

Fall 2022 Survey Instrument

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This document contains the survey questions from The Shift Project's Fall 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.

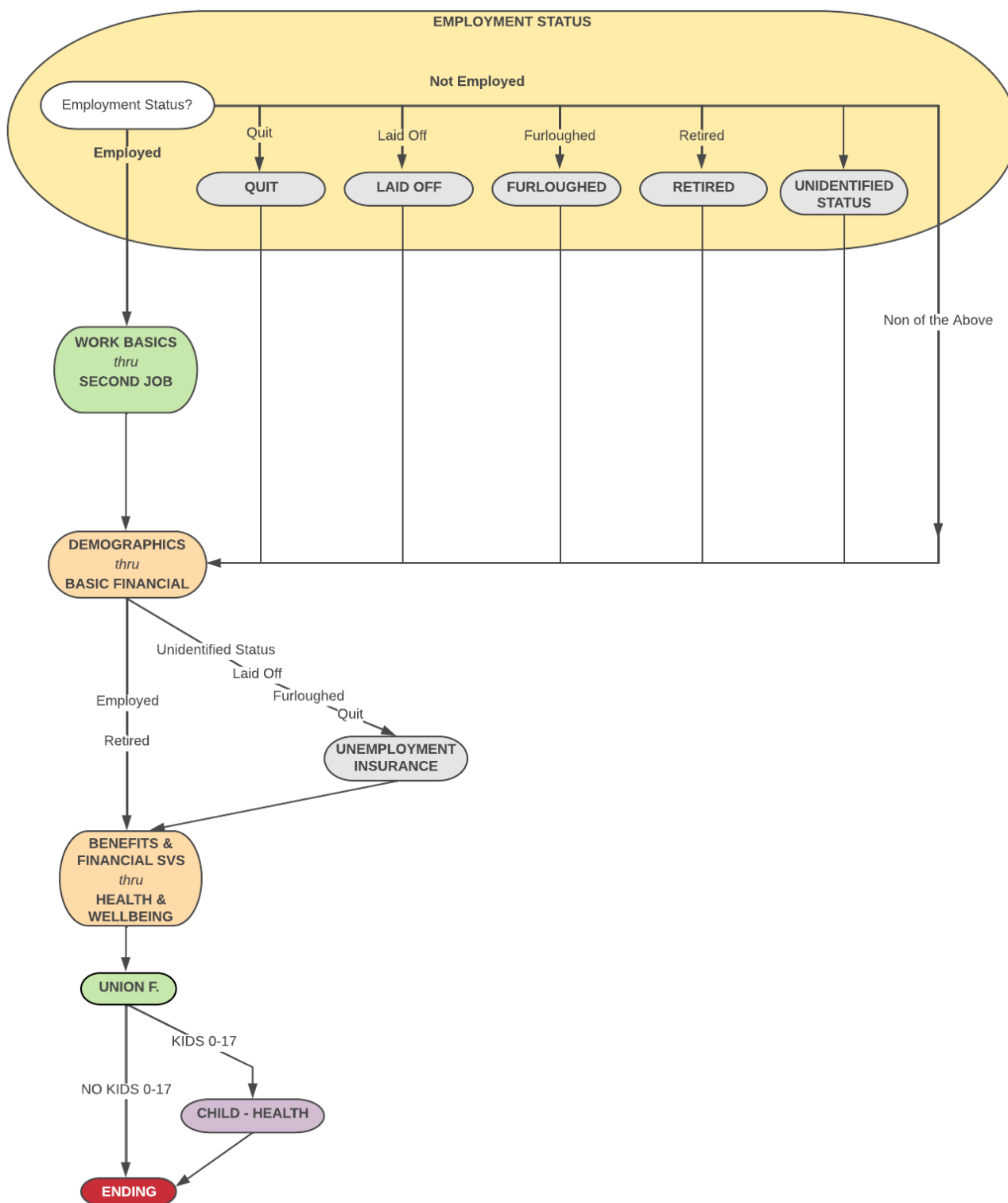
The Shift Project's Fall 2022 National survey will be self-administered on computers, tablets, or smart phones. Using the Facebook advertising platform, we will recruit workers affiliated with large chain service-sector companies. The target respondents are currently or were recently employed as frontline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

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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 that reflects respondents with kids 17 or under, based on the respondent's answer to H15, H17, H19

Kids14 - an embedded variable that reflects respondents with kids 14 or under, based on the respondent's answer to H15 & H17

Incentive – an embedded variable used to pipe into landing and ending pages, that reflects the incentives given to respondents to participate in the survey.

