

Fall 2025 Survey Reinterview Instrument PIs: Daniel Schneider and Kristen Harknett

This document contains the survey questions from The Shift Project's Spring 2025 web-based Reinterview survey instrument. This survey will be self-administered on computers, tablets, or smart phones. We will distribute the survey via email and text message to 3rd reinterview for Panel 7 (Baseline Fall23-Sp24) and 1st reinterview for Panel 8 (Baseline Fall24).

This survey flow accommodates respondents who are no longer working at the same employer as in the baseline period. These workers are directed via branch logic to a "new employer" branch; those who are still at their original employer are directed to a "same employer" branch. Key differences include:

- The "new employer" branch asks a series of standard employment questions, while in the "same employer" branch, some employment questions are framed as follow-ups ("Sometimes job conditions change. Please give us an update.").
- For the "same employer" branch, we pipe the employer name into survey questions. For the "new employer" branch, if the respondent discloses an employer name, we pipe it into survey questions. For the "new employer" branch, if the respondent does not disclose an employer name, we pipe a stand-in, such as "your current employer," into survey questions.

Because this is a reinterview instrument, certain standard questions that appear in the Shift baseline survey instrument are dropped for *all* respondents. These include, for example, race and gender questions (in Demographics). We assume that for the vast majority of respondents, such demographics will not have changed since the baseline period.

***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
- ∅ Exclusive response option (multiple-selection question)
- × Choice randomization
- ℛ Question Block Randomization
- Text Embedded variable contained in survey flow and drawn from an uploaded contact list

Fall 2025 Reinterview Instrument – Survey Flow

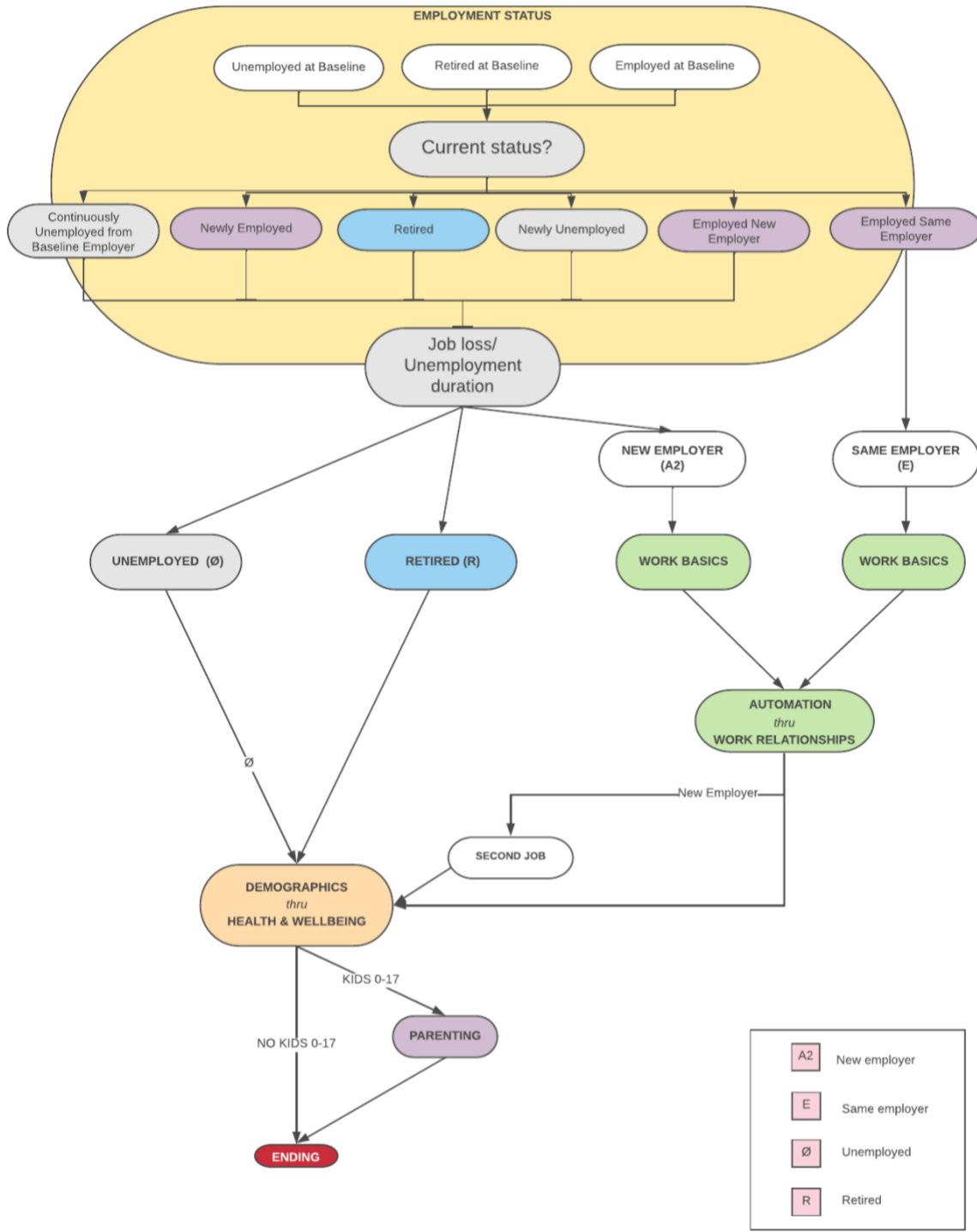


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GROUPING EXPLANATION

Everyone from the baseline sample goes into Module 1 – **Employment Status**.

After Employment Status, it then sorts the baseline Employed, Unemployed (furloughed/laid off), and Retired into the new groups:

A2: New employer

Employed at baseline but now at a new employer: 1.4="Yes"

Unemployed at baseline but now employed: 1.10="Yes"

Retired at baseline but now employed: 1.15="Yes"

E: Same employer

Employed at baseline and still working at that employer: 1.1="Yes"

∅: Unemployed

Unemployed at baseline & still unemployed:

1.5 = "No" | 1.5 = "Don't know/refuse"

Employed at baseline and currently unemployed: 1.4="No"

R: Retired

Newly Retired: If 1.3 = "I retired" OR 1.6="I retired"

Continuously Retired: 1.7="Yes"

New employer and same employer continue through the survey flow to Second Job, but continuously unemployed and continuously retired skip to Demographics.

EMBEDDED VARIABLE

ED Set Embedded Data:

sameemployer = **0**

Baseline Value will be set from Panel or URL. [Set a Value Now](#)

cbclage Value will be set from Panel or URL. [Set a Value Now](#)

employed_emb Value will be set from Panel or URL. [Set a Value Now](#)

employer Value will be set from Panel or URL. [Set a Value Now](#)

kids0to17 Value will be set from Panel or URL. [Set a Value Now](#)

kid0to9 Value will be set from Panel or URL. [Set a Value Now](#)

kidslive0to14 Value will be set from Panel or URL. [Set a Value Now](#)

resp_id_emb Value will be set from Panel or URL. [Set a Value Now](#)

year Value will be set from Panel or URL. [Set a Value Now](#)

month Value will be set from Panel or URL. [Set a Value Now](#)

incentive Text Set = **win a \$500**

panel_id Value will be set from Panel or URL. [Set a Value Now](#)

kidslive0to14_update = **0**

panel_baseline Value will be set from Panel or URL. [Set a Value Now](#)

qualtrics_id Value will be set from Panel or URL. [Set a Value Now](#)

snap_last_survey Value will be set from Panel or URL. [Set a Value Now](#)

medicaid_last_survey Value will be set from Panel or URL. [Set a Value Now](#)

MODULE 1: EMPLOYMENT STATUS

First, we would like to ask you some questions about your employment situation.

BASELINE_CHANGE

1.0 Between [month_emb] [year_emb] and now, overall would you say that things have gotten better or worse for you?

- 1 A lot better
- 2 A little better
- 3 The same
- 4 A little worse
- 5 A lot worse

EMP_SAME

*Display This Question:
If employed_emb = Employed*

1.1. In [month_emb] [year_emb] you told us you were working for [employer_emb]. Are you still working for [employer_emb]?

