

Spring 2019 Survey Instrument
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This document contains the survey questions from our web-based survey instrument. Our research design involves administering this survey to workers employed in retail and food service industries in the United States.

Methodology: This survey will be self-administered on computers, tablets, or smart phones. This document displays the content of the survey, but the actual survey will be formatted for these devices and the skip patterns, display logic, and “piped in” text such as employer name will be automated. The skip patterns and question display logic serve to minimize respondent burden in that only questions that are applicable, given earlier answers, will be presented to the respondent. For example, respondents with no children will skip out of all questions in Module L: Child.

Distribution: A version of this survey will be administered to national target audiences, as well as oversampling audiences in Oregon, Seattle, and New York City.

Contributors: Daniel Schneider and Kristen Harknett (all); Sachin Pandya, U. Conn, and Charlotte Alexander, Georgia State U. (manager misclassification); Joshua Choper (manager vignettes); Naomi Sugie, UC Irvine (criminal justice); Ellen Scott, U. Oregon (Oregon questions)

Survey Testing:

Single-Company – Average Survey Length (200 responses): 113.855 questions

Multiple-Company – Average Survey Length (200 responses): 83.495 questions

Notes: The Spring 2019 survey instrument included new questions on criminal arrests and convictions (Module H, Criminal Justice); a new custom end-of-survey message to comply with the project’s IRB approval; revised recode values for the tenure question to allow for criminal justice logic, as well as more tenure options; minor adjustments to questions throughout. This iteration also corrected logic errors for certain manager task questions, and updated “don’t know/refuse” options in multiple-selection questions to be exclusive (this feature was previously unavailable in Qualtrics).

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CONSENT [\(return to top\)](#)

We are a group of University of California, Berkeley researchers interested in understanding work scheduling practices.

A full description of the study is available here: Consent

Please read this document and download or print a version for your records. If you wish to participate in this study, please click the arrow below to continue

Be sure to enter your email address at the end of the survey for a chance to win an Apple iPad!

MODULE A: WORK BASICS [\(return to top\)](#)

A1.¹ What is the name of your main employer?

- 1 EMPLOYERNAME1
- 2 EMPLOYERNAME2
- 3 EMPLOYERNAME3
- 97 Other (please specify)
- 98 I am not employed
- 99 Don't know/refuse

Skip To: End of Survey If A1 = 98

Skip To: End of Survey If A1 = 99

A2. How long have you been working at [EMPLOYER NAME]?

- 2019 less than 1 year
- 2018 1 year
- 2017 2 years
- 2016 3 years
- 2015 4 years
- 2014 5 years
- 2013 6 years
- 2012 7 years
- 2011 8 years
- 2010 9 years
- 2009 10 or more years
- 12 Don't know/refuse

¹ Unlike the multiple-company survey, which asks respondents where they work in (A1), the single-company survey assumes that respondents work at the company being targeted in the corresponding Facebook advertisement (thus, (A1) in the single-company survey asks respondents how long they have worked at [EMPLOYERNAME]). If the assumption is true, then the respondent answers the tenure questions and a sequence of questions that each invoke the name of their employer and that invocation is hard-coded into the survey as they progress. If the assumption is false and the respondent does not confirm employment at the targeted company, then they are skipped to a separate block of questions, in which the first question supplies a list of possible employers and an open text entry option.

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

A4. Are you a manager at [EMPLOYER NAME]?

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

Display This Question:

If A4 = 1

A5. What is your job title at [EMPLOYER NAME]?

Display This Question:

If A4 != 1

A6. What is your job title at [EMPLOYER NAME]?

- 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 Driver
- 16 Other: _____

A7. Are you paid by the hour at [EMPLOYER NAME]?

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

Display This Question:

If A7 = 1

A8. How much are you paid per hour at [EMPLOYER NAME]? **Please enter dollars per hour.**

____ [NUMBER REQUIRED]

Display This Question:

If A7 = 1

A9. Does that include any tips you might receive at [EMPLOYER NAME]?

- 1 Yes
- 2 No, I get tips in addition to my hourly wage
- 3 No, I don't get tips

Display This Question:

If A9 = 2

A10. Please enter the amount you usually earn in tips per week at [EMPLOYER NAME]. **Please enter a dollar amount.**

____ [NUMBER REQUIRED]

Display This Question:

If A7 != 1

A11. What is your **annual** salary at [EMPLOYER NAME]? **Please enter a dollar amount.**

____ [NUMBER REQUIRED]

A12. Thinking about each paycheck you receive from [EMPLOYER NAME], about how much is it usually for? **Please enter a dollar amount.**

____ [NUMBER REQUIRED]

A13. How often do you receive your paychecks from [EMPLOYER NAME]?

- 1 Daily
- 2 Weekly
- 3 Every two weeks
- 4 Monthly
- 5 Other: _____
- 6 Don't know/refuse

A14. At [EMPLOYER NAME], if you work more than 40 hours in a work week, do you receive overtime pay of at least 1.5 times your regular pay for every additional hour worked above 40 hours that week?

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

Display This Question:

If Geo-IP = CA, NV, AK

A15. Is your [EMPLOYER NAME] workplace located in the state of California, Nevada, or Alaska?

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

Skip To: A17 If A15 != 1

Display This Question:

If A15 = 1

A16. At [EMPLOYER NAME], if you work more than 8 hours in a work day, do you receive overtime pay of at least 1.5 times your regular pay for every additional hour worked above 8 hours that day?

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

Display This Question:

If Geo-IP = CO

A17. Is your [EMPLOYER NAME] workplace located in the state of Colorado?

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

Skip To: A19 If A17 != 1

Display This Question:

If A17 = 1

- A18.** At [EMPLOYER NAME], if you work more than 12 hours in a work day, do you receive overtime pay of at least 1.5 times your regular pay for every additional hour worked above 12 hours that day?
- 1 Yes
 - 2 No
 - 3 Don't know/refuse

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Display This Question:

If GeolP Location Region = OR
Or GeolP Location Region = WA
Or GeolP Location Region = CA
Or GeolP Location Region = NV
Or GeolP Location Region = ID

And

If A15 != 1

And A17 != 1

- A19.** Is your [EMPLOYER NAME] workplace located in the state of Oregon?
- 1 Yes
 - 2 No
 - 3 Don't know/refuse

Skip To: A27 If A19 = 1

Display This Question:

If GeolP Location Region = IL

- A20.** Is your [EMPLOYER NAME] workplace located in Chicago city limits?
- 1 Yes
 - 2 No
 - 3 Don't know/refuse

Skip To: A27 If A20 = 1

Display This Question:

If GeolP Location Region = CA
And A15 = 1
Or A15 = 3

- A21.** Is your [EMPLOYER NAME] workplace located in Los Angeles city limits?
- 1 Yes
 - 2 No
 - 3 Don't know/refuse

Skip To: A27 If A21 = 1

Display This Question:

If GeolP Location Region = PA

Or GeolP Location Region = NJ

Or GeolP Location Region = DE

A22. Is your [EMPLOYER NAME] workplace located in Philadelphia city limits?

1 Yes

2 No

3 Don't know/refuse

Skip To: A27 If A22 = 1

Display This Question:

If GeolP Location Region = WA

A23. Is your [EMPLOYER NAME] workplace located in Seattle city limits?

1 Yes

2 No

3 Don't know/refuse

Skip To: A27 If A23 = 1

Display This Question:

If GeolP Location Region = CT

Or GeolP Location Region = MA

Or GeolP Location Region = NY

Or GeolP Location Region = RI

A24. Is your [EMPLOYER NAME] workplace located in the state of Connecticut?