UnionForm – an embedded variable used to identify the employers targeted for Module U.

UnionName - an embedded variable that appears on Module U that reflects the name of the associated union for the targeted employer

MODULE 1: EMPLOYMENT STATUS

EMP_STATUS

*Display This Question:**If single = 1 And multi = 0 Or multi = empty*

- 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 Or multi = 0 And single = 0 Or single = empty And multi = empty*

- 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 (please specify): [Text Box]
 - 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** Which of these options best describes what you did last week?
- 1 Worked for pay at a job/business
 - 2 Worked without pay at a job/business
 - 3 Employed but not working
 - 4 Was on temporary leave from my job
 - 5 On vacation from my job
 - 6 Did gig work
 - 7 Was self-employed
 - 8 None of these

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: [Text Box]

Q1_EMPLOYER_QUIT | Q1_EMPLOYER_QUIT_TEXT

*Display This Question:**If 1.4 = 3*

- 1.7** What is the name of the company where you were working before you quit your job?
- 1 EMPLOYERNAME
 - 2 EMPLOYERNAME1
 - 3 EMPLOYERNAME2
 - 4 EMPLOYERNAME3

*Display This Choice:**If EMPLOYER4 is not Empty*

- 5 EMPLOYERNAME4
- 6 Other (please specify): [Text Box]
- 7 Don't know/refuse

Q1_EMPLOYER_LAIPOFF | Q1_EMPLOYER_LAIPOFF_TEXT

*Display This Question:**If 1.4 = 2*

- 1.8** What is the name of the company where you were working before you were laid off?
- 1 EMPLOYERNAME
 - 2 EMPLOYERNAME1
 - 3 EMPLOYERNAME2
 - 4 EMPLOYERNAME3

*Display This Choice:**If EMPLOYER4 is not Empty*

- 5 EMPLOYERNAME4
- 6 Other (please specify): [Text Box]
- 7 Don't know/refuse

Q1_EMPLOYER_FURLOUGHED | Q1_EMPLOYER_FURLOUGHED_TEXT

Display This Question:

If 1.4 = 1

1.9 What is the name of the company that furloughed you?

- 1 EMPLOYERNAME
- 2 EMPLOYERNAME1
- 3 EMPLOYERNAME2
- 4 EMPLOYERNAME3

Display This Choice:

If EMPLOYER4 is not Empty

- 5 EMPLOYERNAME4 (Display Logic)
- 6 Other (please specify): [Text Box]
- 7 Don't know/refuse

Q1_EMPLOYER_RETIRE | Q1_EMPLOYER_RETIRE_TEXT

Display This Question:

If 1.1 = 4 OR 1.2 = 3

1.10 What is the name of the company where you were working before you retired?

- 1 EMPLOYERNAME
- 2 EMPLOYERNAME1
- 3 EMPLOYERNAME2
- 4 EMPLOYERNAME3

Display This Choice:

If EMPLOYER4 is not Empty

- 5 EMPLOYERNAME4
- 6 Other (please specify): [Text Box]
- 7 Don't know/refuse

Q1_EMPLOYER_UF | Q1_EMPLOYER_UF_TEXT

Display This Question:

If 1.6 = 1 OR 1.6=2 OR 1.6=3 OR 1.6=4

1.11 What is the name of the company where you last worked?

- 1 EMPLOYERNAME
- 2 EMPLOYERNAME1
- 3 EMPLOYERNAME2
- 4 EMPLOYERNAME3

Display This Choice:

If EMPLOYER4 is not Empty

- 5 EMPLOYERNAME4
- 6 Other (please specify) [Text Box]_
- 7 Don't know/refuse

Q1_EMPLOYER_TEXT

Display This Question:

If 1.5 = 1

1.12 What is the name of your current employer?

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

MODULE 4: QUIT^s

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 [EMPLOYER NAME] 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 [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

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>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 2: LAID OFF^s

LAIDOFF_DATE

2.2. When did you lose your job at [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_LAIDOFF

2.3. How long had you been working at [EMPLOYER NAME] when you lost your job?

- 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_LAIDOFF

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_LAIDOFF | WHY_LAIDOFF_TEXT

2.5. Did you lose your job at [EMPLOYER NAME] for any of the following reasons?

- 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: [Text Box]