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

Skip to 1.11 for people still at the same employer to ask if they were unemployed at all.

EMP_END_MONTH | EMP_END_YEAR

*Display This Question:
If 1.1="No" | 1.1="Don't know/refuse"*

1.2. When did you stop working at [employer_emb]

	Month		Year	
My job at \${e://Field/employer} ended in...	1	January	1	2024
	2	February	2	2025
	3	March		
	4	April		
	5	May		
	6	June		
	7	July		
	8	August		
	9	September		
	10	October		
	11	November		
	12	December		

EMP_WHY

*Display This Question:
If 1.1 = "No" | 1.1="Don't know/refuse"*

1.3. Why did you stop working at [employer_emb]?

- 1 I was laid off
- 2 I quit
- 3 I was fired
- 4 It was a temporary job that ended
- 5 I retired
- 6 None of the above

Skip to end of block if 1.3 = 5

EMP_CURR_WORK

Display This Question:

If employed_emb = Employed

And 1.3 != I retired

- 1.4 Are you currently working?
- 1 Yes
 - 2 No
 - 3 Don't know/refuse

NOTEMP_CURR_WORK

Display This Question:

If employed_emb = Furloughed or Laid off

- 1.5 In [month_emb] [year_emb], you told us you were not working. Are you currently working?
- 1 Yes
 - 2 No
 - 3 Don't know/refuse

NOTWORK_WHY_HEALTH | NOTWORK_WHY_FAMILY | NOTWORK_WHY_SCHOOL |
 NOTWORK_WHY_LOOKED | NOTWORK_WHY_ODDJOB | NOTWORK_WHY_RET | NOTWORK_WHY_OTHER |
 NOTWORK_WHY_OTHER_TEXT

Display This Question: (if unemployed now)

If 1.5 = No | 1.5 = Don't know/refuse (these are the continuously unemployed)

Or 1.4 = No | 1.4 = Don't know/refuse (these are the newly unemployed)

Or 1.1 = No | 1.1 = Don't know/refuse

& 1.3 != I retired

- 1.6 What are the main reasons you are not currently working? **Mark all that apply.**
- 1 I cannot work because of a health condition
 - 2 I have to care for a child or family member
 - 3 I am in school or a training program
 - 4 I have looked for a job and can't find one
 - 5 I make money from odd jobs
 - 6 I am retired
 - 7 Other: _____

RET_CURR

Display This Question:

If employed_emb = Retired

- 1.7 In [month_emb] [year_emb] you told us you were retired. Are you currently retired?
- 1 Yes
 - 2 No
 - 3 Don't know/refuse

RET_EMPLOYER

Display This Question: (retired at baseline but no longer retired)

If employed_emb = Retired

And 1.7="No" | 1.7="Don't know/Refuse"

- 1.8 Are you currently employed?
- 1 Yes
 - 2 No
 - 3 Don't know/refuse

Q1_EMPLOYER

Display This Question: (if newly employed now)
If 1.4 = Yes (the newly employed from baseline employed)
Or 1.5 = Yes (the newly employed from baseline unemployed)
Or 1.8 = Yes (the retired at baseline but no longer retired)

- 1.9** Please enter your current employer name.
_____ [TEXT RESPONSE]

ANY_UNEMP

Display this question:
If 1.3 = Retired

- 1.10** Before you decided to retire, between [month_emb][year_emb] and now, were you ever unemployed for a period of 1 month or more?
- 1 Yes
 - 2 No
 - 3 Don't know/refuse

UNEMP

Display this Question:
If 1.3 != I retired
And 1.7 != Yes

- 1.11** Were you unemployed at all between [month_emb] [year_emb] and now?
- 1 Yes
 - 2 No

UNEMP_LEN

Display this question:
If 1.11 = Yes

- 1.12** Thinking of the period between [month_emb] [year_emb] and now, how many months were you unemployed?
- 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 12 months or more

UNEMP_JOB_NUM | UNEMP_JOB_NUM_TEXT

Display this Question:

If 1.1 = Yes is not selected & Yes is displayed
& 1.3 != I retired

1.13. Between [month_emb] [year_emb] and now, how many different jobs have you had?
(not counting odd-jobs or self-employment)

- 1 1
- 2 2
- 3 3
- 4 4
- 5 5 or more
- 6 Don't know/refuse
- 7 None

MODULE A: WORK BASICS – SAME EMPLOYER[§]

MANAGER_S

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

JOBTITLE_S

Display This Question:

If A4 = 1

- A5.** What is your job title?
- _____

WORKPLACE_SIMPLIFIED_S_P6 | WORKPLACE_SIMPLIFIED_TEXT_S_P6

- A6.1** Which of the following best describes your [EMPLOYER NAME] workplace? I work in a...
- 1 Store (Big-box, retail, grocery, etc.)
 - 2 Restaurant
 - 3 Fast food place
 - 4 Coffee shop
 - 5 Warehouse or fulfillment center
 - 6 Office
 - 7 Delivery vehicle
 - 8 Pharmacy
 - 9 Other (specify) [Text Box]

JOBTITLELIST_STORE_S_P6 | JOBTITLELIST_STORE_TEXT_S_P6

Display This Question:

If A4 !=1

And A6.1 = 1

- A6.2** Which job description most closely resembles your primary day-to-day responsibilities at [EMPLOYER NAME]?
- 1 Cashier
 - 2 Customer service
 - 3 Food prep
 - 4 Salesperson
 - 5 Stocking/unloading
 - 6 Other (specify) [Text Box]

JOBTITLELIST_DINING_S_P6 | JOBTITLELIST_DINING_TEXT_S_P6

Display This Question:

If A4 !=1

And A6.1 = 2, 3 or 4

- A6.2** Which job description most closely resembles your primary day-to-day responsibilities at [EMPLOYER NAME]?
- 1 Barista
 - 2 Cashier
 - 3 Cook
 - 4 Other food prep
 - 5 Customer service
 - 6 Delivery person
 - 7 Waiter/server
 - 8 Other (specify) [Text Box]

JOBTITLELIST_WAREHOUSE_S_P6 | JOBTITLELIST_WAREHOUSE_TEXT_S_P6

Display This Question:

If A4 != 1

And A6.1 = 5

A6.3 Which job description most closely resembles your primary day-to-day responsibilities at [EMPLOYER NAME]?

- 1 Cashier
- 2 Customer service
- 3 Driver
- 4 Package handling
- 5 Picker
- 6 Stocking/unloading
- 7 Other (specify) [Text Box]

JOBTITLELIST_DELIVERY_PHARMACY_OTH_S_P6 | JOBTITLELIST_DELIVERY_PHARMACY_OTH_TEXT_S_P6

Display This Question:

If A4 != 1

And

If A6.1 = 6, 7 or 8

A6.4 Which job description most closely resembles your primary day-to-day responsibilities at [EMPLOYER NAME]?

- 1 Cashier or clerk
- 2 Customer service
- 3 Delivery person
- 4 Driver
- 5 Other (specify) [Text Box]

PAIDHOUR_S

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

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

HOURLY_WAGE_S

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_S

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_S

Display This Question:
If A10 = 1

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

SALARY_S

Display This Question:
If A8 != 1

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

FAIR_HOURWAGE_S

Display This Question:
If A8 = 1

- A13.** Do you think you are paid a fair hourly wage at your job at [EMPLOYER NAME]?
- 1 Very fair
 - 2 Somewhat fair
 - 3 Neither Fair nor unfair
 - 4 Somewhat unfair
 - 5 Very unfair

CREDIT_WAGE_EMPLOYER_S | CREDIT_WAGE_BOSS_S | CREDIT_WAGE_SELF_S |
CREDIT_WAGE_GOVT_S | CREDIT_WAGE_UNION_S | CREDIT_WAGE_OTHER_S

Display This Question:
If A13 = 1 or 2

- A14** Who should get credit for how much you are paid at work? **Mark all that apply.**
- 1 [EMPLOYER NAME]
 - 2 My manager/boss at [EMPLOYER NAME]
 - 3 Myself
 - 4 Government regulations/laws
 - 5 Unions
 - 6 Other

BLAME_WAGE_EMPLOYER_S | BLAME_WAGE_BOSS_S | BLAME_WAGE_SELF_S | BLAME_WAGE_GOVT_S
| BLAME_WAGE_UNION_S | BLAME_WAGE_OTHER_S

Display This Question:
If A13 = 4 or 5

- A15** Who is it to blame for how much you are paid at work? **Mark all that apply.**
- 1 [EMPLOYER NAME]
 - 2 My manager/boss at [EMPLOYER NAME]
 - 3 Myself
 - 4 Government regulations/laws
 - 5 Unions
 - 6 Other

LOCALE_MIN_WAGE_S | LOCALE_MIN_WAGE_AMOUNT_S

Display This Question:
If A8 = 1

A16 To the best of your knowledge, what is the minimum hourly wage that employers in your city/state are allowed to pay workers? (Please enter the amount without spaces or dollar signs).

