

## WORKER CLASSIFICATION SURVEY

### PART I. INTRODUCTION

#### RDD (LANDLINE) INTRODUCTION

**INTRO1** Hello, my name is [INTERVIEWER] and I'm calling on behalf of Abt Associates. We are conducting a national study on American work experiences and benefits. [SOURCE: NEW]

**S1** Are you a member of this household and at least 18 years old? [SOURCE: FMLA SURVEY]

1. YES [GO TO S4]
2. NO [GO TO S2]
8. DK (VOL) [GO TO S2]
9. REF (VOL) [GO TO S2]

**S2** May I speak to a household member who is at least 18 years old? [SOURCE: FMLA SURVEY]

1. AVAILABLE [REPEAT INTRO1]
2. NOT AVAILABLE [SCHEDULE CALLBACK]
3. THERE ARE NONE [GO TO THANK01] [SCREENOUT]
8. DK (VOL) [GO TO THANK01] [SOFT REFUSAL]
9. REF (VOL) [GO TO THANK01] [SOFT REFUSAL]

[IF NECESSARY: Household members include people who think of this household as their primary place of residence. It includes persons who usually stay in the household but are temporarily away, such as in the military, on business, on vacation, in a hospital, or living at school in a dorm, fraternity, or sorority.]

#### CELL PHONE INTRODUCTION

**INTRO2** Hello, my name is [INTERVIEWER] and I'm calling on behalf of Abt Associates. We are conducting a national study on American work experiences and benefits. [SOURCE: NEW]

If you are now driving a car or doing any activity requiring your full attention, I need to call you back later.

1. AVAILABLE/NOT DRIVING [GO TO S3]
2. NOT AVAILABLE/CURRENTLY DRIVING [SCHEDULE CALLBACK]
8. DK (VOL) [GO TO THANK02] [SOFT REFUSAL]
9. REF (VOL) [GO TO THANK02] [SOFT REFUSAL]

**S3** Are you at least 18 years old? [SOURCE: FMLA SURVEY]

1. YES [GO TO S4]
2. NO [GO TO THANK01] [SCREENOUT]

- 8. DK (VOL) [GO TO THANK01] [SOFT REFUSAL]
- 9. REF (VOL) [GO TO THANK01] [SOFT REFUSAL]

**A. SCREENER & SELECTION**

**S4** Results from this survey will be used by the U.S. Department of Labor to improve policies and benefits for American workers. Information from the survey will help the Department’s efforts to promote fair hiring practices, and access to critical workplace benefits, opportunities and protections. Your answers will remain private and your personal information will not be shared with the U.S. Department of Labor. [SOURCE: NEW]

To determine if your household qualifies for the survey, I need to get some information about the members of your household who are 18 years old or older. These questions will take just a minute to complete.

**S5** How many adults age 18 or over live in your household? \_\_\_\_\_ [SOURCE: FMLA SURVEY]  
[RANGE=1-11, 99 DK/REF=SOFT REFUSAL]

IF S5=1 GO TO S7\_R.  
IF S5>1 GO TO S6.

**S6** Of these, (IF NECESSARY, ADULTS OVER AGE 18) how many worked for pay or profit in the last 30 days? [SOURCE: NEW]

\_\_\_\_\_ [RANGE=1-11, 99 DK/REF=SOFT REFUSAL. ANSWER CANNOT BE GREATER THAN S5.]

IF S6=1 GO TO S6\_1.  
IF S6>1 READ: Can you tell me about the adults in your household? Let’s start with you → GO TO S6\_R.

**S6\_1** Are you the person in your household who worked for pay or profit in the last 30 days?  
[SOURCE: NEW]

- 1. YES [GO TO INFORMEDCONSENT]
- 2. NO [GO TO PROGRAMMING NOTE BELOW]
- 8. DK (VOL) [GO TO THANK03] [SOFT REFUSAL]
- 9. REF (VOL) [GO TO THANK03] [SOFT REFUSAL]

IF S6\_1=2 READ: Can you tell me about the adults in your household? Let’s start with you → GO TO S6\_R.

[SOURCE: NEW]

	R	A1	A2	A3 (...AX)
<b>S6_R-AX</b> What is [your/the second/third/fourth adult]'s first name or initials?				
<b>S7_R-AX</b> IN THE LAST THIRTY DAYS [IF NECESSARY: BY THIRTY DAYS, I mean the days beginning on [interview date minus thirty, in day, month, date, year format], and ending [TODAY]] [have you / has A1-X] worked for pay or profit? Include any job from which (you were/name was) temporarily absent.	YES (1) NO (2) DK (8) REF (9)	YES (1) NO (2) DK (7) REF (9)	YES (1) NO (2) DK (7) REF (9)	YES (1) NO (2) DK (7) REF (9)

IF S6\_AX = DK/REF FOR 2ND-11TH ADULT, REFER TO BY "second adult/third adult/etc."  
 CREATE VARIABLE FOR ELIGIBLE. ELIGIBLE= S7\_R-AX=1.  
 IF S7\_R-AX > 1, CODE INELIGIBLE AND LOOP BACK TO S6\_AX FOR NEXT ADULT HH MEMBER  
 IF S7\_R-AX = 1 CODE AS ELIGIBLE AND LOOP BACK TO S6\_AX FOR NEXT ADULT HH MEMBER

**SHHNUM** Just to confirm, there [is/are] a total of [FILL ELIGIBLE] adult household member(s) who worked for pay or profit in the last 30 days. Is that correct? [IF NECESSARY: This includes household members who were temporarily absent from a job(s) in the last 30 days.]  
 [SOURCE: NEW]

1. NUMBER OF HH MEMBERS IN MATRIX CORRECT
2. NUMBER OF HH MEMBERS IS INCORRECT [RETURN TO MATRIX (S6\_R-AX)]

**READMSG** [READ THE FOLLOWING MESSAGE INTO THE ANSWERING MACHINE:]

This is [INTERVIEWER] calling for a study that is being conducted by Abt Associates. We are conducting this study to learn more about American work experiences and benefits and your opinions are important. Your phone number was randomly selected and we want to assure you that your responses to our survey will be kept private. We hope that you will participate in this study, and we will call back within the next day or two. Thank you. [SOURCE: NEW]

**RESPONDENT SELECTION:**

IF 1 HH MEMBER IS ELIGIBLE, THAT PERSON IS THE RESPONDENT. GO TO SELECT2.

IF 2 HH MEMBERS ARE ELIGIBLE, INCLUDING THE PERSON ON PHONE, THEN RANDOMLY SELECT ONE AS THE RESPONDENT. GO TO SELECT2.

IF 2 HH MEMBER ARE ELIGIBLE, **NOT** INCLUDING THE PERSON ON THE PHONE, THEN ASK SELECT1.

IF 3 OR MORE HH MEMBERS ARE ELIGIBLE, THEN ASK SELECT1.

**PROGRAMMING NOTE:** RANDOMLY INSERT "most recent" OR "next" TO SELECT1.

**SELECT1** Of the following household members, who had the [most recent/next] birthday?

[LIST ELIGIBLE HH MEMBERS]

1. R
2. A1
3. A2
4. A3 [PROGRAMMER: CONTINUE LISTING AS NECESSARY]
8. DK [S/O - DK]
9. REF [S/O - REF]

**PROGRAMMER NOTE:** INSERT RESPONDENT BASED ON RESPONDENT SELECTION OR SELECT1. IF SELECT1=DK/REF THEN THANK AND END.

**SELECT2** INTERVIEWER DO NOT READ: THE RESPONDENT IS [INSERT]. IS R ON THE PHONE NOW OR IS R SOMEONE ELSE?

1. RESPONDENT IS PERSON ON THE PHONE NOW [GO TO INFORMED CONSENT]
2. RESPONDENT IS SOMEONE ELSE [GO TO HANDOFF1]

**HANDOFF1** [SELECT2] has been selected as the respondent for this survey. May I please speak to [FILL S6\_AX] for the rest of the interview? [SOURCE: FMLA SURVEY]

1. YES/PHONE HANDED OFF [GO TO INTRO3]
2. NOT AVAILABLE [SCHEDULE CALLBACK]
3. ALTERNATE NUMBER PROVIDED [UPDATE NUMBER]
8. DK (VOL) [GO TO THANK02]
9. REF (VOL) [GO TO THANK02]

**PROGRAMMING NOTE:** IF HANDOFF1=3 THEN ASK HANDOFF1A.

**HANDOFF1A** Is that a landline or cell phone number?

1. LAND [SCHEDULE CALLBACK]
2. CELL [SCHEDULE CALLBACK]

**INTRO3** Hello, my name is [INTERVIEWER] and I'm calling on behalf of Abt Associates. We are conducting a national study on American work experiences and benefits. Results from this survey will be used by the U.S. Department of Labor to improve policies and benefits for American workers. Information from the survey will help the Department's efforts to promote fair hiring practices, and access to critical workplace benefits, opportunities and protections. Your answers will remain private and your personal information will not be shared with the U.S. Department of Labor. [SOURCE: NEW]

1. CONTINUE TO A1

**A1** Can you please confirm that in the last THIRTY DAYS you worked for pay or profit? [IF NECESSARY: This includes any job from which you were temporarily absent.] [SOURCE: NEW]

- 1. YES [GO TO INFORMED CONSENT]
- 2. NO [GO TO THANK03]
- 8. DK (VOL) [GO TO S5]
- 9. REF (VOL) [GO TO S5]

PROGRAMMING NOTE: IF R ANSWERS DK/REF TO QA1, RE-SCREEN TO CONFIRM WORK STATUS. IF THE SAME R COMES BACK TO QA1 AND ANSWERS DK/REF A SECOND TIME, GO TO THANK03]

### TERMINATIONS

**THANK01** Thank you very much, but we are only interviewing in households with members who are 18 and over. [SOURCE: FMLA SURVEY]

**THANK02** Thank you very much for the information. These are all the questions I have at this time. [SOURCE: FMLA SURVEY]

**THANK03** Thank you very much, but we are only interviewing people who have worked in the last THIRTY DAYS. These are all the questions I have at this time. [SOURCE: NEW]

### INFORMED CONSENT

[LANDLINE RESPONDENTS:] Your individual answers will remain private and will be combined with responses from about 10,000 people who are also participating in the study. Study results will be used by the U.S. Department of Labor and researchers to learn what workers know about their employment situation, so your opinions are important.

Your participation is voluntary and all information you provide will be kept private. We will not provide information that identifies you to anyone outside the study team, except as required by law. If we

should come to any question you don't understand or don't want to answer, I'll try to clarify or we can move on to the next question. The survey should take about 15 minutes to complete.

[CELL RESPONDENTS:] Your individual answers will remain private and will be combined with responses from about 10,000 people who are also participating in the study. Study results will be used by the U.S. Department of Labor and researchers to learn what workers know about their employment situation, so your opinions are important.

Your participation is voluntary and all information you provide will be kept private. We will not provide information that identifies you to anyone outside the study team, except as required by law. If we should come to any question you don't understand or don't want to answer, I'll try to clarify or we can move on to the next question. The survey should take about 15 minutes to complete.