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>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\$

FURLOUGHED_DATE

3.2. When were you furloughed from [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. Before you were furloughed, how long had 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: [Text Box]

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>0***3.10** 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^s

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.** You indicated that you retired in [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]? **Mark 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: [Text Box]

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 Box]
- 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? (For example: if the amount is \$600, please enter 600 without any spaces or dollar signs)
 \$_____ [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? (For example: if the amount is \$600, please enter 600 without any spaces or dollar signs)
 \$_____ [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? (For example: if the amount is \$600, please enter 600 without any spaces or dollar signs)
\$ _____ [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? (For example: if the amount is \$600, please enter 600 without any spaces or dollar signs)
\$ _____ [Number Format Required]

RETIRE_INCOME_WELFARE_AMOUNT

Display this question:
If 5.7=5

- 5.11.1** About how much income did you receive from your former employer's pension last month? (For example: if the amount is \$600, please enter 600 without any spaces or dollar signs)
\$ _____ [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? (For example: if the amount is \$600, please enter 600 without any spaces or dollar signs)
\$ _____ [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? (For example: if the amount is \$600, please enter 600 without any spaces or dollar signs)
\$ _____ [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? (For example: if the amount is \$600, please enter 600 without any spaces or dollar signs)
\$ _____ [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: [Text Box]
- 5 ☐ None

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_OTHER_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]

RETIRE_WORK_LASTMONTH

5.19.1 Retired people sometimes do some work for pay. Did you work for pay last month?

- 1 Yes
- 2 No

RETIRE_WORK_HOURS_LASTMONTH

*Display this question if 5.19.1=1***5.19.2** Retired people sometimes do some work for pay. About how many hours per week did you working the past month?
[Text Entry: Number Required]

RETIRE_WORK_LASTMONTH_MONEY | RETIRE_WORK_LASTMONTH_HEALTH_INS | RETIRE_WORK_LASTMONTH_FILL_TIME |

RETIRE_WORK_LASTMONTH_OTHER

*Display this question if 5.19.1>1***5.19.3** Why did you work last month? **Mark all that apply.**

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

RETIRE_JOB_SEARCH

*Display this question if 5.19.1=2***5.20** Are you currently looking for work?

- 1 Yes
- 2 No

RETIRE_JOB_SEARCH_MONEY | RETIRE_JOB_SEARCH_HEALTH_INS | RETIRE_JOB_SEARCH_FILL_TIME | RETIRE_JOB_SEARCH_OTHER

*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

RETIRE_JOB_NOSEARCH_HEALTH_ISSUE | RETIRE_JOB_NOSEARCH_FIN_STABLE | RETIRE_JOB_NOSEARCH_CARE |
RETIRE_JOB_NOSEARCH_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

MODULE 6: UNIDENTIFIED FOLKS

LONGWORK_UF

6.2. How long did you work at [EMPLOYER NAME]?

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

STATELIST_UF

6.3. 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

UF_WHY_FIRED

Display This Question:
If 1.6 = 1

6.4. What was the reason you were fired from your job?

- 1 [Open Ended Box] _____

UF_JOB_SEARCH

6.5. Are you currently looking for work?

- 1 Yes
- 2 No

UF_JOB_SEARCH_MONEY | UF_JOB_SEARCH_HEALTH_INS | UF_JOB_SEARCH_FILL_TIME | UF_JOB_SEARCH_OTHER

Display this question if 6.5=1

6.6. 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

UF_JOB_NOSEARCH_HEALTH_ISSUE | UF_JOB_NOSEARCH_FIN_STABLE | UF_JOB_NOSEARCH_CARE | UF_JOB_NOSEARCH_OTHER

Display this question if 6.5=2

6.7. 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

UF_WORK_HOURS_LASTMONTH

6.8. Retired people sometimes do some work for pay. About how many hours per week did you working the past month?

[Text Entry: Number Required]

UF_WORK_LASTMONTH_MONEY | UF_WORK_LASTMONTH_HEALTH_INS | UF_WORK_LASTMONTH_FILL_TIME |
UF_WORK_LASTMONTH_OTHER

Display this question if 6.8>1

6.9. 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 A: WORK BASICS^s

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]?
[Text Box]