[Text Entry: Number Required]

Don't know

MODULE A: WORK BASICS – NEW EMPLOYER[§]

EMP_MONTH_N | EMP_YEAR_N

A.1. When did you start working at [EMPLOYER NAME]?

	Month	Year
I started working in...	1 January	1 2024
	2 February	2 2025
	3 March	
	4 April	
	5 May	
	6 June	
	7 July	
	8 August	
	9 September	
	10 October	
	11 November	
	12 December	

MANAGER_N

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

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

JOBTITLE_N

Display This Question:
If A4 = 1

A5. What is your job title?
_____ [TEXT RESPONSE]

WORKPLACE_SIMPLIFIED_N | WORKPLACE_SIMPLIFIED_TEXT_N

A6.1 Which of the following best describes your [EMPLOYER NAME] workplace? I work in a...

- 1 Store (Big-box, retail, grocery, etc.)
- 2 Restaurant
- 3 Fast food place
- 4 Coffee shop
- 5 Warehouse or fulfillment center
- 6 Office
- 7 Delivery vehicle
- 8 Pharmacy
- 9 Other (specify) [Text Box]

JOBTITLELIST_STORE_N | JOBTITLELIST_STORE_TEXT_N

Display This Question:

If A4 !=1

And A6.1 = 1

A6.2 Which job description most closely resembles your primary day-to-day responsibilities at [EMPLOYER NAME]?

- 1 Cashier
- 2 Customer service
- 3 Food prep
- 4 Salesperson
- 5 Stocking/unloading
- 6 Other (specify) [Text Box]

JOBTITLELIST_DINING_N | JOBTITLELIST_DINING_TEXT_N

Display This Question:

If A4 !=1

And A6.1 = 2, 3 or 4

A6.2 Which job description most closely resembles your primary day-to-day responsibilities at [EMPLOYER NAME]?

- 1 Barista
- 2 Cashier
- 3 Cook
- 4 Other food prep
- 5 Customer service
- 6 Delivery person
- 7 Waiter/server
- 8 Other (specify) [Text Box]

JOBTITLELIST_WAREHOUSE_N | JOBTITLELIST_WAREHOUSE_TEXT_N

Display This Question:

If A4 != 1

And A6.1 = 5

A6.3 Which job description most closely resembles your primary day-to-day responsibilities at [EMPLOYER NAME]??

- 1 Cashier
- 2 Customer service
- 3 Driver
- 4 Package handling
- 5 Picker
- 6 Stocking/unloading
- 7 Other (specify) [Text Box]

JOBTITLELIST_DELIVERY_PHARMACY_OTH_N | JOBTITLELIST_DELIVERY_PHARMACY_OTH_TEXT_N

Display This Question:

If A4 != 1

And

If A6.1 = 6, 7 or 8

A6.4 Which job description most closely resembles your primary day-to-day responsibilities at [EMPLOYER NAME]?

- 1 Cashier or clerk
- 2 Customer service
- 3 Delivery person
- 4 Driver
- 5 Other (specify) [Text Box]

PAIDHOUR_N

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

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

HOURWAGE_N

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_N

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_N

Display This Question:

If A10 = 1

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

_____ [NUMBER REQUIRED]

SALARY_N

Display This Question:

If A8 != 1

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

_____ [NUMBER REQUIRED]

FAIR_HOURWAGE_S

Display This Question:

If A8 = 1

- A13.** Do you think you are paid a fair hourly wage at your job at [EMPLOYER NAME]?
- 6 Very fair
 - 7 Somewhat fair
 - 8 Neither Fair nor unfair
 - 9 Somewhat unfair
 - 10 Very unfair

CREDIT_WAGE_EMPLOYER_N | CREDIT_WAGE_BOSS_N | CREDIT_WAGE_SELF_N |
CREDIT_WAGE_GOVN_N | CREDIT_WAGE_UNION_N | CREDIT_WAGE_OTHER_N

Display This Question:

If A13 = 1 or 2

- A14** Who should get credit for how much you are paid at work? **Mark all that apply.**
- 7 [EMPLOYER NAME]
 - 8 My manager/boss at [EMPLOYER NAME]
 - 9 Myself
 - 10 Government regulations/laws
 - 11 Unions
 - 12 Other

BLAME_WAGE_EMPLOYER_N | BLAME_WAGE_BOSS_N | BLAME_WAGE_SELF_N | BLAME_WAGE_GOVN_N |
BLAME_WAGE_UNION_N | BLAME_WAGE_OTHER_N

Display This Question:

If A13 = 4 or 5

- A15** Who is it to blame for how much you are paid at work? **Mark all that apply.**
- 7 [EMPLOYER NAME]
 - 8 My manager/boss at [EMPLOYER NAME]
 - 9 Myself
 - 10 Government regulations/laws
 - 11 Unions
 - 12 Other

LOCALE_MIN_WAGE_N | LOCALE_MIN_WAGE_AMOUNT_N

Display This Question:

If A8 = 1

- A16** To the best of your knowledge, what is the minimum hourly wage that employers in your city/state are allowed to pay workers? (Please enter the amount without spaces or dollar signs).
- [Text Entry: Number Required]
- Don't know

STATELIST_N

A13. Please select the state where your workplace is located from the dropdown menu.

- 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_N

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

LOSANGELES_N

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

PHILADELPHIA_N

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

WASHINGTON_N

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

NYCFIVE_N

Display This Question:

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

WORKPLACE_OWNER_N

- A22.** Who is the owner of the [EMPLOYER NAME] where you work?
- 1 My workplace is owned by [EMPLOYER NAME] directly
 - 2 My workplace is owned by a franchisee
 - 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 C2: AUTOMATION – SAME EMPLOYER & NEW EMPLOYER §

Display this module

If panel_baseline! = Fall23 Baseline

The next few questions ask about technology at your workplace.

TECH_PICKUP | TECH_ORDER | TECH_EEORDER | TECH_SELFCHECKOUT | TECH_EECHECKOUT |
TECH_SALESOTHER | TECH_SALESNONE | TECH_SALESOTHER_TEXT

Display This Question:

If workplace!= warehouse or delivery vehicle

C2.1. Does [EMPLOYER NAME] 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

SPEEDVIDEO | SPEEDBADGE | SPEEDHANDHELD | SPEEDREGISTER | SPEEDOBSERVE | SPEEDOTHER |
SPEEDNOTRACK | SPEEDOTHER_TEXT

Display this question

If panel_baseline = Fall24 Baseline

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

TECH_STOCK | TECH_INVENTORY | TECH_SERVICE | TECH_MONEY | TECH_OTHER | TECH_NONE |
TECH_OTHER_TEXT

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 (specify): [Text Box]
- 6 None of these

*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_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 C3: TECH & WORKER VOICE – SAME EMPLOYER & NEW EMPLOYER §

Display this module
If panel_baseline = Fall24 Baseline

INFLUENCE_NEW_TECH

C3.1. How much say or influence do **you have now** over the introduction of new technologies at work that might affect your job?

- 1 None
- 2 Very little
- 3 A little
- 4 A moderate amount
- 5 A lot

SHOULD_INFLUENCE_NEW_TECH

C3.2. How much say or influence do you think **you should have** over the introduction of new technologies at work that might affect your job?