In appreciation of your time, we will pay you \$10. So that we can mail you your check, at the end of the survey we will ask for your name and address. Your name and address will not be associated with your survey responses.

**QBEGIN** Can we begin? [SOURCE: NEW]

1. YES
2. NO [SCHEDULE CALLBACK]
8. DK (VOL) [SCHEDULE CALLBACK]
9. REF (VOL) [SOFT REFUSAL]

**QGENDER** (DO NOT READ) [IF NECESSARY: ] [SOURCE: NEW]

1. MALE
2. FEMALE
9. DK

**B. DETERMINE MAIN JOB (ALL RESPONDENTS GET QJOBS, QMAINJOB, QMAINJOB\_2C, QTEMPSTAFF, QMAIN, QMAINJOB\_3, QSTATE)**

**QMAIN\_INTRO** For the remainder of the interview, we'll be talking about the work you did in the LAST THIRTY DAYS.

**QJOBS** In the LAST THIRTY DAYS, did you have more than one job [or business], including part-time, evening or weekend work? That is, were you PAID BY more than one job [or business]? [SOURCE: Adapted from American Time Use Survey, Working Without Laws]

1. YES
2. NO
8. DK (VOL)
9. REF (VOL)

PROGRAMMING NOTE: IF QJOBS=1 ASK QCONFMJ ELSE GO TO QMAINJOB

**QCONFMJ** How many jobs paid you in the last thirty days? [SOURCE: NEW]

\_\_\_\_\_ [RANGE 2-40]

[IF 1 THEN BACK UP AND CHANGE QJOBS TO 2 (NO)]

98. DK (VOL)

99. REF (VOL)

**QCONFMJ\_2** Please list the [INSERT NUMBER FROM QCONFMJ] jobs that paid you in the last 30 days. You can give me a nickname for each job. For this question, each job is defined by the clients, customers, or employers who have paid you. [SOURCE: Adapted from Working Without Laws]

[RECORD VERBATIM]

**QMAINJOB** How many hours per week do you USUALLY work at your MAIN job? [IF QJOBS= 1 THEN DISPLAY: By main job we mean the one at which you usually work the most hours.] [IF NECESSARY: For the purposes of this study please consider your job by payment received.] [SOURCE: American Time Use Survey]

\_\_\_\_\_ [Enter number] 0-200 hours [GO TO QMAINJOB\_2]

996. Hours vary week to week

997. Hours same for all jobs

998. DK (VOL)

999. REF (VOL)

PROGRAMMING NOTE: IF QMAINJOB=996-999 ASK QJOBHOURS, ELSE GO TO PROGRAMMING NOTE BEFORE QMAINJOB\_2

**QJOBHOURS** Do you USUALLY work 35 hours or more per week at your MAIN job? [IF NECESSARY: By main job we mean the one at which you usually work the most hours.] [SOURCE: American Time Use Survey]

1. YES

2. NO

8. DK (VOL)

9. REF (VOL)

PROGRAMMING NOTE: IF QJOBS=1 AND QMAINJOB=997 THEN SKIP TO QMAINJOB\_2A, ELSE ASK QMAINJOB\_2.

**QMAINJOB\_2** Throughout the rest of the survey, please consider this your MAIN job, that is, the job where you USUALLY work the most hours. [GO TO QTEMPSTAFF]

**QMAINJOB\_2A** At which job have you worked the longest? [SOURCE: NEW]

1. R SELECTS ONE [GO TO QMAINJOB\_2A1]
2. WORKED SAME LENGTH OF TIME AT ALL [GO TO QMAINJOB\_2B]

**QMAINJOB\_2A1** Throughout the rest of the survey, please consider this your MAIN job, that is, the job where you have worked the longest. [GO TO QTEMPSTAFF]

**QMAINJOB\_2B** Please select any one of these jobs as your main job. [GO TO QMAINJOB\_2B1]

**QMAINJOB\_2B1** Throughout the rest of the survey, please consider this your MAIN job. [GO TO QTEMPSTAFF]

**QTEMPSTAFF** At your main job do you work for a temporary or staffing agency? [SOURCE: NEW]

1. YES
2. NO
8. DK (VOL)
9. REF (VOL)

**QMAIN** Please give me a nickname for your main job, that is the employer or client, so I can refer to it throughout the rest of the survey. [SOURCE: Adapted From Working Without Laws (MAIN EMPLOYER)] [IF QTEMPSTAFF=1 THEN DISPLAY: Please refer to your work with the temporary or staffing agency and not your current placement.]

[RECORD VERBATIM]

**QMAINJOB\_3** In what year did you begin this job? [IF NECESSARY: Please think about your [QMAIN] job.] [SOURCE: NEW]

[RANGE: 1900-2013; 9998-9999]

9998. DK (VOL)

9999. REF (VOL)

**QSTATE** In what state is your job? [IF NECESSARY: Please think about your [QMAIN] job.]  
[SOURCE: NEW]

[PROGRAMMING: LIST STATES]

## PART II. JOB DESCRIPTION

### A. EMPLOYER SELF-REPORT (ALL RESPONDENTS GET QEMPLOYER, QJOBFIND, QREQUIRE)

**\*QEMPLOYER** At your [QMAIN] job, are you employed by government, by a private company, a nonprofit organization, or were you self-employed? [SOURCE: Adapted from CPS]

1. Government
2. Private-for-profit company
3. Non-profit organization including tax exempt and charitable organizations
4. Self-employed [IWER NOTE: INCLUDES INDEPENDENT CONTRACTOR, INDEPENDENT CONSULTANT, FREELANCE WORKER, OR "OWN MY OWN BUSINESS"]
5. OTHER (VOL)
8. DK (VOL)
9. REF (VOL)

PROGRAMMING NOTE: IF QEMPLOYER= 2 OR 4 THEN ASK QEMP\_2, ELSE GO TO PROGRAMMING NOTE BEFORE QSELF\_TITLE\_1. IF QEMPLOYER=2 THEN DISPLAY "private company."

**QEMP\_2** Is this [private company] your family business? [SOURCE: Adapted from CPS]

1. YES
2. NO
8. DK (VOL)
9. REF (VOL)

PROGRAMMING NOTE: IF QEMPLOYER= 4, 5, 8, OR 9 THEN ASK QSELF\_TITLE\_1 ELSE GO TO QEMPLOYEE

**\*QSELF\_TITLE\_1** In the last 30 days did you work in your [QMAIN] job as an independent contractor, independent consultant, free-lance worker, or something else? [SOURCE: Adapted from CWS, 2005]

1. Independent contractor
2. Independent consultant
3. Free-lance worker
4. Something else (SPECIFY)
8. DK (VOL)
9. REF (VOL)

PROGRAMMING NOTE: IF QSELF\_TITLE\_1= 4, 8, OR 9 ASK QSELF\_TITLE\_2 ELSE GO TO QSELF\_NUM.

**\*QSELF\_TITLE\_2** Do you usually refer to your work at your [QMAIN] as...?  
[SOURCE: Adapted from Canadian Self-Employment Survey]

1. Your business?
2. Your (professional) practice?
3. Your self-employment?
4. Your client?
5. Your job?
6. Something else? (SPECIFY)
8. DK (VOL)
9. REF (VOL)

PROGRAMMING NOTE: IF QSELF\_TITLE\_1=1, 2, OR 3 THEN ASK QSELF\_NUM ELSE GO TO QEMPLOYEE.

**QSELF\_NUM** How many different people or companies have paid you in the last 30 days in your [QMAIN] job? [SOURCE: NEW]

\_\_\_\_\_ [RANGE 1-99; 998-999; 998=DK, 999=REF]

**\*QCORP\_1** Are you/is your business incorporated? [SOURCE: Adapted from CPS]

1. YES
2. NO
8. DK (VOL)
9. REF (VOL)

**QCORP\_2** Is your business...? [SOURCE: NEW]

- a. an LLC (IF NECESSARY: limited liability company)?

- b. a partnership?
  - c. a franchise?
  - d. a sole proprietorship?
- 
- 1. YES
  - 2. NO
  - 8. DK (VOL)
  - 9. REF (VOL)

**QCORP\_3** Are you/is your business registered or licensed with the state? [SOURCE: NEW]

- 1. YES
- 2. NO
- 8. DK (VOL)
- 9. REF (VOL)

**QCHANGE\_NE** Were you treated as an employee prior to the time you became [INSERT]? [SOURCE: NEW]  
 [INSERT "a/an [QSELF\_TITLE\_1]"; IF QSELF\_TITLE\_1=DK/REF, INSERT "self-employed"]

- 1. YES
- 2. NO
- 8. DK (VOL)
- 9. REF (VOL)

PROGRAMMING NOTE: IF QCHANGE\_NE=2, ASK QCHANGE\_NE2, ELSE GO TO QCERTAIN\_NE.

**QCHANGE\_NE2** In what year did you become self-employed in the work you do for your [QMAIN] job? [SOURCE: NEW]

\_\_\_\_\_ [RANGE: 1900-9999]

- 9997. IMMEDIATELY (VOL)
- 9998. DK (VOL)
- 9999. REF (VOL)

PROGRAMMING NOTE: IF QCHANGE\_NE2=9997, THEN GO TO PROGRAMMING NOTE BEFORE QEMPLOYEE, ELSE ASK QCHANGE\_NE3.

**QCHANGE\_NE3**

You just told me that you have not always been self-employed on your [QMAIN] job. What were you BEFORE you became self-employed? Were you...? [SOURCE: NEW]

1. Employee
2. Temporary worker
3. On-call worker
4. Probationary worker
5. Intern
6. Contract worker
7. Something else (SPECIFY)
98. DK (VOL)
99. REF (VOL)

PROGRAMMING NOTE: ASK QEMPLOYEE

IF QEMPLOYER=1, 2, OR 3,

IF QSELF\_TITLE\_2=5, 6, 8, OR 9, OR

IF QEMPLOYER=4 (SE) AND QCORP\_1=1 (INCORPORATED),

ELSE GO TO QCERTAIN\_NE.

**\*QEMPLOYEE** At your [QMAIN] job, are you an employee? [SOURCE: NEW]

1. YES
2. NO
8. NOT SURE/DON'T KNOW
9. REF (VOL)

PROGRAMMING NOTE: IF QEMPLOYEE=1 GO TO QCHANGE\_EE. IF QEMPLOYEE=2, 8, OR 9, GO TO PROGRAMMING NOTE BEFORE QCERTAIN\_NE.

**QCHANGE\_EE**

While working on this job, have you always been an employee? [SOURCE: NEW]

1. YES
2. NO
8. DK (VOL)
9. REF (VOL)

PROGRAMMING NOTE:

IF QEMPLOYER=1, 2, OR 3 AND QEMPLOYEE=1, GO TO QCERTAIN\_EE.

IF QEMPLOYER=1, 2, OR 3 AND QEMPLOYEE=2, 8, OR 9, GO TO QCONT\_1.