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: [Text Box]

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): [Text Box]

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).**

[Text Entry: Number Required]

SALARY

Display This Question:

If A8 != 1

A12. What is your **annual** salary at [EMPLOYER NAME]? **Please enter a dollar amount.**

[Text Entry: 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 B: WORK SCHEDULING^s

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) [Text Box]
- 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.**

[Text Entry: 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.**

[Text Entry: 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.**

[Text Entry: 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^s

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

NUM_SHIFTS

- 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

NUM_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.
- [Text Entry: Number Required]

LONGSHIFT

- C9.** How many hours long is your typical shift at [EMPLOYERNAME]?
- [Text Entry: 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).
[Text Entry: 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

WHYSKIP_UNPAIDBREAK_TOOBUSY | WHYSKIP_UNPAIDBREAK_MANAGPRESS | WHYSKIP_UNPAIDBREAK_IMPRESSION |
WHYSKIP_UNPAIDBREAK_TARGETS | WHYSKIP_UNPAIDBREAK_EARLYLEAVE | WHYSKIP_UNPAIDBREAK_NONEED |
WHYSKIP_UNPAIDBREAK_OTHER

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 Pressure from my manager
- 3 I want to make a good impression
- 4 To meet targets set by management
- 5 So I can leave work earlier
- 6 I didn't need a break
- 7 Other reason [Text Box]

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

LONGSHIFT_TYPICAL_UNPAIDBREAK

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).
[TEXT Entry: Number Required]

SKIP_UNPAIDBREAK_FREQ

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

WHYSKIP_UNPAIDBREAK_TOOBUSY | WHYSKIP_UNPAIDBREAK_MONEY | WHYSKIP_UNPAIDBREAK_MANAGPRESS |
WHYSKIP_UNPAIDBREAK_IMPRESSION | WHYSKIP_UNPAIDBREAK_TARGETS | WHYSKIP_UNPAIDBREAK_EARLYLEAVE |
WHYSKIP_UNPAIDBREAK_NONEED | WHYSKIP_UNPAIDBREAK_OTHER | WHYSKIP_UNPAIDBREAK_OTHER_TEXT

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 [Text Box]

MODULE C2: AUTOMATION^s

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) [Text Box]
- 7 ☐ None of these

TECHSTRESS | TECHHARD | TECHJOY

*Display This Question:**If C2.1 selected count > 0**And C2.1 != 7***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, shelf-scanning cameras, or other technology that take inventory
- 3 Robots that provide customer service
- 4 A machine that counts money
- 5 Other: [Text Box]
- 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 F: WORK RELATIONSHIPS^s

UNION

Display This Question:
If UnionForm = empty

- 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 C3: SURVEILLANCE AND SANCTIONING^s

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 [Text Box]
- 8 I do not need to clock in and out

Skip To: C3.3 If C3.1 = 8

CLOCKINLOSTPAY

*Display This Question:**If C3.1 != 8***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) [Text Box]
- 7 ☐ My employer does not track the speed of my work

WORK_INVOLVES_SPEED

C3.3.1 Does your job involve working at very high speed?

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

WORK_PACE_COWORKERS | WORK_PACE_CUSTOMERS | WORK_PACE_PERF_TARGETS | WORK_PACE_MACHINE | WORK_PACE_BOSS

C3.3.2. On the whole, is your pace of work dependent, or not, on...

	Always	Often	Sometimes	Rarely	Never	Don't know/refuse
1. the work done by colleagues?	1	2	3	4	5	6
2. direct demands from people such as customers?	1	2	3	4	5	6
3. numerical production targets or performance targets?	1	2	3	4	5	6
4. automatic speed of a machine or movement of a product?	1	2	3	4	5	6
5. the direct control of your boss?	1	2	3	4	5	6

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

Display This Question:
If C3.3 != 7

- C3.8.** At your [EMPLOYER NAME] workplace, how often do you get information about the speed of your work from an app, 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: [Text Box]
 - 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 enough.
- 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

SLOWWORSECHED

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 enough.

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

TECH_MONITOR_LOCATION | TECH_MONITOR_ACTIONS | TECH_MONITOR_INTERACTIONS | TECH_MONITOR_CONVERSATIONS |
TECH_MONITOR_QUALITY

C3.13. Please indicate how much your [EMPLOYER NAME] employer uses technology to monitor...