1 Yes

2 No

3 Don't know/refuse

Skip To: A27 If A24 = 1

Display This Question:

If GeolP Location Region = NY

Or GeolP Location Region = NJ

Or GeolP Location Region = CT

Or GeolP Location Region = PA

Or GeolP Location Region = MA

Or GeolP Location Region = VT

A25. Is your [EMPLOYER NAME] workplace located in the state of New York?

1 Yes

2 No

3 Don't know/refuse

Display This Question:

If A25 = 1

A26. 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

A27. If you know your [EMPLOYER NAME] store number, please enter it here:

- 1 Store number

Skip To: End of Block If A27:1 = Not Empty

Display This Question:

If A26 = Empty

A28. Where is the store you work at located?

- 1 Street address
- 2 City or town
- 3 State
- 4 Phone number

Display This Question:

If A28 1 = Empty

A29. What are the nearest cross streets to the [EMPLOYER NAME] store you work at?

- 1 Cross Streets/nearest intersection

MODULE B: WORK SCHEDULING [\(return to top\)](#)

B1. Which of the following best describes your work schedule at [EMPLOYER NAME]?

- 1 Variable schedule (one that changes from day to day)
- 2 Regular daytime schedule
- 3 Regular evening shift
- 4 Regular night shift
- 5 Rotating shift (one that changes regularly from days to evenings or nights)
- 6 Split shift (one consisting of two distinct periods each day)
- 7 Other (specify)
- 8 Don't know/refuse

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

____ [NUMBER REQUIRED]

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

____ [NUMBER REQUIRED]

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

____ [NUMBER REQUIRED]

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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

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

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

- B8.** Thinking about your job at [EMPLOYER NAME], please say whether you often, sometimes, or never work at these times...

	often	sometimes	never
a. daytime hours between 8 a.m. and 6 p.m.	1	2	3
b. evening hours after 6 p.m.	1	2	3
c. overnight hours between midnight and 8 a.m.	1	2	3
d. early morning hours before 8 a.m.	1	2	3

- B9.** Still thinking about your job at [EMPLOYER NAME], please say whether you often, sometimes, or never work on weekends.

- 1 Often
- 2 Sometimes
- 3 Never

MODULE C: SECURE SCHEDULING [\(return to top\)](#)

- 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

Display This Question:

If C1 = 1

- C2.** In the past month or so, have you ever been asked to be "on-call" for work at [EMPLOYER NAME], **but then your employer did not need you to work?**
- 1 Yes
 - 2 No
 - 3 Don't know/refuse

Display This Question:

If C1 = 1

- C3.** The last time this happened, how much were you paid for being "on-call"?
- 1 I was not paid
 - 2 I was paid for some of my originally-scheduled hours
 - 3 I was paid for all of my originally-scheduled hours
 - 4 Other (please explain)
 - 5 Don't know/refuse

~ ~ ~ PAGE BREAK ~ ~ ~

- C4.** 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

Display This Question:

If C4 = 1

- C5.** The last time this happened, how far in advance did you find out about the shift being canceled at [EMPLOYER NAME]?
- 1 Less than 24 hours
 - 2 1 day
 - 3 2 days
 - 4 3 days
 - 5 4 days
 - 6 5 days
 - 7 6 days
 - 8 At least 1 week but less than 2 weeks
 - 9 2 weeks or more
 - 11 Don't know/refuse

Display This Question:

If C4 = 1

And C5 != 9

- C6.** The last time this happened, how much were you paid for the cancelled shift?
- 1 I was not paid
 - 2 I was paid for at least half of my originally-scheduled hours
 - 3 Other (please explain)
 - 4 Don't know/refuse

Display This Question:

If C4 = 1

- C7.** The last time your employer canceled a shift, were you happy or unhappy about the shift cancellation?
- 1 I was happy about the cancellation
 - 2 I was neither happy nor unhappy
 - 3 I was unhappy about the cancellation
 - 4 Don't know/refuse

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- C8.** 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

Display This Question:

If C8 = 1

- C9.** The last time this happened, how far in advance did you find out about your shift getting changed?
- 1 Less than 24 hours
 - 2 1 day
 - 3 2 days
 - 4 3 days
 - 5 4 days
 - 6 5 days
 - 7 6 days
 - 8 At least 1 week but less than 2 weeks
 - 9 2 weeks or more
 - 11 Don't know/refuse

Display This Question:

If C8 = 1

And C9 != 9

- C10.** The last time this happened, how much were you paid?
- 1 I was paid only for the hours I actually worked
 - 2 I was paid for all of the hours I worked, plus some extra pay for the shift change
 - 3 Other (please explain)
 - 4 Don't know/refuse

Display This Question:

If C8 = 1

- C11.** The last time your employer changed the timing or length of your shift, were you happy or unhappy about this change?
- 1 I was happy about the change
 - 2 I was neither happy nor unhappy
 - 3 I was unhappy about the change
 - 4 Don't know/refuse
- C12.** 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

Display This Question

If C12 = 1

- C13.** The last time this happened, how much were you paid for these shifts?
- 1 I was paid only for the hours I actually worked
 - 2 I was paid for the hours I worked plus some extra pay because I didn't get at least 11 hours off between shifts
 - 3 Other (please explain)
 - 4 Don't know/refuse

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- C14.** In the past month or so, has your employer hired any new employees to do work that is similar to the job you do at [EMPLOYER NAME]?
- 1 Yes
 - 2 No
 - 3 Don't know/refuse

Display This Question:

If C14 = 1

- C15.** Did your employer offer current employees more hours first, before hiring the new employee or employees at [EMPLOYER NAME]?
- 1 Yes
 - 2 No
 - 3 Don't know/refuse
- C16.** Over the past few months, would you say that overall your work schedule at [EMPLOYER NAME] has gotten better, stayed the same, or gotten worse?
- 1 Gotten better
 - 2 Stayed the same
 - 3 Gotten worse
 - 4 Don't know/refuse

Display This Question:

If C16 = 1

- C17.** Over the past few months, in what ways has your work schedule at gotten better?
- 1 I get more advance notice
 - 2 My schedule is less likely to change at the last minute
 - 3 I am working at more convenient times
 - 4 I have more control over my schedule
 - 5 Other _____

Display This Question:

If C16 = 3

- C18.** Over the past few months, in what ways has your work schedule gotten worse?
- 1 I get less advance notice
 - 2 My schedule is more likely to change at the last minute
 - 3 I am working at less convenient times
 - 4 I have less control over my schedule
 - 5 Other _____
- C19.** Over the past few months, has your number of work hours at [EMPLOYER NAME] increased, stayed the same, or decreased?
- 1 Hours increased
 - 2 Stayed the same
 - 3 Hours decreased
 - 4 Don't know/refuse

MODULE C2: KNOWLEDGE OF LAWS [\(return to top\)](#)**Laws Part 1 – Oregon Oversample**

OR1. Have you heard anything about the following laws recently passed in Oregon?

	Yes	No
a. Minimum Wage Increases	1	2
b. Paid Sick Leave	1	2
c. Fair Scheduling	1	2
d. Equal Pay Act	1	2

Display This Question:

If OR1c = 1

OR2. How did you hear about Oregon's Fair Scheduling Law? **Please mark all that apply.**

- 1 From my manager
- 1 From a posting a work
- 2 From a co-worker
- 3 From a friend or family member
- 4 From the Oregon Bureau of Labor and Industries (BOLI)
- 5 From the media (news, internet, etc.)
- 6 From a community organization or non-profit
- 7 From a labor union
- 8 Other (specify) _____

OR3. Does your employer, [EMPLOYER NAME], have a list of volunteer employees to be on "stand-by" to cover unanticipated absences or business needs?