IF QEMPLOYER=4 AND QEMPLOYEE=1, GO TO QCERTAIN\_EE.

IF QEMPLOYER=4 AND QEMPLOYEE=2, 8, OR 9, ASK QCERTAIN\_NE.

IF QEMPLOYER=4 AND QEMPLOYEE=SKIPPED (AFTER QCHANGE\_SE3), ASK QCERTAIN\_NE.  
IF QEMPLOYER=5, 8, OR 9, AND QEMPLOYEE=2, 8, OR 9, GO TO QCONT\_1.

**\*QCERTAIN\_NE** How certain are you that you are SELF EMPLOYED on your [QMAIN] job and not an employee of the company or clients for whom you work? [SOURCE: NEW]

1. Very certain
2. Somewhat certain
3. Not too certain
4. Not at all certain
8. DK (VOL)
9. REF (VOL)

GO TO QCONT\_1

**\*QCERTAIN\_EE** How certain are you that you are an EMPLOYEE on your [QMAIN] job and not another type of worker such as an independent contractor, or temporary worker? [SOURCE: NEW]

1. Very certain
2. Somewhat certain
3. Not too certain
4. Not at all certain
8. DK (VOL)
9. REF (VOL)

PROGRAMMING NOTE: IF QEMPLOYEE=2, 8, 9, OR SKIPPED (AFTER QCHANGE\_NE3), ASK QCONT\_1 ELSE GO TO QJOBFIND

**QCONT\_1** Some companies provide employees or their services to other companies or clients under contract. A few examples of services that can be contracted out include security, landscaping, or computer programming. Did you work for a company that contracts out you or your services in the last THIRTY DAYS? [SOURCE: Contingent and Alternative Employment Arrangements, 2005]

1. YES
2. NO
8. DK (VOL)
9. REF (VOL)

**QJOBFIND** Did you use any type of agency to help you obtain your [QMAIN] job? [SOURCE: NEW]

1. YES
2. NO
8. DK (VOL)
9. REF (VOL)

PROGRAMMING NOTE: IF QJOBFIND=1, 8, OR 9 ASK QAGENCY ELSE GO TO QREQUIRE

**QAGENCY** What type of agency helped you obtain your [QMAIN] job? [SELECT ONE RESPONSE.]

1. Temporary agency
2. Employee staffing organization
3. Employment agency
4. Labor broker
5. City or county job placement agency
6. Service referral agency or registry
7. Client-matching service
8. Other, specify \_\_\_\_\_
98. DK (VOL)
99. REF (VOL)

PROGRAMMING NOTE: IF QAGENCY=18 ASK QREFER AND INSERT QAGENCY, ELSE GO TO QREQUIRE

**QREFER** How did you learn about the [QAGENCY] that helped you obtain this job? [IF NECESSARY: Please think about your [QMAIN] job.] [SOURCE: NEW]

1. Employer sent you there to apply for work
2. Through a personal referral (friend/family)
3. Through an advertisement
4. Some other way (SPECIFY)
8. DK (VOL)
9. REF (VOL)

**QREQUIRE** To work at your [QMAIN] job, were you REQUIRED to...? [SOURCE: Adapted from WORKERS WITHOUT LAWS]

- a. Sign a contract, form or other legal document
- b. Create your own business or LLC

1. YES
2. NO
8. DK (VOL)
9. REF (VOL)

PROGRAMMING NOTE: IF QREQUIRE\_A=1 ASK QSIGN\_SP ELSE GO TO QIND\_INTRO

**QSIGN\_SP** What type(s) of contract, form, or other legal document did you sign?  
(SELECT ALL THAT APPLY) [SOURCE: NEW]

- a. Tax withholding forms
- b. Partnership agreement
- c. Franchise agreement
- d. Employment contract
- e. Independent contractor agreement
- f. Something else \_\_\_\_\_

1. YES
2. NO
8. DK (VOL)
9. REF (VOL)

## B. INDUSTRY (ALL RESPONDENTS)

**QIND\_INTRO.** Now I have some questions about the type of work you do.

**QINDUSTRY** What kind of business or industry is this? [IF NECESSARY: What do they make or do where you work? For example: hospital, newspaper publishing, mail order house, auto engine manufacturing, bank]? [IF NECESSARY: Please think about your [QMAIN] job.] [SOURCE: CPS, ACS]

[INTERVIEWER: RECORD VERBATIM AND ALSO APPLY A CODE]

**QINDUSTRY\_VERBATIM.**

[RECORD VERBATIM RESPONSE] **QINDUSTRY\_CODE.**

1. Construction
2. Computer and electronic product manufacturing (e.g., computers, video equipment, navigational instruments)
3. Business to business electronic markets
4. Electronics stores (e.g., selling computers, games, cameras)
5. Internet publishing and broadcasting and web search portals

6. Telecommunications (e.g., carriers, satellite, resellers)
7. Computer systems design and related services (e.g., information technology)
8. Management, scientific, and technical consulting services
9. Transportation (e.g., air, bus service, pipeline, postal service)
10. Services to buildings and dwellings (e.g., cleaning, except related to construction)
11. Landscaping services
12. Home health care services
13. Child day care services
14. Private household services
15. Food services and drinking places
16. Personal care services (e.g., Barber shops, Beauty salons, Nail salons)
17. OTHER
98. DK (VOL)
99. REF (VOL)

**C. OCCUPATION (ALL RESPONDENTS GET QOCCUP, QDUTIES, QFIRMSIZE)**

**QOCCUP** What kind of work do you do, that is, what is your occupation? [IF NECESSARY: For example, home health aide, information technology worker, security guard, janitor, or salesperson.] [IF NECESSARY: What was your job title?] ? [IF NECESSARY: Please think about your [QMAIN] job.] [SOURCE: Adapted from CPS]

[INTERVIEWER: RECORD VERBATIM AND ALSO APPLY A CODE]

**QOCCUP\_VERBATIM.**

[RECORD VERBATIM RESPONSE]

**QOCCUP\_CODE.**

1. Business and financial operations (e.g., agents, claims adjusters, human resources workers, fundraisers)
2. Computer and mathematical occupations
3. Architecture and engineering occupations
4. Life, physical, and social science occupations
5. Postsecondary teachers
6. Preschool and kindergarten teachers
7. Elementary, middle school, and secondary school teachers
8. Special education teachers
9. Other teachers and instructors
10. Teacher assistants
11. Arts, design, entertainment, sports, and media occupations
12. Nursing, psychiatric, and home health aides
13. Massage therapists

14. Security guards and gaming surveillance officers
15. Food preparation and serving related occupations (e.g., cooks, bartenders, waiters)
16. Building grounds cleaning and maintenance occupations (e.g., janitors, maids, grounds maintenance, indoor landscaper)
17. Barbers, Hairdressers, cosmetologists, miscellaneous personal appearance, first line supervisors of personal service workers
18. Childcare workers
19. Financial clerks (e.g., bill collectors, billing clerk, bookkeeping clerk,)
20. Farming, fishing and forestry occupations
21. Construction occupations (e.g., carpenter, carpet installer, first-line supervisor of construction trades)
22. Extraction occupations (e.g., earth drillers, rotary drill operators)
23. Telecommunications line installers and repairers
24. All other installation, maintenance, and repair occupations
25. Taxi drivers and chauffeurs
26. Laborers and material movers, by Hand (e.g., cleaners of vehicles, freight movers, machine feeders, packagers)
27. OTHER
98. DK (VOL)
99. REF (VOL)

**QDUTIES** What are your usual activities or duties at this job? (INTERVIEWER NOTE – DO NOT READ TO RESPONDENT: for example, keeps account books, work on the internet, files, sells cars, operates printing press, lays brick.)? [IF NECESSARY: Please think about your [QMAIN] job.] [SOURCE: Adapted from CPS]

[RECORD VERBATIM]

PROGRAMMING NOTE: IF QEMPLOYER=1, 2, OR 3, THEN INSERT “your employer” AND “your employer”; IF QEMPLOYER=4, 5, 8, 9 THEN INSERT “you” AND “you” IN QFIRMSIZE.

**QFIRMSIZE** Counting ALL LOCATIONS where (your employer/you) operate(s), what is the total number of persons who work for (your employer/you) including yourself? [Source: Adapted from CPS March Supplement]

\_\_\_\_\_ [RANGE=1-999, 998=DK, 999=REF]

[IF QFIRMSIZE=998 OR 999, THEN READ CATEGORIES]

**QFIRMSIZE\_CAT.**

1. 1 Worker
2. 2-4 Workers

- 3. 5-9
- 4. 10-19
- 5. 20-49
- 6. 50-99
- 7. 100-249
- 8. 250-499
- 9. 500 or more
- 98. DK (VOL)
- 99. REF (VOL)

**D. PERMANENCE (ALL RESPONDENTS GET QTEMP\_1, QONCALL\_1, QDAYLABOR)**

**QTEMP\_1** Some jobs are temporary. They last only for a set number of weeks or months or until the completion of a project. Is your [QMAIN] job temporary? [SOURCE: Adapted from Contingent and Alternative Employment Arrangements, 2005]

- 1. YES
- 2. NO
- 8. DK (VOL)
- 9. REF (VOL)

PROGRAMMING NOTE: IF QTEMP\_1=2, 8, OR 9 THEN ASK QTEMP\_2, ELSE GO TO PROGRAMMING NOTE BEFORE QTEMP\_1A

**QTEMP\_2** Provided the economy does not change and your job performance is adequate, can you continue to work in your current job as long as you wish? [IF NECESSARY: Please think about your [QMAIN] job.] [SOURCE: Adapted from Contingent and Alternative Employment Arrangements, 2005]

- 1. YES
- 2. NO
- 8. DK (VOL)
- 9. REF (VOL)

PROGRAMMING NOTE: IF QTEMP\_1=1 OR IF QTEMP\_2=2, 8, OR 9 THEN ASK QTEMP\_1A, ELSE GO TO QONCALL\_1

**QTEMP\_1A** Are you working only until a specific project is completed? [SOURCE: Contingent and Alternative Employment Arrangements, 2005]

- 1. YES [GO TO QONCALL\_1]

2. NO
8. DK (VOL)
9. REF (VOL)

**QTEMP\_1B** Were you hired for a fixed period of time? [SOURCE: Contingent and Alternative Employment Arrangements, 2005]

1. YES [GO TO QONCALL\_1]
2. NO
8. DK (VOL)
9. REF (VOL)

**QTEMP\_1C** Is your [QMAIN] job SEASONAL or YEAR-ROUND? [SOURCE: Adapted from Contingent and Alternative Employment Arrangements, 2005]

1. Seasonal
2. Year-round
8. DK (VOL)
9. REF (VOL)

**QONCALL\_1**

Some people are in a pool of workers who are ONLY called to work as needed, although they can be scheduled to work for several days or weeks in a row, for example substitute teachers, information technology workers, and construction workers supplied by a union hiring hall. These people are sometimes referred to as ON-CALL workers. Were you an ON-CALL worker in the last THIRTY DAYS? [IF NECESSARY: Please think about your [QMAIN] job.] [SOURCE: Adapted from Contingent and Alternative Employment Arrangements, 2005]

1. YES
2. NO
8. DK (VOL)
9. REF (VOL)

PROGRAMMING NOTE: IF QONCALL\_1=1 THEN ASK QONCALL\_2 ELSE GO TO QDAYLABOR

**QONCALL\_2**

Some ON-CALL workers have regularly scheduled hours, but IN ADDITION must work when called (for example, doctors, nurses, and managers). Other ON-CALL workers work ONLY when called (for example, substitute teachers, information technology workers). Which type of ON-CALL worker are you? [IF NECESSARY: Please think about your [QMAIN] job.]