- 1 None
- 2 Very little
- 3 A little
- 4 A moderate amount
- 5 A lot

SIGNIF_TECH_CHANGES

C3.3. Have there been any significant changes in the use of technology at your [EMPLOYER] workplace in the last 12 months?

- 1 Yes
- 2 No
- 3 Don't know/Not sure

TECH_CHANGE_NOTICE

Display This Question:
If C3.3 = 1

C3.3a. How far in advance of this change were you told that it was going to happen?

- 1 No advance notice
- 2 Less than 1 month
- 3 1-3 months
- 4 3-6 months
- 5 6-12 months
- 6 1 year or more

TECH_CHANGE_INFORMATION

Display This Question:
If C3.3 = 1

C3.3b. How much information have you received from [EMPLOYER] about the purpose, functioning, and/or operation of this newly introduced technology?

- 1 None
- 2 Very little
- 3 A little
- 4 A moderate amount
- 5 A lot

MODULE C: SECURE SCHEDULING – SAME EMPLOYER & NEW EMPLOYER §

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

CANCELSHIFT

C3. In the past month or so, did [EMPLOYER NAME] ever cancel one of your scheduled shifts?

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

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

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? This is sometimes called "clopening."

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

MODULE X: BULLYING – SAME EMPLOYER & NEW EMPLOYER §

We have some questions about your interactions at work.

BULLYFREQ_SUPERVISOR | BULLYFREQ_COWORKERS | BULLYFREQ_CUSTOMERS

X1. How often are you **bullied**, including things like being humiliated, constantly criticized, or excessively teased, at work by:

	Never (1)	Rarely (2)	Sometimes (3)	Often (4)	Always (5)
your supervisor? (1)	1	2	3	4	5
your coworkers? (2)	1	2	3	4	5
<i>Display This option: If workplace!= warehouse or delivery vehicle</i>	1	2	3	4	5
customers? (3)					

RESPECTFREQ_SUPERVISOR | RESPECTFREQ_COWORKERS | RESPECTFREQ_CUSTOMERS

X2. How often do you feel **respected** by:

	Never (1)	Rarely (2)	Sometimes (3)	Often (4)	Always (5)
your supervisor? (1)	1	2	3	4	5
your coworkers? (2)	1	2	3	4	5
<i>Display This option: If workplace!= warehouse or delivery vehicle</i>	1	2	3	4	5
customers? (3)					

EXP_CUST_YELLED_LT1 | EXP_CUST_SWEAR_LT1 | EXP_CUST_THREAT_LT1 | EXP_CUST_THROWN_LT1 |
EXP_STORE_SECURITY_LT1 | EXP_CUST_SEXUAL_HARRAS_LT1 | EXP_CUST_TRIED_HIT_LT1 |
EXP_CUST_ACTUALLY_HIT_LT1 | EXP_CUST_INJURED_LT1 | EXP_NONE_LT1

Display This Question:

If workplace!= warehouse

X2.1 Since [month_update] [year_update], have you experienced any of the following at your job at [EMPLOYER NAME]? **Mark all that apply.**

- 1 A customer has raised their voice or yelled at me
- 2 A customer has sworn at or verbally abused me
- 3 A customer has threatened me
- 4 A customer has thrown things or intentionally made a mess to express anger at me
- 5 You have had to involve store security or call the police on a customer
- 6 A customer has sexually harassed me
- 7 A customer has tried to hit me with their hands, an object, or a weapon
- 8 A customer has actually hit me with their hands an object or weapon
- 9 A customer has injured me
- 10 ∅ None of these

SUPERVISOR_FAIR | SUPERVISOR_CARE | SUPERVISOR_CARE | SUPERVISOR_GOAL | SUPERVISOR_HELP | SUPERVISOR_FORGIVE | SUPERVISOR_GROWTH | SUPERVISOR_FEEDBACK

X2.3 Below is a series of statements that represent possible feelings you might have about your supervisor. Please indicate the degree to which you agree or disagree with each statement.

	strongly agree (1)	agree (2)	disagree (4)	strongly disagree (5)
My supervisor treats me fairly	1	2	4	5
My supervisor cares about my opinions	1	2	4	5
My supervisor really cares about my wellbeing	1	2	4	5
My supervisor cares about my goals and wants to help me achieve them	1	2	4	5
Help is available from my supervisor when I have a problem	1	2	4	5
My supervisor would forgive an honest mistake on my part	1	2	4	5
My supervisor provides opportunities for growth and development at work	1	2	4	5
My supervisor is supportive when giving me feedback about my job performance	1	2	4	5

TEAM_SOLIDARITY | COWORK_MISTAKE | COWORK_REJECT | COWORK_HELP |

X2.4 Please indicate how much you agree or disagree with the following statements about your coworkers.

	strongly agree (1)	Agree (2)	Disagree (4)	Strongly disagree (5)
There is a sense of unity and solidarity among my coworkers	1	2	4	5
If I make a mistake, my coworkers often hold it against me	1	2	4	5
My coworkers sometimes reject others for being different	1	2	4	5
It is difficult to ask my coworkers for help	1	2	4	5

JOB_AUTONOMY

X3. How much do you agree with the following statement: "At [EMPLOYER NAME], I am allowed to decide how to go about getting my job done."

- 11 Strongly Agree
- 12 Agree
- 13 Neither agree nor disagree
- 14 Disagree
- 15 Strongly Disagree

RESOLVEPROB_COWORKERS | RESOLVEPROB_SUPERVISOR | RESOLVEPROB_MANAGEMENT |
 RESOLVEPROB_GRIEVANCE |
 RESOLVEPROB_UNION | RESOLVEPROB_HR | RESOLVEPROB_QUIT |
 RESOLVEPROB_NONPROF | RESOLVEPROB_CITY_COUNTY_GOV | RESOLVEPROB_STATE_GOV |
 RESOLVEPROB_FED_GOV | RESOLVEPROB_OTHER | RESOLVEPROB_NONE |
 RESOLVEPROB_OTHER_TEXT

Display this question:
 If panel_baseline = Spr24 Baseline

- X6.** If you had a serious problem at [EMPLOYERNAME], what would you do to resolve this issue? **Mark all that apply.**
- 1 Discuss with coworkers
 - 2 Discuss with supervisor
 - 3 Talk to higher-up management
 - 4 Use a company grievance procedure
 - 5 Speak to a union rep or union organizer
 - 6 Speak to HR (Human Resources)
 - 7 Quit
 - 8 Talk to someone at a nonprofit, community organization, worker center, or labor union
 - 9 File a complaint with a City or County Labor Regulator such as an Office of Labor Standards
 - 10 File a complaint with a State Labor Regulator
 - 11 File a complaint with a Federal Labor Regulator such as OSHA or the Department of Labor
 - 12 Other (specify): [Text Box]
 - 13 None of these

DISC_RACE | DISC_GENDER | DISC_AGE | DISC_ORIENT | DISC_DISABILITY | DISC_INCARCERATION | DISC_CW

X10. Thinking about your job at [employer name], how often do you feel that you are treated badly or unfairly by your coworkers or your supervisors because of your:

	Never (1)	Rarely (2)	Sometimes (3)	Often (4)	Always (5)
Race/ethnicity	1	2	3	4	5
Gender	1	2	3	4	5
Age	1	2	3	4	5
Sexual Orientation	1	2	3	4	5
Disability (if any)	1	2	3	4	5

MODULE X2: WORKER VOICE - SAME EMPLOYER & NEW EMPLOYER^s

WORKER_VOICE_IMPROVE_COND | WORKER_VOICE_IMPROVE_PERF |
 WORKER_VOICE_CONCERN_RESOURCE | WORKER_VOICE_MAKE_SUGGESTIONS |
 WORKER_VOICE_SUP_TAKES_SUGGEST

Display this question:
 If panel_baseline = Fall23 Baseline

X2.1 At [EMPLOYER NAME], how often do each of the following occur?