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

Display This Question:

If OR3 = 1

OR4. Did you choose to be a volunteer employee on stand-by to cover unanticipated absences or business needs?

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

Laws Part 2 – Seattle Oversample**SEA1.** Have you heard anything about the following recent Seattle ordinances?

	Yes	No
a. Paid Sick and Safe Time Ordinance	1	2
b. Minimum Wage Ordinance	1	2
c. Secure Scheduling Ordinance	1	2
d. Wage Theft Ordinance	1	2

*Display This Question:**If SEA1c = 1***SEA2.** How did you hear about the Secure Scheduling Ordinance? **Please mark all that apply.**

- 1 From my manager
- 2 From a posting at work
- 3 From a co-worker
- 4 From a friend or family member
- 5 From the City of Seattle's Office of Labor Standards
- 6 From the media (news, internet, etc.)
- 7 From a community organization or non-profit
- 8 From a labor union
- 9 Other (specify) _____

Laws Part 3 – NYC Oversample

NYC1. Have you heard anything about the following recent **New York City laws**?

	Yes	No
a. <input checked="" type="checkbox"/>	1	2
b. <input checked="" type="checkbox"/>	1	2
c. <input checked="" type="checkbox"/>	1	2
d. <input checked="" type="checkbox"/>	1	2

Display This Question:

If NYC1c = 1

NYC2. How did you hear about ☒? **Please mark all that apply.**

- 1 From my manager
- 2 From a posting a work
- 3 From a co-worker
- 4 From a friend or family member
- 5 From ☒
- 6 From the media (news, internet, etc.)
- 7 From a community organization or non-profit
- 8 From a labor union
- 9 Other (specify) _____

MODULE D: CONTROL AND PTO [\(return to top\)](#)

- 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

~ ~ ~ PAGE BREAK ~ ~ ~

- D2.** 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

- 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

MODULE E: HOUR PREFERENCES AND WORK-FAMILY CONFLICT [\(return to top\)](#)

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

E2. I would like to work more hours at [EMPLOYER NAME].

- 1 Strongly agree
- 8 Agree
- 6 Disagree
- 3 Strongly disagree

E3. I would like to have a more stable and predictable work schedule at [EMPLOYER NAME].

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

E4. At [EMPLOYER NAME], how often are there not enough people or staff to get all the work done?

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

E5. It is easy to get time off from [EMPLOYER NAME] when I need it.

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

~ ~ ~ PAGE BREAK ~ ~ ~

E6. My shift and work schedule at [EMPLOYER NAME] cause extra stress for me and my family.

- 1 Always true
- 2 Often true
- 3 Sometimes true
- 4 Never true

E7. My shift and work schedule at [EMPLOYER NAME] make it hard for me to provide caregiving for my family or relatives.

- 1 Always true
- 2 Often true
- 3 Sometimes true
- 4 Never true

E8. 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

E9. 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

~ ~ ~ PAGE BREAK ~ ~ ~

E10. In all, how satisfied are you with your **work schedule** at [EMPLOYER NAME]?

- 1 Very satisfied
- 2 Somewhat satisfied
- 3 Not too satisfied
- 4 Not at all satisfied

- E11.** 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 likely
 - 2 Somewhat likely
 - 3 Not at all likely

MODULE F: WORK RELATIONSHIPS [\(return to top\)](#)

F1. At [EMPLOYER NAME], my immediate supervisor treats me fairly.

- 1 Always true
- 2 Often true
- 3 Sometimes true
- 4 Never true

F2. Is your immediate supervisor at [EMPLOYER NAME] male or female?

- 1 Male
- 2 Female
- 3 I do not have an immediate supervisor or do not have just one immediate supervisor

Display This Question:

If F2 != 3

F3. How would you describe the race/ethnicity of your immediate supervisor at [EMPLOYER NAME]? **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

F4. Do you belong to a labor union at [EMPLOYER NAME]?

- 1 Yes
- 2 No

F5. 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

MODULE G: SECOND JOB [\(return to top\)](#)

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

G2. How many hours per week do you usually work at all your other jobs (not counting your job at [EMPLOYER NAME])?

____ [NUMBER REQUIRED]

G3. Some people find paid jobs or tasks by connecting directly with people who want to hire them using a website or mobile app.

In the last 6 months, have you looked for jobs or earned money by taking on jobs through a website or mobile app (for example, by driving someone from one place to another, caring for kids or elderly people, cleaning someone's home, or doing online tasks)?

- 1 Yes
- 2 No

Skip To: End of Block If G3 != 1

G4. What sorts of jobs or tasks have you performed in the last 6 months using these services? **Please mark all that apply.**

- 1 Drove for a ride sharing service (for example: Uber, Lyft, Sidecar)
- 2 Shopped for someone and/or made deliveries (for example: Postmates, Instacart)
- 3 Did care work (for example: Care.com; Sittercity)
- 4 Did home services/cleaning/laundry (for example: Handy, Taskrabbit)
- 5 Performed tasks online (for example: data entry, took surveys – not including this one)
- 6 Other _____

G5. Which of the following statements best describes the income you earn from using these services?

- 1 It is essential for meeting my basic needs
- 2 It is 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

- G6.** In order to make the income you need or want from these types of services, how much control would you say you have over when you start and stop work?
- 1 Total control
 - 2 Almost total control
 - 3 Some control
 - 4 Little control
 - 5 No control

MODULE H: DEMOGRAPHICS [\(return to top\)](#)

H1. What is your gender?

- 1 Male
- 2 Female
- 3 Other
- 4 Don't know/Refuse

H2. 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

H3. How old are you?

- 1 Enter your age in years

Display This Question:

If H3 = Empty

Or H3 < 18

Or H3 > 100

H4. 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

H5. Are you currently enrolled in school?

- 1 Yes
- 2 No

Display This Question:

If H5 = 1

- H6.** 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
- H7.** 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
- H8.** Do you speak a language other than English at home?
- 1 Yes
 - 2 No
- H9.** 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

Display This Question:

If H9 = 1

Or H9 = 2

- H10.** Is your spouse or partner employed?
- 1 Yes
 - 2 No

Display This Question:

If H10 = 1

- H11.** Which of the following best describes your spouse or partner's work schedule?
- 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 (please specify)

Display This Question:

If H10 = 1

- H12.** How far in advance does your spouse or partner know what days and hours they will need to work?
- 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
 - 6 4 weeks or more

~ ~ ~ PAGE BREAK ~ ~ ~

- H13.** 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

Display This Question:

If H13 = 1

- H14.** Are any of your children under the age of 5?
- 1 Yes
 - 2 No
 - 3 Don't know/refuse

Display This Question:

If H14 = 1

- H15.** For each of your children **under the age of five**, please tell us the child's gender and age.

	Gender	Age

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

~ ~ ~ PAGE BREAK ~ ~ ~

Display This Question:

If H13 = 1

H16. Are any of your children between the ages of 5 and 9?

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

Display This Question:

If H16 = 1

H17. 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

~ ~ ~ PAGE BREAK ~ ~ ~

Display This Question:

If H13 = 1

H18. Are any of your children between the ages of 10 and 14?

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

Display This Question:

If H18 = 1

H19. 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

Display This Question:

If H14 = 1

Or H16 = 1

Or H18 = 1

H20. 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

~ ~ ~ PAGE BREAK ~ ~ ~

Display This Question:

If H13 = 1

H21. Are any of your children age 15 or older?