[SOURCE: Adapted from Contingent and Alternative Employment Arrangements, 2005]

1. Work regular hours, but must be available
2. Only work when called
3. Other (Specify)
8. DK (VOL)
9. REF (VOL)

**QDAYLABOR**

Some people get work by waiting at a place where employers pick up people to work for a day. These people are sometimes called DAY LABORERS. Were you a DAY LABORER in the last THIRTY DAYS? [IF NECESSARY: Please think about your [QMAIN] job.] [SOURCE: Contingent and Alternative Employment Arrangements, 2005]

1. YES
2. NO
8. DK (VOL)
9. REF (VOL)

**E. PAY (ALL RESPONDENTS GET ERNP, ERNPR, ERNUOT, QPAY\_4, QPAYSTUB, QDEADANY, QDOCUMENT)**

**ERNP** Now I have some questions about your earnings.

**ERNPR** For your [QMAIN] job, what is the easiest way for you to report your total earnings BEFORE taxes or other deductions: hourly, weekly, annually, or on some other basis? [IF NECESSARY: We use this information to compare the amount that people earn in different types of jobs.] [Source: CPS]

1. Hourly
2. Weekly
3. Bi-weekly
4. Twice monthly
5. Monthly
6. Annually
7. Other (specify)
8. DK (VOL)
9. REF (VOL)

**ERNUOT** Do you usually receive overtime pay, tips, or commissions at your [QMAIN] job? [SOURCE: CPS]

1. YES
2. NO
8. DK (VOL)
9. REF (VOL)

PROGRAMMING NOTE: IF ERNPR= 1 THEN ASK ERNHRTD-ERNHR. IF ERNPR= 7, 8, OR 9 THEN GO TO ERNOTP. ELSE GO TO PROGRAMMING NOTE BEFORE ERNXXTD.

**ERNHRTD** (EXCLUDING overtime pay, tips and commissions) what is your hourly rate of pay on your [QMAIN] job? [SOURCE: CPS]

ENTER DOLLAR AMOUNT  
[RANGE=1-999,997; 999,998=DK; 999,999=REF]

**ERNHRTC** (EXCLUDING overtime pay, tips and commissions) what is your hourly rate of pay on your [QMAIN] job? [SOURCE: CPS]

ENTER CENTS AMOUNT  
[RANGE=0-99; 998=DK; 999=REF]

PROGRAMMING NOTE: IF ERNHRTD OR ERNHRTC = DK OR REF THEN ASK ERNHRED AND ERNHREC, ELSE GO TO ERNHRCON

**ERNHRED** What is your best estimate of your hourly rate of pay? [SOURCE: CPS]

ENTER DOLLAR AMOUNT  
[RANGE=1-999,997; 999,998=DK; 999,999=REF]

**ERNHREC** What is your best estimate of your hourly rate of pay? [SOURCE: CPS]

ENTER CENTS AMOUNT  
[RANGE=0-99; 998=DK; 999=REF]

**ERNHRCON** INTERVIEWER CONFIRM HOURLY DOLLAR, CENTS [SOURCE: Adapted from CPS]

[DISPLAY ERNHRTD AND ERNHRTC OR ERNHRED AND ERNHRED]

**ERNHR** How many hours do you usually work per week at this rate? [SOURCE: CPS]

ENTER NUMBER OF HOURS  
[RANGE: 1-997; 998=DK, 999=REF]

[GO TO ERNOTP]

PROGRAMMING NOTE:

IF ERNPR= 2 THEN ASK ERN**WK**TD-ERN**WK**CON AND INSERT “weekly”  
IF ERNPR= 3 THEN ASK ERN**BI**TD-ERN**BI**CON AND INSERT “bi-weekly”  
IF ERNPR= 4 THEN ASK ERN**TW**TD-ERN**TW**CON AND INSERT “twice monthly”  
IF ERNPR= 5 THEN ASK ERN**MO**TD-ERN**MO**CON AND INSERT “monthly”  
IF ERNPR= 6 THEN ASK ERN**AN**TD-ERN**AN**CON AND INSERT “annual”

**ERNXXTD** EXCLUDING overtime pay, tips and commissions, what is your [INSERT] rate of pay on your [QMAIN] job? [SOURCE: Adapted from CPS]

ENTER DOLLAR AMOUNT  
[RANGE=1-999,997; 999,998=DK; 999,999=REF]

**ERNXXTC** EXCLUDING overtime pay, tips and commissions, what is your [INSERT] rate of pay on your [QMAIN] job? [SOURCE: Adapted from CPS]

ENTER CENTS AMOUNT  
[RANGE=0-99; 998=DK; 999=REF]

**ERNXXED** What is your best estimate of your [INSERT] rate of pay? [SOURCE: Adapted from CPS]

ENTER DOLLAR AMOUNT  
[RANGE=1-999,997; 999,998=DK; 999,999=REF]

**ERNXXEC** What is your best estimate of your [INSERT] rate of pay? [SOURCE: Adapted from CPS]

ENTER CENTS AMOUNT  
[RANGE=0-99; 998=DK; 999=REF]

**ERNXXCON** INTERVIEWER CONFIRM [INSERT] DOLLAR, CENTS [SOURCE: Adapted from CPS]

PROGRAMMING NOTE: IF ERNUOT= 1 THEN ASK ERNOTP, ELSE GO TO PROGRAMMING NOTE BEFORE EARNWKD.

**ERNOTP** At your [QMAIN] job, how much do you usually receive JUST in overtime pay, tips or commissions, before taxes or other deductions? [SOURCE: CPS]

DO NOT READ TO RESPONDENT, ENTER PERIODICITY

1. Per hour
2. Per day
3. Per week

- 4. Per month
- 5. Per year
- 6. Other
- 8. DK (VOL)
- 9. REF (VOL)

**ERNOTHD** (At your [QMAIN] job, how much do you usually receive JUST in overtime pay, tips or commissions, before taxes or other deductions?) [SOURCE: CPS]

ENTER DOLLAR AMOUNT  
[RANGE=1-999,997; 999,998=DK; 999,999=REF]

**ERNOTHC** (At your [QMAIN] job, how much do you usually receive JUST in overtime pay, tips or commissions, before taxes or other deductions?) [SOURCE: CPS]

ENTER CENTS AMOUNT  
[RANGE=0-99; 998=DK; 999=REF]

**ERNOTCON** INTERVIEWER CONFIRM HOURLY DOLLAR, CENTS [SOURCE: Adapted from CPS]

PROGRAMMING NOTE: IF ERNPR=3, 4, 5, 6, OR 7, THEN ASK EARNWKD-EARNWKC, ELSE GO TO PROGRAMMING NOTE BEFORE OTWKD.

**EARNWKD** BEFORE taxes or other deductions and EXCLUDING overtime pay, tips and commissions, what is your best estimate of your WEEKLY rate of pay? [SOURCE: Adapted from CPS]

ENTER DOLLAR AMOUNT  
[RANGE=1-999,997; 999,998=DK; 999,999=REF]

**EARNWKC** BEFORE taxes or other deductions and EXCLUDING overtime pay, tips and commissions, what is your best estimate of your WEEKLY rate of pay? [SOURCE: Adapted from CPS]

ENTER CENTS AMOUNT  
[RANGE=0-99; 998=DK; 999=REF]

**EARNWKCON** INTERVIEWER CONFIRM WEEKLY DOLLAR, CENTS [SOURCE: Adapted from CPS]

PROGRAMMING NOTE: IF ERNOTP=1, 2, 4, 5, 6, 8, OR 9, THEN ASK OTWKD-OTWKC, ELSE GO TO QPAY\_4.

**OTWKD** At your [QMAIN] job, how much do you usually receive JUST in overtime pay, tips or commissions, before taxes or other deductions, on a weekly basis? [IF NECESSARY: Please give me your best estimate.] [SOURCE: Adapted from CPS]

ENTER DOLLAR AMOUNT  
[RANGE=1-999,997; 999,998=DK; 999,999=REF]

**OTWKC** At your [QMAIN] job, how much do you usually receive JUST in overtime pay, tips or commissions, before taxes or other deductions, on a weekly basis? [IF NECESSARY: Please give me your best estimate.] [SOURCE: Adapted from CPS]

ENTER CENTS AMOUNT  
[RANGE=0-99; 998=DK; 999=REF]

**OTWKCON** INTERVIEWER CONFIRM WEEKLY OT DOLLAR, CENTS [SOURCE: Adapted from CPS]

**\*QPAY\_4** Please tell me how you usually RECEIVE your pay from your [QMAIN] job. [SOURCE: New]

1. By company/corporate check
2. By personal check
3. In cash
4. ATM/Debit card
5. Direct deposit
6. Some other way (SPECIFY)
7. BY CHECK (NOT SPECIFIED) (VOL) [IWER: PROBE FOR COMPANY/CORPORATE (CODE AS 1) OR PERSONAL (CODE AS 2)]
8. DK (VOL)
9. REF (VOL)

**\*QPAYSTUB** Do you receive or have access to a pay stub or any document listing your pay and any deductions? [SOURCE: Adapted from Working Without Laws]

1. YES
2. NO
8. DK (VOL)
9. REF (VOL)

**QDEDANY** Do you have any deductions from your pay for your [QMAIN] job? [IF NECESSARY: This may include income tax, insurance, social security contributions, retirement or pension fund contributions, or union or association dues.] [SOURCE: NEW]

1. YES
2. NO

- 8. DK (VOL)
- 9. REF (VOL)

PROGRAMMING NOTE: IF QDEDANY=1 THEN ASK QDEDSPEC, IF QDEDANY= 2 GO TO QDEDCONF, IF QDEDANY= 8 OR 9 GO TO QDOCUMENT.

**QDEDSPEC** Please tell me how often each of the following items is deducted from your pay: always, sometimes, or never. [SOURCE: NEW]

How often are/is [INSERT 1-5] deducted?