	Never (1)	Rarely (2)	Sometimes (3)	Often (4)	Always (5)
I give suggestions about improving working conditions for me and my coworkers (1)	1	2	3	4	5
I give suggestions about improving my workplace's performance (2)	1	2	3	4	5
When I have an issue or concern at work, I know who to talk to about it (3)	1	2	3	4	5
I can voice concerns or make suggestions at work without getting into trouble (4)	1	2	3	4	5
Supervisors and leadership take my concerns and suggestions seriously (5)	1	2	3	4	5

MODULE F2: LABOR VIOLATIONS - SAME EMPLOYER & NEW EMPLOYER^s

Next, we are interested in learning more about your experiences at your job at [EMPLOYERNAME] with pay and other labor practices, since [month_update] [year_update].

VIOLATION_OFFCLOCK, VIOLATION_UNPAIDCLOCKED, VIOLATION_CLOCKEDOUT, VIOLATION_CLOCKEDIT, VIOLATION_TIPS, VIOLATION_COMMBONUS, VIOLATION_PTO, VIOLATION_NONE

F2.1 Since [month_update] [year_update], have you experienced any of the following at your job at [EMPLOYERNAME]? **Mark all that apply.**

- 1 Have been required to perform tasks before clocking in, or after clocking out
- 2 Have not been paid for all hours that I worked on the clock
- 3 Timekeeping system automatically clocks me out, not paid for work time after that
- 4 Manager changes the time records to shave time from my paycheck.
- 5 Have not received the full and correct amount of money for tips
- 6 Have not been paid commissions or bonuses I was owed
- 7 Have not received pay for paid time off
- 8 None of these

PURCHASE, VIOLATION_TRAINING, VIOLATION_MEALS, VIOLATION_DELIVERY, VIOLATION_THEFT, VIOLATION_NONE

F2.2 Since [month_update] [year_update], have you experienced any of the following at your job at [EMPLOYERNAME]? **Mark all that apply.**

- 1 Required to buy uniform, special shoes or equipment without reimbursement
- 2 Have not been paid for time spent completing employer-required training
- 3 Have had meals that I have not eaten deducted from paycheck
- 4 Have not been reimbursed for gas or insurance while making deliveries
- 5 Had to pay or had pay deducted because of register shortages, walk-outs, or theft
- 6 None of these

VIOLATION_PAYLATE, VIOLATION_PAYMODE, VIOLATION_PAYWAIT, VIOLATION_PAYNOSTUB, VIOLATION_PAYCASH, VIOLATION_KIDS, VIOLATION_ANYOT, VIOLATION_NONE

F2.3 Since [month_update] [year_update], have you experienced any of the following at your job at [EMPLOYERNAME]? **Mark all that apply.**

- 1 Paid late by employer
- 2 Paid by voucher / required to go to check cashing company named by my employer
- 3 Asked by my employer to wait to cash paycheck
- 4 Paid by cash with no record or pay stub
- 5 Children under the age of 16 working at your worksite
- 6 None of these

VIOLATION_OTUNPAID

F2.4 Since [month_update] [year_update], at your job at [EMPLOYERNAME], has there been a week when you worked more than 40 hours and were not paid time-and-a-half for the hours you worked beyond 40 hours?

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

MODULE F3: COMPLAINTS^s

COMPLAINT_MAKE

Display This Question:
 If has_only_child_labor_violation!=1
 And
 If has_any_labor_violation=1

F3.1. You reported some issues with labor practices at your employer.

Did you make a report or complaint (or attempt to do so) about this/any of these problems to your manager, supervisor, employer, or to a government agency?

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

Skip To: F2.9 If F3.1= 3

COMPLAIN_COWORKER | COMPLAIN_SUPERVISOR | COMPLAIN_MANAGER |
 COMPLAIN_COMPANY_GRIEVANCE | COMPLAIN_UNION | COMPLAIN_HR | COMPLAIN_NONPROFIT |
 COMPLAIN_CITYCOUNTY | COMPLAIN_STATE | COMPLAIN_FEDERAL | COMPLAIN_OTHER |
 COMPLAIN_OTH_TEXT |

Display This Question:
 If F3.1 = 1

F3.2 When you made a report or complaint about this/any of these problems, who did you make it to? **Mark all that apply.**

- 1 Coworker(s)
- 2 Supervisor
- 3 A manager above my supervisor
- 4 Company grievance procedure
- 5 Union rep or union organizer
- 6 HR (Human Resources)
- 7 Someone at a nonprofit, community organization, or worker center
- 8 City or County Labor Regulator such as an Office of Labor Standards
- 9 State Labor Regulator
- 10 Federal Labor Regulator such as OSHA or the Department of Labor
- 11 Other (specify): [Text Box]

COMPLAINT_RETALIATE

Display This Question:
 If F3.1 = 1

F3.3. Did you experience any form of retaliation from your manager/supervisor/employer because you made a report or complaint? **Mark all that apply.**

- 1 I was assigned to a worse work schedule
- 2 I was assigned to worse work duties
- 3 My hours or pay were reduced
- 4 I was disciplined or given a warning
- 5 I was demoted
- 6 My manager/supervisor reported me to an immigration authority
- 7 My manager/supervisor threatened me with negative job consequences
- 8 My manager/supervisor threatened me about my immigration status
- 9 I was denied a promotion or raise
- 10 Other (specify): [Text Box]
- 11 None of these

COMPLAINT_WHYNOT

Display This Question:

If F3.1= 2

F3.4. Why didn't you make a report or complaint?

(Please check the **top three reasons** that apply to you).

- 1 I did not know how to make a report or complaint
- 2 I didn't think that making a report or complaint would be effective/worth the trouble
- 3 At the time, I didn't know that my employer's actions were illegal
- 4 I was worried that I would be assigned to a worse work schedule
- 5 I was worried that I would be assigned to worse work duties
- 6 I was worried that my hours or pay would be reduced
- 7 I was worried that I would be disciplined or given a warning
- 8 I was worried that I would be demoted
- 9 I was worried that I would be fired
- 10 I was worried my employer would report me to an immigration authority
- 11 I was worried I would be denied a promotion or raise
- 12 Other (specify): [Text Box]
- 13 None of these

Display this question:

If panel_baseline! = Fall24 Baseline

NONCOMPETE

F3.5. As a condition of your current employment at your main job, did you sign a **non-competition or "non-compete" agreement**? In other words, does any part of your job contract restrict you from working for a competitor for a certain length of time or within a certain geographic area?

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

MODULE D: CONTROL AND PTO – SAME EMPLOYER & NEW EMPLOYER §

Next, we would like to learn more about your schedule and benefits.

HOURDECIDE

- D1.** Which of the following statements best describe 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]? **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 childcare
 - 10 ∅ None of these

CREDIT_PSL_EMPLOYER | CREDIT_PSL_BOSS | CREDIT_PSL_SELF | CREDIT_PSL_GOVT |
CREDIT_PSL_UNIONS | CREDIT_PSL_OTHER

Display This Question:

If D3 = 1

D.6 Who should get credit for the paid sick leave you have at your job? **Mark all that apply.**

- 1 [EMPLOYER NAME]
- 2 My manager/boss at [EMPLOYER NAME]
- 3 Myself
- 4 Government regulations/laws
- 5 Unions
- 6 Other

BLAME_PSL_EMPLOYER | BLAME_PSL_BOSS | BLAME_PSL_SELF | BLAME_PSL_GOVT | BLAME_PSL_UNION
| BLAME_PSL_OTHER

Display This Question:

If D3! = 1 and is displayed

D.7 Who is to blame for you not having paid sick leave at your job? **Mark all that apply.**

- 1 [EMPLOYER NAME]
- 2 My manager/boss at [EMPLOYER NAME]
- 3 Myself
- 4 Government regulations/laws
- 5 Unions
- 6 Other

MODULE B: WORK SCHEDULING – SAME EMPLOYER & NEW EMPLOYER §

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.**

____ [NUMBER REQUIRED]

GREATESTHR

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

____ [NUMBER REQUIRED]

LEASTHR

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

____ [NUMBER REQUIRED]

NOTICE

B5. How far in advance do you usually know what days and hours you will need to work at [EMPLOYER NAME]?