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

Display This Question:

If H21 = 1

H22. 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 2 Female	1 15 years 2 16 years 3 17 years 4 18 years 5 19+ years
b. Kid #2	1 Male 2 Female	1 15 years 2 16 years 3 17 years 4 18 years 5 19+ years
c. Kid #3	1 Male 2 Female	1 15 years 2 16 years 3 17 years 4 18 years 5 19+ years
d. Kid #4	1 Male 2 Female	1 15 years 2 16 years 3 17 years 4 18 years 5 19+ years

Criminal Justice Part 1 – Arrests²

H23. Have you ever been arrested by the police for a crime?

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

Skip To: End of Block If H23 != 1

Display This Question:

If A2 != 12

H24. Were you arrested in [YEAR OF HIRE]?

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

Display This Question:

If H24 = 1

H25. When you were arrested in [YEAR OF HIRE], was that before or after you were hired at [EMPLOYER NAME]?

- 1 Before I was hired
- 2 After I was hired
- 3 Don't know/refuse

² As some of the criminal justice questions reference employer name, single-company survey branching resumes in this section. Respondents who provided a different employer name in the Work Basics module are branched to a set of identical criminal justice questions (parts 1-4).

Pipe years ranging from beginning of tenure to six years prior to beginning of tenure (seven options).

H26. Were you arrested in any of these years? **Please mark all that apply.**

- 1 2019
- 2 2018
- 3 2017
- 4 2016
- 5 2015
- 6 2014
- 7 2013
- 8 2012
- 9 2011
- 10 2010
- 11 2009
- 12 2008
- 13 2007
- 14 2006
- 15 2005
- 16 2004
- 17 2003
- 18 2002
- 19 ☐ Don't know/refuse

Criminal Justice Part 2 – Arrests – Reasons

Loop and Merge:

Pipe Selections from H26

Display This Question:

If H26 != 19

H27. Thinking about when you arrested in [YEAR OF ARREST], why were you arrested?**Please mark all that apply.**

- 1 Assault
- 2 Robbery
- 3 Burglary
- 4 Theft
- 5 Destruction of Property
- 6 Possession of Illegal Drugs
- 7 Selling Illegal Drugs
- 8 Traffic Offense
- 9 Public Order Offense
- 10 Sex Offense
- 11 Other: _____
- 12 ☐ Don't know/refuse

Criminal Justice Part 3 – Convictions

H27. Have you ever been convicted of a crime?

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

Skip To: End of Block If H27 != 1

Display This Question:

If A2 != 12

H28. Were you convicted of a crime in [YEAR OF HIRE]?

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

Display This Question:

If H28 = 1

H29. When you were convicted of a crime in [YEAR OF HIRE], was that before or after you were hired at [EMPLOYER NAME]?

- 1 Before I was hired
- 2 After I was hired
- 3 Don't know/refuse

Pipe years ranging from beginning of tenure to six years prior to beginning of tenure (seven options).

H30. Were you arrested in any of these years? **Please mark all that apply.**

- 1 2019
- 2 2018
- 3 2017
- 4 2016
- 5 2015
- 6 2014
- 7 2013
- 8 2012
- 9 2011
- 10 2010
- 11 2009
- 12 2008
- 13 2007
- 14 2006
- 15 2005
- 16 2004
- 17 2003
- 18 2002
- 19 ☐ Don't know/refuse

Criminal Justice Part 4 – Convictions – Reasons

Loop and Merge:

Pipe Selections from H30

Display This Question:

If H30 != 19

H31. Thinking about when you were convicted of a crime in [YEAR OF CONVICTION], were you convicted of a...

- 1 Violation
- 2 Misdemeanor
- 3 Felony
- 4 Don't know/refuse

Display This Question:

If H30 != 19

H32. Still thinking about when you were convicted of a crime in [YEAR OF CONVICTION], for which offense(s) were you convicted? **Please mark all that apply.**

- 5 Assault
- 6 Robbery
- 7 Burglary
- 8 Theft
- 9 Destruction of Property
- 10 Possession of Illegal Drugs
- 11 Selling Illegal Drugs
- 12 Traffic Offense
- 13 Public Order Offense
- 14 Sex Offense
- 15 Other: _____
- 16 ☐ Don't know/refuse

MODULE I: BASIC FINANCIALS [\(return to top\)](#)

- 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
- I2.** In a typical month, 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
- I3.** 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

MODULE J: BENEFITS AND FINANCIAL SERVICES [\(return to top\)](#)

- J1.** In the past 12 months, have you received help from the SNAP program? This is sometimes called "food stamps."
- 1 Yes
 - 2 No
- J2.** In the past 12 months, did you receive free food or meals because you didn't have enough money?
- 1 Yes
 - 2 No
- J3.** In the past 12 months, were you ever hungry, but didn't eat because you couldn't afford enough food?
- 1 Yes
 - 2 No
- J4.** 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
- J5.** In the past 12 months, did you borrow money from friends or family to help pay bills?
- 1 Yes
 - 2 No
- J6.** 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
- J7.** 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

J8. 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

J9. Do you own a car?

- 1 Yes
- 2 No

J10. Do you have a checking or savings account at a bank or a credit union?

- 1 Yes
- 2 No

~ ~ ~ PAGE BREAK ~ ~ ~

Display This Question:

If J10 = 1

J11. In the past 12 months, have you ever overdrawn your checking or savings account?

- 1 Yes
- 2 No

Skip To: J15 If J11 = 1

Display This Question:

If J9 = 1

J12. In the past 12 months, have you ever taken out an auto-title loan?

- 1 Yes
- 2 No

Skip To: J15 If J12 = 1

J13. In the past 12 months, have you ever taken out a payday loan?

- 1 Yes
- 2 No

J14. In the past 12 months, have you ever used a pawn shop?

- 1 Yes
- 2 No

~ ~ ~ PAGE BREAK ~ ~ ~

J15. Do you have a credit card?

- 1 Yes
- 2 No

Display This Question:

If J15 = 1

J16. In the past 12 months, have you ever...

	yes	no
a. Paid only the minimum on a credit card	1	2
b. Been charged a late fee on credit card	1	2
c. Been charged an over-the-limit fee on credit card	1	2

J17. 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 K: HEALTH AND WELLBEING [\(return to top\)](#)

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

K2. Do you now have any type of health plan or health coverage?

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

Display This Question:

If K2 = 2

K3. 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
- 7 My employer does not offer a health plan
- 6 Other (specify)

Display This Question:

If K2 = 1

K4. 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
- 6 I get health coverage through my college or university
- 5 Other (specify)

- K5.** 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
- K6.** During the past month, how often have you felt difficulties were piling up so high that you could not overcome them?
- 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
- K7.** 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
- K8.** 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
- K9.** 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
- K10.** 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

K11. 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

K12. 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

~ ~ ~ **PAGE BREAK** ~ ~ ~

K13. 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

K14. In the past week, how many days did you eat something from a fast food restaurant such as: McDonald's, KFC, Taco Bell, or a similar place? Please select the number of days.

- 1 0 days
- 2 1 day
- 3 2 days
- 4 3 days
- 5 4 days
- 6 5 days
- 7 6 days
- 8 7 days

K15. In the past week, how many days did you do physical activities for at least 10 minutes that cause heavy sweating or large increases in breathing or heart rate? Please select the number of days.

