I did not provide required documentation
- 3 I was flagged as suspected fraud
- 4 I found a job
- 5 I don't know

**MODULE J: BENEFITS AND FINANCIAL SERVICES**

SNAP2020 | STUDENTLOAN\_DEFER2020 | RENT\_DEFER2020 | STIMULUS\_PAYMENT2020 | EMP\_CASHASSIST2020 |  
HAZARDPAY2020 | MEDICAID2020

**J1.** Which of the following benefits have you used since the beginning of the pandemic, back in January 2020?

- 1 Assistance with food expenses from the SNAP program (this is sometimes called "food stamps")
- 2 Getting to delay student loan payments without a penalty
- 3 Getting to delay rent or mortgage payments without a penalty
- 4 Cash from Temporary Assistance for Needy Families (TANF) program
- 5 Cash from Supplemental Security Income (Social Security/Disability Insurance)
- 6 Medicaid
- 7 Other: \_\_\_\_\_

HARDSHIP\_FREEFOOD

**J2.** In the past 12 months, did you receive free food or meals because you didn't have enough money?

- 1 Yes
- 2 No

HARDSHIP\_FREEFOOD\_LASTMONTH

Display This Question:

If J2 = 1

**J3.** In the past **month**, did you receive free food or meals because you didn't have enough money?

- 1 Yes
- 2 No

HARDSHIP\_HUNGRY

**J4.** In the past 12 months, were you ever hungry, but didn't eat because you couldn't afford enough food?

- 1 Yes
- 2 No

HARDSHIP\_HUNGRY\_LASTMONTH

Display This Question:

If J4 = 1

**J5.** In the past **month**, were you ever hungry, but didn't eat because you couldn't afford enough food?

- 1 Yes
- 2 No

HARDSHIP\_CHILD\_HUNGRY

Display This Question:

If H25 = 1

Or H25 = 2

**J6.** In the past 12 months, were children in your household not eating enough because you just couldn't afford enough food?

- 1 Yes
- 2 No

## HARDSHIP\_CHILD\_HUNGRY\_LASTMONTH

Display This Question:

If J6 = 1

- J7.** In the past **month**, were children in your household not eating enough because you just couldn't afford enough food?
- 1 Yes
  - 2 No

## HARDSHIP\_UTILITIES

- J8.** In the past 12 months, did you not pay the full amount of gas, oil, or electricity bill because you didn't have enough money?
- 1 Yes
  - 2 No

## HARDSHIP\_UTILITIES\_LASTMONTH

Display This Question:

If J8 = 1

- J9.** In the past **month**, did you not pay the full amount of gas, oil, or electricity bill because you didn't have enough money?
- 1 Yes
  - 2 No

## HARDSHIP\_INFORMATION

- J10.** In the past 12 months, did you borrow money from friends or family to help pay bills?
- 1 Yes
  - 2 No

## HARDSHIP\_INFORMATION\_LASTMONTH

Display This Question:

If J10 = 1

- J11.** In the past **month**, did you borrow money from friends or family to help pay bills?
- 1 Yes
  - 2 No

## HARDSHIP\_MOVEIN

- J12.** In the past 12 months, did you move in with other people even for a little while because of financial problems?
- 1 Yes
  - 2 No

## HARDSHIP\_MOVEIN\_LASTMONTH

Display This Question:

If J12 = 1

- J13.** In the past **month**, did you move in with other people because of financial problems?
- 1 Yes
  - 2 No

## HARDSHIP\_SHELTER

- J14.** In the past 12 months, did you stay in a shelter, in an abandoned building, an automobile, or any other place not meant for regular housing, even for one night?
- 1 Yes
  - 2 No

## HARDSHIP\_SHELTER\_LASTMONTH

Display This Question:

If J14 = 1

- J15.** In the past **month**, did you stay in a shelter, in an abandoned building, an automobile, or any other place not meant for regular housing, even for one night?
- 1 Yes
  - 2 No

## HARDSHIP\_DEFERMEDICAL

- J16.** In the past 12 months, was there anyone in your household who needed to see a doctor or go to the hospital but couldn't go because of the cost?
- 1 Yes
  - 2 No

## HARDSHIP\_DEFERMEDICAL\_LASTMONTH

Display This Question:

If J16 = 1

- J17.** In the past **month**, was there anyone in your household who needed to see a doctor or go to the hospital but couldn't go because of the cost?
- 1 Yes
  - 2 No

## CONFIDCOPE

- J18.** How confident are you that you could come up with \$400 if an unexpected need arose within the next month?
- 1 I am certain I could come up with the full \$400
  - 2 I could probably come up with \$400
  - 3 I could probably not come up with \$400
  - 4 I am certain I could not come up with \$400
  - 5 Don't know/refuse



**MODULE M: MODERATING VARIABLES**

**M1.** The next set of questions asks about help you can receive from people you know.

HELP\_LOAN200

**M2.** Is there someone you could count on if you needed a loan for \$200?

- 1 Definitely yes
- 2 Probably yes
- 3 Maybe
- 4 Probably not
- 5 Definitely not
- 6 Don't know/refuse

HELP\_HOUSING

**M3.** Is there someone you could count on if you needed a place to live?

- 1 Definitely yes
- 2 Probably yes
- 3 Maybe
- 4 Probably not
- 5 Definitely not
- 6 Don't know/refuse

HELP\_CHILDCARE

Display This Question:

If H18 = 1

**M4.** Is there someone you could count on to help with emergency child care?

- 1 Definitely yes
- 2 Probably yes
- 3 Maybe
- 4 Probably not
- 5 Definitely not
- 6 Don't know/refuse

FRIENDFAMCT

**M5.** About how many friends or relatives do you have whom you could call on for advice or help if you needed it?

\_\_\_\_ [NUMBER REQUIRED]

**MODULE K: HEALTH AND WELLBEING***HEALTH*

**K1.** In general, how is your health? Would you say it is...

- 1 Excellent
- 2 Very good
- 3 Good
- 4 Fair
- 5 Poor
- 6 Don't know/refuse

*COVID\_SELF*

**K2.** Have you contracted the novel coronavirus (COVID-19)?

- 1 Yes
- 2 No
- 3 Don't know/refuse

Display if:

K2=1

*COVID\_SELF\_SEVERITY*

**K3.** How severe was your case of COVID-19?

- 1 I did not feel sick
- 2 My symptoms were mild
- 3 My symptoms were moderate
- 4 My symptoms were severe

*COVID\_SELF\_HOSPITALIZED*

Display if:

K3==2 | 3 | 4

**K4.** Were you hospitalized when you were sick with COVID-19?

- 1 No
- 2 Yes, for less than 1 week
- 3 Yes, for 1-2 weeks
- 4 Yes, for more than 2 weeks

*COVID\_FAMILY*

**K5.** Have any of your immediate family members contracted the novel coronavirus (COVID-19)?

- 1 Yes
- 2 No
- 3 Don't know/refuse

*HEALTHPLAN*

**K6.** Do you now have any type of health plan or health coverage?

- 1 Yes
- 2 No
- 3 Don't know/refuse

Display This Question:

If K6 = 2

And Employed = 1

- K7.** What is the main reason you do not have a health plan from your main job?
- 1 I do not work enough hours to qualify
  - 2 I have not worked here long enough to qualify
  - 3 It's too expensive
  - 4 I have a pre-existing condition
  - 5 My employer does not offer a health plan
  - 6 Other (specify): \_\_\_\_\_

JOBPLAN / JOBPLAN\_TEXT

Display This Question:

If K6 = 1

And Employed = 1

- K8.** Did you get that health coverage through your job, or did you get it some other way?
- 1 I get health coverage through my job
  - 2 I bought a health plan myself
  - 3 I get health coverage through my spouse or parent's health plan
  - 4 I get health coverage from Medicaid or another state or government health plan
  - 5 I get health coverage through my college or university
  - 6 Other (specify): \_\_\_\_\_

HEALTHCOVERAGE / HEALTHCOVERAGE\_TEXT

Display This Question:

If K6 = 1

And Employed != 1

- K9.** How did you get that health coverage?
- 1 I get health coverage through my previous job/COBRA
  - 2 I bought a health plan myself
  - 3 I get health coverage through my spouse or parent's health plan
  - 4 I get health coverage from Medicaid or another state or government health plan
  - 5 I get health coverage through my college or university
  - 6 Other (specify): \_\_\_\_\_