- 1 Less than 1 week
- 2 At least 1 week but less than 2 weeks
- 3 At least 2 weeks but less than 3 weeks
- 4 At least 3 weeks but less than 4 weeks
- 5 4 weeks or more
- 6 Don't know/refuse

DAYSNOTICE

Display This Question:
If B5 = 1

- B6.** How many days in advance do you usually know your work schedule?
- 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 E: HOUR PREFERENCES AND WORK-FAMILY CONFLICT – SAME EMPLOYER & NEW EMPLOYER §

SATISFYWORK2

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

LIKEMOREHOURS

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

GETTIMEOFF

- E3.** Do you agree or disagree? I would like to have a more stable and predictable schedule 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

LOWSTAFF

- E4.1.** 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

LOWSTAFF_NO_BREAKS | LOWSTAFF_WORK_SICK | LOWSTAFF_FAIL_JOB_DUTIES |
LOWSTAFF_STAY_LATE | LOWSTAFF_SHORT_NOTICE | LOWSTAFF_ONLY_WORKER |
LOWSTAFF_ANGRY_CUSTOMERS | LOWSTAFF_INCREASED_STRESS | LOWSTAFF_NONE

E4.1.1 In the past month, has understaffing at your [EMPLOYER NAME] workplace led you to...

Mark all that apply.

- 1 Work a shift without taking any breaks
- 2 Come in to work even when you are sick
- 3 Fall behind on your assigned job duties
- 4 Stay late at work
- 5 Get called in on short notice
- 6 Be the only person working
- 7 Deal with angry customers
- 8 Experience increased stress at work
- 9 None of these

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

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...(Mark all that apply):

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

APP_IS_EASY | APP_IS_FRUSTRATING | APP_IS_HELPFUL | APP_IS_BUGGY

Display this question:

If panel_baseline! = Fall24 Baseline

And

If E7.1 = 1, 2, 3 OR 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

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 do their best to cover for me	1	2	3

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

INTERACT_F2F

Display this question:

If panel_baseline! = Fall24 Baseline

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

FINDNEWJOB

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

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

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 – SAME EMPLOYER & NEW EMPLOYER §

CHANCESLOSEJOB | KEEPJOB | INSECUREJOB | THINKLOSEJOB | INSECUREJOBCHAR | JOBCHANGE

Display this question:

If panel_baseline! = Fall23 Baseline

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

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

MODULE F: WORK RELATIONSHIPS – SAME EMPLOYER & NEW EMPLOYER^s

The following questions ask for a little more information about your workplace.

UNION

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

UNION_VOTE

Display This Question:
If F1 = 2

- F2.** If an election were held today to decide whether employees like you should be represented by a union, would you vote for the union or against the union?
- 1 I would vote for the union
 - 2 I would vote against the union
 - 3 Don't know/not sure

SUPER_GENDER

- F14.** What is the gender of your immediate supervisor at [EMPLOYER NAME]?
- 1 Man
 - 2 Woman
 - 3 Non-binary
 - 4 Other
 - 5 I do not have an immediate supervisor or do not have just one immediate supervisor

Skip to end of module:
If F14 = 5

*SUPER_WHITE | SUPER_HISP | SUPER_BLACK | SUPER_API | SUPER_AIAN | SUPER_OTHER
|SUPER_OTHER_TEXT*

- F15.** How would you describe the race/ethnicity of your immediate supervisor at [EMPLOYER NAME]? **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 (specify) [Text Box]

MODULE G: SECOND JOB – NEW EMPLOYER^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

HOURSSECONDJOB_N

G2. Not counting your main job at [EMPLOYER NAME], how many hours per week do you usually work at all of your other jobs?

Text Box _____

INCOMESSECONDJOB_N

G2.1 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 2: UNEMPLOYMENT– [Ø]

UNEMP_JOB_SEARCH

2.1 Are you currently looking for work?

- 1 Yes
- 2 No

UNEMP_JOB_SEARCH_LIST_MONEY | UNEMP_JOB_SEARCH_LIST_HLTHINS |
UNEMP_JOB_SEARCH_LIST_FILLTIME | UNEMP_JOB_SEARCH_LIST_OTHER |

Display if 2.1=1

2.2 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

UNEMP_JOB_SEARCH_MONEY | UNEMP_JOB_SEARCH_TIMEOFF | UNEMP_JOB_SEARCH_SCHED |
UNEMP_JOB_SEARCH_FULLTIME |

Display if 2.1=1

2.3 What features are important to you in a new job? **Mark all that apply.**

- 1 A job that pays well
- 2 A job that provides paid time off
- 3 A job with a stable schedule
- 4 A job that provides full-time work each week

UNEMP_JOB_NOSEARCH_HEALTH | UNEMP_JOB_NOSEARCH_CHILD | UNEMP_JOB_NOSEARCH_SCHOOL
| UNEMP_JOB_NOSEARCH_FAMILY | UNEMP_JOB_NOSEARCH_COVID | UNEMP_JOB_NOSEARCH_INC |
UNEMP_JOB_NOSEARCH_DNF | UNEMP_JOB_NOSEARCH_ODDJOB | UNEMP_JOB_NOSEARCH_RET |
UNEMP_JOB_NOSEARCH_OTHER |

Display if 2.1=2

2.4 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 childcare responsibilities that limit my ability to work
- 3 I am in school or a training program
- 4 I have responsibilities for other household members or relatives
- 5 I have enough income from other sources
- 6 I have looked for a job and can't find one
- 7 I make money from odd jobs
- 8 I am retired
- 9 Other reasons

UNEMP_JOB_NOSEARCH_OTHER_TEXT

Display if 2.4=10

2.5 Why are you not looking for work?

_____ [TEXT RESPONSE]

MODULE 5: RETIREMENT – [RI]^S

RETIRE_INCOME_SS |RETIRE_INCOME_SSI |RETIRE_INCOME_ODDJOB |RETIRE_INCOME_WELFARE |
 RETIRE_INCOME_VETBENEFITS |RETIRE_INCOME_PROPERTY |RETIRE_INCOME_OTHER
 |RETIRE_INCOME_NONE

5.1 Since [month_emb] [year_emb], have you received any income from the following sources? **Mark all that apply.**

- 1 Social Security
- 2 Supplemental Security Income, also called SSI
- 3 Odd jobs
- 4 Welfare
- 5 Veteran Benefits or a Military Pension
- 6 Rent paid to you for a property you own
- 7 Other income sources
- 8 None

RETIRE_INCOME_SS_AMOUNT

Display this question:

If 5.1=1

5.2 About how much income do you receive from Social Security in a typical month? (For example: if the amount is \$600, please enter 600 without any spaces or dollar signs)
 \$ _____

RETIRE_INCOME_SS_INTERRUPT

5.2.1 Have you experienced any recent delays or interruptions in these payments?

- 1 Yes
- 2 No

RETIRE_INCOME_SSI_AMOUNT

Display this question:

If 5.1=2

5.3 About how much income do you receive from Supplemental Security Income in a typical month? (For example: if the amount is \$600, please enter 600 without any spaces or dollar signs)
 \$ _____

RETIRE_INCOME_SSI_INTERRUPT

5.3.1 Have you experienced any recent delays or interruptions in these payments?

- 1 Yes
- 2 No

RETIRE_INCOME_ODDJOB_AMOUNT

Display this question:

If 5.1=3

5.4 About how much income do you receive from odd jobs in a typical month? (For example: if the amount is \$600, please enter 600 without any spaces or dollar signs)
 \$ _____

RETIRE_INCOME_WELFARE_AMOUNT

Display this question:

If 5.1=4

- 5.5 About how much income do you receive from welfare in a typical month? (For example: if the amount is \$600, please enter 600 without any spaces or dollar signs)
\$ _____

RETIRE_INCOME_VETBENEFITS_AMOUNT

Display this question:

If 5.1=5

- 5.6 About how much income do you receive from Veteran Benefits or a Military Pension in a typical month? (For example: if the amount is \$600, please enter 600 without any spaces or dollar signs)
\$ _____

RETIRE_INCOME_VETBEN_INTERRUPT

- 5.6.1 Have you experienced any recent delays or interruptions in these payments?