- 1 0 days
- 2 1 day
- 3 2 days
- 4 3 days
- 5 4 days
- 6 5 days
- 7 6 days
- 8 7 days

K16. Now thinking about the past month, considering all types of alcoholic beverages, how many times during the past month did you have 5 or more drinks on one occasion?
Please select the number of times.

- 1 0 times
- 2 1 time
- 3 2 times
- 4 3 times
- 5 4 times
- 6 5 times
- 7 6 times
- 8 7 times
- 9 8 times
- 10 9 times
- 11 10 or more times

K17. How many hours of sleep do you get per night?

- 1 1 hour
- 2 2 hours
- 3 3 hours
- 4 4 hours
- 5 5 hours
- 6 6 hours
- 7 7 hours
- 8 8 hours
- 9 9 hours
- 10 10 hours
- 11 11 hours
- 12 12 or more hours

K18. During the past month, how often did you have difficulty falling asleep?

- 1 Every day
- 2 Multiple times per week
- 3 About once per week
- 4 Once or twice per month
- 5 Never

K19. During the past month, how often did you wake up repeatedly during sleep?

- 1 Every day
- 2 Multiple times per week
- 3 About once per week
- 4 Once or twice per month
- 5 Never

K20. During the past month, how often did you wake up feeling exhausted/fatigue?

- 1 Every day
- 2 Multiple times per week
- 3 About once per week
- 4 Once or twice per month
- 5 Never

~ ~ ~ **PAGE BREAK** ~ ~ ~

K21. 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

MODULE L: CHILD [\(return to top\)](#)**Part 1 – Health**

- 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
- 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
- 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
- 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

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

~ ~ ~ PAGE BREAK ~ ~ ~

Display this Question:

If H13 = 1

And

If H16 != 1

And H18 != 1

And H21 != 1

And

If H14 = 1

And

If H15a != 1

And H15b != 1

And H15c != 1

And H15d != 1

And H15a != 2

And H15b != 2

And H15c != 2

And H15d != 2

L6. In the past month, outside of school hours, has your child/children ever participated in these activities? **Mark all that apply.**

- 1 Dance lessons
- 2 Organized athletics/sports
- 3 Organized clubs
- 4 Music or singing lessons
- 5 Drama lessons
- 6 Art or crafts classes
- 7 Organized performing arts
- 8 After school programs
- 9 ☐ None of these

Display this Question:

If H13 = 1

And

If H16 = 1

Or H18 = 1

Or H21 = 1

- L7.** In the past month, outside of school hours, has your child/children ever participated in these activities? **Mark all that apply.**

- 1 Dance lessons
- 2 Organized athletics/sports
- 3 Organized clubs
- 4 Music or singing lessons
- 5 Drama lessons
- 6 Art or crafts classes
- 7 Organized performing arts
- 8 After school programs
- 9 ☐ None of these

~ ~ ~ PAGE BREAK ~ ~ ~

Display This Question:

If H14 = 1

Or H16 = 1

Or H18 = 1

- L8.** 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

Display This Question:

If H14 = 1

Or H16 = 1

Or H18 = 1

- L9.** 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

Display This Question:

If H14 = 1

Or H16 = 1

Or H18 = 1

- L10.** In the past month, did one of your children ever go to school or daycare even though he or she was feeling sick?

- 1 Yes
- 2 No, my child was sick but stayed home
- 3 No, my child/children haven't been sick in the past month
- 4 Don't know/refuse

Display This Question:

If H14 = 1

Or H16 = 1

Or H18 = 1

- L11.** In a typical week, how often do you usually use each type of child care for your **youngest child?**

	5-7 days	2-4 days	1 day	Never
a. My spouse or partner, or my child's other parent	1	2	3	4
b. Child's grandparent or other relative	1	2	3	4
c. Older sibling	1	2	3	4
d. Child cares for self	1	2	3	4
e. Babysitter	1	2	3	4
f. Daycare center, school-based program, or Head Start	1	2	3	4

Display This Question:

If H14 = 1

Or H16 = 1

Or H18 = 1

- L12.** In a typical week, how many different places does your **youngest child** go to for child care? (This could include locations such as a relative's house, a friend's house, a daycare center, or a school.)

- 1 None, my child is only cared for at home
- 2 1 other child care location
- 3 2 other child care locations
- 4 3 other child care locations
- 5 4 or more other child care locations

Display This Question:

If H14 = 1

Or H16 = 1

- L13.** 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

~ ~ ~ PAGE BREAK ~ ~ ~

- L14.** 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

- L15.** Do you agree or disagree?: I feel trapped by my responsibilities as a parent.
- 1 Strongly agree
 - 2 Agree
 - 3 Disagree
 - 4 Strongly disagree

- L16.** 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

- L17.** 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

~ ~ ~ PAGE BREAK ~ ~ ~

Display This Question:

If H14 != 1

- L18.** The next set of questions will ask your **youngest child**. Please think about your **youngest child** when you answer these questions.

Skip To: L23 If L18 = Displayed

Display This Question:

If H14 = 1

And H16 != 1

And H18 != 1

And H21 != 1

And

If H15a1 = 1

Or H15a2 = 1

And

If H15b1 = 1

Or H15b2 = 1

Or H15c1 = 1

Or H15c2 = 1

Or H15d1 = 1

Or H15d2 = 1

- L19.** The next set of questions will ask about your **oldest child**. Please think about your **oldest child** when you answer these questions.

Skip To: L23 If L19 = Displayed

Display This Question:

If H14 = 1

And

If H16 = 1

And H18 != 1

Or

If H16 != 1

And H18 != 1

And H30 = 1

Or

If H16 = 1

And H18 = 1

- L20.** 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: L23 If L20 = Displayed

Display This Question:

If H14 = 1

And H16 != 1

And H18 = 1

- L21.** 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: L23 If L21 = Displayed

- L22.** The next set of questions will ask about **your child**.

- L23.** Please enter the age of the child (in years).
____ [NUMBER REQUIRED; NUMERIC RANGE 0-17]

- L24.** 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]

Part 2 – Health – Name/No Name³

L25. Does [CHILD1] have a regular bedtime during the week?

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

Display This Question:

If L25 = 1

L26. What is your [AGE1]-year-old child, [CHILD1]'s, usual bedtime?

	Time		AM / PM
	Hour (HH)	Minute (MM)	
a. Bedtime	1 ____ [NUMBER REQUIRED]	2 ____ [NUMBER REQUIRED]	1 AM 2 PM

Display This Question:

If L25 = 1

L27. How many times in the last week, Monday through Friday, did [CHILD1] go to bed at that time?

- 1 0 times
- 2 1 time
- 3 2 times
- 4 3 times
- 5 4 times
- 6 5 times

L28. Does [CHILD1] have a regular wake-up time during the week?

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

³ If the respondent does not provide the first letter of their focal child's first name in L24, they are branched to a block of identical child health questions that refer to child "A."

Display This Question:

If L28 = 1

L29. What time [CHILD1] usually wake up in the morning?

	Time		AM / PM
	Hour (HH)	Minute (MM)	
a. Wake-up time	1 _____ [NUMBER REQUIRED]	2 _____ [NUMBER REQUIRED]	1 AM 2 PM

Display This Question:

If L28 = 1

L30. How many times in the last week, Monday through Friday, did [CHILD1] wake up at that time?

- 1 0 times
- 2 1 time
- 3 2 times
- 4 3 times
- 5 4 times
- 6 5 times

L31. The following statements are about [CHILD1]'s sleep habits.