SLEEP

- K10.** During the past month, how would you rate your sleep quality overall?
- 1 Very good
  - 2 Good
  - 3 Fair
  - 4 Poor
  - 5 Don't know/refuse

SOSAD

- K11.** During the past month, how often did you feel so sad that nothing could cheer you up?
- 1 All of the time
  - 2 Most of the time
  - 3 Some of the time
  - 4 A little of the time
  - 5 None of the time

NERVOUS

**K12.** During the past month, how often did you feel nervous?

- 1 All of the time
- 2 Most of the time
- 3 Some of the time
- 4 A little of the time
- 5 None of the time

*RESTLESS*

**K13.** During the past month, how often did you feel restless?

- 1 All of the time
- 2 Most of the time
- 3 Some of the time
- 4 A little of the time
- 5 None of the time

*HOPELESS*

**K14.** During the past month, how often did you feel hopeless?

- 1 All of the time
- 2 Most of the time
- 3 Some of the time
- 4 A little of the time
- 5 None of the time

*EFFORT*

**K15.** During the past month, how often did you feel that everything was an effort?

- 1 All of the time
- 2 Most of the time
- 3 Some of the time
- 4 A little of the time
- 5 None of the time

*WORTHLESS\_K6*

**K16.** During the past month, how often did you feel worthless?

- 1 All of the time
- 2 Most of the time
- 3 Some of the time
- 4 A little of the time
- 5 None of the time

*CHECK*

**K17.** For this question, please select "A little of the time"

- 1 All of the time
- 2 Most of the time
- 3 Some of the time
- 4 A little of the time
- 5 None of the time

## HAPPY

**K18.** Taken all together, how would you say things are these days? Would you say you are...

- 1 Very happy
- 2 Pretty happy
- 3 Not too happy

## WORK\_LIMITATIONS

**K18.1** Are you limited in the kind OR amount of work you can do because of a physical, mental or emotional problem?

- 1 Yes
- 1 No
- 2 Refused
- 3 Don't Know

## PAINFOOT | PAINNECK | PAINBACK | PAINJOINT | PAINHEAD | PAINOTHER | PAINONE | PAINOTHER\_TEXT

**K19.** During the past three months, have you experienced the following types of pain? **Mark all that apply.**

- 1 Foot pain
- 2 Neck pain
- 3 Back pain
- 4 Pain, aching, stiffness, or swelling in or around a joint
- 5 Headaches or migraines
- 6 Other \_\_\_\_\_
- 7 ☐ None of these

## CONTRIBPAINDFOOT

Display This Question:

If K19 = 1

And 1.1 = 1

**K20.** How much does your work contribute to your foot pain?

- 1 A great deal
- 2 Somewhat
- 3 A little
- 4 Not at all

## CONTRIBPAINNECK

Display This Question:

If K19 = 2

And 1.1 = 1

**K21.** How much does your work contribute to your neck pain?

- 1 A great deal
- 2 Somewhat
- 3 A little
- 4 Not at all

## CONTRIBPAINBACK

*Display This Question:**If K19 = 3**And 1.1 = 1***K22.** How much does your work contribute to your back pain?

- 1 A great deal
- 2 Somewhat
- 3 A little
- 4 Not at all

## CONTRIBPAINJOINT

*Display This Question:**If K19 = 4**And 1.1 = 1***K23.** How much does your work contribute to your pain, aching, stiffness or swelling in or around a joint?

- 1 A great deal
- 2 Somewhat
- 3 A little
- 4 Not at all

## CONTRIBPAINHEAD

*Display This Question:**If K19 = 5**And 1.1 = 1***K24.** How much does your work contribute to your headaches and migraines?

- 1 A great deal
- 2 Somewhat
- 3 A little
- 4 Not at all

## CONTRIBPAINOTHER

*Display This Question:**If K19 = Not Empty**And 1.1 = 1***K25.** How much does your work contribute to your other pain (Piped in Other Response?)