	A great deal	Somewhat	A little	Not at all
1. Where you go in your workplace	1	2	3	4
2. What you are doing in your workplace	1	2	3	4
3. Who you are with in your workplace	1	2	3	4
4. What you say in your workplace	1	2	3	4
5. The quality of your work	1	2	3	4

EMPLOYER_RESPECTS_PRIVACY | EMPLOYER_TRUSTS_YOU | EMPLOYER_TRUSTS_COWORKERS

C3.14. Please indicate how much your [EMPLOYER NAME] employer:

	A great deal	Somewhat	A little	Not at all
1. ...respects your privacy	1	2	3	4
2. ...trusts you	1	2	3	4
3. ...trust your coworkers	1	2	3	4

EMPLOYER_SUSP_STEAL_YOU | EMP_SUSP_STEAL_COWORKERS

C3.15. Please indicate how much you feel that your [EMPLOYER NAME] employer:

	A great deal	Somewhat	A little	Not at all
1. ...suspects that you will try to steal from the company	1	2	3	4
2. ...suspects that your co-workers will try to steal from the company	1	2	3	4

EMPLOYER_TRACKS_OUTSIDE

C3.16. How likely do you think it is that your employer monitors your behavior outside of work (such as by monitoring your online activity or tracking your location)?

- 1 Not likely
- 2 Somewhat likely
- 3 Extremely likely
- 4 Certain
- 5 Don't know/refuse

MODULE D: CONTROL AND PTO^s

HOURDECIDE

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 ☐ 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): [Text Box]

MODULE E: HOUR PREFERENCES AND WORK-FAMILY CONFLICT^s

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

LIKEMOREPREDICT

- E3.** Do you agree or disagree?: I would like to have a more stable and predictable schedule at [EMPLOYER NAME].
- 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	Somewhat true	Not at all true
1. My manager will find someone to cover my shift	1	2	3
2. I am responsible for finding someone to cover my shift	1	2	3
3. My co-workers will try their best to cover for me	1	2	3

APP_PICKUP_SHIFTS | APP_FIND_COVER_SHIFTS | APP_SWAP_SHIFTS | APP_UPDATE_AVAIL | APP_NONE

E7.1. At my [EMPLOYER NAME] workplace, I have access to an app or another online tool that allows me to...

- 1 Pick up extra available shifts
- 2 Find someone to cover my shift
- 3 Swap shifts with co-workers
- 4 Update my availability
- 5 ø None of these

APP_IS_EASY | APP_IS_FRUSTRATING | APP_IS_HELPFUL | APP_IS_BUGGY

*Display This Question:**If E7.1 = 1, 2, 3, 4***E7.2.** In general, I find this app or online tool.....

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
a. Easy to use	1	2	3	4	5
b. Frustrating to use	1	2	3	4	5
c. Helpful and useful	1	2	3	4	5
d. Slow or buggy	1	2	3	4	5

COWORKERSUPPORT

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

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

NEWJOB3M

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^s

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 A1: COVID SHOCK^s

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

COVID_BOOSTER

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 OR if A1.7.2=2

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: [Text Box]

NOTBOOST_DKHOW | NOTBOOST_NOTIME | NOTBOOST_SCHEDULEISSUE | NOTBOOST_CANT_AFFORD_TIMEOFF | NOTBOOST_SIDEAFFECTS
 NOTBOOST_DONT_TRUST_VACC | NOTBOOST_NOTWORRIED | NOTBOOST_VACC_COST | NOTBOOST_INELIGIBLE |
 NOTBOOST_ALREADY_PROTECTED | NOTBOOST_OTHER | NOTBOOST_OTHER_TEXT

Display This Question:

If A1.7 = 1 AND if A1.7.2=2

A1.8.1. Why have you not received a COVID19 booster shot? 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 I don't think I am eligible for a booster
- 10 I think I am already protected against COVID
- 11 Other [Text Box]

REQUIRE_EMPLOYEES_VACC

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

- 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: [Text Box]
- 5 ☐ No verification

SUPPORT_EMPLOYEES_VACC

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

MODULE G: SECOND JOB^s

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

THE FOLLOWING QUESTIONS ASK FOR A LITTLE MORE INFORMATION ABOUT YOU.