	Usually	Sometimes	Rarely or Never
a. Sleeps to little	1	2	3
b. Sleeps the right amount	1	2	3
c. Sleeps the same amount each day	1	2	3
d. Take a long time to be alert	1	2	3
e. Has a hard time getting out of bed	1	2	3
f. Falls asleep while involved in activities	1	2	3
g. Uses a screen-based technology (i.e. television, tablet, phone, laptop) in the hour before he/she goes to sleep	1	2	3

L32. Which of these best describes your [AGE1]-year-old child, [INITIAL]?

- 1 Underweight
- 2 Normal weight
- 3 Somewhat overweight
- 4 Very overweight
- 5 Don't know/refuse

L33. Has [CHILD1]'s doctor or health professional ever said that he/she had...

(Mark all that apply.)

- 1 Attention Deficit Disorder (ADD) or ADHD
- 2 Developmental Delay
- 3 Learning Disability
- 4 Asthma
- 5 ☐ None of these

Display This Question:

If L33 = 1

L34. Is [CHILD1] taking asthma medications?

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

L35. In the past 12 months, how often has [CHILD1] had an attack of wheezing (a whistling sound coming from the chest) that made it hard for him/her to breathe or catch his/her breath?

- 1 Never
- 2 Fewer than 3 times *all together*
- 3 4-10 times *all together*
- 4 1-2 times *per week*
- 5 More than once *per week*
- 6 Every day

Display This Question:

If L33: 4 = Selected

Or L35 != 1

L36. How many times in the past 12 months has [CHILD1] been to a hospital emergency room for asthma or wheezing?

____ [NUMBER REQUIRED; BETWEEN 0 AND 365]

- L37.** 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

- L38.** In general, would you say [CHILD1]'s health is...
- 1 Excellent
 - 2 Very good
 - 3 Good
 - 4 Fair
 - 5 Poor

Part 3 – School – Name/No Name⁴

L39. What grade or year in school is your [AGE1]-year-old child, [CHILD1], now attending?

- 1 Not started Kindergarten
- 2 Kindergarten
- 3 First grade
- 4 Second grade
- 5 Third grade
- 6 Fourth grade
- 7 Fifth grade
- 8 Sixth grade
- 9 Seventh grade
- 10 Eighth grade
- 11 Ninth grade
- 12 Tenth grade
- 13 Eleventh grade
- 14 Twelfth grade
- 15 College, one year or more
- 16 Not enrolled in school

Skip To: End of Block If L39 = 1

Skip To: End of Block is L39 = 15

Skip To: End of Block is L39 = 16

L40. During the past month, how many times has [CHILD1] been absent from school?

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

L41. Since starting kindergarten, has [CHILD1] ever repeated a grade or been held back?

- 1 Yes
- 2 No

⁴ If the respondent does not provide the first letter of their focal child's first name in L24, they are branched to a block of identical child school questions that refer to child "A."

Display This Question:

If L41 = 1

- L42.** Which grade or grades did [CHILD1] repeat? (Mark all that apply)
- 1 Kindergarten
 - 2 Grade 1
 - 3 Grade 2
 - 4 Grade 3
 - 5 Grade 4
 - 6 Grade 5
 - 7 Grade 6
 - 8 Grade 7
 - 9 Grade 8
 - 10 Grade 9
 - 11 Grade 10
 - 12 Grade 11
 - 13 Grade 12
- L43.** For the following statements, please mark if you think each statement is often true, sometimes true, or not true of your [AGE1]-year-old child, [CHILD1].
- L44.** [CHILD1] has trouble getting along with teachers.
- 1 Often true
 - 2 Sometimes true
 - 3 Not true
- L45.** [CHILD1] has trouble getting along with other peers.
- 1 Often true
 - 2 Sometimes true
 - 3 Not true
- L46.** Has [CHILD1] ever been suspended or expelled from school?
- 1 Yes
 - 2 No

Display This Question:

If L46 = 1

L47. What grade was [CHILD1] in **the last time** this happened?

- 1 Kindergarten
- 2 Grade 1
- 3 Grade 2
- 4 Grade 3
- 5 Grade 4
- 6 Grade 5
- 7 Grade 6
- 8 Grade 7
- 9 Grade 8
- 10 Grade 9
- 11 Grade 10
- 12 Grade 11
- 13 Grade 12

Display This Question:

If L46 = 1

L48. The last time this happened, did [CHILD1] receive a...

- 1 In-school suspension
- 2 Out-of-school suspension
- 3 Expulsion from school
- 4 Other _____

L49. For the following statements, please mark if you think each statement is often true, sometimes true or not true of your [AGE1]-year-old child, [CHILD1].

L50. In general, [CHILD1] likes to go to school.

- 1 Often true
- 2 Sometimes true
- 3 Not true

L51. In general, [CHILD1] is interested in school work.

- 1 Often true
- 2 Sometimes true
- 3 Not true

L52. In general, [CHILD1] works hard at school.

- 1 Often true
- 2 Sometimes true
- 3 Not true

L53. Based on your knowledge of your [CHILD1]'S most recent report card, how well did he/she do overall in school?

- 1 Not well at all
- 2 Below average
- 3 Average
- 4 Above average
- 5 Very Well
- 6 My child has never received a report card

Part 4 – School 15⁵

- L54.** The next set of questions will ask about one of your older children. Please choose the child ***closest to 15 years of age***.
- L55.** Please enter the age of this child (in years).
____ [NUMBER REQUIRED; NUMERIC RANGE 0-17]
- L56.** Please enter the first letter of the child's first name. We will use this letter to refer to your older child in the next set of questions.
____ [TEXT REQUIRED]

⁵ If the respondent has a child ≤ 4 years of age and ≥ 15 years of age, they are prompted to select their younger child as the focal child for health-related questions (Parts 2 and 3). However, since their younger child is not school-aged, we provide a second prompt in Part 4 asking respondents to select their child closest to 15 years of age as the focal child for school-related questions (Part 5).

Part 5 – School 15 – Name/No Name⁶

L57. What grade or year in school is your [AGE2]-year-old child, [CHILD2], now attending?

- 1 Not started Kindergarten
- 2 Kindergarten
- 3 First grade
- 4 Second grade
- 5 Third grade
- 6 Fourth grade
- 7 Fifth grade
- 8 Sixth grade
- 9 Seventh grade
- 10 Eighth grade
- 11 Ninth grade
- 12 Tenth grade
- 13 Eleventh grade
- 14 Twelfth grade
- 15 College, one year or more
- 16 Not enrolled in school

Skip To: End of Block If L57 = 1

Skip To: End of Block is L57 = 15

Skip To: End of Block is L57 = 16

L58. During the past month, how many times has [CHILD2] been absent from school?

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

L59. Since starting kindergarten, has [CHILD2] ever repeated a grade or been held back?

- 1 Yes
- 2 No

⁶ If the respondent does not provide the first letter of their focal child's first name in L56, they are branched to a block of identical child schooling questions that refer to child "B."

Display This Question:

If L59 = 1

- L60.** Which grade or grades did [CHILD2] repeat? **(Mark all that apply.)**
- 1 Kindergarten
 - 2 Grade 1
 - 3 Grade 2
 - 4 Grade 3
 - 5 Grade 4
 - 6 Grade 5
 - 7 Grade 6
 - 8 Grade 7
 - 9 Grade 8
 - 10 Grade 9
 - 11 Grade 10
 - 12 Grade 11
 - 13 Grade 12
- L61.** For the following statements, please mark if you think each statement is often true, sometimes true or not true of your [AGE2]-year-old child, [CHILD2].
- L62.** [CHILD2] has trouble getting along with teachers.
- 1 Often true
 - 2 Sometimes true
 - 3 Not true
- L63.** [CHILD2] has trouble getting along with other peers.
- 1 Often true
 - 2 Sometimes true
 - 3 Not true
- L64.** Has [CHILD2] ever been suspended or expelled from school?
- 1 Yes
 - 2 No

Display This Question:

If L64 = 1

L65. What grade was [CHILD2] in **the last time** this happened?