- 1 A great deal
- 2 Somewhat
- 3 A little
- 4 Not at all

## PAIN\_LIMIT\_FREQ

**K25.1** Over the past three months, how often did your pain limit your life or work activities?

- 1 Never
- 2 Some days
- 3 Most days
- 4 Every day
- 5 Refused
- 6 Don't know

LOUDNOISE

**K26.** At your workplace, how often are you exposed to loud noise? By loud noise, we mean noise so loud that you have to speak in a raised voice to be heard.

- 7 Always
- 8 Often
- 9 Sometimes
- 10 Rarely
- 11 Never

PREOTECTHEAR

Display This Question:

If K26 = 1

Or K26 = 2

Or K26 = 3

Or K26 = 4

**K27.** At your workplace, how often do you wear protective hearing devices such as earplugs or earmuffs?

- 1 Always
- 2 Often
- 3 Sometimes
- 4 Rarely
- 5 Never

**MODULE P: CLASS AND MOBILITY***SOCIAL\_CLASS*

P1. Most people see themselves as belonging to a particular class. Please tell me which social class you would say you belong to?

- 1 Lower class
- 2 Lower middle class
- 3 Middle class
- 4 Upper middle class
- 5 Upper class
- 6 Don't know/refuse

*Skip To: P3 if*

*WHY\_SOCIALCLASS\_JOB | WHY\_SOCIALCLASS\_INCOME | WHY\_SOCIALCLASS\_EDUC | WHY\_SOCIALCLASS\_SAVINGS | WHY\_SOCIALCLASS\_OWNHOME | WHY\_SOCIALCLASS\_PARENTJOB | WHY\_SOCIALCLASS\_NEIGHBORHOOD | WHY\_SOCIALCLASS\_INTERESTS | WHY\_SOCIALCLASS\_OTHER | WHY\_SOCIALCLASS\_DKR | WHY\_SOCIALCLASS\_OTHER\_TEXT*

P2. When you say that you are [PIPED TEXT: ANSWER P1], what aspects of your life make you feel like you are [PIPED TEXT: ANSWER P1]? **Mark all that apply.**

- 1 My job
- 2 My household's income
- 3 How much education I've completed
- 4 The level of my savings/wealth
- 5 Owning my own home
- 6 What my mother/father did for work
- 7 My neighborhood
- 8 The kinds of things (music, sports, art) that I like
- 9 Other: \_\_\_\_\_
- 10 Don't know/refuse

*WORKING\_CLASS*

P3. Would you say that you are also working class?

- 1 Yes
- 2 No
- 3 Don't know/refuse



WHY\_WORKINGCLASS\_JOB | WHY\_WORKINGCLASS\_INCOME | WHY\_WORKINGCLASS\_EDUC | WHY\_WORKINGCLASS\_SAVINGS  
| WHY\_WORKINGCLASS\_OWNHOME | WHY\_WORKINGCLASS\_PARENTJOB | WHY\_WORKINGCLASS\_NEIGHBORHOOD |  
WHY\_WORKINGCLASS\_INTERESTS | WHY\_WORKINGCLASS\_OTHER | WHY\_WORKINGCLASS\_DKR |  
WHY\_WORKINGCLASS\_OTHER\_TEXT

Display This Question:

If P3 = 1

- P4. When you say that you are working class, what aspects of your life make you feel like you are working class? Mark all that apply.
- 1 My job
  - 2 My household's income
  - 3 How much education I've completed
  - 4 The level of my savings/wealth
  - 5 Owning my own home
  - 6 What my mother/father did for work
  - 7 My neighborhood
  - 8 The kinds of things (music, sports, art) that I like
  - 9 Other: \_\_\_\_\_
  - 10 Don't know/refuse

JOB\_COMPARE\_PARENT

- P5. Please consider your parent who had the highest earning job in your family while you were growing up. Is your current job better or worse than their job was?
- 1 Much better
  - 2 Somewhat better
  - 3 The same
  - 4 Somewhat worse
  - 5 Much worse
  - 6 Don't know/refuse

CURRENT\_ECON\_DESC

- P6. Which of the following best describes how things are going for your family economically these days?
- 1 Economically stable
  - 2 Getting worse economically, falling behind
  - 3 Getting better economically, getting ahead
  - 4 Just getting by
  - 5 Don't know/refuse

CURRENT\_WORK\_TOWARDS

- P7. What are you currently working towards?
- 1 Achieving financial stability
  - 2 Being able to make ends meet
  - 3 Moving up the income ladder
  - 4 Don't know/refuse

GETAHEAD\_FAMWEALTH / GETAHEAD\_PARENTEDUC / GETAHEAD\_EDUC / GETAHEAD\_PARENTEDUC /  
 GETAHEAD\_CONNECTIONS / GETAHEAD\_HARDWORK / GETAHEAD\_RACEGENDER / GETAHEAD\_LUCK / GETAHEAD\_GOV /

P8. Please indicate how essential, important, or not important you think each of the following is for getting ahead in life.