- 1 Yes
- 2 No

RETIRE_INCOME_PROPERTY_AMOUNT

Display this question:

If 5.1=6

- 5.7 About how much income do you receive from rent paid to you for a property you own in a typical month? (For example: if the amount is \$600, please enter 600 without any spaces or dollar signs)
\$ _____

RETIRE_INCOME_OTHER_AMOUNT

Display this question:

If 5.1=7

- 5.8 About how much income do you receive from other income sources in a typical month? (For example: if the amount is \$600, please enter 600 without any spaces or dollar signs)
\$ _____

RETIRE_SAVINGS_401K | RETIRE_SAVINGS_IRA | RETIRE_SAVINGS_BANK | RETIRE_SAVINGS_OTHER

- 5.9 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
- 5 None

RETIRE_SAVINGS_401K_AMOUNT

Display this question:

If 5.9=1

- 5.10 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)
\$ _____

RETIRE_SAVINGS_IRA_AMOUNT

Display this question:
If 5.9=2

- 5.11 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)
\$ _____

RETIRE_SAVINGS_BANK_AMOUNT

Display this question:
If 5.9=3

- 5.12 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)
\$ _____

RETIRE_SAVINGS_OTHER_AMOUNT

Display this question:
If 5.9=4

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

RETIRE_WORK_LASTMONTH

- 5.16 Retired people sometimes do some work for pay. Did you work for pay last month?
1 Yes
2 No

RETIRE_WORK_HOURS_LASTMONTH

- 5.16.1 About how many hours per week did you work in the past month?
_____ [TEXT RESPONSE]

RETIRE_WORK_LASTMONTH_MONEY | RETIRE_WORK_LASTMONTH_HEALTH_INS |
RETIRE_WORK_LASTMONTH_FILL_TIME | RETIRE_WORK_LASTMONTH_OTHER

Display this question:
If 5.16=>0

- 5.17 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

RETIRE_JOB_SEARCH

Display this question:
If 5.16=2

- 5.13 Are you currently looking for work?
1 Yes
2 No

RETIRE_JOB_SEARCH_MONEY | RETIRE_JOB_HEALTH_INS | RETIRE_JOB_FILL_TIME
|RETIRE_JOB_OTHER

Display this question:

If 5.13=1

5.14 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_OTHER

Display this question:

If 5.13=2

5.15 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 P: STATE - UNEMPLOYED & RETIRED^s

STATELIST_QUIT | STATELIST_UF | STATELIST_UF | STATELIST_RETIRED | STATELIST_FURLOGHED | STATELIST_LAIDOFF

Display This Question:

If Unemployed = 1

Or

If Retired = 1

P.1. 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

MODULE H: DEMOGRAPHICS

Next, we would like to ask you a few questions about yourself.

ENROLLED

H1. Are you currently enrolled in school?

- 1 Yes
- 2 No

DIFSCHEDESCHOOL

Display This Question:

If H1 = 1

And

If new employer = 1

OR same employer = 1

H2. 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 schoolwork.

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

EDUC

H3. 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

CHECK

H1.1. 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

COHABSTATUS

H4. 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

COHAB_LENGTH_MONTHS

Display This Question:

If H4 = 1 | H4 = 2

- H5.** How many months have you been living with your spouse or partner?
- 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 1 year or more
 - 14 Don't know/refuse

SPOUSEEMPLOYMENT

Display This Question:

If H4 = 1

Or H4 = 2

- H6.** What is your spouse/partner employment status? **Mark all that apply.**
- 1 My spouse/partner is employed
 - 2 My spouse/partner is unemployed
 - 3 My spouse/partner is a student
 - 4 My spouse/partner is a parent or homemaker
 - 5 My spouse/partner is retired (no longer working)
 - 6 Other (specify): [Text Box]

SPOUSEINCOME

Display this Question:

If H6=1

- H7.** 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

- H8.** Please give us an update on your family.

Since [emb_month] [emb_year], have you welcomed a new child into your family? These might be your biological children, stepchildren, adopted children, or foster children.

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

KIDS0TO4

Display This Question:

If H8 = 1

Or If kidslive0to14 = 1

- H9.** 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

HHCT

- H11.** Including yourself, how many people currently live in your household?
____ [NUMBER REQUIRED]

MODULE I: BASIC FINANCIALS

Please give us an update on how you are doing financially.

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

MODULE J: BENEFITS AND FINANCIAL SERVICES

SNAP_BENEFITS | TANF_BENEFITS | MEDICAID_BENEFITS | SSI_BENEFITS | GOVT_HOUSING_BENEFITS |
 CHILDCARE_BENEFITS | OTHER_BENEFITS | OTHER_BENEFITS_TEXT

J.1.1 Which of the following benefits have you used at any time since [emb_month]
 [emb_year]?

Mark all that apply.

- 1 The Supplemental Nutrition Assistance Program (SNAP), formerly known as the Food Stamp Program
- 2 Cash assistance from the Temporary Assistance for Needy Families (TANF) program
- 3 Medicaid, Medical Assistance, the Children's Health Insurance Program (CHIP), or any kind of state or government-sponsored assistance plan based on income or a disability
- 4 Cash from Supplementary Security Income (Social Security/Disability Insurance)
- 5 A federal, state, or local government housing program that lowers your rent, such as a housing voucher or public housing
- 6 Childcare financial assistance (also called vouchers, certificates, or subsidies)
- 7 Other: [Text Box]
- 8 None of the above

Skip To: J3 if J1.1 = 8

SNAP_BENEFITS_LASTMON | TANF_BENEFITS_LASTMON | MEDICAID_BENEFITS_LASTMON |
 SSI_BENEFITS_LASTMON | GOVT_HOUSING_BENEFITS_LASTMON | CHILDCARE_BENEFITS_LASTMON |
 OTHER_BENEFITS_LASTMON | OTHER_BENEFITS_TEXT_LASTMON

Carry forward choices from J.1.1 that are Selected Choices

J.1.2 Which of these have you used in the past **month**? **Mark all that apply.**

- 1 The Supplemental Nutrition Assistance Program (SNAP), formerly known as the Food Stamp Program
- 2 Cash assistance from the Temporary Assistance for Needy Families (TANF) program
- 3 Medicaid, Medical Assistance, the Children's Health Insurance Program (CHIP), or any kind of state or government-sponsored assistance plan based on income or a disability
- 4 Cash from Supplementary Security Income (Social Security/Disability Insurance)
- 5 A federal, state, or local government housing program that lowers your rent, such as a housing voucher or public housing
- 6 Childcare financial assistance (also called vouchers, certificates, or subsidies)
- 7 Other: [Text Box]
- 8 None of the above

DIFF_KEEP_SNAP

Display This Question:
If J1.1 = 1

- J.3** How difficult has it been to get or keep your SNAP benefits since [emb_month] [emb_year]?
- 1 Very difficult
 - 2 Somewhat difficult
 - 3 Somewhat easy
 - 4 Very easy
 - 5 Don't know/refuse

DIFF_KEEP_SNAP_COMPARE

Display This Question:
If J.1 = 1
And
SNAP_last_survey = 1 (got SNAP at last survey)

- J.4** Compared to [emb_month] [emb_year], has getting or keeping your SNAP/Medicaid benefits become more or less difficult?
- 1 More difficult
 - 2 Less Difficult
 - 3 No change
 - 4 Don't know/refuse

DIFF_KEEP_SNAP_EXPLANATION

Display This Question:
If J.3 = 1
Or
J.3 = 2
Or
J.4 = 1

- J.5** Why has getting or keeping SNAP benefits been difficult or harder for you since [emb_month] [emb_year]?
- _____ [TEXT RESPONSE]

R1_NOT_REC_SNAP_DK_SNAP | R1_NOT_REC_SNAP_DIFFICULT | R1_NOT_REC_SNAP_TOLD_INELIGIBLE | R1_NOT_REC_SNAP_THINK_INELIGIBLE | R1_NOT_REC_SNAP_DONT_NEED | R1_NOT_REC_SNAP_IDK | R1_NOT_REC_SNAP_OTHER | R1_NOT_REC_SNAP_OTHER_TEXT