- 1 Kindergarten
- 2 Grade 1
- 3 Grade 2
- 4 Grade 3
- 5 Grade 4
- 6 Grade 5
- 7 Grade 6
- 8 Grade 7
- 9 Grade 8
- 10 Grade 9
- 11 Grade 10
- 12 Grade 11
- 13 Grade 12

Display This Question:

If L64 = 1

L66. The last time this happened, did [CHILD2] receive a...

- 1 In-school suspension
- 2 Out-of-school suspension
- 3 Expulsion from school
- 4 Other _____

L67. For the following statements, please mark if you think each statement is often true, sometimes true or not true of your [AGE2]-year-old child, [CHILD2].

L68. In general, [CHILD2] likes to go to school.

- 1 Often true
- 2 Sometimes true
- 3 Not true

L69. In general, [CHILD2] is interested in school work.

- 1 Often true
- 2 Sometimes true
- 3 Not true

L70. In general, [CHILD2] works hard at school.

- 1 Often true
- 2 Sometimes true
- 3 Not true

L71. Based on your knowledge of your [CHILD2]'s most recent report card, how well did he/she do overall in school?

- 1 Not well at all
- 2 Below average
- 3 Average
- 4 Above average
- 5 Very Well
- 6 My child has never received a report card

MODULE M: MANAGERS [\(return to top\)](#)**Part 1 – Misclassification⁷**

M1. The final set of questions are about your job responsibilities at [EMPLOYER NAME].

M2. Please select all of the following tasks you regularly perform in your job at [EMPLOYER NAME]. **Mark all that apply.**

- 1 Interviewing and selecting employees or job applicants
- 2 Training employees
- 3 Setting and adjusting hours of work
- 4 Setting and adjusting rates of pay
- 5 Directing the work of employees
- 6 Maintaining production or sales records for use in supervision or control of workers
- 7 Appraising employee performance for the purpose of recommending hiring, firing, promotions or other changes in status or pay
- 8 Handling employee complaints and grievances
- 9 Disciplining employees
- 10 Dividing up the work among the employees
- 11 Deciding on the merchandise to be bought, stocked and sold
- 12 Controlling the flow and distribution of materials or merchandise and supplies
- 13 Providing for the safety and security of the employees or the property
- 14 Planning and controlling the budget
- 15 Authorizing payment of bills
- 16 Monitoring or implementing measures to comply with the law
- 17 Planning the work
- 18 Determining the techniques to be used to complete a work-related task
- 19 Deciding on the type of materials, supplies, machinery, equipment or tools to be used

Skip To: End of Block is M2:5 != selected

M3. Do you have the authority to hire and fire other employees?

- 1 Yes
- 2 No

Skip To: M5 If M3 = 1

⁷ As some of the manager questions reference employer name, single-company survey branching resumes in this section. Respondents who provided a different employer name in the Work Basics module are branched to a set of identical manager questions (parts 1-4).

M4. Are your suggestions and recommendations about the hiring, firing, advancement, promotion and similar changes for other employees usually taken seriously?

- 1 Yes
- 2 No

Skip To: End of Block If M4 = 2

M5. Do you customarily and regularly direct the work of two or more employees at [EMPLOYER NAME]? (Do not count any volunteers, trainees, or interns whose work you direct.)

- 1 Yes
- 2 No

Skip To: End of Block If M5 = 2

M6. You've said that you customarily and regularly direct the work of two or more employees at [EMPLOYER NAME]. How many employees do you direct?

Skip To: End of Block If M6 = Empty

Skip To: End of Block If M6 < 2

M7. Considering each employee separately, how many of the employees that you direct typically work *at least 40 hours per week*?

Skip To: M9 If M7 ≥ 2

M8. Now consider only the [M6 - M7] employee(s) you direct who typically work(s) part-time (*fewer than 40 hours per week*). Are the hours they work in total (all those part-time workers combined) typically at least [80 - (40 * M7)] hours per week?

- 1 Yes
- 2 No

Skip To: End of Block If M8 = 2

M9. How much is the typical weekly pay of the hourly-wage employees you supervise?
Please enter a dollar amount.

Display This Question:

If Selected Count of M2 ≥ 2

Carry Forward Selected Choices from M2

M10. Still thinking about your job at [EMPLOYER NAME], in a typical week, what percent of your time do you spend on each of the following?

- 1 Other work tasks
- 2 Interviewing and selecting employees or job applicants
- 3 Training employees
- 4 Setting and adjusting hours of work
- 5 Directing the work of two or more employees
- 6 Maintaining production or sales records for use in supervision or control of workers
- 7 Appraising employee performance for the purpose of recommending hiring, firing, promotions or other changes in status or pay
- 8 Handling employee complaints and grievances
- 9 Disciplining employees
- 10 Dividing up the work among the employees
- 11 Deciding on the merchandise to be bought, stocked and sold
- 12 Controlling the flow and distribution of materials or merchandise and supplies
- 13 Providing for the safety and security of the employees or the property
- 14 Planning and controlling the budget
- 15 Authorizing payment of bills
- 16 Monitoring or implementing measures to comply with the law
- 17 Planning the work
- 18 Determining the techniques to be used to complete a work-related task
- 19 Deciding on the type of materials, supplies, machinery, equipment, or tools to be used
- 20 Setting and adjusting rates of pay

Total

Skip To: End of Block If M10: "Other work tasks" < 50%

M11. Of the "other work tasks" you perform in a typical week, how much do other employees usually get in wages in that week just for doing those same kinds of tasks? **Please enter a dollar amount.**

Display This Question:

If Selected Count of M2 ≥ 2

Carry Forward Selected Choices from M2

M12. Below is a list of typical job duties. Please rank each job duty by how important it is to your job, where a top rank (1) is the most important and a bottom rank (18) is not at all

important or not very important. **(To rank job duties, drag and drop each option into the right order.)**

- 1 Interviewing and selecting employees or job applicants
- 2 Training employees
- 3 Setting and adjusting hours of work
- 4 Directing the work of two or more employees
- 5 Maintaining production or sales records for use in supervision or control of workers
- 6 Appraising employee performance for the purpose of recommending hiring, firing, promotions or other changes in status or pay
- 7 Handling employee complaints and grievances
- 8 Disciplining employees
- 9 Dividing up the work among the employees
- 10 Deciding on the merchandise to be bought, stocked and sold
- 11 Controlling the flow and distribution of materials or merchandise and supplies
- 12 Providing for the safety and security of the employees or the property
- 13 Planning and controlling the budget
- 14 Authorizing payment of bills
- 15 Monitoring or implementing measures to comply with the law
- 16 Planning the work
- 17 Determining the techniques to be used to complete a work-related task
- 18 Deciding on the type of materials, supplies, machinery, equipment, or tools to be used
- 19 Setting and adjusting rates of pay

M13. How much do you agree or disagree with this statement about your job?: "In deciding which job tasks to do and when to do them, I am usually free from direct supervision."

- 1 Strongly agree
- 2 Somewhat agree
- 3 Somewhat disagree
- 4 Strongly disagree

Part 2 – Main

Display This Question:

If M1 != Displayed

M14. The final set of questions are about your job responsibilities at [EMPLOYER NAME].