	Essential	Important but not essential	Not important	Don't know/refuse
✖1. Coming from a wealthy family				
✖2. Having well-educated parents				
✖3. Having a good education yourself				
✖4. Knowing the right people				
✖5. Hard work				
✖6. A person's race or gender				
✖7. Having good luck				
✖8. Being able to get help from the government when you need it				

ECON\_5YEARS

P9. Thinking about 5 years from now, do you expect your economic circumstances to be better or worse than they are now?

- 1 Much better
- 2 Somewhat better
- 3 The same
- 4 Somewhat worse
- 5 Much worse
- 6 Don't know/refuse

EXPECT\_KID\_ECONCIRC

Display This Question:

If Kids = 1

P10. Thinking about your own kids when they are adults, do you expect their economic circumstances to be better or worse than yours?

- 1 Much better
- 2 Somewhat better
- 3 The same
- 4 Somewhat worse
- 5 Much worse
- 6 Don't know/refuse

EXPECT\_KID\_JOB

Display This Question:

If Kids = 1

- P11. Thinking about your own kids when they are adults, do you expect their job to be better or worse than your current job?
- 1 Much better
  - 2 Somewhat better
  - 3 The same
  - 4 Somewhat worse
  - 5 Much worse
  - 6 Don't know/refuse

CONTROL\_ECONCIRC

- P12. How much control do you think you have over your future economic circumstances?
- 1 A lot of control
  - 2 Some control
  - 3 A little control
  - 4 No control
  - 5 Don't know/refuse

## **MODULE L: CHILD<sup>s</sup>**

### *SPENDTIMEKIDSH*

**L1.** Do you agree or disagree? I wish I could spend more time with my child/children.

- 1 Strongly agree
- 2 Agree
- 3 Disagree
- 4 Strongly disagree
- 5 Don't know/refuse

### *HAVEMEALKIDS*

**L2.** In the past month, how often did you have a meal with your child/children?

- 1 Never in past month
- 2 1-2 times in past month
- 3 Once a week
- 4 Several times a week
- 5 Every day
- 6 Don't know/refuse

## HWBOOKKIDS

- L3.** In the past month, how often did you and your child/children work on homework or read a book together?
- 1 Never in past month
  - 2 1-2 times in past month
  - 3 Once a week
  - 4 Several times a week
  - 5 Every day
  - 6 Don't know/refuse

## PLAYINDOORKIDS

- L4.** In the past month, how often did you and your child/children participate in indoor activities together (such as arts and crafts or board games)?
- 1 Never in past month
  - 2 1-2 times in past month
  - 3 Once a week
  - 4 Several times a week
  - 5 Every day
  - 6 Don't know/refuse

## PLAYOUTDOORKIDS

- L5.** In the past month, how often did you and your child/children participate in outdoor activities together (like going for a walk or to a playground)?
- 1 Never in past month
  - 2 1-2 times in past month
  - 3 Once a week
  - 4 Several times a week
  - 5 Every day
  - 6 Don't know/refuse

## HARDARRANGECARE

Display This Question:

If H19 = 1

Or H21 = 1

Or H23 = 1

And

If 1.1 = 1

- L6.** Thinking about the past month, how difficult was it to arrange child care during your scheduled work hours?
- 1 Very difficult
  - 2 Somewhat difficult
  - 3 A little bit difficult
  - 4 Not at all difficult
  - 5 Don't know/refuse

## MISSWORKFORCARE

Display This Question:

If H19 = 1

Or H21 = 1

Or H23 = 1

And

If 1.1 = 1

- L7.** In the past month, have you ever had to miss work because you needed to care for your child/children and you couldn't arrange child care?
- 1 Yes
  - 2 No
  - 3 Don't know/refuse