- 1. Taxes (federal, state, local)
  - 2. Social security and Medicare taxes also known as FICA
  - 3. Benefit plans (medical, dental, vision)
  - 4. Tools, uniforms, or equipment
  - 5. Anything else (SPECIFY)
- 
- 1. Always
  - 2. Sometimes
  - 3. Never
  - 98. DK (VOL)

PROGRAMMING NOTE: IF ALL QDEDSPEC\_1-12=3 OR 98 THEN ASK QDEDCONF, ELSE SKIP TO QDOCUMENT

**\*QDEDCONF** Just to confirm, you told me that at your [QMAIN] job, you have no deductions from your pay (ever). Is that correct? [SOURCE: NEW]

- 1. Yes, correct, no deductions
- 2. No [GO BACK TO QDEDSPEC]
- 8. DK (VOL)
- 9. REF (VOL)

**QDOCUMENT.** Now I am going to ask you about the tax forms you get at your [QMAIN] job.

[IF QMAINJOB\_3<2013, DISPLAY “ Did”; IF QMAINJOB\_3=2013, DISPLAY “Will”]

[Did/Will] you receive a...? [SOURCE: NEW]

a. W-2

- 1. YES
- 2. NO
- 8. DK (VOL)
- 9. REF (VOL)

b. W-4	1. YES 2. NO 8. DK (VOL) 9. REF (VOL)
c. 1099-MISC [IWER CONFIRM: This is only for your JOB, and not for other income earned, such as interest on a bank account.]  [IF NEC: A 1099-MISC form is typically is given to an independent contractor as a record of the income received from a particular business. Other versions of the 1099 can be used to report different types of income, such as interest and dividends.]	1. YES 2. NO 8. DK (VOL) 9. REF (VOL)
d. W-9	1. YES 2. NO 8. DK (VOL) 9. REF (VOL)
e. Schedule K-1 [IF NEC: The Schedule K-1 is a tax document issued for an investment in partnership interests. The purpose of the Schedule K-1 is to report your share of the partnership's income, deductions and credits.]	1. YES 2. NO 8. DK (VOL) 9. REF (VOL)
f. Any other tax forms (SPECIFY)	1. YES 2. NO 8. DK (VOL) 9. REF (VOL)

PROGRAMMING NOTE: GO TO CRITERIA FOR DETAILED CLASSIFICATION QUESTIONS. GO TO BEHAV\_INTRO IF POSSIBLY MISCLASSIFIED, OR KNOW\_INTRO IF NOT POSSIBLY MISCLASSIFIED.

**CRITERIA FOR DETAILED CLASSIFICATION QUESTIONS (FOR POSSIBLY MISCLASSIFIED WORKERS; AS DEFINED BELOW)**

[NOTE: THE FONT IS GREEN HERE, IS IN REFERENCE TO THE SURVEY “MAP” ARROW THAT INDICATES THE CONTINGENCY/PATHWAYS INTO THIS SECTION OF QUESTIONS]

**RESPONDENTS WHO MEET THE FOLLOWING CRITERIA FOR “POSSIBLY MISCLASSIFIED” WILL GET THE DETAILED CLASSIFICATION QUESTIONS:**

- A. A respondent who reports that s/he is an **employee** and who is paid in cash, does not receive a paystub, has no deductions (no withholding), did not receive a W-2, or received BOTH a W-2 and 1099;  
EMPFLAG=1 AND [QPAY\_4=3 OR QPAYSTUB>1 OR QDEDCONF=1 OR QDOCUMENT\_a>1 OR [QDOCUMENT\_a=1 and QDOCUMENT\_b=1]]
- B. A respondent who reports being a **non-employee**;  
EMPFLAG=2

- C. A respondent who has an **undetermined** worker status by reporting conflicting information regarding his/her employee vs. non-employee status and did not receive a W-2 or received BOTH a W-2 and 1099.  
 EMPFLAG=3 AND [[QDOCUMENT\_a>1] OR [QDOCUMENT\_a=1 and QDOCUMENT\_b=1]]

To determine employee, non-employee, and undetermined, a new variable, EMPFLAG will be created.

<b>Table 1. EMPFLAG and Work Status</b>	
<u>EMPFLAG</u>	<u>Represents</u>
1	EMPLOYEE
2	NON-EMPLOYEE
3	UNDETERMINED

**FOR THE EXHAUSTIVE LIST OF SCENARIOS/COMBINATIONS OF RESPONSES THAT GENERATE EMPFLAG, REFER TO TABLE 2 AT THE END OF THE SURVEY.**

**IF ANY OF CONDITIONS A-C ARE MET, ASK PART III, ELSE SKIP TO PART IV, KNOWLEDGE.**

### **PART III. DETAILED CLASSIFICATION QUESTIONS**

**BEHAVE\_INTRO** Now I have some questions about your usual activities or duties at this, your [QMAIN] job.

#### **A. BEHAVIORAL CONTROL**

**QBEHAV1** On your [QMAIN] job, do you report directly to a manager, supervisor, foreman or someone else who regularly directs and controls HOW you do your work? [SOURCE: Adapted from Economic Realities Test]

1. YES
2. NO
8. DK (VOL)
9. REF (VOL)

**QBEHAV1\_A** (On your [QMAIN] job,) Do you determine your own schedule or the hours that you work? [SOURCE: Adapted from Economic Realities Test]

1. YES
2. NO
8. DK (VOL)
9. REF (VOL)

**QBEHAV1\_B** (On your [QMAIN] job,) Do you need approval for your schedule or hours worked?  
[SOURCE: Adapted from Economic Realities Test]

1. YES
2. NO
8. DK (VOL)
9. REF (VOL)

**QBEHAV1\_C** (On your [QMAIN] job,) Do you need permission to leave your place of work, or can you come and go at will? [SOURCE: Adapted from Economic Realities Test]

1. NEED PERMISSION
2. CAN COME AND GO AT WILL/DO NOT NEED PERMISSION
3. IT DEPENDS
8. DK (VOL)
9. REF (VOL)

PROGRAMMING NOTE: IF QBEHAV1=1, 8 OR 9 ASK QBEHAV2, ELSE GO TO QBEHAV2\_A

**QBEHAV2** (On your [QMAIN] job,) How often does someone tell you how to perform your usual work activities and duties? [SOURCE: NEW]

1. Multiple times per day
2. Every day/shift
3. Every week
4. 2-3 times per week
5. Less frequently
6. Never
8. DK (VOL)
9. REF (VOL)

PROGRAMMING NOTE: IF QBEHAV2=6 ASK QBEHAV2\_1, ELSE GO TO QBEHAV2\_A

**QBEHAV2\_1** (On your [QMAIN] job,) At any time COULD someone direct HOW you perform your work duties? [SOURCE: Adapted from Economics Realities Test]

1. Multiple times per day
2. Every day/shift
3. Every week

- 4. 2-3 times per week
- 5. Less frequently
- 6. Never
- 8. DK (VOL)
- 9. REF (VOL)

**QBEHAV2\_A** (On your [QMAIN] job,) Are you required to wear a uniform including any specific type, style, or color of clothing? [IF NECESSARY: A uniform includes clothing associated with a specific employer because of an emblem, logo, or distinctive color, and also may include any specific type and style of clothing that an employer requires its employees to wear at work, such as a tuxedo for a maitre d' or a blazer of a distinctive color for a salesperson.] [SOURCE: NEW]

- 1. YES
- 2. NO
- 8. DK (VOL)
- 9. REF (VOL)

**QBEHAV3** (On your [QMAIN] job,) Are you required to perform your job duties in a specific location? [SOURCE: NEW]

- 1. Yes, all job duties
- 2. Yes, some duties
- 3. No, not required to perform in a specific location
- 8. DK (VOL)
- 9. REF (VOL)

PROGRAMMING NOTE: IF QBEHAV3=1 OR 2 ASK QBEHAV3A, ELSE GO TO QBEHAV4

**QBEHAVE3A** Does the nature of your work require that you provide these duties at a specific location? [IF NECESSARY: For example, a theatre actor may work in a specific location because the play shows in a certain theatre, or a home cleaning service works in a specific location because they clean in a client's home.]

- 1. YES
- 2. NO
- 8. DK (VOL)
- 9. REF (VOL)

**QBEHAV4** Is there a job or procedures manual for the duties you perform that tells you HOW to perform the job? [SOURCE: NEW]

1. YES
2. NO
8. DK (VOL)
9. REF (VOL)

PROGRAMMING NOTE: IF QBEHAV4=1 ASK QBEHAV4A, ELSE GO TO QBEHAV5\_A

**QBEHAV4A** How closely would you say you are required to follow the manual? Are you required to follow it very closely, somewhat closely, not very closely, or not at all? Please give me your best estimate. [SOURCE: NEW]

[INTERVIEWER: PROBE FOR BEST ESTIMATE OF Somewhat closely OR Not very closely IF NECESSARY.]

1. Very closely
2. Somewhat closely
3. Not very closely
4. Do not follow it at all
8. DK (VOL)
9. REF (VOL)

**QBEHAV5\_A** Has your [QMAIN] job provided you with any training? [SOURCE: NEW]

1. YES
2. NO
8. DK (VOL)
9. REF (VOL)

**QBEHAV5\_B** Did you need to have any specialized education or training, apprenticeships, or certification to get your [QMAIN] job? [SOURCE: NEW]

1. YES
2. NO
8. DK (VOL)
9. REF (VOL)

## **B. FINANCIAL RELATIONSHIP**

**QFINAN1** On your [QMAIN] job, how much of your own money do you spend each year, on average, on tools, equipment, computers, or other materials you use for your work? [SOURCE: Adapted from ABC test]

1. More \$10,000
2. Between \$1,000 and \$10,000
3. Under \$1,000, or
4. None (You have not spent money on materials for your work)
8. DK (VOL)
9. REF (VOL)

PROGRAMMING NOTE: IF QFINAN1=1, 2, 8, OR 9 THEN ASK QFINAN1A, ELSE GO TO QFINAN3

**QFINAN1A** Are you required to purchase or lease SPECIFIC TOOLS OR EQUIPMENT or do you decide what to buy? [IF NECESSARY: Please think about your [QMAIN] job.] [SOURCE: NEW]

1. Required to buy specific tools or equipment
2. I decide what to buy
3. Both/Depends
8. DK (VOL)
9. REF (VOL)

**QFINAN1B** Are you required to purchase or lease tools or equipment FROM A SPECIFIC SOURCE or do you decide where to buy them? [IF NECESSARY: Please think about your [QMAIN] job.] [SOURCE: NEW]

1. Required to buy from a specific source
2. I decide where to buy
3. Both/Depends
8. DK (VOL)
9. REF (VOL)

**QFINAN3** On your [QMAIN] job, have you ever invested your own money where you work to support the day-to-day operations? [IF NECESSARY: Examples include purchasing equipment, renting space, or advertising?] [SOURCE: Adapted from Economic Realities Test]

1. YES
2. NO
8. DK (VOL)
9. REF (VOL)

**QFINAN4** At your [QMAIN] job, can you ... ? [SOURCE: Adapted from Economic Realities Test]

- a. hire additional workers?
- b. change the way the business is run?