Display This Question:
If J1.1! = 1 (did not get SNAP now)
And
SNAP_last_survey = 1 (got SNAP at last survey)

- J.6** Why have you not received SNAP benefits since [emb_month] [emb_year]? **Mark all that apply.**
- 1 I didn't know how to re-apply/recertify
 - 2 The application/recertification process was too difficult
 - 3 I was told I was no longer eligible
 - 4 I don't think I am eligible for benefits any longer
 - 5 I do not need benefits any longer
 - 6 I don't know why I stopped receiving benefits
 - 7 Other (specify): [Text Box]

NOT_REC_SNAP_DK_SNAP | NOT_REC_SNAP_DIFFICULT | NOT_REC_SNAP_TOLD_INELIGIBLE |
 NOT_REC_SNAP_THINK_INELIGIBLE | NOT_REC_SNAP_DONT_NEED | NOT_REC_SNAP_IDK |
 NOT_REC_SNAP_OTHER | NOT_REC_SNAP_OTHER_TEXT

Display This Question:

If J1.1! = 1 (did not get SNAP now)

And

SNAP_last_survey = 0 (did not get SNAP at last survey)

J.7 Why are you not receiving SNAP benefits? **Mark all that apply.**

- 1 I don't know what SNAP benefits are
- 2 I do not need SNAP benefits
- 3 I don't think I am eligible for benefits
- 4 I don't know how to apply
- 5 The application process is too difficult
- 6 My application was denied
- 7 Other (specify): [Text Box]

DIFF_KEEP_MEDICAID

Display This Question:

If J1.1 = 3

J.8 How difficult has it been to get or keep your Medicaid or CHIP benefits since [emb_month] [emb_year]?

- 1 Very difficult
- 2 Somewhat difficult
- 3 Somewhat easy
- 4 Very easy
- 5 Don't know/refuse

DIFF_KEEP_MEDICAID_COMPARE

Display This Question:

If J1.1 = 3

And

Medicaid_last_survey = 1 (got Medicaid at last survey)

J.9 Compared to [emb_month] [emb_year], has getting or keeping your Medicaid or CHIP benefits become more or less difficult?

- 1 More difficult
- 2 Less Difficult
- 3 No change
- 4 Don't know/refuse

DIFF_KEEP_MEDICAID_EXPLANATION

Display This Question:

If J.8 = 1

Or

J.8 = 2

Or

J.9 = 1

J.10 Why has getting or keeping Medicaid or CHIP benefits been difficult or harder for you since [emb_month] [emb_year]?

_____ [TEXT RESPONSE]

R1_NOT_REC_MED_DK_MED | R1_NOT_REC_MED_DIFFICULT | R1_NOT_REC_MED_TOLD_INELIGIBLE
 R1_NOT_REC_MED_THINK_INELIGIBLE | R1_NOT_REC_MED_DONT_NEED | R1_NOT_REC_MED_IDK |
 R1_NOT_REC_MED_OTHER | R1_NOT_REC_MED_OTHER_TEXT

Display This Question:

If J1.1! = 3 (did not get Medicaid now)

And

Medicaid_last_survey = 1 (got Medicaid at last survey)

J.11 Why have you not received Medicaid or CHIP benefits since [emb_month] [emb_year]?
Mark all that apply.

- 1 I didn't know how to re-apply/recertify
- 2 The application/recertification process was too difficult
- 3 I was told I was no longer eligible
- 4 I don't think I am eligible for benefits any longer
- 5 I do not need benefits any longer
- 6 I don't know why I stopped receiving benefits
- 7 Other (specify): [Text Box]

NOT_REC_MED_DK_MED | NOT_REC_MED_DIFFICULT | NOT_REC_MED_TOLD_INELIGIBLE |
 NOT_REC_MED_THINK_INELIGIBLE | NOT_REC_MED_DONT_NEED | NOT_REC_MED_IDK |
 NOT_REC_MED_OTHER | NOT_REC_MED_OTHER_TEXT

Display This Question:

If J1.1! = 3 (did not get Medicaid now)

And

Medicaid_last_survey= 0 (did not get Medicaid at last survey)

J.12 Why are you not receiving Medicaid or CHIP benefits? **Mark all that apply.**

- 1 I don't know what Medicaid or CHIP benefits are
- 2 I do not need Medicaid or CHIP benefits
- 3 I don't think I am eligible for benefits
- 4 I don't know how to apply
- 5 The application process is too difficult
- 6 My application was denied
- 7 Other (specify): [Text Box]

HARDSHIP_FREEFOOD_LASTMONTH

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_LASTMONTH

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_LASTMONTH

Display This Question:

If H8 = 1

Or kids0to17 = 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_LASTMONTH

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_LASTMONTH

J11. In the past **month**, did you borrow money from friends or family to help pay bills?

- 1 Yes
- 2 No

HARDSHIP_MOVEIN_LASTMONTH

J13. In the past **month**, did you move in with other people because of financial problems?

- 1 Yes
- 2 No

HARDSHIP_SHELTER_LASTMONTH

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_LASTMONTH

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

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 kidslive0to14_update = 1

M4. Is there someone you could count on to help with emergency childcare?

- 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

Please give us an update on your health and wellbeing.

HEALTH

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

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

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 1, 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

HAPPY

K19. 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

HEALTHPLAN

K7. Do you currently 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 K7 = 2

And (1.1 = 1 | new employer = 1)

- K8.** What is the main reason you do not have a health plan from your main job?
- 1 I do not work enough hours to qualify
 - 2 I have not worked here long enough to qualify
 - 3 It's too expensive
 - 4 I have a pre-existing condition
 - 5 My employer does not offer a health plan
 - 6 Other (specify): _____

JOBPLAN | JOBPLAN_TEXT

Display This Question:

If K7 = 1

And (1.1 = 1 | new employer = 1)

- K9.** Did you get that health coverage through your job, or did you get it some other way?
- 1 I get health coverage through my job
 - 2 I bought a health plan myself
 - 3 I get health coverage through my spouse or parent's health plan
 - 4 I get health coverage from Medicaid or another state or government health plan
 - 5 I get health coverage through my college or university
 - 6 Other (specify): _____

HEALTHCOVERAGE | HEALTHCOVERAGE_TEXT

Display This Question:

If K7 = 1

And retired = 1 Or Unemployed = 1

- K10.** How did you get that health coverage?
- 1 I get health coverage through my previous job/COBRA
 - 2 I bought a health plan myself
 - 3 I get health coverage through my spouse or parent's health plan
 - 4 I get health coverage from Medicaid or another state or government health plan
 - 5 I get health coverage through my college or university
 - 6 Other (specify): _____

SLEEP

- K11.** 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

- K12.** 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

K13. 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

K14. 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

K15. 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

K16. 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

K17. 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

LONELY

K16.1. During the past month, how often did you feel **lonely**?

- 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

PAIN_LIMIT_FREQ

Display this question:

If panel_baseline = Spr24 Baseline

- K21.** 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 Don't know/refuse

PAINFOOT | PAINNECK | PAINBACK | PAINJOINT | PAINHEAD | PAINOTHER | PAINONE | PAINOTHER_TEXT

Display this question:

If panel_baseline = Spr24 Baseline

- K19.** During the past three months, have you experienced the following types of **work-related 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 (specify) [Text Box]
 - 7 None of these

Skip To: End of module If K19.= 7

PAIN_SCALE

Display this question:

If panel_baseline = Spr24 Baseline

- K25.2** Now thinking about the **past 7 days**, how would you rate your pain (if any) 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

MODULE L: CHILD\$

Finally, please give us an update on how things are going with your child/children.

PARENTHARD

- L7.** 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

- L8.** 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

- L9.** 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

- L10.** 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
 - 5 Don't know/refuse

KIDHEALTH

- L13.** In general, would you say your youngest child's health is...
- 1 Excellent
 - 2 Very good
 - 3 Good
 - 4 Fair
 - 5 Poor

ENDING

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

Please enter your email address below for a chance to win a [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.)