SPANKKIDS

Display This Question:

If H19 = 1

Or H21 = 1

- L8.** This question is about your **youngest child**. Sometimes children behave pretty well and sometimes they don't. In the past month, have you spanked your **youngest child** because of bad behavior or acting up?
- 1 Yes
  - 2 No

PARENTHARD

- L9.** Do you agree or disagree?: Being a parent is harder than I thought it would be.
- 1 Strongly agree
  - 2 Agree
  - 3 Disagree
  - 4 Strongly disagree

PARENTTRAP

- L10.** Do you agree or disagree?: I feel trapped by my responsibilities as a parent.
- 1 Strongly agree
  - 2 Agree
  - 3 Disagree
  - 4 Strongly disagree

CAREMOREWORK

- L11.** Do you agree or disagree?: I find that taking care of my child/children is much more work than pleasure.
- 1 Strongly agree
  - 2 Agree
  - 3 Disagree
  - 4 Strongly disagree

TIREDPARENT

- L12.** Do you agree or disagree?: I often feel tired, worn out, or exhausted from raising a family.
- 1 Strongly agree
  - 2 Agree
  - 3 Disagree
  - 4 Strongly disagree

Display This Question:

If H19 != 1

- L13.** The next set of questions will ask your **youngest child**. Please think about your **youngest child** when you answer these questions.

Skip To: L18 If L13 = Displayed

Display This Question:

If H19 = 1

And H21 != 1

And H23 != 1

And H27 != 1

And

If H20a1 = 1

Or H20a2 = 1

And

If H20b1 = 1

Or H20b2 = 1

Or H20c1 = 1

Or H20c2 = 1

Or H20d1 = 1

Or H20d2 = 1

- L14.** The next set of questions will ask about your **oldest child**. Please think about your **oldest child** when you answer these questions.

Skip To: L18 If L14 = Displayed

Display This Question:

If H19 = 1

And

If H21 = 1

And H23 != 1

Or

If H21 != 1

And H23 != 1

And H27 = 1

Or

If H21 = 1

And H23 = 1

- L15.** The next set of questions will ask about just one of your children. Thinking about all of your children, please choose the child **closest to 7 years of age**.

Skip To: L18 If L15 = Displayed

Display This Question:

If H19 = 1

And H21 != 1

And H23 = 1

- L16.** Now, the next set of questions will ask about just one of your children. Thinking about all of your children, please choose the child **closest to 10 years of age**.

Skip To: L18 If L16 = Displayed

- L17.** We have just a couple more questions about your child.

KIDA\_AGE

- L18.** Please tell us again the age of the child (in years).  
 \_\_\_\_\_ [NUMBER REQUIRED; NUMERIC RANGE 0-17]

KIDA\_INITIAL

- L19.** Please enter the first letter of the child's first name. We will use this letter to refer to your child in the next set of questions.  
 \_\_\_\_\_ [TEXT REQUIRED]

TOOYOUNG | ARGUES | FINISH | CONCENTRATE | HYPER | DESTROYS | DISOBHOME | DISOBSCH | WORTHLESS | IMPULSIVE | ANXIOUS | GUILTY | SELFCON | DISTRACT | STUBBORN | TANTRUMS | THREATS | SAD | WORRIES

Display This Question:

If L19 != empty

- L20.** Below is a list of items that describe children and youths. Please rate each item to describe [CHILD1] now or within the past month. For each item, please mark if the



statement is not true, somewhat true, or very true of your child. Please answer all items as well as you can, even if some do not seem to apply to your child.