- 1. YES
- 2. NO
- 3. IT DEPENDS
- 8. DK (VOL)
- 9. REF (VOL)

**QFINAN5** In the event that the company where you work loses money, would you continue to earn your wage for the work you perform? [SOURCE: Adapted from ABC test]

- 1. YES
- 2. NO
- 8. DK (VOL)
- 9. REF (VOL)

### C. EMPLOYMENT RELATIONSHIP

**QRELATE1** Besides your main job, do you perform similar paid work for others [IF NECESSARY: other companies or businesses]? [SOURCE: Adapted from SS-8 IRS]

- 1. YES
- 2. NO
- 8. DK (VOL)
- 9. REF (VOL)

PROGRAMMING NOTE: IF QRELAT1=1, ASK QRELAT2, ELSE GO TO QRELAT3

**QRELATE2** Are you required to get approval from your [QMAIN] job in order to provide these duties and activities for others? [SOURCE: Adapted from SS-8 IRS]

- 1. YES
- 2. NO
- 8. DK (VOL)
- 9. REF (VOL)

**QRELATE3** Do you use your own funds to advertise your services, with a website, flyers, newspapers, business cards or any other way? [SOURCE: Adapted from SS-8 IRS]

1. YES
2. NO
8. DK (VOL)
9. REF (VOL)

PROGRAMMING NOTE: ASK QINTEGRAL AND QINTEGRAL2 ONLY IF EMPFLAG=2 OR 3, ELSE GO TO KNOW\_INTRO

**QINTEGRAL** Are the duties you perform on your [QMAIN] job a part of the regular services or operations of the company where you work? [IF NECESSARY: Is the work you do the same as the work the company does for its customers?] [SOURCE: Adapted from ABC Test]

1. YES
2. NO
8. DK (VOL)
9. REF (VOL)

**QINTEGRAL2** You have indicated that you are either NOT an EMPLOYEE or NOT SURE if you are an EMPLOYEE. Are there workers at your [QMAIN] job who are called “employees” and perform the same work duties that you do? [IF NECESSARY: Please provide your best estimate.] [INTERVIEWER: EMPHASIZE “EMPLOYEES”] [SOURCE: Adapted from Economic Realities Test]

1. Yes, there are employees performing your same work duties [INTERVIEWER: CONFIRM: These people are “EMPLOYEES”]
2. No, you are the only one performing your work duties
3. Other (SPECIFY)
4. DOES NOT APPLY TO ME (VOL)
5. RESPONDENT SAYS S/HE IS AN EMPLOYEE (VOL)
8. DK (VOL)
9. REF (VOL)

#### **PART IV. KNOWLEDGE (ALL RESPONDENTS)**

**KNOW\_INTRO** We're interested in finding out how much people know about working for an employer, or being an EMPLOYEE, compared to working for themselves, or being SELF-EMPLOYED.

I'm going to ask you a few questions, but if you don't know the answer, that's o.k., you can reply "don't know".

[PROG NOTE: IF EMPFLAG=2, INSERT "an employee"; IF EMPFLAG=1, INSERT "self-employed"; IF EMPFLAG=3 THEN SKIP AND ASK ALL \_C INSTEAD OF \_B, FOR QCOVER\_MW - QCOVER\_OS]

**\_A.** To your knowledge, is your [QMAIN] job covered by...  
QCOVER\_X?  
[SOURCE: NEW]

**\_B.** Would your [QCOVER] coverage change if you became [self-employed/an employee]?  
[INSERT FOR QCOVER:  
MW. minimum wage  
OT. overtime pay  
UI. unemployment insurance  
WC. workers' compensation  
OS. OSHA safety standards]

**\_C.** Under what conditions would your [QCOVER] coverage change?  
[INSERT FOR QCOVER:  
MW. minimum wage  
OT. overtime pay  
UI. unemployment insurance  
WC. workers' compensation  
OS. OSHA safety standards]

**QCOVER\_MW\_A-B/C**  
1. Minimum Wage Requirements

<sub>1</sub> YES [GO TO \_B]  
<sub>2</sub> NO [GO TO \_B]  
<sub>8</sub> DK [GO TO QCOVER\_OT\_A]  
<sub>9</sub> REF [GO TO QCOVER\_OT\_A]

<sub>1</sub> YES [GO TO QCOVER\_OT\_A]  
<sub>2</sub> NO [GO TO \_ QCOVER\_OT\_A]  
<sub>3</sub> RESPONDENT SAYS S/HE IS SELF-EMPLOYED OR AN EMPLOYEE (VOL) [SEE PROG NOTE BELOW]  
<sub>8</sub> DK [GO TO \_ QCOVER\_OT\_A]  
<sub>9</sub> REF [GO TO QCOVER\_OT\_A]

<sub>1</sub> IF YOU BECAME AN EMPLOYEE  
<sub>2</sub> IF YOU BECAME SELF-EMPLOYED  
<sub>3</sub> IF YOUR WORKER STATUS CHANGED (UNSPECIFIED)  
<sub>4</sub> OTHER REASON (SPECIFY)  
<sub>5</sub> NONE  
<sub>8</sub> DK  
<sub>9</sub> REF [GO TO QCOVER\_OT\_A]

[PROGRAMMING NOTE: IF QCOVER\_MW\_B=3 THEN ASK QCOVER\_MW\_C (ELSE GO TO QCOVER\_OT\_A). GOING FORWARD ASK \_C QUESTIONS INSTEAD OF \_B, FOR QCOVER\_MW - QCOVER\_SK].

**QCOVER\_OT\_A-B/C**  
2. Overtime pay for hours you work beyond forty hours in one week

<sub>1</sub> YES [GO TO \_B]  
<sub>2</sub> NO [GO TO \_B]  
<sub>8</sub> DK [GO TO QCOVER\_UI\_A]  
<sub>9</sub> REF [GO TO QCOVER\_UI\_A]

[IF QCOVER\_MW\_B=3 THEN GO TO QCOVER\_OT\_C, ELSE CONTINUE]  
<sub>1</sub> YES  
<sub>2</sub> NO  
<sub>8</sub> DK  
<sub>9</sub> REF [GO TO QCOVER\_UI\_A]

<sub>1</sub> IF YOU BECAME AN EMPLOYEE  
<sub>2</sub> IF YOU BECAME SELF-EMPLOYED  
<sub>3</sub> IF YOUR WORKER STATUS CHANGED (UNSPECIFIED)  
<sub>4</sub> OTHER REASON (SPECIFY)  
<sub>5</sub> NONE  
<sub>8</sub> DK  
<sub>9</sub> REF [GO TO QCOVER\_UI\_A]

**QCOVER\_UI\_A-B/C**

3. Unemployment Insurance (IF NECESSARY: A federal program whereby eligible unemployed persons receive cash benefits for a specified period of time. These benefits are paid out of funds derived from employer, employee and government contributions.)

- <sub>1</sub> YES [GO TO \_B]  
<sub>2</sub> NO [GO TO \_B]  
<sub>8</sub> DK [GO TO QCOVER\_WC\_A]  
<sub>9</sub> REF [GO TO QCOVER\_WC\_A]

[IF QCOVER\_MW\_B=3 THEN GO TO QCOVER\_UI\_C, ELSE CONTINUE]  
<sub>1</sub> YES  
<sub>2</sub> NO  
<sub>8</sub> DK  
<sub>9</sub> REF [GO TO QCOVER\_WC\_A]

- <sub>1</sub> IF YOU BECAME AN EMPLOYEE  
<sub>2</sub> IF YOU BECAME SELF-EMPLOYED  
<sub>3</sub> IF YOUR WORKER STATUS CHANGED (UNSPECIFIED)  
<sub>4</sub> OTHER REASON (SPECIFY)  
<sub>5</sub> NONE  
<sub>8</sub> DK  
<sub>9</sub> REF [GO TO QCOVER\_WC\_A]

**QCOVER\_WC\_A-B/C**

4. Workers' Compensation (IF NECESSARY: insurance paid by companies to provide benefits to employees who become ill or injured on the job.)

- <sub>1</sub> YES [GO TO \_B]  
<sub>2</sub> NO [GO TO \_B]  
<sub>8</sub> DK [GO TO QCOVER\_OS\_A]  
<sub>9</sub> REF [GO TO QCOVER\_OS\_A]

[IF QCOVER\_MW\_B=3 THEN GO TO QCOVER\_WC\_C, ELSE CONTINUE]  
<sub>1</sub> YES  
<sub>2</sub> NO  
<sub>8</sub> DK  
<sub>9</sub> REF [GO TO QCOVER\_OS\_A]

- <sub>1</sub> IF YOU BECAME AN EMPLOYEE  
<sub>2</sub> IF YOU BECAME SELF-EMPLOYED  
<sub>3</sub> IF YOUR WORKER STATUS CHANGED (UNSPECIFIED)  
<sub>4</sub> OTHER REASON (SPECIFY)  
<sub>5</sub> NONE  
<sub>8</sub> DK  
<sub>9</sub> REF [GO TO QCOVER\_OS\_A]

**QCOVER\_OS\_A-B/C**

5. OSHA safety standards (IF NECESSARY: OSHA refers to the Occupational Health and Safety Act of 1970. OSHA standards limit the amount of hazardous chemicals workers can be exposed to, require the use of certain safe practices and equipment, and require employers to monitor hazards and keep records of workplace injuries and illnesses.)

- <sub>1</sub> YES [GO TO \_B]  
<sub>2</sub> NO [GO TO \_B]  
<sub>8</sub> DK [GO TO QCOVER\_SK\_A]  
<sub>9</sub> REF [GO TO QCOVER\_SK\_A]

[IF QCOVER\_MW\_B=3 THEN GO TO QCOVER\_OS\_C, ELSE CONTINUE]  
<sub>1</sub> YES  
<sub>2</sub> NO  
<sub>8</sub> DK  
<sub>9</sub> REF [GO TO QCOVER\_SK\_A]

- <sub>1</sub> IF YOU BECAME AN EMPLOYEE  
<sub>2</sub> IF YOU BECAME SELF-EMPLOYED  
<sub>3</sub> IF YOUR WORKER STATUS CHANGED (UNSPECIFIED)  
<sub>4</sub> OTHER REASON (SPECIFY)  
<sub>5</sub> NONE  
<sub>8</sub> DK  
<sub>9</sub> REF [GO TO QCOVER\_SK\_A]

QCOVER\_SK\_A-B/C

**\_A.** If you take time off from your [QMAIN] job for family or medical leave, is your job guaranteed when you return? [SOURCE: NEW]

- \_1 YES [GO TO \_B]
- \_2 NO [GO TO \_B]
- \_8 DK [GO TO QCOVER\_SS\_A]
- \_9 REF[GO TO QCOVER\_SS\_A]

[PROG NOTE: IF EMPFLAG=2, INSERT "an employee"; IF EMPFLAG=1, INSERT "self-employed" ; IF EMPFLAG=3 THEN SKIP TO QCOVER\_SK\_C]

**\_B.** Would this change if you became [self-employed/an employee]?

[IF QCOVER\_MW\_B=3 THEN GO TO QCOVER\_SK\_C, ELSE CONTINUE]

- \_1 YES
- \_2 NO
- \_8 DK
- \_9 REF [GO TO QCOVER\_WHY\_XX]

[PROG NOTE: IF QCOVER\_SK\_A=1 THEN INSERT "would not"; IF QCOVER\_SK\_A=2 THEN INSERT "would"]

**\_C.** Under what condition would this change? [IF NEC: Is there any condition where your job [would/would not] be guaranteed if you took time off for family or medical leave?]