Display This Question:

If M1 != Not Displayed

M15. Please select all of the following tasks you regularly perform in your job at [EMPLOYER NAME]. **Mark all that apply.**

- 1 Interviewing and selecting employees or job applicants
- 2 Training employees
- 3 Setting and adjusting when and how many hours employees work
- 4 Directing the work of two or more employees
- 5 Maintaining production or sales records for use in supervision or control of workers
- 6 Appraising employee performance for the purpose of recommending hiring, firing, promotions or other changes in status or pay
- 7 Handling employee complaints and grievances
- 8 Disciplining employees
- 9 Dividing up the work among the employees
- 10 Deciding on the merchandise to be bought, stocked and sold
- 11 Controlling the flow and distribution of materials or merchandise and supplies
- 12 Providing for the safety of the employees or the property
- 13 Planning and controlling the budget
- 14 Authorizing payment of bills
- 15 Monitoring or implementing measure to comply with the law

M16. Who determines the hours individual employees at your store work on a *day-to-day* basis? **Mark all that apply.**

- 1 I set employee schedules
- 2 Another manager who works at my store sets employee schedules
- 3 A manager who does not work at my store sets employee schedules
- 4 Employees set their own schedules
- 5 Other _____

Skip To: M22 If M16 != 1

M17. Meeting your establishment's scheduling needs can be difficult. Which of the following practices do you use when setting work schedules? **Mark all that apply.**

- 1 I keep employees on call
- 2 I change scheduled shifts throughout the week
- 3 I ask employees to come in late or leave early from a scheduled shift
- 4 I ask employees to come in early or leave late from a scheduled shift
- 5 I use a points-based system to reward and discipline employees (e.g. issuing demerits for being late or missing a shift, rewarding employees with points for working overtime, etc.)
- 6 I let employees have input when making their schedules
- 7 I hire many part-time employees and few full-time employees
- 8 I schedule employees for back-to-back closing and opening shifts, also known as "clopening"

M18. How far in advance do you post your employees' schedules?

- 1 Less than one week in advance
- 2 At least one week but less than two weeks
- 3 At least two weeks but less than three weeks
- 4 Four weeks or more

M19. How do you post employees' schedules and communicate changes to their schedules? **Mark all that apply.**

	i. Posting schedules	ii. Communicating changes
a. Post in paper form in the workplace	1 Yes	1 Yes
b. Use an app	1 Yes	1 Yes
c. Phone call	1 Yes	1 Yes
d. By text message	1 Yes	1 Yes
e. Email	1 Yes	1 Yes
f. In person, verbally	1 Yes	1 Yes
g. Other	1 Yes	1 Yes

M20. Please rank the following in order of importance when setting schedules, where a top rank (1) is the most important and a bottom rank (6) is not at all important or not very important. **(To rank job duties, drag and drop each option into the right order.)**

- 1 Scheduling enough coverage during peaks times
- 2 Keeping total hours within limits set by the company
- 3 Providing staff with their desired work schedule
- 4 Not spending too much time making the work schedule
- 5 Meeting sales goals
- 6 Providing good customer service

M21. Still thinking about your job at [EMPLOYER NAME], please select all of the following scheduling practices that official company policy permits. (Headquarters has policies that you can usually follow, but also policies you usually cannot because of on-the-ground job realities.) **Mark all that apply.**

- 1 Keeping employees on call
- 2 Notifying employees of schedule changes less than two week in advance
- 3 Asking employees to come in late or leave early from a scheduled shift
- 4 Asking employees to come in early or leave late from a scheduled shift
- 5 Scheduling employees for back-to-back closing and opening shifts, also known as “clopening”
- 6 Scheduling an employee for a 0 hour week
- 7 Using a points-based system to reward or discipline employees (e.g. issuing demerits for being late or missing a shift, rewarding employees with points for working overtime, etc.)

M22. Who sets limits or guidelines on the total hours employees work at your store in a given week or month? **Mark all that apply.**

- 1 I determine the total number of hours worked at my store
- 2 Another manager who works at my store determines total hours
- 3 A manager who does not work at my store determines total hours
- 4 Nobody limits total hours
- 5 Other: _____

Display This Question:

If M16 = 1

And M22 != 4

M23. How pressured do you feel to set schedules that stay within the total hours allotted for employees at your store?

- 1 Very pressured
- 2 Somewhat pressured
- 3 Not so pressured
- 4 Not at all pressured

M24. Who is your direct supervisor at [EMPLOYER NAME]?

- 1 A manager who works at my store
- 2 Someone who oversees my stores and other stores
- 3 Our corporate office
- 4 Nobody
- 5 Other: _____

Display This Question:

If M24 != 4

M25. How often do you communicate with your supervisor?

- 1 Every day
- 2 Every week
- 3 A few times per month
- 4 Once a month or less

M26. In addition to your base pay, do you receive any bonus compensation from your job at [EMPLOYER NAME]?

- 1 Yes
- 2 No

Display This Question:

If M26 = 1

M27. Below is a list of factors commonly used to determine employee bonuses. To the best of your knowledge, which of these factors are considered to determine your bonus? **Mark all that apply.**

- 1 How well I control shrinkage at my store
- 2 How well I manage labor costs or budget
- 3 How well I manage other employee expenses (such as worker's comp)
- 4 Net profits at my store
- 5 The total value of sales made at my store
- 6 Other: _____

Display This Question:

If Selected Count of M26 ≥ 2

Carry Forward Selected Choices from M27

M28. To the best of your knowledge, please rank the factors used to determine your bonus in order of importance, where a top rank (1) is the most important and a bottom rank is not

at all important or not very important. **(To rank factors, drag and drop each option into the right order.)**

- 1 How well I control shrinkage at my store
- 2 How well I manage labor costs or budget
- 3 How well I manage other employee expenses (such as worker's comp)
- 4 Net profits at my store
- 5 The total value of sales made at my store
- 6 How long I have worked at my store
- 7 Other: _____

Display This Question:

If M2:1 = Selected

Or M15:1 = Selected

M29. When you are hiring, how important to you is an applicant's open availability to work all hours?

- 1 I only hire employees with open availability
- 2 Very important
- 3 Somewhat important
- 4 A little important
- 5 Not at all important

M30. To the best of your knowledge, about what **percentage** of employees at your establishment work part-time (less than 40 hours per week)? **Please provide your best estimate.**

0 10 20 30 40 50 60 70 80 90 100

Percentage (%) of employees who work part-time	
--	--

Part 3 – Vignette 1

M30. Please read the following hypothetical situation and then answer the questions below:

[EMPLOYEE NAME] has worked for you at [EMPLOYER NAME] for [TENURE]. They have requested you change their shift tomorrow because [REASON]. How do you respond?

- 1 I make the change without negative consequences for the employee
- 2 I make the change with negative consequences for the employee
- 3 I do not make the change

Part 4 – Vignette 2

M31. Please read the following hypothetical situation and then answer the questions below:

[EMPLOYEE NAME] has work for you at [EMPLOYER NAME] for [TENURE]. They missed work yesterday. When they came to work today, they said they missed their last shift because [REASON]. How do you respond?

- 1 Fire them
- 2 Verbally reprimand them
- 3 Issue a formal demerit
- 4 Penalize them with a worse schedule or fewer hours
- 5 Do nothing and move on

CLOSING SCRIPT [*\(return to top\)*](#)

1. Thank you so much for completing our survey!
Please enter your email address below for a chance to win an Apple iPad!

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

CUSTOM END-OF-SURVEY MESSAGE [\(return to top\)](#)

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