	Not True	Somewhat True	Very True
a. Acts too young for his/her age	1	2	3
b. Argues a lot	1	2	3
c. Fails to finish things he/she starts	1	2	3
d. Can't concentrate, can't pay attention for long	1	2	3
e. Can't sit still, restless or hyperactive	1	2	3
f. Destroys things belonging to his/her family or others	1	2	3
g. Disobedient at home	1	2	3
h. Disobedient at school/care	1	2	3
i. Feels worthless or inferior	1	2	3
j. Impulsive or acts without thinking	1	2	3
k. Too fearful or anxious	1	2	3
l. Feels too guilty	1	2	3
m. Self-conscious or easily embarrassed	1	2	3
n. Inattentive or easily distracted	1	2	3
o. Stubborn, sullen, or irritable	1	2	3
p. Temper tantrums or hot temper	1	2	3
q. Threatens people	1	2	3
r. Unhappy, sad, or depressed	1	2	3
s. Worries	1	2	3

## KIDHEALTH

Display This Question:

If L19 != empty

**L21.** In general, would you say [CHILD1]'s health is...

- 1 Excellent
- 2 Very good
- 3 Good
- 4 Fair
- 5 Poor

Display This Question:

If L19 = empty

**L22.** We'll call your child "A" in the next set of questions.

TOOYOUNG\_LASTMONTH | ARGUES\_LASTMONTH | FINISH\_LASTMONTH | CONCENTRATE\_LASTMONTH | HYPER\_LASTMONTH  
 / DESTROYS\_LASTMONTH | DISOBHOME\_LASTMONTH | DISOBSCH\_LASTMONTH | WORTHLESS\_LASTMONTH |  
 IMPULSIVE\_LASTMONTH | ANXIOUS\_LASTMONTH | GUILTY\_LASTMONTH | SELFCON\_LASTMONTH | DISTRACT\_LASTMONTH |  
 STUBBORN\_LASTMONTH | TANTRUMS\_LASTMONTH | THREATS\_LASTMONTH | SAD\_LASTMONTH | WORRIES\_LASTMONTH

Display This Question:

If L19 = empty

**L23.** Below is a list of items that describe children and youths. Please rate each item to describe A now or within the past month. For each item, please mark if the statement is not true, somewhat true, or very true of your child. Please answer all items as well as you can, even if some do not seem to apply to your child.

	Not True	Somewhat True	Very True
a. Acts too young for his/her age	1	2	3
b. Argues a lot	1	2	3
c. Fails to finish things he/she starts	1	2	3
d. Can't concentrate, can't pay attention for long	1	2	3
e. Can't sit still, restless or hyperactive	1	2	3
f. Destroys things belonging to his/her family or others	1	2	3
g. Disobedient at home	1	2	3
h. Disobedient at school/care	1	2	3
i. Feels worthless or inferior	1	2	3
j. Impulsive or acts without thinking	1	2	3
k. Too fearful or anxious	1	2	3
l. Feels too guilty	1	2	3
m. Self-conscious or easily embarrassed	1	2	3
n. Inattentive or easily distracted	1	2	3
o. Stubborn, sullen, or irritable	1	2	3
p. Temper tantrums or hot temper	1	2	3
q. Threatens people	1	2	3
r. Unhappy, sad, or depressed	1	2	3
s. Worries	1	2	3

KIDHEALTH\_LASTMONTH

Display This Question:

If L19 = empty

**L24.** In general, would you say A's health is...

- 6 Excellent
- 7 Very good
- 8 Good
- 9 Fair
- 10 Poor

**END: ENDING STORE NUMBER Questions**

Display This Question:

If Employed = 1

We have just two more questions before we enter you into the prize drawing.

Display This Question:

If Employed = 1

**END1.** If you know your EMPLOYERNAME store number, please enter it here:

Store number: \_\_\_\_\_

Display This Question:

If Employed = 1

**END2.** Where is the store you work at located?

Street address: \_\_\_\_\_

City or town: \_\_\_\_\_

**CLOSING SCRIPT**

1. **You have reached the end of the survey! Thank you for taking the time to tell us about how things are going in your life.**

**Please enter your email address below for a chance to win a \$500 Amazon gift card!**

\_\_\_\_\_ [EMAIL ADDRESS]

2. **Finally, could you please also enter your cell phone number?  
We will only use this to notify you if you are a gift card winner or to invite you to participate in our follow-up survey.**

Phone Number (XXX-XXX-XXXX): \_\_\_\_\_ [PHONE NUMBER]

**CUSTOM END-OF-SURVEY MESSAGE**

We thank you for your time spent taking this survey. Your response has been recorded.

You can help protect your privacy by clearing your browser's history, cache, cookies, and other browsing data. (Warning: This will also log you out of online services.)