- \_1 IF YOU BECAME AN EMPLOYEE
- \_2 IF YOU BECAME SELF-EMPLOYED
- \_3 IF YOUR WORKER STATUS CHANGED (UNSPECIFIED)
- \_4 OTHER REASON (SPECIFY)
- \_5 NONE
- \_8 DK
- \_9 REF [GO TO QCOVER\_WHY\_XX]

PROGRAMMING NOTE: FOR EACH QCOVER\_XX\_A=2, ASK QCOVER\_WHY\_XX. INSERT FOR EACH:

MW. minimum wage

OT. overtime pay

UI. unemployment insurance

WC. workers' compensation

OS. OSHA safety standards

SK. FMLA

IF NO QCOVER\_XX\_A=2 THEN SKIP TO QCOVER\_SS\_A.

IF QCOVER\_WHY\_XX=1 THEN ASK QREASON\_XX IMMEDIATELY AFTER QCOVER\_WHY\_XX. THEN GO BACK TO QCOVER\_WHY\_XX FOR NEXT COVERAGE. IF QCOVER\_WHY\_XX NE 1 THEN ASK QCOVER\_WHY\_XX FOR NEXT COVERAGE. WHEN DONE, GO TO QCOVER\_SS\_A.

**QCOVER\_WHY\_XX** You said your [QMAIN] job is not covered by [INSERT]. Do you know why not? [SOURCE: New]

- 1. YES
- 2. NO
- 9. REF (VOL)

**QREASON\_XX** Why not? [IF NECESSARY: Why is your job not covered by this] [SOURCE: New]

1. NOT ELIGIBLE, HAVE NOT WORKED ENOUGH HOURS
2. NOT ELIGIBLE, HAVE NOT WORKED AT ORGANIZATION FOR LONG ENOUGH
3. NOT ELIGIBLE, BECAUSE NOT AN EMPLOYEE
4. NOT ELIGIBLE, OTHER REASON (SPECIFY)
5. SOME OTHER REASON (SPECIFY)
8. DK
9. REF

**QCOVER\_SS\_A-C/D**

[PROG NOTE: IF QDEDSPEC\_2=1 OR 2 THEN SKIP TO \_B]

**\_A.** Do you contribute to social security and Medicare tax otherwise known as FICA? [SOURCE: NEW]

- <sub>1</sub> YES [GO TO QCOVER\_SS\_B]  
<sub>2</sub> NO [GO TO PROG NOTE BEFORE QCOVER\_SS\_C]  
<sub>8</sub> DK [GO TO PROG NOTE BEFORE QAGREE]  
<sub>9</sub> REF [GO TO PROG NOTE QAGREE]

**\_B.** How much of your gross pay OR what percentage, of your gross pay, do you contribute to FICA? [IF NECESSARY: FICA includes social security and Medicare tax]

\$ \_\_\_\_\_  
 (Range 1-99999, 99998=DK, 99999=REF)  
 OR  
 \_\_\_\_\_%  
 (Range 1-100, 998=DK, 999=REF)  
 [GO TO \_C]

[PROG NOTE: IF EMPFLAG=2, INSERT "employed"; IF EMPFLAG=1, INSERT "self-employed"; IF EMPFLAG=3 THEN SKIP AND ASK QCOVER\_SS\_D]

**\_C.** If you became [employed/self-employed] how would your share of the FICA contribution change?

- <sub>1</sub> My share would go up  
<sub>2</sub> My share would go down  
<sub>3</sub> No change  
<sub>8</sub> DK  
<sub>9</sub> REF

[ONLY ASK IF EMPFLAG=3, ELSE GO TO QAGREE. PROG NOTE: IF QCOVER\_SS\_A=1 THEN INSERT "would not"; IF QCOVER\_SS\_A=2 THEN INSERT "would"]

**\_D.** Under what condition would this change? [IF NEC: Is there any condition where your FICA contribution [would/would not] change?]

- <sub>1</sub> IF YOU BECAME AN EMPLOYEE  
<sub>2</sub> IF YOU BECAME SELF-EMPLOYED  
<sub>3</sub> IF YOUR WORKER STATUS CHANGED (UNSPECIFIED)  
<sub>4</sub> OTHER REASON  
<sub>5</sub> NONE  
<sub>8</sub> DK  
<sub>9</sub> REF

PROGRAMMING NOTE: IF EMPFLAG=3 THEN SKIP TO QTHINK. IF QCOVER\_MW\_B=3 THEN SKIP TO QAGREE\_2; ELSE ASK QAGREE. IF EMPFLAG=1 THEN INSERT "an employee", "self-employed". IF EMPFLAG=2 THEN INSERT "self-employed", "an employee".

**QAGREE.** Earlier you indicated that you are [an employee/self-employed]. Do you agree with this classification or do you think that legally, you should be [self-employed/an employee]? [SOURCE: NEW]

1. You agree with this classification
2. You think you should be classified differently
8. DK (VOL)
9. REF (VOL)

[GO TO QDEMO\_INTRO]

PROGRAMMING NOTE: IF QCOVER\_MW\_B=3 THEN ASK QAGREE\_2. IF EMPFLAG=1 THEN INSERT "self-employed", "an employee". IF EMPFLAG=2 THEN INSERT "an employee", "self-employed".

**QAGREE\_2.** Just to confirm, you have indicated that you are [self-employed/an employee]. Do you agree with this classification or do you think that legally, you should be [an employee/self-employed]? [SOURCE: NEW]

1. You agree with this classification
2. You think you should be classified differently
8. DK (VOL)
9. REF (VOL)

[GO TO QDEMO\_INTRO]

PROGRAMMING NOTE: IF EMPFLAG=3 THEN ASK QTHINK, ELSE GO TO QDEMO\_INTRO.

**QTHINK.** Based on your responses to earlier questions, we are unable to determine if you are considered an employee or self-employed. What do you think your legal worker status should be? Should it be...? [SOURCE: NEW]

1. Self-employed
2. Employee
3. Or, something else (SPECIFY)
8. DK (VOL)
9. REF (VOL)

## **PART V. DEMOGRAPHICS (ALL RESPONDENTS)**

### **A. STANDARD DEMOGRAPHICS**

**QDEMO\_INTRO** Now we have a few questions to help us better understand your responses.

**QEDUCATION\_1** What is the highest level of school you have completed or the highest degree you have received? [SOURCE: CPS]

1. LESS THAN 1ST GRADE
2. 1ST, 2ND, 3RD OR 4TH GRADE
3. 5TH OR 6TH GRADE
4. 7TH OR 8TH GRADE
5. 9TH GRADE
6. 10TH GRADE
7. 11TH GRADE
8. 12TH GRADE NO DIPLOMA
9. HIGH SCHOOL GRAD-DIPLOMA OR EQUIV (GED)
10. SOME COLLEGE BUT NO DEGREE
11. ASSOCIATE DEGREE-OCCUPATIONAL/VOCATIONAL
12. ASSOCIATE DEGREE-ACADEMIC PROGRAM
13. BACHELOR'S DEGREE (EX: BA, AB, BS)
14. MASTER'S DEGREE (EX: MA, MS, Meng, MEd, MSW)
15. PROFESSIONAL SCHOOL DEG (EX: MD, DDS, DVM)
16. DOCTORATE DEGREE (EX: PhD, EdD)
98. DK (VOL)
99. REF (VOL)

**QEDUCATION\_2** Last week, were you enrolled in a high school, college, or university? [SOURCE: Adapted from CPS]

[CODE YES IF CURRENTLY ON HOLIDAY OR SEASONAL VACATION, CODE NO FOR SUMMER VACATION]

1. Yes, high school
2. Yes, college
3. Yes, university
4. Yes, vocational/technical school
5. Yes, other schooling (SPECIFY)
6. No, not enrolled
7. No, for summer vacation
98. DK (VOL)
99. REF (VOL)

**QLGBT.** Do you think of yourself as... [SOURCE: FMLA SURVEY]

1. [For men/QGENDER=1:] Gay / [For women/QGENDER=2:] Lesbian or gay
2. [For men/QGENDER=1:] Straight, that is, not gay / [For women/QGENDER=2:]
3. Straight, that is, not lesbian or gay, or

- 4. Bisexual?
- 5. SOMETHING ELSE (VOL)
- 8. DK (VOL)
- 9. REF (VOL)

**QMARITAL** Are you currently... [SOURCE: FMLA SURVEY]

- 1. Married,
- 2. Living with a partner,
- 3. Separated,
- 4. Divorced,
- 5. Widowed, or
- 6. Never married?
- 8. DK (VOL)
- 9. REF (VOL)

**QAGE** What is your age? \_\_\_\_\_ [RANGE: 18-99, REF=99] [SOURCE: NHIS]

**QINCOME** What is the total combined income of all members of your FAMILY during the past 12 months? This includes money from jobs, net income from business, farm or rent, pensions, dividends, interest, social security payments and any other money income received by members of your family who are 15 years of age or older. [SOURCE: CPS]

- 1. GAVE ANSWER \$\_\_\_\_\_ [MAX RANGE= 9,999,999]
- 8. DK (VOL)
- 9. REF (VOL)

PROGRAMMING NOTE: ASK QINC\_A IF QINCOME=DK OR REF, ELSE GO TO QUNION

**QINC\_A** Was your family income \$35,000 or above?

- 1. YES
- 2. NO [GO TO QINC\_F]
- 8. DK [GO TO QUNION]
- 9. REF [GO TO QUNION]

**QINC\_B** Was it \$40,000 or above?

- 1. YES
- 2. NO [GO TO QUNION]
- 8. DK [GO TO QUNION]
- 9. REF [GO TO QUNION]

**QINC\_C** Was it \$50,000 or above?

- 1. YES
- 2. NO [GO TO QUNION]

- 8. DK [GO TO QUNION]
- 9. REF [GO TO QUNION]

**QINC\_D** Was it \$75,000 or above?

- 1. YES
- 2. NO [GO TO QUNION]
- 8. DK [GO TO QUNION]
- 9. REF [GO TO QUNION]

**QINC\_E** Was it \$100,000 or above?

- 1. YES [GO TO QUNION]
- 2. NO [GO TO QUNION]
- 8. DK [GO TO QUNION]
- 9. REF [GO TO QUNION]

**QINC\_F** Was it \$30,000 or above?

- 1. YES [GO TO QUNION]
- 2. NO
- 8. DK [GO TO QUNION]
- 9. REF [GO TO QUNION]

**QINC\_G** Was it \$20,000 or above?

- 1. YES [GO TO QUNION]
- 2. NO
- 8. DK [GO TO QUNION]
- 9. REF [GO TO QUNION]

**QINC\_H** Was it \$10,000 or above?

- 1. YES [GO TO QUNION]
- 2. NO
- 8. DK [GO TO QUNION]
- 9. REF [GO TO QUNION]