GENDER | GENDER_TEXT

H1. How would you describe your gender identity?

- 1 Man
- 2 Woman
- 3 Non-binary
- 4 Prefer to self-describe: [Text Box]
- 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) & 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 & (H2 = 1 OR H1 = 3) & 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 $H2A = 3$ & $(H2 = 1 \text{ OR } H1 = 3)$ & $Employed = 1$

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 $(H2 = 1 \text{ OR } H1 = 3)$ & $Employed = 1$

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 $(H2 = 1 \text{ OR } H1 = 3)$ & $H2B = 3$ & $Employed = 1$

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 & (H2 = 1 OR H1 = 3) & 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 Age in Years [Text Box]
- 2 I have never told others that I am transgender and/or non-binary

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: [Text Box: Number required]

AGE

*Display This Question:**If H4 = Empty**Or H4 < 18**Or H4 > 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?
[Text Box]__

BIRTH_GEOGRAPHY

H10.1 Where were you born?

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

US_CITIZENSHIP

*Display This Question:**If H10.1 = 2***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

*Display This Question:**If H10.1 = 2***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)

____[Text Box: 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 not working, looking for work, or unemployed
- 3 My spouse/partner was laid off and is a student
- 4 My spouse/partner is a parent or homemaker
- 5 My spouse/partner is retired (no longer working)
- 6 Other: Please Specify [Text Box]

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

KIDSO4

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

KIDOTO4_GEN1 | KIDOTO4_GEN2 | KIDOTO4_GEN3 | KIDOTO4_GEN4 | KIDOTO4_AGE1 | KIDOTO4_AGE2 | KIDOTO4_AGE3 | KIDOTO4_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 2 Female	1 <1 year 2 1 year 3 2 years 4 3 years 5 4 years
b. Kid #2	1 Male 2 Female	1 <1 year 2 1 year 3 2 years 4 3 years 5 4 years
c. Kid #3	1 Male 2 Female	1 <1 year 2 1 year 3 2 years 4 3 years 5 4 years
d. Kid #4	1 Male 2 Female	1 <1 year 2 1 year 3 2 years 4 3 years 5 4 years

KIDS5TO9

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_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

HHCT

H26. Including yourself, how many people currently live in your household?

____ [Text Box: 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

CONTROL_ECONCIRC

- I7.** 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 12: UNEMPLOYMENT INSURANCE^s

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: [Text Box]

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_LAIPOFF_MONTH | UI_PAYMENT_LAIPOFF_YEAR

Display This Question:

If I2.6 = 1

I2.7. When did you receive your first unemployment insurance payment?

	Month		Year	
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	
I stopped receiving unemployment benefits in...	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 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: [Text Box]

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

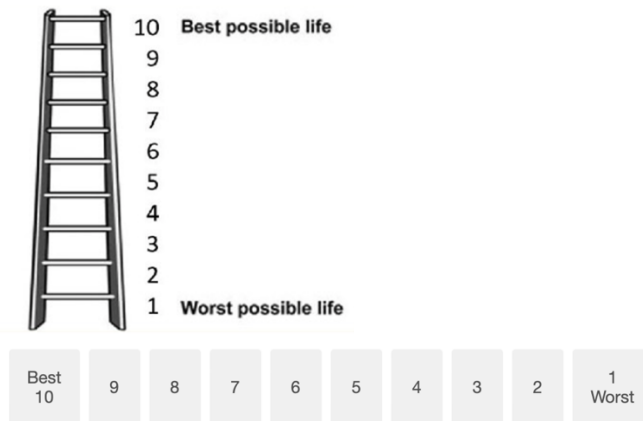
M5. About how many friends or relatives do you have whom you could call on for advice or help if you needed it?

[Number Required]

MODULE K: HEALTH AND WELLBEING

LIFE_LADDER

K1.1 Assume that this ladder is a way of picturing your life. The top of the ladder represents the best possible life for you and the bottom rung of the ladder represents the worst possible life for you.