**QINC\_J** Was it \$5,000 or above?

- 1. YES [GO TO QUNION]
- 2. NO [GO TO QUNION]
- 8. DK [GO TO QUNION]
- 9. REF [GO TO QUNION]

**QPASTWEEK** In the PAST WEEK, did you work for pay or profit? [IF NECESSARY: This includes any job from which you were temporarily absent.] [SOURCE: NEW]

- 1. YES
- 2. NO

- 8. DK (VOL)
- 9. REF (VOL)

**QUNION** Are you a member of a labor union? [SOURCE: NEW]

- 1. YES
- 2. NO
- 8. DK (VOL)
- 9. REF (VOL)

**QHISPANIC** Do you consider yourself to be Hispanic or [Latino/Latina]? [IF NECESSARY: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.] [SOURCE: FMLA SURVEY]

- 1. YES
- 2. NO
- 8. DK (VOL)
- 9. REF (VOL)

**QRACE** What race do you consider yourself to be? Please select one or more of the following. [SOURCE: FMLA SURVEY]

- 1. American Indian or Alaska Native
- 2. Asian
- 3. Native Hawaiian or Pacific Islander
- 4. Black or African American
- 5. White
- 6. SOME OTHER RACE (VOL) \_\_\_\_\_
- 8. DK (VOL)
- 9. REF (VOL)

**B. ENGLISH PROFICIENCY**

PROGRAMMING NOTE: FOR QL, INSERT ENGLISH/SPANISH BASED ON SAMPLE VARIABLE

**QL** Now we have some questions about languages you speak. Is [English/Spanish] your native language? [SOURCE: NEW IMMIGRANT SURVEY]

- 1. YES
- 2. NO
- 8. DK (VOL)
- 9. REF(VOL)

PROGRAMMING NOTE: IF QL=1 GO TO INTRO\_T, ELSE CONTINUE

**QL\_2** How well would you say you UNDERSTAND English when someone is speaking to you? Would you say you understand English very well, somewhat well, not well or not at all? [SOURCE: NEW IMMIGRANT SURVEY]

1. Very well
2. Somewhat well
3. Not well
4. Not at all
8. DK (VOL)
9. REF (VOL)

**QL\_3** How well would you say you SPEAK English? Would you say...? [SOURCE: NEW IMMIGRANT SURVEY]

1. Very well
2. Somewhat well
3. Not well
4. Not at all
8. DK (VOL)
9. REF (VOL)

**QL\_4** How well would you say you READ English? Would you say...? [SOURCE: NEW IMMIGRANT SURVEY]

1. Very well
2. Somewhat well
3. Not well
4. Not at all
8. DK (VOL)
9. REF (VOL)

### C. TELEPHONE USAGE

**INTRO\_T** We're almost done. Now we just have a few quick questions about telephone use in your household. These items will be used for statistical purposes to make sure that all households in the country are represented in this study.

PROGRAMMING NOTE: ASK T1 IF LANDLINE SAMPLE

**T1** Now thinking about your telephone use, do you have a working cell phone? [SOURCE: NHIS]

1. YES, HAVE CELL PHONE
2. NO, DO NOT HAVE CELL PHONE
9. DK/REF (VOL)

PROGRAMMING NOTE: ASK T2 IF T1=1 OR CELL SAMPLE

**T2** [Including this one,] How many working cell phones do YOU personally have?  
[SOURCE: NHIS]

- (1-6). RECORD NUMBER [ENTER 6 IF 6 OR GREATER]
9. DK/REF (VOL)

PROGRAMMING NOTE: ASK T3 IF S5 > 1 (2+ ADULT HOUSEHOLD)

**T3** Thinking about the other adults in your household, how many working cell phones in total do THEY have? [SOURCE: NHIS] [IF NECESSARY: Do not count your cell phone(s).]

- (0-6). RECORD NUMBER [ENTER 6 IF 6 OR GREATER]
9. DK/REF (VOL)

PROGRAMMING NOTE: ASK T4 IF CELL PHONE SAMPLE

**T4** Is a cell phone your ONLY phone, or do you also have a regular landline telephone at home? [SOURCE: NHIS]

1. CELL PHONE IS ONLY PHONE
2. HAVE LANDLINE TELEPHONE AT HOME
9. DK/REF (VOL)

PROGRAMMING NOTE: ASK T5 IF LANDLINE SAMPLE OR T4=2

**T5** [Including this number,] How many different residential phone NUMBERS do you have coming into your household, not including lines dedicated to a fax machine, modem, or used strictly for business purposes? Do not include cellular phones. [SOURCE: NHIS]

- (1-6). RECORD NUMBER [ENTER 6 IF 6 OR GREATER]
9. DK/REF (VOL)

PROGRAMMING NOTE: IF LANDLINE SAMPLE: ASK IF T1=1 OR T3=1-6; IF CELL SAMPLE: ASK IF T4=2

**T6** Of all the telephone calls that you [IF S5 > 1 (2+ ADULT HOUSEHOLD): or your family] receive, are: [SOURCE: NHIS]

1. All or almost all calls received on cell phones,
2. Some received on cell phones and some on regular phones, or
3. Very few or none on cell phones?
9. DK/REF (VOL)

**QZIP** Finally, so that we can group households geographically, may I have your zip code?  
[SOURCE: FMLA SURVEY]

RANGE: 00000-99999  
999998 DK (VOL)  
999999 REF (VOL)

[GO TO QEND]

**QEND** Thank you very much for your time. If you have any questions or would like further information about this study, you can call INSERT NAME at (1-XXX-XXX-XXXX) during normal business hours. [SOURCE: FMLA SURVEY]

[FOR INTERVIEWER USE ONLY:]

LANGUAGE OF INTERVIEW:

1. ENGLISH
2. SPANISH

**QCELL:** IF CELL COMPLETE, GO TO QINCENTIVE SCREEN TO COLLECT INFORMATION ON INCENTIVE PAYMENT.

**Table 2. Exhaustive list of 16 scenarios that generate EMPFLAG**

YELLOW = EMPFLAG= 1. EMPLOYEE (total of 2 scenarios)								
GREEN = EMPFLAG = 2. NON-EMPLOYEE (total of 3 scenarios)								
BLUE = EMPFLAG = 3. UNDETERMINED (total of 11 scenarios)								
SCENARIO	QEMPLOYER	QSELF TITLE 1	QSELF TITLE 2	QCORP 1	QEMPLOYEE	QCERTAIN NE	QCERTAIN EE	EMPFLAG
1	1. Government 2. Private-for-profit company 3. Non-profit org	Skipped	Skipped	Skipped	1. Yes (an employee)	Skipped	1. Very certain 2. Somewhat certain	1. EMPLOYEE
2	4. Self-employed	<i>ITALICS MEANS RESPONSE DOESN'T MATTER BUT WILL BE ONE OF THESE:</i> 1. Independent contractor 2. Independent consultant 3. Free-lance worker	Skipped	Any response	Skipped	1. Very certain 2. Somewhat certain	Skipped	2. NON-EMPLOYEE
3	1. Government 2. Private-for-profit company 3. Non-profit org	Skipped	Skipped	Skipped	1. Yes (an employee)	Skipped	3. Not very certain 4. Not at all certain 8. DK 9. REF	3. UNDETERMINED
4	1. Government 2. Private-for-profit company 3. Non-profit org	Skipped	Skipped	Skipped	2. No (not an employee) 8. Not sure/DK 9. REF	Skipped	Skipped	3. UNDETERMINED

SCENARIO	QEMPLOYER	QSELF TITLE 1	QSELF TITLE 2	QCORP 1	QEMPLOYEE	QCERTAIN NE	QCERTAIN EE	EMPFLAG
5	4. Self-employed	1. Independent contractor 2. Independent consultant 3. Free-lance worker	Skipped	Any response	Skipped	3. Not very certain 4. Not at all certain 8. DK 9. REF	Skipped	3. UNDETERMINED
6	4. Self-employed	4. Something else 8. DK 9. REF	5. Your job 6. Something else 8. DK 9. REF	Skipped	1. Yes (an employee)	Skipped	1. Very certain 2. Somewhat certain	3. UNDETERMINED
7	4. Self-employed	4. Something else 8. DK 9. REF	5. Your job 6. Something else 8. DK 9. REF	Skipped	1. Yes (an employee)	Skipped	3. Not very certain 4. Not at all certain 8. DK 9. REF	3. UNDETERMINED
8	4. Self-employed	1. Independent contractor 2. Independent consultant 3. Free-lance worker	Skipped	1. Yes, incorporated	1. Yes (an employee)	Skipped	1. Very certain 2. Somewhat certain	3. UNDETERMINED
9	4. Self-employed	1. Independent contractor 2. Independent consultant 3. Free-lance worker	Skipped	1. Yes, incorporated	1. Yes (an employee)	Skipped	3. Not very certain 4. Not at all certain 8. DK 9. REF	3. UNDETERMINED
10	4. Self-employed	1. Independent contractor 2. Independent consultant 3. Free-lance worker	Skipped	1. Yes, incorporated	2. No (not an employee) 8. Not sure/DK 9. REF	1. Very certain 2. Somewhat certain	Skipped	2. NON-EMPLOYEE

SCENARIO	QEMPLOYER	QSELF TITLE 1	QSELF TITLE 2	QCORP 1	QEMPLOYEE	QCERTAIN NE	QCERTAIN EE	EMPFLAG
11	4. Self-employed	1. <i>Independent contractor</i> 2. <i>Independent consultant</i> 3. <i>Free-lance worker</i>	Skipped	1. Yes, incorporated	2. No (not an employee) 8. Not sure/DK 9. REF	3. Not very certain 4. Not at all certain 8. DK 9. REF	Skipped	3. UNDETERMINED
12	5. Other 8. DK 9. REF	1. <i>Independent contractor</i> 2. <i>Independent consultant</i> 3. <i>Free-lance worker</i>	Skipped	Any response	Skipped	1. Very certain 2. Somewhat certain	Skipped	2. NON-EMPLOYEE
13	5. Other 8. DK 9. REF	1. <i>Independent contractor</i> 2. <i>Independent consultant</i> 3. <i>Free-lance worker</i>	Skipped	Any response	Skipped	3. Not very certain 4. Not at all certain 8. DK 9. REF	Skipped	3. UNDETERMINED
14	5. Other 8. DK 9. REF	4. <i>Something else</i> 8. DK 9. REF	5. Your job 6. Something else 8. DK 9. REF	Skipped	1. Yes (an employee)	Skipped	1. Very certain 2. Somewhat certain	1. EMPLOYEE
15	5. Other 8. DK 9. REF	4. <i>Something else</i> 8. DK 9. REF	5. Your job 6. Something else 8. DK 9. REF	Skipped	1. Yes (an employee)	Skipped	3. Not very certain 4. Not at all certain 8. DK 9. REF	3. UNDETERMINED
16	5. Other 8. DK 9. REF	4. <i>Something else</i> 8. DK 9. REF	5. Your job 6. Something else 8. DK 9. REF	Skipped	2. No (not an employee) 8. Not sure/DK 9. REF	Skipped	Skipped	3. UNDETERMINED