If the top step is 10 and the bottom step is 0, on **which step of the ladder do you feel you personally stand right now?**

- 1 Best 10
- 2 9
- 3 8
- 4 7
- 5 6
- 6 5
- 7 4
- 8 3
- 9 2
- 10 1 Worst

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

COVID_SELF_SEVERITY

Display if:

K2=1

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

WHYNOPLANFROMJOB | WHYNOPLAN_TEXT

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): [Text Box]

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): [Text Box]

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): [Text Box]

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 [Text Box]
- 7 ☐ None of these

CONTRIBPAINFOOT

Display This Question:

If K19 = 1

And employed = 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 employed = 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 employed = 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 employed = 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 employed = 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 employed= 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

PAIN_SCALE

*Display This Question:**If K19 != 7*

K25.2 Now thinking about the past 7 days, how would you rate your pain on average on a scale of 0-10, where 0 is no pain and 10 is the worst pain imaginable?

Pain over the past 7 days ()

0 1 2 3 4 5 6 7 8 9 10

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.

- 1 Always
- 2 Often
- 3 Sometimes
- 4 Rarely
- 5 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 U: UNION FORMATION (Fielded to Albertsons, Amazon, Apple, Chipotle, CVS, Safeway, Starbucks, Trader Joe's & Walgreens)

UNION_FIRMS

- F1.** To the best of your knowledge, at which of the following firms have workers recently voted to form a union?
- 1 [EMPLOYER NAME]
 - 2 [EMPLOYER NAME1]
 - 3 [EMPLOYER NAME2]
 - 4 [EMPLOYER NAME3]
 - 5 [EMPLOYER NAME4]
 - 6 Don't know/Refuse

Display This Question:

If EMPLOYERNAME= Safeway

- F1.1** Do you belong to a labor union at [EMPLOYER NAME]?
- 1 Yes
 - 2 No

Skip To: F6 If F.1.1 = Yes

RECENT_UNION_VOTE

- F2.3** Have you and your co-workers recently taken a vote about whether to form a union at [EMPLOYER NAME] location 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

RECENT_UNION_VOTE_RESULT

Display This Question:

If F2.3 = 1

- 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

Display This Question:

If F2.3 = 2

OR

If F2.3 = 3

OR

If F2.3 = 4

- F3.** If an election were held today at your [EMPLOYER NAME] workplace to decide whether employees like you should be represented by at [EMPLOYER NAME], 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

PERCENT_COWORK_VOTE_UNION

Display This Question:

If F2.3 = 2

OR

If F2.3 = 3

OR

If F2.3 = 4

- F4** What percentage of your coworkers do you think would vote for the union?
 Not applicable
 [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 [EMPLOYER NAME] 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 [EMPLOYER NAME] workplace? **Mark all that apply.**
- 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

UNIONBUST1

Display This Question:

If F6 = 8

- F6.1.** What kind of retaliation have you noticed?
 [Text Box]

ORG_UNION_DISTRIB_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 [EMPLOYER NAME] workplace? **Mark all that apply.**

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

JFK8_WORKING_COND | STARBUCKS_LOC_WORKING_COND

Display This Question:

If F.2.3 !=1 OR F.2.4=2 OR F.2.4=3

F10. Recently, workers at some [EMPLOYER NAME] locations voted to unionize with the [UNION NAME]. How do you think that decision will affect policies/working conditions **for those recently unionized 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

LIKEYOU_WORKING_COND

Display This Question:

If F.2.4=1

F10.1. Recently, workers at your [EMPLOYER NAME] location voted to unionize with the [UNION NAME]. How do you think that decision will affect working conditions **for workers 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

STARBUCKS_LOC_OTH_WORKING_COND

Display This Question:

If F.2.3 !=1 OR F.2.4=2 OR F.2.4=3

F11. How do you think the decision to unionize by [EMPLOYER NAME] workers will affect working conditions **for other [EMPLOYER NAME] 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

JFK8_OTHERS_WORKING_COND | OTHERS_WORKING_COND

Display This Question:

If F.2.4 =1

F11.1. How do you think the decision to unionize by some [EMPLOYER NAME] workers will affect working conditions **for other [EMPLOYER NAME] 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

MODULE L: CHILD - HEALTH^s

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 employed = 1**And If kids14 = 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 employed = 1**And If kids14 = 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]

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 | DISOBSC_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...

- 1 Excellent
- 2 Very good
- 3 Good
- 4 Fair
- 5 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 [EMPLOYER NAME] store number, please enter it here:
Store number: [Text Box]

Display This Question:

If Employed = 1

END2. Where is the store you work at located?
Street address: [Text Box]
City or town: [Text Box]

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 [INCENTIVE] 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.)